

CODE OF CONDUCT CARGO NAVIGATOR GmbH for transport partners (contractors).

1. **LEGAL COMPLIANCE** Our transport partners commit to obtaining detailed information about international, national, and regional regulations concerning their activities, responding to changes, and, if necessary, adapting their actions to new regulations. They are also obliged to pay statutory fees, such as taxes, charges, and contributions. They are responsible for obtaining all necessary permits to conduct their business and licenses to perform their work.
2. **AGAINST CORRUPTION** Our transport partners are responsible for combating corruption, extortion, bribery, and embezzlement. Our transport partners are prohibited from accepting or offering gifts, rewards, any benefits, illegal incentives, and other gratuities in business relationships.
3. **TRANSPARENCY** Our transport partners commit to establishing transparent and lawful business practices. Transport partners will provide information about the financial situation of the company upon request from CARGO NAVIGATOR GmbH. To ensure compliance with good business practices and our minimum standards, we reserve the right to conduct audits at our transport partners' premises. In case of discrepancies between the contracting parties, they commit to resolving them outside the court whenever possible.
4. **LABOR LAW** Forced labor and child labor are strictly prohibited. The legally required minimum age for employment must be clearly observed in accordance with applicable laws. Our transport partners commit to complying with legally prescribed maximum working hours, breaks, rest periods, and vacations for their employees in accordance with the applicable collective bargaining agreements and minimum wage regulations of all countries where transportation takes place, particularly in accordance with the German MiLoG and ÖLSD - BG. They are also committed to paying for overtime and all statutory social benefits. The transport partner releases CARGO NAVIGATOR and its affiliated companies from any liability for claims from third parties arising from violations of its obligations under the Minimum Wage Act or violations of the obligations of subcontractors to whom it has assigned work based on minimum wage regulations. This liability obligation applies to both civil claims and fines imposed on CARGO NAVIGATOR for violations committed by the transport partner or its employed subcontractors, as well as for resulting costs. A penalty of €200 is established for early or late delivery beyond the deadlines set in the transportation order, even without specific evidence of actual damage.
5. **COMMITMENT TO FAIR COMPETITION** Anti-competitive practices such as price-fixing are strictly prohibited. The validity of Austrian commercial and civil law and international jurisdiction of Austria, as well as the jurisdiction of the court competent for the registered office of CARGO NAVIGATOR GmbH, are agreed upon.
6. **INTELLECTUAL PROPERTY AND DATA PROTECTION** Our transport partners commit to comply with the provisions of the General Data Protection Regulation (GDPR) and its framework terms. Additionally, our transport partners may exchange confidential information with CARGO NAVIGATOR and our business partners solely within the scope of our cooperation. The dissemination of data and information of any kind and contact with our business partners are permissible only with the express prior consent of the respective Transport Manager of CARGO NAVIGATOR.
7. **EMPLOYEE HEALTH AND SAFETY** Our transport partners commit to complying with all applicable regulations regarding the protection of employees. Consistent actions must be taken

to protect the health and safety of employees and avoid all types of accidents. This can be achieved through regular awareness training on accident prevention, health, and safety. All hazards must be analyzed immediately and eliminated. Furthermore, our transport partners assure us that they will adhere to the following guidelines:

- All necessary measures are taken to create a secure supply chain, thus fulfilling the requirements of anti-terrorism regulations.
- All partners involved in the transportation of goods are screened against the listed groups of people (individuals and groups suspected of terrorism).
- During transportation (including storage and collection), the cargo is secured against unauthorized access.
- All business partners operating on our behalf are informed that they must also take measures to secure the aforementioned supply chain.

8. **CLIMATE PROTECTION AND NATURAL RESOURCES** Our transport partners commit to complying with the applicable environmental protection regulations. They are also obliged to act in an environmentally friendly manner and ensure that their actions are sustainable in terms of the environment and natural resources. Collaboration with CARGO NAVIGATOR requires the operation of vehicles of emission class EURO-5 or higher, fuel consumption control, the use of fuel-efficient tires, environmentally friendly driving style of drivers, and regular maintenance work.
9. **HUMAN RIGHTS, EQUAL RIGHTS, AND NON-DISCRIMINATION** Our transport partners confirm that human rights are respected in accordance with United Nations Resolution 217 A (III). We believe that our transport partners are responsible for not discriminating against employees based on their ethnic origin, skin color, nationality, race, religion, social origin, gender, age, physical or mental disability, sexual orientation, association membership, political affiliation, or health status.
10. **REPORTING OF IMPROPER CONDUCT** Our transport partners are held accountable for treating complaints and reports from employees regarding potentially unlawful behavior seriously, treating these reports as confidential, and conducting appropriate investigations. We expect that in the case of actual improper conduct, necessary measures will be taken immediately to prevent it in the future.
11. **ALCOHOL AND DRUG ABUSE** Our transport partners are responsible for ensuring that no employee performs their duties under the influence of alcohol or drugs. In case of violations of this provision, appropriate measures should be taken to prevent it in the future.
12. **PREVENTING RISKS AT THE WORKPLACE AND OUTSIDE** Our transport partners are responsible for identifying potential sources of hazards inside and outside the company and applying appropriate strategies to significantly avoid or reduce the risk. In addition to local work areas (including offices, warehouses, parking lots), the working environments of drivers should also be examined. To minimize risks, we insist on the compliance with regulatory safety measures, appropriate cargo securing, adherence to speed limits, adapted driving style, and the conclusion of appropriate insurance agreements.