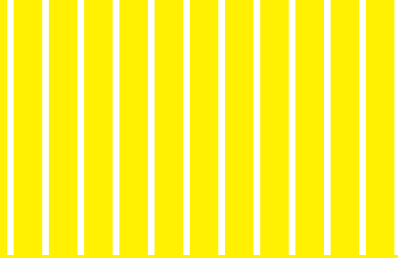


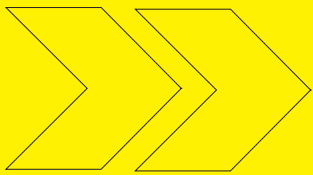
Human Rights Policy Statement



Think Tomorrow.



As an internationally operating company in the field of intralogistics, the SSI SCHAEFER Group¹ influences the lives of many people around the world – both our own employees and the lives of all those employed in our value chain. Ensuring that this impact is a positive one is of particular importance to the SSI SCHAEFER Group. For this reason, we are committed to our social responsibility and contribute to business with integrity and sustainable development. This is how we create lasting value – for our customers, employees, shareholders, business partners and society.



In this context, respect for human rights is a fundamental component of our actions as a value-based family company. Our claim is that human rights are respected in all companies of the SSI SCHAEFER Group and are also observed by our business partners. Our goal is clear: We only want to sell human rights compliant projects and products.



¹ SSI SCHÄFER GMBH & CO KG and all companies in which SSI SCHÄFER GMBH & CO KG directly or indirectly holds a majority share.

A_Our Commitment to Respect Human Rights

With this Policy Statement, we – the Management of the SSI SCHAEFER Group – commit ourselves to the company's own human rights strategy and to the observance of universal human rights. Specifically, this means that we are committed to complying with the following agreements and frameworks:

- United Nations (UN) Universal Declaration of Human Rights of 1948
- United Nations (UN) Guiding Principles on Business and Human Rights (UNGPR) of 2011
- Core Labour Standards of the International Labour Organization (ILO)

The following principles are of particular importance for respect of universal human rights:

- Compliance with the prohibition of child labor, forced labor and all forms of modern slavery
- Payment of adequate wages at least equal to local minimum wages, with working hours in accordance with all applicable laws
- Respect for all occupational health and safety obligations
- Equal treatment and protection against discrimination, harassment and bullying
- Recognition of the right of all employees to form or join trade unions and to bargain collectively over working conditions
- Avoidance of environmental hazards that can have a negative impact on people

In addition to this Policy Statement, the human rights mentioned in the frameworks and agreements are also reflected in the following documents that are valid throughout the Group:

- Code of Conduct of the SSI SCHAEFER Group
- Code of Conduct for Business Partners of the SSI SCHAEFER Group

For us, respect for human rights is a basic prerequisite for any cooperation with suppliers. That is why our business partners contractually commit to respecting human rights within our business relationship. Our goal is to work together toward global supply chains that are free of human rights abuses.



B_Our Approach to Respecting Human Rights

I. Own business operations

At SSI SCHAEFER Group, respect for human rights within our own business operations forms the foundation of sustainable value creation. In accordance with the German Supply Chain Due Diligence Act (LkSG), we conduct both continuous and event-driven risk analyses to identify, assess, and mitigate potential human rights and environmental risks at an early stage. Our goal is to prevent such risks from materializing and to eliminate them sustainably.

In prioritizing risks, we focus on those with the greatest severity, irreversibility, and probability of occurrence – particularly where we have direct influence or a causal contribution. This Policy Statement is continuously refined based on the insights gained from our risk assessments.

Risk Assessment Methodology

SSI SCHAEFER Group applies a structured, multi-step approach to its internal Human Rights Risk Assessment:

1. **Initial Risk Identification:** All legal entities within the Group are evaluated using external indices that allow conclusions about human rights risks – such as the Corruption Perceptions Index (CPI) and the Fragile States Index – alongside internal indicators developed in collaboration with our Compliance Case Management and Internal Audit team. This results in a calculated risk factor that guides the prioritization and order of entities for further review.
2. **Detailed Risk Evaluation:** Prioritized entities undergo a comprehensive risk assessment across ten defined human rights risk categories. The risk assessment is based on questionnaires accompanied by subsequent expert workshops to validate and verify the results. Where necessary, appropriate remediation measures are developed and implemented.

Based on our risk analysis conducted in 2024, we identified three potential risk areas warranting closer attention:

- maximum working hours,
- engagement with security forces, and
- risks related to forced labor and human trafficking.

While no concrete human rights violations were detected, the analysis highlighted opportunities to strengthen our internal governance structures – particularly regarding global policies, procedural clarity, and documentation practices. These areas are being proactively addressed through centrally coordinated efforts in close collaboration with relevant departments such as Human Resources, Procurement and Health, Safety and Environment.


We are committed to maintaining consistently high standards across all our facilities, ensuring a safe, respectful, and legally compliant working environment for both our employees and external personnel.

Governance and Implementation

Our commitment to human rights is grounded in internationally recognized standards, including the UN Guiding Principles on Business and Human Rights. These principles are embedded in our Group-wide Code of Conduct and this Policy Statement, which apply to all SSI SCHAEFER Group entities.

To further strengthen our human rights framework, we are developing a dedicated Human Rights Policy. In addition, we provide regular training on human rights topics through our e-Learning platform. In-person training sessions emphasize cross-functional collaboration, particularly among Purchasing, Compliance, and Group Social Responsibility (GSR) teams, to raise awareness in key operational areas.

Compliance with this Policy Statement is monitored by our Internal Audit function, which includes it in its audit criteria to ensure continuous improvement and accountability.



B_Our Approach to Respecting Human Rights

II. Supply chain

SSI SCHAEFER Group is committed to upholding human rights not only within its own operations but also throughout our global supply chain. Starting in 2023, we have implemented a structured risk analysis process to identify and address potential or actual human rights violations among our suppliers.

Risk Analysis Process

1. **Gross Risk Analysis:** Supplier data is automatically screened against internationally recognized indices to determine country-specific, industry-specific, and procurement-related risks using a well-known and accepted third-party provider software tool. This initial screening provides a comprehensive overview of potential risk exposure.
2. **Net Risk Analysis:** Suppliers identified as high-risk undergo a more detailed assessment to uncover specific grievances and initiate targeted improvements. This process is carried out in close collaboration with our suppliers, whom we actively support in implementing corrective actions.

Where indicated, one of our measures to ensure compliance and monitor progress is to conduct on-site supplier audits. These audits aim to assess the implementation of our Code of Conduct for Suppliers and the effectiveness of agreed-upon corrective measures.

As part of our 2024 risk analysis, we assessed human rights and environmental risks across our supply chain using EcoVadis IQ Plus and Ratings. While no confirmed violations were identified, the analysis revealed abstract risks in areas such as occupational health and safety, social dialogue, discrimination, fair wages, and the prevention of forced labor and human trafficking. These risks were prioritized based on supplier country and industry profiles, as well as the maturity of their management systems.

Based on these findings, we are currently planning targeted measures to strengthen our supplier

engagement by integrating sustainability expectations into procurement processes, initiating corrective action plans, and promoting capacity-building measures. These steps aim to improve transparency, ensure responsible sourcing, and support continuous improvement across our supplier network.

Grievance Mechanisms and Remediation

If preventive measures prove insufficient, all stakeholders – including employees, customers, suppliers, and other potentially affected parties – can report actual or imminent human rights violations through our secure and confidential whistleblowing system, available 24/7. Reports are handled professionally by a specialized team within the Group Legal & Compliance.

We expect all business partners in our supply chain to respect internationally recognized human rights and to promote compliance within their own supply chains. Our strategic suppliers confirm their commitment by acknowledging our Code of Conduct for Business Partners and accepting our General Purchasing Conditions which include dedicated contractual requirements regarding Human Rights.

Remedial and preventive measures are derived from the findings of our risk analyses. We maintain open lines of communication with our suppliers and are available to support them with questions or challenges. Looking ahead, we plan to offer dedicated training on human rights due diligence to further strengthen awareness and compliance.

Inclusion of Indirect Suppliers

Our due diligence efforts also extend to indirect suppliers when we have substantiated knowledge of potential human rights or environmental violations. In such cases, these suppliers are included in our risk analysis and corrective action processes. At this point, we have not had any indications for potential human rights violations in relation to indirect suppliers.

C_Responsibility and Compliance With This Policy Statement

This Policy Statement is binding for the entire SSI SCHAEFER Group. The members of the Group Management are responsible for its implementation. In addition, the Regional Heads together with the respective management of the local entities are responsible for its implementation on site.

Group Legal & Compliance manages the topic of human rights from a governance perspective and develops it further in close cooperation with the Procurement, Health, Safety & Environment as well as HR departments. The General Counsel reports regularly to the Group Management on human rights activities and on any anomalies.

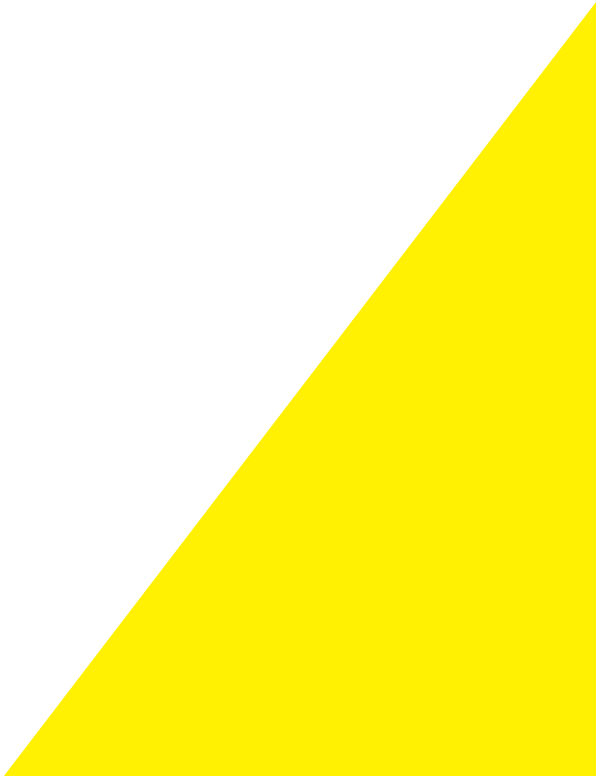
Neunkirchen, August 11, 2025

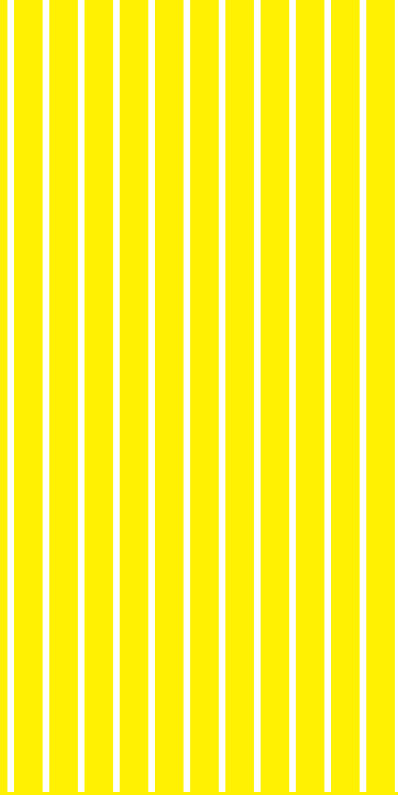


Peter Edelmann
CEO



Olaf Hedden
CFO





Think Tomorrow.



ssi-schaefer.com

2025/08 EN © SSI SCHÄFER / PO-00093-EN | V4
We assume no responsibility for printing errors.

SSI SCHÄFER