

DACHSER GUIDELINES FOR REPORTING POTENTIAL MISCONDUCT

Dachser Corporate Compliance – Integrity in Logistics

Your information is important to us!

Why should I report potential misconduct to DACHSER?

As a company, we always expect all business processes and services to be carried out in full compliance with the law, and we align our business activities with the respective legal requirements. It follows that complying with legal regulations, and in particular also with the DACHSER code of conduct and our value management policies, are among our top priorities. Adherence to these principles is the only way to ensure good corporate governance, by preventing misconduct and in turn avoiding damage to our company, its employees, and its business partners.

As a company, we are called to make every effort to prevent any and all forms of criminal behavior. Potential offenses should be detected early on and investigated with the necessary sensitivity.

We expect our employees, our business partners, and the general public to be candid with us about any misgivings they may have relating to our key activities or any instance of grave misconduct concerning our company.

Information can help us tackle severe violations at an early stage. This serves to protect not only the individuals involved, but also our company and our business partners.

Every DACHSER Group employee and every external third party has the option of submitting information to the DACHSER Compliance Office.

What is my point of contact?

Have you witnessed a potential violation within the company or been affected by one? We would encourage you to report it to us. You can contact us by phone, e-mail, or—anonymously if you wish—by writing to us at the address provided.

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No matter whether you are an employee or an outside observer, you thus have the means to report potential compliance violations within the company or indications of the same at any time. You are of course welcome to remain anonymous when providing information in writing; however, you should be aware that providing your full contact details generally means that your case will be processed faster and more effectively. Any information you provide will naturally be handled in strict confidence.

For your report to be processed with due care and expediency, it is important that the information you provide be as specific and conclusive as possible. Your report should focus on presenting as many of the facts as possible with objectivity and accuracy. It is helpful to have it address the questions “who?,” “what?,” “when?,” “where?,” and “how?”.

What will happen with my information?

The Compliance Office will treat your information in strict confidence and in accordance with the relevant data protection regulations. In specific cases, and depending on the type and severity of the potential offense, we expressly reserve the right to involve the responsible law enforcement agency to help resolve the matter. Similarly, in processing the information with due diligence, it may in some cases prove necessary to involve other employees in the investigation.

Your name or details of circumstances that would allow others to draw conclusions about your identity will not be disclosed to others involved in the investigation or to the public.

You should of course always report information in good faith. Should the investigation determine that the information provided does not indicate credible grounds for suspicion, or that there are insufficient facts to validate the reported suspicion, you have no reason to fear disciplinary or legal action. This does not apply if you have intentionally misused the platform to submit false or misleading information.