

kontron

**Corporate Policy
Kontron
Transportation Group**

Policy | Version 02.01

Kontron
Transportation
GmbH

1 Statement of the Managing Directors

“We have a clear picture of the future of our company and the way to get there. Healthy growth while acting responsibly and appreciating our employees, customers and all our stakeholder as well as our environment are particularly important to us. Our vision & mission as well as our corporate and employer branding values are the guiding principles to do so.”

Michael Jeske & Richard Neussl, Managing Directors
Kontron Transportation GmbH

2 Our values

- Trust**
We give customers peace of mind that with us as their trusted partner and advisor, their experience and outcome will be intelligently designed to achieve their business goals.
- Commitment**
Embedded in each of us is a steadfast dedication to ensuring the success of our colleagues, customers and shareholders by valuing their investment.
- Creativity**
We harness our creativity, scaling individual ingenuity into a global collective intelligence, to develop innovative solutions that make the most of our customers' application.
- Leadership**
With our focus on forward-thinking ideas and products, we enhance the capabilities of our customers and the industry, leading an ecosystem that makes our world smarter and better.
- Agility**
We drive our business forward by embracing change and following through with speed and precision.

3 Our Customers

Kontron Transportation Group works closely with its customers, allowing them to focus on their core competencies by offering a complete and integrated portfolio of hardware, software and services designed to help them make the most of their applications.

4 Our Employees

- › We are aware that our employees' expertise, commitment and loyalty represent the competitive advantage, which has given us our unique selling proposition in the past and will do so in the future in the midst of a rapidly changing commercial and technological environment.
- › Our employees' competence creates a bridge between people and technology, between products and their value. This is essential for our long-term market success.
- › It is our objective and personal concern to promote and develop this competence.
- › In dealing with our employees, we maintain openness, a team spirit and individual responsibility.
- › Together with our employees, we want to provide a productive and pleasant working environment, which promotes and anchors commitment and individual performance. We want to develop those conditions, which create personal satisfaction and allow our employees' initiative and creativity to flourish.
- › We are committed to the leadership of our employees and offer wide latitude in achieving clearly defined objectives.

5 Corporate Responsibility

For Kontron Transportation Group, sustainability means contributing to worldwide sustainable growth, respecting the environment, the society and the economy, as well as comply with legal and other obligations applicable to Kontron Transportation Group.

Our success stems from a culture of ethics and integrity which strengthens our relationships with our employees, customers, suppliers, business partners and communities.

Kontron has enacted a clear Code of Conduct defining and outlining our firm commitment to not tolerate violations and to apply a zero tolerance policy for any non-compliance. Acting with integrity allows us to attract and retain outstanding employees, maintain the Company's ethical reputation and meet the high expectations of our suppliers and business partners.

Our Code of Conduct defines how we treat each other with fairness, dignity and respect and expects its suppliers and business partners to adhere to Kontron's Code of Conduct or a similar, but by no means a less stringent set of compliance guidelines and values.

6 HSSEQ-Policy – Health, Security, Safety, Environmental and Quality Policy

To promote and ensure the achievement of our business objectives and enhance the HSSEQ performance, Kontron Transportation Group has implemented a documented and certified Integrated Management System (IMS).

Kontron Transportation Group is committed to contribute to the protection of the natural environment for the benefit of future generations and will safeguard the health, safety and welfare of our employees as well as others who may be affected by our activities.

Kontron Transportation Group is committed to continually improve the efficiency of our Integrated Management System and performance wherever it conducts business.

To support this commitment, each employee is responsible to proactively identify potential sources of error and initiate appropriate measures for improvement, for taking reasonable care to protect and preserve the environment and to enhance the safety, health and well-being of themselves and of those around them. Each employee supports the improvement of the information security performance and acts accordingly to protect intellectual property, personal data and ensure the traceability, confidentiality, integrity and authenticity of all information processed.

To enhance stakeholder value, Kontron Transportation Group will liaise with customers, suppliers, relevant industry, educational bodies and other relevant interested parties to improve business-related quality, environmental, information security and health & safety performance.

The following key elements are of special importance of our integrated management system:

- › Our integrated management system relies on the support by all employees and is led by the authorized management prime who ensures resource-availability and strategic guidance.
- › We inform our employees regularly on HSSEQ-issues and facilitate them to get actively involved in the integrated management system of Kontron Transportation Group.
- › We are committed to comply with legal and governmental requirements. Beyond that we participate in committees and work groups in our business context to facilitate innovation.
- › We regularly check our achievements in terms of compliancy to products and services requirements including information security standards, environmental preservation and health and safety objectives and monitor the integrated management system performance.
- › We monitor the context of our organization as well as our relevant stakeholders and their needs and expectations towards Kontron Transportation in order to ensure we meet our business as well as HSSEQ-objectives.
- › We continuously improve our performance with special consideration on customer satisfaction, information security, environmental protection, efficient use of resources, and health and safety.
- › We ensure an efficient use of resources by using the best available technology for our technical developments, and conduct life-cycle analysis aiming to reduce the polluting effects of our business activities on the environment.
- › We use risk management as a strong preventive tool in all business areas. In order to avoid accidents, health problems or work-related diseases of our employees and persons under our responsibility, we apply awareness measures and ensure a healthy work environment.
- › Our subcontractors and contractors are likewise requested to ensure compliancy with our quality, environment, information security and health & safety standards.
- › We are committed to implement and maintain robust business continuity arrangements which will enable critical functions to continue to delivery key services in the event of minor/major incidents, disruptive events and crisis situations.
- › The effectiveness of the Integrated Management System is regularly monitored by internal & external audits, processes to address risks and opportunities as well as CAPA-management and KPI-tracking. The overall performance is evaluated with periodic management reviews.



About Kontron

Kontron Transportation GmbH is a global leading supplier of dedicated end-to-end communication solutions for mission-critical networks that offers tailor made solutions to support its customers with their communication challenges.

The company's focus is to produce, transport and process voice, data and video information reliably and securely in an efficient and sustainable way. The core product portfolio includes GSM-Railways, FRMCS (future railway mobile communication system), MCx (mission-critical over public networks), 4G/5G public network solutions and IIoT solutions focusing on data processing. Main customers are railways and public transport operators all over Europe.

Kontron Transportation drives the evolution into the next generation of broadband solutions for mission-critical networks, for instance as an associated member of the European research initiative Shift2Rail. The company is headquartered in Vienna.

For more information, please visit: www.kontron.com

Global Headquarters

Kontron Transportation GmbH
Lehrbachgasse 11
1120 Vienna, Austria
Tel.: + 43 1 25 33 700
kta_office@kontron.com

The information contained in this document is the sole property of Kontron Transportation GmbH and/or its affiliates (in the following referred to as "Kontron Transportation"). Except as specifically authorized in writing by Kontron Transportation, the holder of this document shall keep the information contained herein strictly confidential and shall protect same in whole or in part from disclosure and dissemination to third parties and use same for evaluation, operation and maintenance purposes only.

The content of this document is provided for information purposes only and is subject to modification. It does not constitute any representation or warranty from Kontron Transportation as to the content or accuracy of the information contained herein, including but not limited to the suitability and performance of the product or its intended application.

Kontron Transportation retains all rights, title and interest of the content and the information of this document. Kontron Transportation reserves all rights, in particular in respect of copying, duplication, distribution, modification or translation of the content, whether in whole or in part.