

# Corporate Policy

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DB Cargo Logistics GmbH

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Management

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## The corporate policy of DB Cargo Logistics GmbH

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The change of leadership at the helm of the DB Group and at DB Cargo in October 2025 marked the start of a strategic ‘new beginning’ that forms the basis for a comprehensive realignment of DB Cargo. The objective is to position the company for a sustainable future.

At the heart of this realignment is a strategy based on four key pillars: positioning as a European rail logistics provider, the development of a future-proof single-wagon transport network, competitiveness in terms of productivity and quality, and a comprehensive transformation of leadership and culture. These four pillars address market requirements, operational performance, and organisational and leadership structures in equal measure.

The strategic orientation of DB Cargo Logistics GmbH consistently follows this overall strategy and specifically adapts it to the specific requirements of the automotive industry.

As a **European rail logistics provider**, DB Cargo tailors its service portfolio to its customers’ value chains and is evolving into a strategic partner for integrated logistics solutions.

The focus is on expanding an efficient, Europe-wide network with a clear emphasis on core industries. Through clearly defined responsibilities and end-to-end corridor management, reliability and transparency are significantly enhanced, interfaces are reduced, processes are standardised, and production logic is organised across borders. For DB Cargo Logistics, this means reducing individual services and expanding Europe-wide door-to-door solutions. In cooperation with selected logistics partners, DB Cargo Logistics acts as a system provider and manages multimodal logistics chains from a single source.

A central component of the strategic realignment is the internationalisation of the customer portfolio and the expansion of the Europe-wide Automotive RailNet. This specialised industry network connects car manufacturing plants as well as suppliers, dealers and ports across Europe and is continually being expanded.

Another key growth area is electromobility and battery logistics. By expanding the battery logistics network as an integral part of the Automotive RailNet, DB Cargo Logistics is laying the foundations for new growth on the railways and connecting production clusters across Europe.

A future-proof **single wagonload network** enables the connection of industrial sites. By focusing on four major core hubs and five complementary regional hubs, the network’s cost-effectiveness is significantly enhanced, whilst at the same time creating the conditions for an efficient local service. Stable and predictable transit times increase the reliability and quality of services. The single wagonload network’s close European connections support the international orientation of automotive transport and sustainably strengthen the competitiveness of DB Cargo Logistics.

The strategic pillar of **productivity and quality** aims to consistently raise DB Cargo's performance to a competitive level and ensure stable, reliable processes. The focus is on predictable transport, improved punctuality and reliability, and increased resilience in the event of disruptions. Lean structures, clear responsibilities and a consistent industry focus strengthen operational control. For DB Cargo Logistics' customers, this creates a robust and efficient supply chain that supports growth and positions DB Cargo Logistics as a stable and efficient partner.

This strategic realignment is complemented by a comprehensive transformation of **leadership and culture**. The focus is on the shift from mere areas of responsibility to genuine end-to-end accountability with a consistent customer focus. Decentralised responsibility lays the foundation for faster and better decisions, whilst KPI-based management enables greater transparency and ensures a consistent focus on quality and productivity. Managers and employees take responsibility for the overall result across organisational boundaries. This cultural transformation fosters commitment, motivation and a sustainable performance culture – an essential prerequisite for the successful implementation of the strategic goals of DB Cargo and DB Cargo Logistics.

## **The DB Cargo Logistics guiding principle**

Our corporate guiding principle serves as a compass and provides a clear direction for our actions. It describes our self-image, our goals and the values that shape our daily work. Our vision is to be the primary contact for the sustainable automotive logistics of tomorrow. To achieve this goal, we realise intelligent logistics solutions – with a passion for rail and a vision for market.

Our collaboration and working relationships are shaped by seven strong values that define the character of our company. Every single employee embodies these values, particularly in their dealings with colleagues, customers, service providers and other stakeholders.

Our values at a glance:

### **Together at eye level.**

We treat everyone fairly, respectfully and with appreciation. This builds trust and fosters a strong sense of community.

### **Clear words, great effect.**

We communicate honestly, directly and authentically. Through constructive dialogue, we achieve the best solutions.

### **Space for new ideas.**

We have the space we need for creativity, courage and innovation. This is how we actively shape the future.

### **Ahead with energy.**

We approach our tasks with motivation and dynamism, and as a team we generate new momentum. We are makers and creators.

### **Keep an eye on the course.**

We act with an entrepreneurial spirit and a solution-oriented mindset. Every single achievement contributes to our goal.

### **You can count on us.**

We act with integrity and take personal responsibility. This makes us a strong partner.

### **Win as partners.**

We focus on trusting collaboration and long-term relationships with our customers. This is how we achieve shared success.

DB Cargo Logistics is committed to respecting human rights and ensuring a working environment that is both ethical and responsible. In doing so, we place particular emphasis on the following principles:

**Ethical recruitment:**

Our recruitment processes are non-discriminatory, transparent and fair. Equal opportunities are a matter of course for us – all applicants are assessed solely on the basis of their qualifications.

**Rights of minorities and indigenous peoples:**

We do not tolerate any discrimination on the grounds of ethnicity, religion, language or cultural background. We respect and protect the rights of minorities and indigenous peoples.

**Land, forest and water rights, and protection against forced evictions:**

We respect the importance of land, forest and water rights and actively ensure that our business activities do not cause unlawful encroachment on the habitats of communities or indigenous peoples. Sustainable use of resources and environmental protection are central components of our actions.

**Private and public security forces:**

When private and public security forces are deployed, we ensure that their actions are in line with human rights and internationally recognised standards. Violence, intimidation or inappropriate behaviour will not be tolerated.

To ensure the highest standards, we regularly review and improve our policies. Our aim is to protect the rights of all people whilst fulfilling our responsibilities towards the environment and society.

In addition, DB Cargo Logistics is committed to a health and safety standard that goes beyond legal requirements. Compliance with legal and other binding requirements is our top priority. We create safe, healthy and modern workplaces, offer a wide range of health initiatives and flexible working time models, thereby actively preventing work-related injuries and illnesses. Our established occupational health and safety management system helps to identify potential hazards at an early stage and consistently minimise risks to our employees.

Work-life balance is also a high priority at DB Cargo Logistics and makes a significant contribution to the satisfaction, motivation and well-being of our employees.

To fulfil the responsibilities arising from our corporate policy, we operate an Integrated Management System (IMS). DB Cargo Logistics is certified to DIN EN ISO 9001, 14001 and 45001 and forms part of DB AG's preventive risk and compliance management framework. With these certifications, we commit to the continuous improvement of our IMS, to compliance with all requirements binding upon us, and to close cooperation with employees, customers and partners. Depending on the subject matter, the staff council and external experts are also involved. In the context of information security, DB Cargo Logistics participates in the TISAX assessment – a standardised audit and exchange procedure used in the automotive industry.

DB Cargo Logistics is thus clearly committed to quality, environmental, occupational health and safety, compliance management and information security.

Mainz, April 2026

signed Stephan Sulser

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DB Cargo Logistics GmbH

signed Petra Küster

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