

# Corporate Policy of STAR®

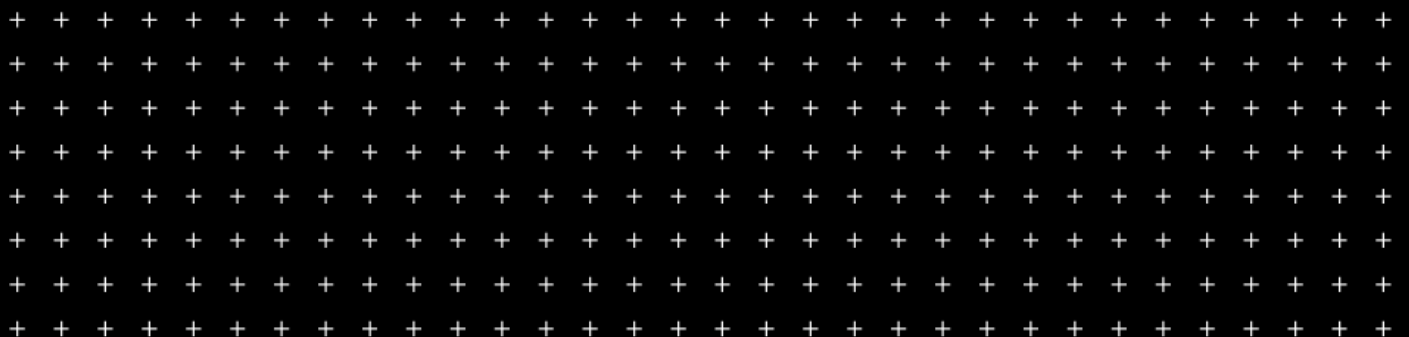


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## Our Compass

„**FIRST CHOICE WHEN IT REALLY MATTERS**“ We are the strategic partner that enables companies to drive their transformation forward. Our focus is on solving complex problems with innovative, reliable, and sustainable data-driven solutions. The value of our work lies in simplifying complexity, creating measurable benefits, and being a driving force behind our customers' success.

## Our Code: STAR® Values and Personality

Our corporate culture is the foundation of our performance. We strive to be a brand that conveys trust, calmness, and closeness, enhanced by a touch of enthusiasm, optimism, and inspiration.

- **Be reliable and act with integrity:** Trust is fundamental. We are transparent, honest, and we keep our commitments.
- **Be agile and innovative:** We have the courage to challenge the status quo and search for new, efficient solutions.
- **Act with team spirit:** We rely on open communication and mutual support. We see ourselves as one team that achieves success together.
- **Learn from mistakes:** At STAR®, mistakes are not setbacks but learning opportunities on the path to improvement.

## Quality and Customer Focus

We define strategic objectives that ensure our products and services hold a leading competitive position. Through tailored solution concepts, we meet the high demands and expectations of our customers. Management is responsible for setting these objectives and ensuring their consistent implementation.

## Environment, Energy, and Sustainability

Our daily actions aim to conserve resources, reduce emissions, and protect the environment sustainably. We are committed to continuously improving our energy performance and minimizing our environmental impact.

## Compliance and Legal Certainty

Legal certainty is firmly anchored as a central corporate value. Compliance with all applicable national and international legal and regulatory requirements, laws, standards, and technical regulations is a mandatory minimum for us.

- **Risk minimization:** Through clear delegation of duties and compliance risk analyses, we ensure transparency regarding responsibilities.
- **Objectives and resources:** We define specific compliance objectives, measure their achievement, and provide the necessary resources and framework conditions.
- **Consistency:** We monitor our compliance activities and clearly communicate consequences in case of non-fulfillment (e.g., additional training).

## Information Security

The protection of information and the operation of secure IT processes are of the highest priority to us and constitute an integral part of our services.

- **Security Objectives:** We ensure the confidentiality, integrity, and availability of all information to minimize risks and prevent damage to STAR®, our employees, and our business partners.
- **Compliance & ISMS:** We operate an Information Security Management System (ISMS) based on ISO 27001. We are committed to complying with all legal, regulatory, and customer-specific requirements.
- **Responsibility & CIP:** Information security is a core leadership responsibility. We integrate security into all business processes and foster a culture of continuous improvement through regular feedback from our employees.

## Management System, Occupational Safety, and Continuous Improvement

Our business activities are based on adherence to the highest standards according to DIN EN ISO 9001, 14001, and 45001.

- We commit to the continuous improvement of all corporate processes.
- For us, error prevention fundamentally takes priority over error correction.
- This applies equally to our processes as well as to the occupational health and safety of our employees.
- The safety and health of our employees and the protection of third parties are of utmost priority. We create safe and healthy working conditions and proactively prevent work-related injuries and illnesses.
- We comply with all applicable legal and other binding occupational health and safety requirements.
- Hazards are systematically identified, risks assessed, and appropriate measures defined and implemented.
- Our employees and their representatives, as well as external experts, are actively involved and consulted; their input and experience directly inform decisions related to occupational health and safety.
- We provide the necessary resources, responsibilities, and competencies and foster an open culture of prevention and safety.
- Through regular evaluation and continuous improvement, we further develop our occupational health and safety management system.

## Leadership and Responsibility

In our culture of flat hierarchies, the **role-model function of leaders**, the **clear commitment of executive management**, and the **motivating involvement of all employees** are key success factors. **Together**, we develop our company further while protecting our stakeholders and the environment.

March 2026



Executive Management of STAR COOPERATION GmbH