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## Declaration of the Holding Board

### Social Responsibility

In addition to economic and ecological criteria, we consider social responsibility for employees and business partners an important prerequisite for sustained corporate success. That's why we place people, especially their personal development, at the heart of our corporate culture.

In our corporate philosophy, we assume that people are looking for meaning in their economic activities and thus a role that allows self-fulfilment. Therefore, in the WALTER GROUP we maintain a cooperative management style and give our employees a lot of freedom, for which they are largely responsible.

In addition, we strive to meet our social responsibility in the best possible way with many other measures to create an optimal framework:

- ✓ The WALTER GROUP offers its employees a challenging and communicative working environment with interesting prospects for personal and professional development.
- ✓ As part of our programme against the abuse of alcohol and drugs, we promote a healthy lifestyle, initiate sports and recreational activities and we support social and cultural activities.
- ✓ In recruiting the best talent in Europe, we demonstrate our appreciation for cultural diversity in the WALTER GROUP.
- ✓ In order to achieve and maintain the greatest possible mutual trust, the WALTER GROUP works every day to guarantee each customer high-quality services and products as well as fair cooperation for its transport partners and their drivers. Along the entire value chain, we are committed to our economic, environmental, and social responsibility to all stakeholders – with the aim of making a sustainable contribution to economic prosperity and social cohesion.
- ✓ The WALTER GROUP offers its employees and business partners the security of a healthy and financially strong private company. It is our corporate goal to continue to play a leading and responsible role in European freight transport in the future.



Christian Bernegger



Alois Höfler



Christoph Pernsteiner



Günter Ringhofer



Daniel Ritz



Herbert Traxler