

## Code of Conduct

*We are a logistics service provider with a strong reputation. Maintaining and strengthening our good name is of great importance. However, as our company grows, complexity increases. Changes in society, legislation, and international trade bring additional challenges that we must address in a proper and transparent manner. This Code of Conduct is a tool to help us do that.*

*This Code of Conduct provides practical guidelines for the integrity and behavior we expect from all our colleagues. It is based on our company culture: Dynamic, Open, and Connected. Every employee, regardless of position, is accountable for the behavior outlined in this code.*

*Michael de Rouw, CEO*

### You & our environment

#### Accepting ancillary positions, gifts and invitations

When accepting secondary positions, gifts, or invitations, it is important that the interests of our company are not compromised. To avoid (the appearance of) conflicts of interest, employees must request prior approval from HR for any paid or unpaid secondary activities with a business-related nature.

Business gifts or invitations may be accepted as long as no quid pro quo is expected. Cash gifts are never accepted.

#### Offering gifts and invitations

Good relationships are important. Business gifts or invitations may be offered as long as no quid pro quo is expected. Forms of influence that could cause discomfort or embarrassment to our partners must be avoided. In case of doubt, the matter should be discussed with management.

Our company is transparent about the choices made regarding sponsorships of organizations and activities. We can always justify our decisions in this area.

Business partners are never inappropriately influenced, nor are they ever directly or indirectly asked to misuse their position. In some cases, it may not be immediately clear whether a situation involves bribery or an accepted form of payment. If such situations arise (for example, abroad), employees must present the matter to management. Actions must always comply with national and international laws and regulations.

#### Social media

Social media are primarily a private matter and offer many opportunities, including professional ones. However, they also pose risks, such as the unintentional or unconscious disclosure of confidential information and/or damage to our company's reputation. Therefore, it is important that employees are aware of the potential impact of their online behavior and refrain from making statements that could harm our good name.

### You & our market

#### Competition

We distinguish ourselves in the market while always respecting applicable competition law. Activities that restrict fair competition, such as price-fixing or market-sharing agreements, are not permitted.

#### Procurement

Procurement must be handled in a professional and transparent manner with contractors and suppliers. All suppliers are treated fairly, and the decisions we make must be justifiable.

## You & our organization

### Company resources

Company resources include buildings, equipment, office supplies, IT systems, and company knowledge. These resources are to be used solely for work purposes.

### Confidential information

Company information is one of our most valuable assets. This includes, for example, pricing information and privacy-sensitive data. Company information must be treated as confidential. The same applies to information received in confidence from business partners.

### Administration

All transactions and agreements must be fully and clearly recorded in our administration. The records must provide a complete and transparent overview. Internal and external reports, proposals, and invoices must be complete and accurate.

## You & your colleagues

### Behavior and interaction

Employees treat each other with respect, regardless of origin, gender, religion, or beliefs. Inappropriate behavior such as discrimination, bullying, (sexual) harassment, or violence will not be tolerated.

Inappropriate behavior by clients, contractors, or suppliers toward colleagues will also not be tolerated. Management is responsible for addressing such conduct within business relationships.

### Engaged and responsible

Employees are engaged and take responsibility. If something happens that seems incorrect or raises questions, it should be discussed. If doubts remain or if the matter cannot be resolved internally, the direct supervisor must be involved.

### Open and ethical culture

Management is expected to encourage employees to act with integrity and to lead by example. They must create a work environment where dilemmas related to compliance with this code can be openly discussed. All employees share responsibility for fostering an open and ethical company culture.

### Compliance

This Code of Conduct outlines the minimum standards that apply to everyone, regardless of their position within the organization. Violations of this code will lead to disciplinary action.

If there is any doubt about compliance with this code, the matter should be discussed with management. HR staff, confidential advisors, and the Compliance Committee are available for consultation and will handle all questions, reports, and notifications confidentially and carefully.

If an employee becomes aware of a violation of this code, they are obliged to raise the issue internally in an appropriate manner. The person reporting such a concern will never suffer any disadvantage as a result.