



Committed to Business Ethics and Avoiding Conflicts of Interest

Business Ethics

PXGEO is committed to conducting business in a fair, honest and ethical manner to ensure the interests of all stakeholders are managed responsibly.

PXGEO employees and representatives shall never give, offer or authorize, directly or indirectly, anything of value to a potential customer or government official to obtain any improper advantage.

PXGEO employees and representatives shall never offer, pay, solicit, or accept any bribes in any form. All PXGEO suppliers are expected to recognise and observe the same commitment.

All financial transactions shall be properly recorded in the Company's accounting system and our accounting procedures will be supported by adequate internal controls. All Company accounting records are subject to external independent auditing.

PXGEO shall comply with all applicable laws and regulations, including those governing economic sanctions and all relevant international trade controls and customs regulations

Avoiding Conflicts of Interest

A conflict of interest may arise when an individual's private interests intersect with their professional obligations. The existence of a potential conflict may compromise, or be perceived to compromise, PXGEO's Core Values and Commitments.

PXGEO employees are expected to avoid any actual or apparent conflict between individual private interests and the Company's interests.

The Company directors, management and employees must disclose their external professional activities and any financial interests in other entities that they, or their immediate family members, have and that may create a conflict with their position.

PXGEO operates an open-door policy throughout the organization where any work-related concerns can be discussed freely and openly without any fear of retribution.

If an employee (or any other stakeholder including any supplier or client representative) has reasonable grounds to believe that reporting an incident would lead to retaliation against them, has implications of bribery, corruption or financial irregularity, or where a previously submitted report regarding the same irregularity has not been corrected, the employee can formally voice their concerns via one of the following options:

- Website: <https://report.syntrio.com/pxgeo>
- Anonymous Reporting Application downloaded [here](#) (keyword: "pxgeo")
- English-speaking USA and Canada: 833-977-6028
- Spanish-speaking USA and Canada: 800-216-1288
- Spanish-speaking Mexico: 800-681-5340

- French-speaking Canada: 855-725-0002
- United Arab Emirates: 800 0320692
- All other countries: 800-603-2869 (must dial country access code first click [here](#) for access codes and dialing instructions)
- For Portuguese dial access code 800-800-128 first and then dial toll free number
- E-mail: reports@lighthouse-services.com (must include company name with report)
- Fax: (215) 689-3885 (must include company name with report)
- Your suggestion box can be accessed from your web reporting page, or directly at: <https://report.syntrio.com/pxgeo/sb.asp>

A handwritten signature in black ink, appearing to read 'Tony Bowman'.

Tony Bowman, CEO

16 September 2024

