



**Mobility
Global**

2026 CODE OF BUSINESS ETHICS

What We Expect of Our People at Mobility Global



Contents

| | | | |
|--|-----------|--|-----------|
| Introductory Letter | 3 | Charitable Work and Contributions to Nonprofit Organizations | 19 |
| What We Expect of Our People at Mobility Global | 4 | Political Contributions and Activities | 20 |
| Our Core Values | 4 | Use of Social Media | 21 |
| The COBE Applies to All of Us | 5 | Mobility Global Brand, Media, and External Communications | 22 |
| Raising Concerns and Seeking Advice | 7 | Antitrust and Competition | 23 |
| Violations of the COBE | 7 | Global Financial Crimes | 24 |
| Reporting a Violation | 8 | Who is a Government Official? | 25 |
| Retaliation Is Not Allowed | 8 | Gifts and Entertainment | 27 |
| Investigation of Reports | 8 | Ethical Practices at Our Company | 30 |
| Compliance with Laws and Regulations | 9 | Confidential Information | 30 |
| Communications with Regulators, Government Agencies, and Third Parties | 9 | Insider Trading | 31 |
| Ethical Practices with Our Employees | 10 | Information Security | 32 |
| Role and Obligation of People Leaders (Managers) | 11 | Use of AI Tools | 33 |
| Equal Opportunity Employer | 12 | Privacy and Data Protection | 34 |
| Non-Discrimination | 13 | Information Governance | 35 |
| Culture and Engagement | 13 | Communication Systems | 36 |
| Human Rights | 14 | Protecting Intellectual Property Rights | 37 |
| Workplace Safety | 14 | Plagiarism | 38 |
| Ethical Practices with Others | 15 | Obligations of a Publicly Traded Company | 38 |
| Avoiding Conflicts of Interest | 15 | Preventing Fraud | 39 |
| Close Personal Relationships | 16 | Risk Management | 40 |
| Outside Employment and Activities | 17 | Making Ethics Essential at Mobility Global | 41 |
| Membership on For-Profit Boards | 18 | Resources | 42 |
| Membership on Nonprofit Boards | 18 | Raising Concerns, Seeking Advice, or Reporting Violations | 42 |
| Corporate Responsibility and Sustainability | 18 | | |



Contents



What We Expect of Our People



Ethical Practices with Our Team



Ethical Practices with Others



Ethical Practices at Our Company



Making Ethics Essential at Mobility



Resources for Raising Concerns



Corporate Policies



Additional Languages



Introductory Letter

At Mobility Global, our mission is to provide trusted information that helps billions of people build, sell, and own vehicles with more confidence. Our brand is synonymous with trust, independence, and the highest standards of ethical behavior. Our reputation depends on all of us doing the right thing, always. This is why each year we ask you to complete training on, and affirm compliance with, Mobility Global's Code of Business Ethics (COBE).

This annual process demonstrates our responsibility and commitment to integrity, and it is designed to facilitate strong relationships with each other and everyone with whom we do business. As the global risk landscape evolves, so does our COBE, ensuring we're adhering to our latest policies, standards, and procedures.

Please contact the Compliance & Ethics (C&E) or Human Resources teams if you have any questions regarding the COBE. Thank you for your full attention to this matter and for your ongoing dedication to advancing essential intelligence by working in ways that build long-term trust and loyalty with our stakeholders.

Sincerely,

Bill Eager
CEO

Tasha Matharu
Chief Legal Officer



Contents



What We Expect of Our People



Ethical Practices with Our Team



Ethical Practices with Others



Ethical Practices at Our Company



Making Ethics Essential at Mobility



Resources for Raising Concerns



Corporate Policies



Additional Languages

Our Core Values

Mobility Global's Code of Business Ethics (COBE) underscores our core values and guides everything we do by informing our decisions, driving our actions, and determining how we conduct business. By leading with integrity, we protect our people, our Company, and our brand.



Contents



What We Expect of Our People



Ethical Practices with Our Team



Ethical Practices with Others



Ethical Practices at Our Company



Making Ethics Essential at Mobility



Resources for Raising Concerns



Corporate Policies



Additional Languages

What We Expect of Our People at Mobility Global

The COBE Applies to All of Us


The COBE applies to all Mobility Global employees, including those in international locations and members of the Company's Board of Directors (collectively, team members). Across all geographies, levels, and functions, everyone is expected to abide by the highest ethical standards, and we do this by adhering to our core values.


All team members must read, understand, and attest adherence to the COBE. Our people must take the required corporate training to better understand the COBE and the underlying Company policies, standards, and procedures; and they must adhere to the latest published version of them.

While the COBE is intended as a foundation to provide guidance and to help you make the right decisions, it is not intended to cover every possible law, policy, or situation.

Our team members are expected to be thoughtful, act in the spirit of all policies, and always use their best judgment before making decisions.




 Contents


 What We Expect of Our People

 Ethical Practices with Our Team


 Ethical Practices with Others

 Ethical Practices at Our Company

 Making Ethics Essential at Mobility

 Resources for Raising Concerns

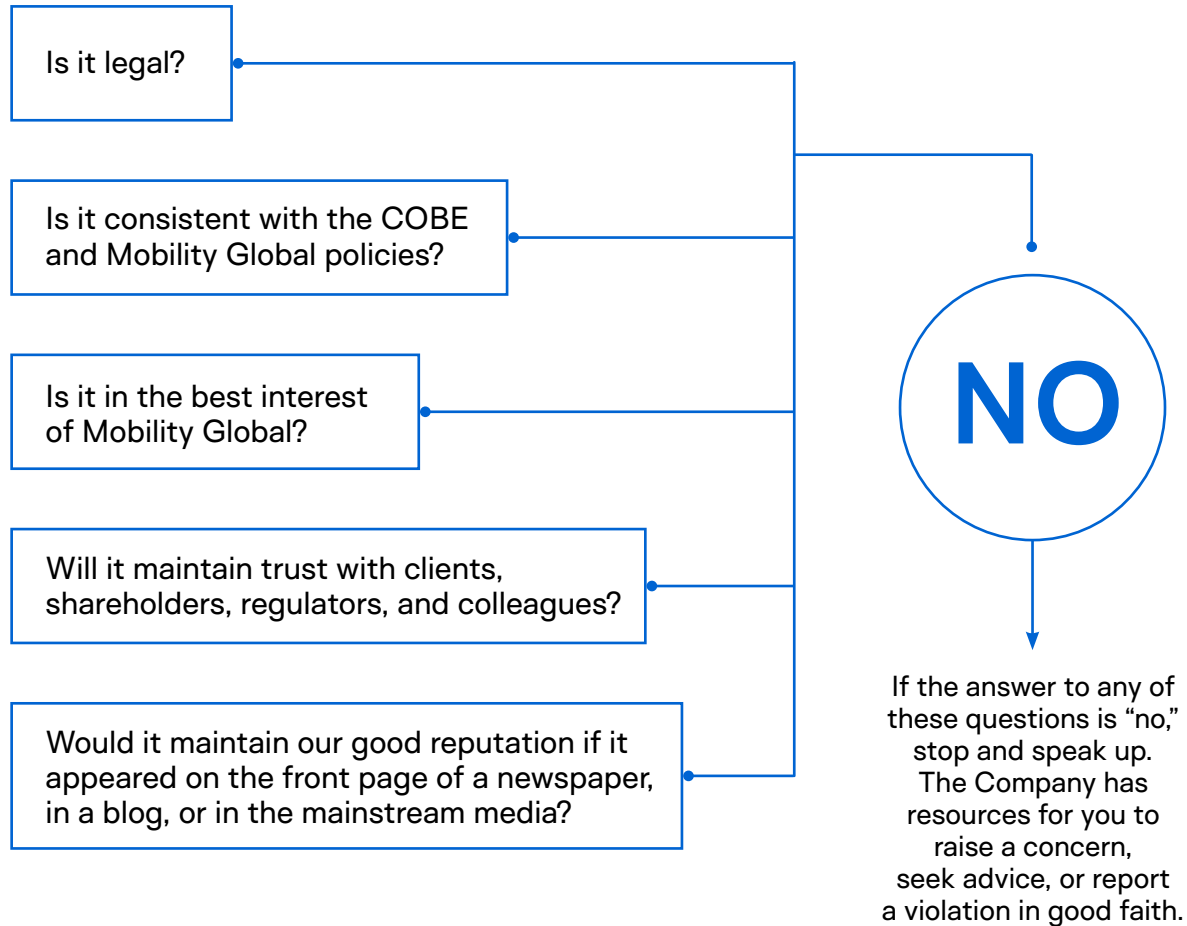
 Corporate Policies

 Additional Languages




Decision Tree


As you make a business decision, ask yourself:




 Contents


 What We Expect of Our People

 Ethical Practices with Our Team


 Ethical Practices with Others

 Ethical Practices at Our Company

 Making Ethics Essential at Mobility

 Resources for Raising Concerns

 Corporate Policies

 Additional Languages

Raising Concerns and Seeking Advice

Mobility Global is committed to fostering an environment where open and honest communications are expected. Whether you are raising a concern about a potential violation or seeking advice, the Company has multiple resources to help guide you. To report a concern or seek advice, you can contact:

1. Your People Leader (manager).
2. Human Resources.
3. The [Ethics Helpline](#) online or by phone (anonymously if you choose).
4. A member of Legal or Compliance & Ethics (C&E) for guidance on any situation involving the COBE or any other laws, policies, standards, or procedures.

Violations of the COBE

Mobility Global takes violations of the COBE seriously. Failure to comply with the COBE, Company policies, or the law or regulations, may result in disciplinary action, up to and including termination of employment. In addition, violations of the law or regulations could result in civil or criminal penalties imposed by a governmental agency or a court of law.

The Company addresses violations of the COBE promptly and appropriately throughout the organization.



Contents



What We Expect of Our People



Ethical Practices with Our Team



Ethical Practices with Others



Ethical Practices at Our Company



Making Ethics Essential at Mobility



Resources for Raising Concerns



Corporate Policies



Additional Languages



Reporting a Violation

You are expected to report any suspected unethical conduct or behavior that may violate the law, regulations, COBE, or a Company policy, or that is inconsistent with our values immediately using the reporting channels in the [Raising Concerns and Seeking Advice section](#) so they can be appropriately reviewed and addressed.

While it is important to report a suspected violation of the COBE or Company policy, it is just as essential to file such a report in good faith. Using good faith means proceeding with a sincere intention to deal honestly with others. You should not file a dishonest report for any reason, including to:

- Retaliate against another;
- Gain an advantage in a personal conflict; or
- Harass another individual.

Knowingly filing a dishonest report is a violation of the COBE.

Retaliation Is Not Allowed

We do not tolerate retaliation against anyone who in good faith seeks advice, raises a concern, reports a suspected violation of the COBE or any other Company policies, or cooperates in any investigation. Retaliating against any such person is prohibited at Mobility Global, and we take prompt and appropriate action against anyone, at any level, who engages in such conduct. This means that you are protected against being terminated, demoted, threatened, discriminated against, or harassed in any way in retaliation for raising a concern in good faith or cooperating with an investigation.

In addition, team members must not speculate about the identity of persons who may have reported a violation or about the nature or context of the reported violation.

Investigation of Reports

When you raise a concern or report a violation, the Company will promptly review your report to assess whether an investigation is warranted. Your communication will be treated confidentially to the extent possible and permissible by law. Team members must cooperate with the Company's investigation fully in an honest and transparent manner. Team members must not tamper with or withhold relevant information in connection with an investigation. At the conclusion of the investigation, the Company will take appropriate action to address any issues identified.

Q&A Could I be terminated for reporting a concern in good faith?

Q: I suspect unethical conduct is taking place in my group, but what if I am wrong? Could I be terminated for raising an issue to the [Ethics Helpline](#) that turns out not to be a violation?

A: No, people are encouraged to come forward without fear. It is against our policies and values to penalize or retaliate against anyone for raising a concern, reporting an issue in good faith, or cooperating with an investigation.

If you suspect unethical conduct or conduct that would otherwise violate a Company policy, immediately report such suspicion through the means suggested above and let the appropriate Company representative determine whether a violation or unethical conduct took place.



Contents



What We Expect of Our People



Ethical Practices with Our Team



Ethical Practices with Others



Ethical Practices at Our Company



Making Ethics Essential at Mobility



Resources for Raising Concerns



Corporate Policies



Additional Languages

Compliance with Laws and Regulations

All our people must comply with legal and regulatory requirements. We operate in many countries and jurisdictions, and consequently, laws that may apply to us may conflict with each other or with the COBE. If you are ever faced with a potential violation of law or regulation, a conflict of laws, or a conflict with the COBE, seek immediate guidance from Legal or C&E.



Communications with Regulators, Government Agencies, and Third Parties

Mobility Global's interactions with regulators, other government agencies, outside lawyers, law enforcement, and similar third parties are based on the principles of compliance with the law, transparency, and cooperation. Mobility Global team members should be polite and professional and should not prevent regulators, government officials, law enforcement, or other authorities from conducting formal examinations or investigations.

In the course of your employment with the Company, you may receive a subpoena, a demand, or an inquiry from a regulator, governmental agency or law enforcement. Promptly contact the Legal Department and consult Mobility Global's policies on communications with regulators, other government agencies, outside lawyers, and third parties for guidance.

Protected Activities – Always Remember

Nothing in the COBE or any other Mobility Global policy limits a team member's ability to communicate directly with and provide information, including non-privileged documents, or other information to the Securities and Exchange Commission, the Department of Justice, or any other relevant governmental agency or regulatory body, whether at the federal, state, provincial, local, or international level, regarding possible violations of law. Team members also have the right to engage in protected concerted activity or other protected labor activities. These actions may be taken without disclosure to the Company, and Mobility Global strictly prohibits retaliation against anyone for engaging in these protected activities.



Contents



What We Expect of Our People



Ethical Practices with Our Team



Ethical Practices with Others



Ethical Practices at Our Company



Making Ethics Essential at Mobility



Resources for Raising Concerns



Corporate Policies



Additional Languages

Ethical Practices with Our Employees

Mobility Global's [Respectful Workplace Policy](#) outlines our commitment to a work environment in which all individuals are treated with respect and dignity. The work environment includes both the physical and virtual environment, as well as our organizational culture.

Team members have the right to work in a professional atmosphere where all backgrounds, experiences, and viewpoints are welcomed, and one that prohibits discriminatory practices including discrimination, harassment, and retaliation. Team members have the right to work in an environment that provides mechanisms to prevent and address misconduct. The Company expects that all relationships among persons in the workplace, whether virtual, in-office, workplace-sponsored events, or at any other location where work is conducted, will be professional and free of bias, prejudice, and harassment.

All team members are expected to:

- Treat colleagues and others with respect, fairness, and dignity.
- Proactively foster a positive and connected work environment.
- Refrain from any form of discrimination, harassment, retaliation, or any behavior that contradicts the principles of our policies.
- Promptly report any discrimination, harassment, or other inappropriate behavior through the established reporting channels.
- Cooperate fully in investigations, providing truthful and accurate information when required.
- Support colleagues in maintaining a respectful workplace and address inappropriate behavior when witnessed.



Contents



What We Expect of Our People



Ethical Practices with Our Team



Ethical Practices with Others



Ethical Practices at Our Company



Making Ethics Essential at Mobility



Resources for Raising Concerns



Corporate Policies





Additional Languages


Role and Obligation of People Leaders (Managers)


People Leaders play an essential role in fostering a culture and environment where behaving ethically is second nature. Leaders set examples by acting responsibly and serving as role models who inspire our team members to follow the COBE and live our values.

This means our People Leaders are expected to:

 **Lead by example** and encourage others by holding themselves up to the highest standards of behavior;

 **Create a positive environment** where people feel comfortable speaking up and raising concerns; and

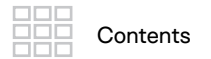
 **Discuss the COBE** with their teams and reinforce the importance of following Company policies;

 **Communicate to their teams** that no retaliation can be taken against someone who raises a concern or reports a violation in good faith.

People Leaders have a duty to report any potential violations. A violation left unreported can harm our Company, our people, and our reputation. It is always best to be vigilant and to report any potential violation.

If you receive a report of a potential violation of the COBE or Company policy:

- Seek guidance before responding;
- Contact the appropriate persons within our Company, including C&E, HR, or Legal;
- Ensure the concern is addressed promptly and respectfully.



Contents



What We Expect of Our People



Ethical Practices with Our Team



Ethical Practices with Others



Ethical Practices at Our Company



Making Ethics Essential at Mobility



Resources for Raising Concerns




Corporate Policies



Additional Languages





 Contents


 What We Expect of Our People

 Ethical Practices with Our Team


 Ethical Practices with Others

 Ethical Practices at Our Company

 Making Ethics Essential at Mobility

 Resources for Raising Concerns

 Corporate Policies

 Additional Languages

As team members of the Mobility Global community, we all have a responsibility to treat each other with respect, dignity, and care.

Equal Opportunity Employer

It is the policy of Mobility Global to provide equal employment opportunity without regard to race, color, religion, sex, sexual orientation, gender identity or expression, national origin, age, disability, pregnancy, veteran status, genetic information, citizenship status, or any other basis prohibited by applicable law. The Company is committed to equal employment opportunities at all levels of employment, including the executive level.

Our practices apply to all employment activities, including but not limited to, recruitment, hiring, employment, assignment, training, compensation, benefits, demotion or transfer, promotions, disciplinary action, and terminations.

Non-Discrimination

Mobility Global has a policy of zero tolerance for harassment and discrimination. This means that it is our collective responsibility to stand up to such discrimination and harassment, to speak out against, it and create an environment where all backgrounds, experiences, and viewpoints are welcomed to spark new ideas. Team members must not discriminate or harass any other team member based on any of the protected categories under the Company’s policies on equal employment opportunity and a respectful workplace, including race, color, religion, sex, gender identity or expression, age, sexual orientation, national or ethnic origin, citizenship status, veteran status, genetic information, disability, or any other characteristic protected under law.

Culture and Engagement

We believe that a culture of respect and connectedness drives growth and innovation. Our commitment centers on ensuring our global workforce feels supported, empowered, and engaged. We strive to better reflect and serve the communities in which we live and work, and advocate for greater opportunity for all.


Our culture embodies:

- Respectful communication and interaction among all our people;
- Teamwork and participation that facilitates engagement; and
- Flexible and accommodating working arrangements.

All team members have a responsibility to treat others with dignity, respect, and care at all times, whether at work, work functions, or Company-sponsored events.




 Contents


 What We Expect of Our People

 Ethical Practices with Our Team


 Ethical Practices with Others

 Ethical Practices at Our Company

 Making Ethics Essential at Mobility

 Resources for Raising Concerns

 Corporate Policies

 Additional Languages

Human Rights

Mobility Global is committed to responsible and transparent operations that demonstrate respect and support for all human rights. We are committed to conducting business in a legal, ethical, and responsible manner and believe it is important to work with vendors who operate with the same high standards we set for ourselves.

When we consider our impact on human rights, we need to be thoughtful about our responsibilities as an employer, but also as a procurer and provider of goods and services.

Additionally, our responsibility is to understand the varying degrees to which the Company may potentially be connected to human rights risks, either positively or negatively.

Workplace Safety

Mobility Global is committed to providing a safe and healthy workplace built on a foundation of strong and uncompromising ethics and integrity. We all play an important role in creating that environment.

We strive to create a safe and comfortable environment for all team members by:



Safeguarding the Company's team members, physical assets, intellectual property, and other confidential, sensitive, and proprietary information.



Maintaining a workplace free from violence, prohibiting the possession or use of unauthorized dangerous weapons on Company property.



Providing reasonable accommodations for team members with disabilities to enable them to perform their job functions.



Contents



What We Expect of Our People



Ethical Practices with Our Team



Ethical Practices with Others



Ethical Practices at Our Company



Making Ethics Essential at Mobility



Resources for Raising Concerns



Corporate Policies



Additional Languages

Avoiding Conflicts of Interest

At Mobility Global, we have an obligation to avoid conflicts of interest. When faced with a situation in which competing loyalties could cause you to pursue a personal benefit for you, your friends or family at the expense of Mobility Global, its clients or customers, this might present a conflict of interest.

A conflict of interest can arise whenever an activity:

- Is opposed to the best interests of Mobility Global, its clients or customers;
- Creates the appearance of impropriety or misconduct; or
- Creates divided loyalty between you and Mobility Global.

Q&A

Can I give complimentary access to a Mobility Global product to a family member?

Q: My brother is in the market to buy a car. Can I give him complimentary access to CARFAX reports or data?

A: No. You must not use Mobility Global products or information in a way that improperly benefits someone you know.

Q&A

Can I use my Mobility Global email address for outside business?

Q: I own property that I occasionally rent or use for other business activities unrelated to my job at Mobility Global. Can I use my Mobility Global email address for my outside business?

A: No. Never use your Mobility Global email address for an outside business. Furthermore, do not use your personal email to conduct Company business.

Tip: Do not use your position at Mobility Global for improper personal gain.



Mobility Global recognizes that conflicts of interest may include potential and perceived conflicts. Even the appearance of a conflict can create doubt about our decision-making processes and could lead to reputational damage. Managing all conflicts is essential to upholding the integrity of our operations and maintaining trust.



Contents



What We Expect of Our People



Ethical Practices with Our Team



Ethical Practices with Others



Ethical Practices at Our Company



Making Ethics Essential at Mobility



Resources for Raising Concerns



Corporate Policies



Additional Languages

Close Personal Relationships

Conflict of interest considerations also apply to related parties, including members of your family, as well as other individuals (non-related) with whom you have a personal or romantic relationship. To avoid an actual or perceived conflict of interest, you may not have a direct or indirect reporting relationship with, supervise, or make employment decisions about a family member or a related party. You may not facilitate a Mobility Global business relationship with a company, in which you, or a family member or related party, have an ownership or other financial interest. Some positions within the Company may have additional restrictions on close personal relationships. Team members engaged in a close personal relationship that may create an actual or perceived conflict of interest resulting from their employment with Mobility Global are required to submit a Close Personal Relationship form for review. The form may be found on the [Global Employee Compliance Services \(GECS\) site](#).

For further guidance, please review with C&E or Human Resources.



Contents



What We Expect of Our People



Ethical Practices with Our Team



Ethical Practices with Others



Ethical Practices at Our Company



Making Ethics Essential at Mobility



Resources for Raising Concerns



Corporate Policies



Additional Languages

Q&A Can I stay on the same team as someone I'm in a relationship with?

Q: Someone I'm in a romantic relationship with recently moved to my team. We don't report to each other. Is this allowed?

A: It depends, therefore you must disclose the relationship. These situations can create an actual or perceived conflict of interest. Submit a Close Personal Relationship form through the Global Employee Compliance Services (GECS) site and review with C&E.

Outside Employment and Activities

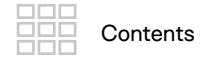
As outlined in the [Conflict of Interest Policy](#) team members may, on their own time, do limited amounts of work for other employers or other businesses so long as such work does not conflict with the person's obligations to Mobility Global. A conflict would arise if the outside work impacts the person's ability to perform their Mobility Global job effectively. Also, a conflict is presumed if a person does outside work for a firm that has business dealings with, or competes with, Mobility Global. Team members must also avoid outside employment or activities (paid or unpaid) that can appear to cause a conflict with or are otherwise detrimental to the interests of Mobility Global.

Team members intending to engage in outside employment or other activities are required to submit for review the relevant Outside Employment and Activities disclosure form. The form can be found on the [Global Employee Compliance Services \(GECS\) site](#).

Q&A Can I run a small business on my own time?

Q: I make cakes for special events. Can I run a small business on my own time?

A: All outside employment or activities must be submitted for C&E's review on the Global Employee Compliance Services (GECS) site. Team members may engage in outside activities on their own time as long as they are not during business hours and do not create a conflict of interest as described in this [section](#).



Contents



What We Expect of Our People



Ethical Practices with Our Team



Ethical Practices with Others



Ethical Practices at Our Company



Making Ethics Essential at Mobility



Resources for Raising Concerns



Corporate Policies



Additional Languages

Membership on For-Profit Boards

Team members are generally prohibited from serving as directors on the board of a Public Company (other than members of the Executive Leadership Team, and members of the Board, subject to appropriate approvals being obtained). Employees may serve on the board of a private company, provided the company is not a competitor of Mobility Global, the time commitment does not interfere with the employee's ability to perform their role, and if the position does not create an actual or perceived conflict of interest for the team member or Mobility Global.

Because these situations can be complex, employees must first seek approval from their People Leader and then seek pre-approval from C&E before accepting a position at a for-profit company. Pre-approval is obtained by completing and submitting the Outside Directorship Disclosure Form in the [Global Employee Compliance Services \(GECS\) site](#).

Membership on Nonprofit Boards

Membership on governing or advisory boards of nonprofit organizations (for example, charitable organizations, school boards and trade associations) by Mobility Global team members is often desirable, and in general, there is no objection to a person accepting such a position, as long as the service does not create a conflict of interest. Employees must first seek approval from their People Leader and then seek pre-approval from C&E before accepting a position. Such pre-approval will be accomplished by the completion and submission of an Outside Directorship Disclosure Form on the [Global Employee Compliance Services \(GECS\) site](#).

Disclosure is not required for volunteer board positions with educational, religious, community, or social organizations (e.g., homeowners associations, parent-teacher associations, church boards) unless:

- The organization's interests conflict or relate to Mobility Global's interests;
- The organization does business with Mobility Global;
- The time commitment interferes with the team member's ability to perform their Mobility Global role; or
- There is a connection between the team member's role and Mobility Global's engagement with that organization.

Corporate Responsibility and Sustainability

Our strong commitment to corporate responsibility, sustainability, and driving progress begins with our own operations and value chain. We fulfill our responsibilities as a Company by reducing our environmental footprint, upholding the highest standards of corporate governance, and actively engaging our suppliers to embrace our sustainability ambitions.



Contents



What We Expect of Our People



Ethical Practices with Our Team



Ethical Practices with Others



Ethical Practices at Our Company



Making Ethics Essential at Mobility



Resources for Raising Concerns



Corporate Policies



Additional Languages

Charitable Work and Contributions to Nonprofit Organizations

We are committed to being good corporate citizens and contributing to the communities where we work through programs that connect our people and our capabilities to society's needs, pursuant to Company policy. We foster a culture of giving and engagement and promote volunteer programs across our global offices.

Internal fundraising events or donation drives amongst colleagues are not permitted. These guidelines prohibit team members from soliciting financial contributions or payments, including for gambling or game-type activities, from other team members for any non-work-related personal or charitable initiative at any time on Company premises or via Company resources. Official Company-sponsored events, initiatives, or charitable campaigns are permitted with company approval. These will be communicated via official company channels.

Remember: Team members may not solicit financial contributions or payments from another colleague for any personal or charitable initiative at any time on Company premises or via Company resources.



Contents



What We Expect of Our People



Ethical Practices with Our Team



Ethical Practices with Others



Ethical Practices at Our Company



Making Ethics Essential at Mobility



Resources for Raising Concerns



Corporate Policies



Additional Languages

Q&A

Can I ask team members for donations?

Q: Can I ask a colleague to donate to a fundraiser for my child's school?

A: No. Although we support your efforts, internal fundraising or donation drives among colleagues are not permitted. Soliciting financial contributions for personal or charitable initiatives on Company premises or using Company resources is prohibited.



Remember: Unauthorized political contributions pose legal, operational, and reputational risk to the Company. To avoid even a perception of impropriety, the Company prohibits certain political contributions. If you are uncertain, you should seek guidance from Government Affairs, Legal, or C&E.

Political Contributions and Activities

Mobility Global encourages its people to be engaged in their communities, which may include participating in the political process outside of the workplace and supporting the candidates, parties, and initiatives of their choice, subject to applicable law. Team members may not use Company time or resources for political activities, suggest a Mobility Global association or endorsement, or solicit support from other team members, our customers, or third parties. In other words, you may not mix personal political activities with Mobility Global business. Mobility Global's Government Affairs team engages in the political process and advocacy on behalf of the Company, and all Mobility Global-sponsored political activities, financial contributions, and lobbying activities must be approved in accordance with Company policy.

Team members intending to engage in significant civic, charitable, or political activity in their personal capacity where an actual or apparent conflict of interest is presented, must submit the relevant Outside Activities disclosure form in the [Global Employee Compliance Services \(GECS\) site](#) for review. It is also important that people review applicable laws, regulations, and any applicable Mobility Global policies before making any donation of time, money, or service to a political candidate, party, or organization. Making the right decision is critical because:

- Political contributions or donations may create a conflict of interest, or give rise to an appearance of impropriety;
- Campaign finance rules are complex, vary by country and local jurisdictions, and often prohibit contributions from certain sources, or limit the timing and amount of contributions;
- Depending on where you live and where you contribute there may be tax, disclosure, and other legal requirements associated with your contributions; and
- Your division may have policies and procedures that limit (or may prohibit) your ability to make political contributions.



Contents



What We Expect of Our People



Ethical Practices with Our Team



Ethical Practices with Others



Ethical Practices at Our Company



Making Ethics Essential at Mobility



Resources for Raising Concerns



Corporate Policies



Additional Languages

Use of Social Media

Care must be taken in the way we communicate, both internally and externally, whether on a formal or informal basis. We have a duty to be honest, professional, and respectful with both the public and our Mobility Global colleagues.

Social media tools (such as blogs or social networking sites) can be used in valuable and creative ways to extend our brand, communicate with the market, and address the needs of our people, clients, customers, and other stakeholders. These tools, due to their inherent risk, should always conform to the highest professional and ethical standards.

The following guidelines apply on either Company devices or personal devices in connection with Mobility Global business on all social media sites:

- Always be careful about what you post on the internet. Your actions can impact the Company's reputation or ability to conduct business;
- Only authorized people may use social media on behalf of the Company. If you want to use Social Media for business purposes or within your role responsibilities, you must first gain approval from the Communications Team.

- When participating in online communities, do not misrepresent yourself. If you talk about work-related matters or matters that relate to the general business of the Company, you must disclose your affiliation with the Company and make it clear that any opinions expressed are your own and not those of the Company;
- Do not share confidential, personal, privileged, proprietary, or other non-public information including information about the Company, its products, or services. This includes strategies, forecasts, mergers and acquisitions, and client or customer information. Never share anything related to Mobility Global legal issues, including a pending litigation or investigation; and
- Do not post anything discriminatory, offensive, or illegal in your personal capacity or on behalf of the Company.



Q&A

Can I post content on my personal LinkedIn profile about a transaction I completed for my job?

Q: I worked on a deal, and contract negotiations were tough. We finally got the counterparty to accept a lower price. Can I share the details of the transaction on my personal social media account with my network?

A: No, you may never disclose any confidential information obtained in the performance of your duties, unless authorized by Mobility Global.

Can I repost a job listing on my personal social media account?

Q: Mobility Global has an open role, and I have a large network of friends and colleagues on LinkedIn that I think would be interested in the position. Can I repost or reshare the job listing on my personal social media account?

A: Yes, you may repost or reshare the organization's official job posting. Be sure to use the official post by Human Resources so that what you share is accurate and approved for external posting. Any official external communication, including press releases, may be reposted or reshared.



Contents



What We Expect of Our People



Ethical Practices with Our Team



Ethical Practices with Others



Ethical Practices at Our Company



Making Ethics Essential at Mobility



Resources for Raising Concerns



Corporate Policies



Additional Languages


Mobility Global Brand, Media, and External Communications


Proper interaction with these audiences is essential to protecting and maintaining the Company's reputation and success.

- Only authorized spokespeople may interact directly with the media on behalf of the Company or its divisions.
- Employees must always seek their People Leader's approval before agreeing to participate in external events and conferences as a speaker, panelist, or presenter.
- The issuance of testimonials or endorsements of any product, entity, or service is strictly prohibited.

Inquiries or further information regarding this policy may be directed to the Communications Team.




 Contents


 What We Expect of Our People

 Ethical Practices with Our Team


 Ethical Practices with Others

 Ethical Practices at Our Company

 Making Ethics Essential at Mobility

 Resources for Raising Concerns

 Corporate Policies

 Additional Languages

Antitrust and Competition

Antitrust or Competition laws regulate trade and commerce by prohibiting restraints on certain trade activity and promoting fair competition. Failure to comply with these laws can result in significant legal and financial consequences for you and the Company.

The cornerstone of Mobility Global's success is competing fairly and honestly. Mobility Global does not engage in unethical or illegal business practices to obtain a competitive advantage.

Certain business practices, such as requiring a customer to purchase a second, distinct product as a condition of buying another, may be illegal. The legality of such "tying" practices depends on various legal and economic factors. If you have any questions or concerns regarding these types of situations, consult Legal or C&E.

As a Mobility Global team member, you have a responsibility to uphold our reputation for honesty and integrity in all business transactions. The general guidelines below will provide assistance, but please contact Legal or C&E if you have any questions or concerns.

General Guidelines

- Always be forthright and truthful about your relationship with Mobility Global whenever you are interacting with a customer, client, competitor, or any other third party;
- You must not discuss topics with competitors (or similarly situated peers) that could affect pricing (including setting prices, controlling sales, or splitting territories, customers, and vendors) or commercial decisions such as prices, sales terms, business plans, margins, costs, bids, production capacity, inventory levels, trade promotions, or discounts;
- Do not agree with other companies to boycott vendors or customers;
- Use only your Mobility Global email address when signing up for digital or online products from competitors; and
- Never use a competitor's proprietary information.

Q&A

Q: I work in sales and I am friendly with a sales representative from one of our competitors. Last week at a social gathering, we spoke about a new product promotion Mobility Global is offering. This promotion is not confidential; we have been marketing it for months. Did I do anything wrong?

A: Yes, and you must contact Legal or C&E for additional guidance. You should never discuss price or other terms of sale with competitors under any circumstances.

Q: After a trade association meeting, I went for dinner with a few employees of Mobility competitors. At dinner, the discussion turned to what we each charge our customers. Am I allowed to have this discussion? If not, what should I do?

A: No. You cannot participate in price or similar discussions. You should state that forcefully at the dinner and if the others continue to discuss the topic, you should leave and immediately notify the Mobility Global Legal or C&E. Discussions like these are frequently used as evidence of illegal agreements, even against people who participated unwillingly but silently.



Contents



What We Expect of Our People



Ethical Practices with Our Team



Ethical Practices with Others



Ethical Practices at Our Company



Making Ethics Essential at Mobility



Resources for Raising Concerns



Corporate Policies



Additional Languages

Global Financial Crimes

Regulators and legislators are continually revising regulations in response to a rapidly changing global economic, business, and geopolitical landscape, including with respect to financial crimes. In that regard, we must approach the following areas with the utmost caution due to the heightened regulatory and reputational considerations they present to our organization:

- Targets of the economic sanctions, regimes and export control restrictions of the European Union, United Kingdom, and United States; and
- Persons presenting heightened concern for illegal or unethical business conduct, particularly regarding corrupt practices and anti-corruption laws.

All colleagues in our organization are responsible for owning and managing these key risk areas, and C&E will continue to partner with Legal and the businesses to advise, assist, and monitor financial crimes risks.

All colleagues have a responsibility to communicate any financial crimes compliance-related concerns to C&E team in a timely manner.

International Sanctions and Export Controls

Economic sanctions and export controls are restrictions on economic and trade activity with certain countries, entities, or individuals. They are issued by individual countries and inter-governmental bodies, including the United States, United Kingdom, and European Union.

Mobility Global is committed to complying with all applicable economic sanctions, and export control requirements in the jurisdictions in which we operate, and the Company maintains a risk-based compliance program designed to meet these obligations.

The program incorporates the following essential components: management commitment; risk assessment; internal controls; testing and auditing; and training.

All team members must comply with applicable economic sanctions and export control requirements.



Contents



What We Expect of Our People



Ethical Practices with Our Team



Ethical Practices with Others



Ethical Practices at Our Company



Making Ethics Essential at Mobility



Resources for Raising Concerns



Corporate Policies



Additional Languages

Ethical Practices with Others

Anti-Bribery and Improper Payments

Mobility Global does not offer or accept bribes or kickbacks in any form, either directly or through third parties.

As a team member of Mobility Global, you may never offer or receive bribes or kickbacks to or from anyone, including commercial parties and Government Officials. **Bribery** is the act of giving, offering, promising to give or receiving anything of value, directly or indirectly, with the intent of securing improper help to obtain or retain business, gain a business advantage, or influence a business decision. Facilitation payments (e.g., small payments to secure or expedite routine nondiscretionary government functions) are also expressly prohibited under the [Financial Crimes Compliance Policy](#).

A **business advantage** includes any effort to obtain an economic benefit or improved business environment such as a favorable decision, reduction of taxes, issuance of a license, etc. Anything of value may include, among other things, cash, goods, services, business opportunities or relationships, meals, travel and entertainment, gifts, loans, charitable contributions, political contributions, offers of employment, or benefits paid or given to third parties (e.g., an internship given to the relative of a Government Official).

Though it is improper to offer or receive bribes or kickbacks from anyone, it is of particular importance to be mindful when dealing with **Government Officials**. Because of the nature of their position and responsibilities, Government Officials pose a higher bribery and corruption risk than persons in the private sector.

Who is a Government Official?

A Government Official is defined by Mobility Global to include any officer or employee of a government or any department, agency, or instrumentality thereof, or of a public international organization, or any person acting in an official capacity for or on behalf of any such government or department, agency, or instrumentality, or for or on behalf of any such public international organization.

In this respect, coverage extends to law enforcement, and low-ranking and high-level officials/staff alike, including those within state-owned or state-controlled entities. Please note that governments can be organized in very different ways. Many operate through state-owned and state-controlled entities (e.g., a commercial firm owned by the state or public university), particularly in such areas as aerospace and defense manufacturing, banking and finance, healthcare and life sciences, energy and extractive industries, telecommunications, and transportation — by including members of agencies and instrumentalities within the definition of “Government Official,” Mobility Global accounts for this variability and such persons are included within the definition.



Contents



What We Expect of Our People



Ethical Practices with Our Team



Ethical Practices with Others



Ethical Practices at Our Company



Making Ethics Essential at Mobility



Resources for Raising Concerns



Corporate Policies



Additional Languages

Ethical Practices with Others

Specific examples of a Government Official captured by this include:

- Any public or elected official;
- Any officer (regardless of rank) or person acting on behalf of a national, provincial, or local government, including:
 - » Any law enforcement official;
 - » A department, agency, or instrumentality;
 - » A state-owned or state-controlled enterprise (State Owned Entity or SOE) such as real estate development firms, investment funds, hospitals, universities, commercial enterprises, or sovereign wealth funds;
 - » Any officer (regardless of rank) or person acting on behalf of a Public International Organization (such as the United Nations or World Bank);
 - » A political party, party official or any candidate for political office; or
 - » Any officer (regardless of rank) or person acting on behalf of an entity that is financed in large measure through public appropriations, is widely perceived to be performing government functions, provides services to all inhabitants of a jurisdiction, or has its key officers and directors appointed by a government.

You Must:

- Always consult with and obtain pre-approval from C&E before providing anything that may have value to a Government Official in accordance with the [Gifts and Entertainment Policy](#).
- Always record in the [Global Employee Compliance Service \(GECS\) site](#) the business purpose and circumstances when anything of value is given to or received by a Government Official.

You May Not:

- Give anything of value to a Government Official to influence approval or gain an improper advantage;
- Give gifts to Government Officials as a “thank you” for doing their job;
- Make payments to Government Officials outside of authorized legal and regulatory channels; or
- Give anything of value to Government Officials through “third parties” (e.g., agents, intermediaries, distributors, consultants, vendors, or business partners).

If you have any questions, see the [Gifts and Entertainment section](#) on the next page, and do not hesitate to contact C&E or Legal.

Q&A Can we pay for travel expenses of a Government Official?

Q: We are sponsoring an event for law enforcement. One of the officers has asked us to pay for his travel, hotel, and meals, and to waive the fee to the event. What should I do?

A: Pause and contact C&E. Approval requirements exist under the Gifts and Entertainment Policy for providing anything of value to a Government Official, including meals. Pre-approval may be sought by using the [Global Employee Compliance Service \(GECS\) Portal](#). The travel, meals, and waiving of the event fee would be considered a gift to a Government Official. Mobility Global does not offer or accept bribes or kickbacks in any form and any gifts/entertainment must never be undertaken with any intent to improperly influence the recipient's action or decision.



Contents



What We Expect of Our People



Ethical Practices with Our Team



Ethical Practices with Others



Ethical Practices at Our Company



Making Ethics Essential at Mobility



Resources for Raising Concerns



Corporate Policies



Additional Languages

Gifts and Entertainment

Exchanging gifts and offers of entertainment with customers, clients, vendors, and other business contacts may occur in the course of your work, but such practices may give the impression that our business decisions are improperly influenced. To avoid even the appearance of impropriety, you must ensure that any gifts and entertainment exchanged are for legitimate business purposes.



You May:

- Give or accept inexpensive tokens or items of nominal value;
- Give or accept occasional and moderate business meals and entertainment with clients, customers, or vendors if you attend the event; or
- Attend local sporting events or other activities with clients, customers, or vendors infrequently if the cost is not excessive.



You May Not:

- Give or accept gifts or entertainment that could influence decisions;
- Give or accept gifts or entertainment that could appear to create a conflict of interest or exceed a nominal amount; or
- Give or accept cash or cash equivalent, such as a gift card.

Tip: Ask yourself whether giving or accepting a gift or entertainment could create a potential, perceived, or actual conflict of interest. You must avoid even the appearance of impropriety.

Accepting Gifts and Entertainment

If you are offered a gift or entertainment in the course of your work with Mobility Global, you must consider whether accepting it could appear to improperly influence business decisions and whether it complies with policies and procedures.

If there is any uncertainty as to whether an item is permissible, do not proceed without guidance.

Q&A

Can I accept an expensive thank you gift for participating on a panel?

Q: I received an expensive silk scarf from a client as a thank you gift for my participation in a panel discussion at an industry conference. The client is a business partner. I am in a role that does not involve the business relationship between the client and Mobility Global.

A: No, you cannot keep the gift because it is not of nominal value and even in a commercial role it could impact the perception of independence that we should maintain with our clients.



Contents



What We Expect of Our People



Ethical Practices with Our Team



Ethical Practices with Others



Ethical Practices at Our Company



Making Ethics Essential at Mobility



Resources for Raising Concerns



Corporate Policies



Additional Languages

Giving Gifts and Entertainment

If you give a gift or offer a form of entertainment in the course of your work with Mobility Global, again, you must consider whether giving the gift or entertainment gives the appearance that you are trying to improperly influence a business decision and whether it aligns with Company policies and procedures. In addition, gifts and entertainment must not be given to Government Officials, unless in accordance with the [Gifts and Entertainment Policy](#).



Q&A

Can I accept an electronic gift?

Q: I recently received a virtual gift bag from a client in my email with an electronic gift card code to order a free streaming movie, a complimentary audio book, and some other online coupon codes. Can I accept and utilize these codes?

A: No, you cannot accept them as they represent cash equivalent gifts, which are explicitly prohibited under the [Gifts and Entertainment Policy](#). In addition, they are not of nominal value in totality and accepting such a gift may appear to create a conflict of interest. If you are unsure about accepting a virtual gift, always feel free to contact C&E. Furthermore, always be aware that there are risks associated with clicking on links in emails from external sources.

Can I give expensive theatre tickets to a potential new client?

Q: I am in the process of getting a new client who will generate a lot of revenue. The senior manager I am working with has decision-making authority. I want to give her expensive tickets to a popular theatrical show to ensure that she makes a favorable decision soon. Can I give expensive theatre tickets to a potential new client?

A: No. If you are not in attendance, it is not entertainment, it is a gift and never give a gift, regardless of cost, with the intention or the appearance of influencing decision-making or obtaining special treatment.

Can I give a cup of coffee to a new business partner?

Q: While attending a conference on behalf of Mobility Global, a team member runs into an employee of a state-owned company which makes the employee a Government Official. The Team Member would like to spend 30 minutes catching up with the Government Official and has offered to sit for a cup of coffee. Would this be permitted and would this require pre-approval?

A: A cup of coffee would be considered, De Minimis, an item of nominal value; it would be permitted and would not require pre-approval so long as offering it has not been a frequent occurrence, and is not intended to obtain or retain business, gain a business advantage, influence a business decision or influence an official action, and complies with Company policy.



Contents



What We Expect of Our People



Ethical Practices with Our Team



Ethical Practices with Others



Ethical Practices at Our Company



Making Ethics Essential at Mobility



Resources for Raising Concerns



Corporate Policies



Additional Languages

Ethical Practices with Others

Receiving or Providing Anything of Value to Government Officials or their Immediate Family / Designees


U.S. law, the laws of other jurisdictions in which Mobility Global and its subsidiaries and affiliates operate, and the Company's policies, include strict requirements regarding the provision or receipt of anything of value to Government Officials. Government Officials include a wide range of individuals who are not always easily identifiable, including people acting on behalf of a national, provincial, or of state-owned enterprises. In addition to accurate, itemized reporting of expenditures in Concur, team members are required to obtain pre-approval from their People Leader if applicable and C&E, in all cases, prior to receiving or providing Anything of Value to a Government Official or, where known, the Immediate Family or designee of a Government Official, including but not limited to meals, gifts or entertainment. Approval must be sought in advance, using the Pre-Approval Gift and Entertainment Form, which can be found on the dashboard of the [Global Employee Compliance Service \(GECS\) site](#).

Managing Expenses and Payments

We are committed to handling Company funds responsibly and transparently. When incurring Travel and Entertainment (T&E) expenses or making purchases on behalf of Mobility Global, team members must exercise prudent judgment and comply with all applicable policies. T&E expenses are subject to management approval and must be in accordance with the [Mobility Global Travel and Expense Policy](#).




 Contents


 What We Expect of Our People

 Ethical Practices with Our Team


 Ethical Practices with Others

 Ethical Practices at Our Company

 Making Ethics Essential at Mobility

 Resources for Raising Concerns

 Corporate Policies

 Additional Languages

Confidential Information

Confidential information is non-public information relating to the business or affairs of Mobility Global where release outside of the company could have a significant impact, might be of use to competitors or peers, and/or relates to the affairs of any individual, or the business or affairs of any customer or business partner.

A team member may not disclose any confidential information obtained in the performance of their duties, unless the activity is protected as described under [Protected Activities](#) or is conveyed to colleagues who have a “need-to-know” basis to perform their job duties and responsibilities. This obligation of confidentiality continues even after your employment with the Company terminates.

Examples of confidential information include but are not limited to:

- Information covered by non-disclosure agreements or confidentiality agreements;
- Regulatory examinations or communications;
- Strategic plans including mergers and acquisitions;
- Product development ideas;
- Trade secrets;
- Research data;
- Customer lists;
- Vendor relationships; and
- Non-public product pricing information.

A team member must not:

- Disclose any confidential information about Mobility Global or its activities;
- Disclose any confidential information about Mobility Global customers, clients, or third parties obtained while performing their duties;
- Copy or disseminate internal communications, whether or not marked confidential, to third parties, unless authorized by the Company; or
- Send any confidential or proprietary information to a personal email account or transmit business information via non-approved Mobility Global communication systems.

Q&A

Can I send an attachment to my personal email account?

Q: I am working remotely. Can I send the presentation I am working on to my personal email so that I can print it from home?

A: No. Mobility Global’s digital communication systems may not be used to send privileged, confidential, or proprietary work-related email messages or attachments to personal email accounts.

When in doubt seek guidance, otherwise information should be treated as Confidential.



Contents



What We Expect of Our People



Ethical Practices with Our Team



Ethical Practices with Others



Ethical Practices at Our Company



Making Ethics Essential at Mobility



Resources for Raising Concerns



Corporate Policies



Additional Languages


Insider Trading

While performing your job you may learn Material Non-Public Information about Mobility Global or other companies that are not known to the public. You must never use Material Non-Public Information to trade in securities or share this information with others to trade in securities either for their or your benefit. This violates the law and the COBE; it is unethical, illegal, and is known as insider trading. Material Non-Public Information is information that a reasonable investor would likely consider important in making an investment decision or non-public information that is reasonably likely to affect the market price of a security when it is publicly disclosed.

The Company's policy on trading securities applies to all team members. This policy may restrict the holding and trading of securities to prevent actual or perceived conflicts of interest and eliminate even the appearance of impropriety.




 Contents


 What We Expect of Our People

 Ethical Practices with Our Team


 Ethical Practices with Others

 Ethical Practices at Our Company

 Making Ethics Essential at Mobility

 Resources for Raising Concerns

 Corporate Policies

 Additional Languages

Information Security

Accurate and reliable information is the foundation of our business. Without proper safeguards in place, our systems are vulnerable to loss, destruction, error, and abuse that can undermine the objectives and goals of Mobility Global. Incorporating security best practices into everyday actions is mutually beneficial and critical in protecting individual and Company data. Remember as outlined in the [Information Security Policy](#), information security is every team member's responsibility.

It is Mobility Global's policy to ensure that security risks are identified, assessed, and managed. Necessary and required measures will be taken to protect the tangible and intangible assets of Mobility Global and associated customers, clients, vendors, business partners, and team members from loss, damage, or impairment.

All team members must **immediately report** to CYBER@mobilityglobal.com suspected or confirmed information security incidents, including but not limited to phishing attempts, loss or theft of devices, unauthorized access, credential compromise, or unintended disclosure of Company information.

Remember, whether working remotely or from the office:

Do's

As a rule, you should use Mobility Global's systems and property only for Mobility Global's business;

Always lock your computer when leaving your desk or while you are away from your computer;

Store confidential information in a secure area. It must not be left out on desks or in areas with unrestricted access;

Apply software updates in a timely manner when prompted;

Be aware of your surroundings especially when conducting sensitive business conversations or working on privileged, confidential, or proprietary information;

Use Company-approved platforms such as OneDrive and SharePoint; and

Only use Company-approved devices when accessing the Company network or conducting work.

Don'ts

Never send privileged, confidential, or proprietary information to your personal email (this includes work-related email messages or attachments);

Never share passwords with anyone (including IT or your People Leader);

Never reuse passwords from Mobility Global for external systems and websites;

Never access systems that are not related to your responsibilities;

Never view inappropriate content or open or click on suspicious emails that exhibit "phishing" attributes, such as unfamiliar email sources, embedded links to unknown internet sites, requests for payments, requests for passwords, and/or other confidential information;

Never store Company data on personal devices, removable media, local hard drives, or personal backup services;

Never store Company data on non-approved cloud storage platforms (e.g., Dropbox, iCloud, Google Drive, and public GitHub); and

Do not use public Wi-Fi to conduct work without a secure Virtual Private Network (VPN).



Contents



What We Expect of Our People



Ethical Practices with Our Team



Ethical Practices with Others



Ethical Practices at Our Company



Making Ethics Essential at Mobility



Resources for Raising Concerns



Corporate Policies



Additional Languages

Use of AI Tools

It is Mobility Global's policy to ensure responsible and secure use of artificial intelligence tools while protecting Company data and maintaining information security standards. The impact and implications of AI technology on Mobility Global and the services that the Company deliver are significant. While AI technology can be used to automate many processes and tasks, team members need to be aware of its potential impact in areas such as data privacy and the ethical implications of using AI.

Where the Company is considering or using AI technology, team members must ensure they do so ethically and responsibly, and ensure the data used does not breach any legal, regulatory, personal data privacy, client/supplier contractual requirements, or the confidentiality of Mobility Global's data.

Do's

- Only use internal AI tools and platforms for confidential or sensitive business information;
- Verify the security compliance of AI tools before uploading any Company data;
- Use AI tools in accordance with relevant licensing and usage agreements; and
- Report any security concerns or data breaches related to AI tool usage immediately.

Don'ts

- Never input confidential, proprietary, or sensitive Company information into public AI tools (e.g., prompts, files, screenshots, code snippets, or transcripts);
- Never share Company credentials or authentication tokens with AI platforms;
- Never use unauthorized or unapproved AI tools for Company work;
- Never bypass security protocols when using AI tools; and
- Never rely on AI-generated content without human review and verification.

Refer to our AI Use Guidelines for detailed guidance on using AI tools in your work.



Contents



What We Expect of Our People



Ethical Practices with Our Team



Ethical Practices with Others



Ethical Practices at Our Company



Making Ethics Essential at Mobility



Resources for Raising Concerns



Corporate Policies



Additional Languages

Privacy and Data Protection

Protecting the privacy of personal information is critical to Mobility Global's success.

Mobility Global has a Company-wide privacy compliance program designed to protect the privacy of personal information under our control that is built on these core principles, Mobility Global:

- Processes personal information fairly and lawfully;
- Collects personal information only for specified, explicit, and legitimate purposes;
- Processes personal information only to an extent that is adequate, relevant, and not excessive;
- Retains personal information only for as long as is necessary for the purpose for which it was collected; and
- Deploys technical and organizational safeguards to protect personal information.

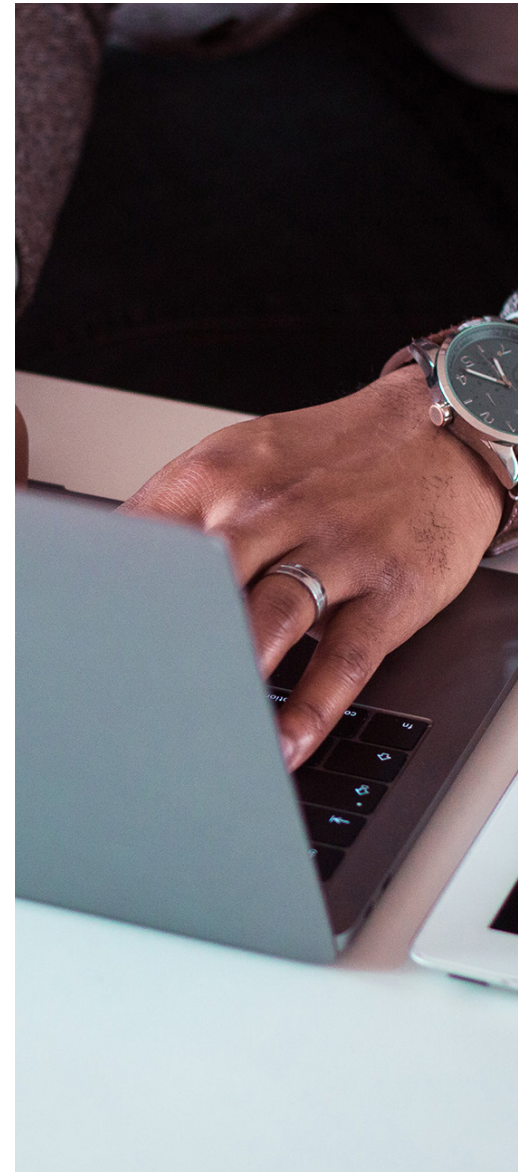
Personal information is defined as any information relating to an identified or identifiable natural person; an identifiable natural person is one who can be identified, directly or indirectly, in particular by reference to an identifier (e.g., team member's ID number, email address, home address, date of birth, etc.).

Mobility Global has comprehensive policies, procedures, and systems for protecting privacy that every team member, contractor, and vendor is responsible for understanding and enforcing.

We communicate our commitment to privacy and data protection to our customers, prospects, vendors, and other stakeholders through our Corporate Privacy Policy. Vendor Risk Management also assesses and monitors vendors to ensure that they process personal information in compliance with Mobility Global's requirements, contractual obligations, and applicable privacy laws. We want our customers, prospects, and other stakeholders to trust us with personal information and know that our commitment to privacy guides us in how we operate.

[Mobility Global's Employee Privacy Policy](#), which is tailored to workplace location, guides how we collect, process, transfer and store your data, and describes our general practices regarding your privacy as an Mobility Global team member.

For more information, please see the [Employee Privacy Policy \(U.S.\)](#) and [Employee Privacy Policy \(Excluding U.S.\)](#).



Contents



What We Expect of Our People



Ethical Practices with Our Team



Ethical Practices with Others



Ethical Practices at Our Company



Making Ethics Essential at Mobility



Resources for Raising Concerns



Corporate Policies



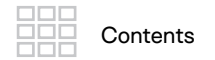
Additional Languages

Information Governance

Mobility Global is committed to creating Company records that accurately and fairly represent our activities and transactions. Company records must be prepared accurately and reliably and be properly maintained and stored. Each of our businesses has in place processes and technology that can execute retention and destruction as stipulated by policy and standards for business information and records.

The [Information Governance Policy](#) and related Standards define and guide information creation, storage, retention, disposition, availability, integrity, privacy, and security. It is the responsibility of every Mobility Global team member to help the Company manage its business information and records. This includes ensuring that appropriate retention periods for business information and records are identified and that these retention and disposition periods are applied operationally to meet business, legal, and regulatory requirements.

Protection of information extends to our use of existing Company information systems and new technologies and tools. This includes natural language processing tools driven by generative artificial intelligence technology (AI) (e.g., OpenAI, ChatGPT, Microsoft Bing, Microsoft Copilot, Google Gemini) and code generation tools (e.g., OpenAI and Github's Copilot, SourceAI and Tabnine). For further information, please refer to our [Acceptable Use Policy](#).



Contents



What We Expect of Our People



Ethical Practices with Our Team



Ethical Practices with Others



Ethical Practices at Our Company



Making Ethics Essential at Mobility



Resources for Raising Concerns



Corporate Policies



Additional Languages

Communication Systems


This [Digital Communications Policy](#) provides guidelines for all users of the digital communication systems, software, and equipment provided or supported by the Company to ensure that, when used for any purposes, these tools are used in an efficient, effective, ethical, and lawful manner.

Before sending any communication, consider and determine whether a written communication is the most effective and appropriate means. Oral communication, either in person or by phone, can be much more efficient and effective in certain circumstances. When choosing the communication medium or channel system to use, messages should be kept as brief as possible to maximize the efficient utilization of time and network resources.

Unless a specific exemption has been received due to exigent circumstances, all Mobility Global business-related communications must be conducted through a Company-supported or approved digital communication system. Company-supported or approved Digital Communications Systems include Microsoft Outlook, Slack, Zoom, and Microsoft Teams. Team members may not use personal email, or other third-party applications that have not been approved by the Company, such as SMS or MMS texting on a mobile device, instant messaging applications (e.g., Facebook Messenger, Instagram Messenger, Signal, Discord, Telegram), online commercial file-sharing services (e.g., Google Drive, Dropbox), or other non-Company-approved digital communication systems for business-related communications. For these purposes, a business-related communication is broadly defined and means any communication that is related to the business of Mobility Global. It includes both internal and external communications. It does not include purely logistical communications (e.g., “on my way” or “call me”). Business communications must be conducted within approved systems and captured for record retention, audit, or legal discovery purposes. Employees must not conduct Company business in a manner that circumvents recordkeeping, retention, or monitoring controls.





 Contents


 What We Expect of Our People

 Ethical Practices with Our Team


 Ethical Practices with Others

 Ethical Practices at Our Company

 Making Ethics Essential at Mobility

 Resources for Raising Concerns

 Corporate Policies

 Additional Languages

Protecting Intellectual Property Rights

We are an information services provider, and intellectual property is one of our core assets. It is essential that we protect our intellectual property, Company resources, and other assets. We seek to protect those assets through, among other measures, appropriate contracts, and terms of use.

Unauthorized or improper use of Mobility Global assets can significantly diminish their value. In addition, any work created by a team member within the scope of their duties belongs to the Company, unless otherwise agreed to by the Company. All ideas, inventions, and designs conceived or made while employed and which also result from any work for the Company, relate to the Company's then-existing business or to the Company's anticipated research or development, or were made with the Company's resources or trade secrets shall be timely disclosed to Mobility Global. All title and intellectual property rights to such ideas, inventions, and designs are considered assigned to and owned by Mobility Global, and team members have an obligation to help Mobility Global protect its ownership of such rights.

We all have a responsibility to protect Mobility Global resources, including our intellectual property.

Examples of our resources include:

- Trademarks and logos;
- Copyrights;
- Patents;
- Other information and data for which Mobility Global claims a proprietary interest;
- Equipment, computers, laptops;
- Business relationships;
- Reputation;
- Business plans;
- Product plans; and
- Trade secrets (e.g., algorithms used in our models).



Q&A

Can I take my work with me after I leave the Company?

Q: If I leave Mobility Global to work for another company, can I take my research reports and use them at my new company?

A: No, any work that you do for Mobility Global is the intellectual property of Mobility Global, and you may not take (including emailing to yourself) or use that information at another company.

Can I use an image from the internet?

Q: Can I use an image from the internet in a marketing brochure? The website said the content was free.

A: No. Even if a website labels content as 'free,' you typically need explicit permission or a proper license for use in a marketing brochure. For external distribution, only use approved images. One-off limited internal distribution may be permitted under fair use. When in doubt, seek guidance from Legal.



Contents



What We Expect of Our People



Ethical Practices with Our Team



Ethical Practices with Others



Ethical Practices at Our Company



Making Ethics Essential at Mobility



Resources for Raising Concerns



Corporate Policies



Additional Languages

Mobility Global Team Members Must Comply with Third Parties' Intellectual Property Rights

We have an obligation to respect the intellectual property rights of third parties, including our licensors, competitors, and business partners. Our people have an obligation to comply with copyright, trademark, patent, and trade secret laws as they pertain to third-party intellectual property. In addition, team members have an obligation to comply with the terms and conditions of licenses and other agreements that govern the use of that intellectual property. Inappropriate use of third parties' intellectual property may expose you and Mobility Global to penalties.

Your responsibility to protect the intellectual property rights of Mobility Global and of third parties extends to your family and friends, including those who work as licensors, competitors, and business partners of Mobility Global.

Plagiarism

Plagiarism is the act of passing off someone else's words, ideas, images, or other content as one's own without crediting the source.

In other words, it is considered stealing.

Team members must be aware of the way to properly cite sources used in any publications. Mobility Global's team members are responsible for always acting with honesty and integrity, including in the production of all work products. The inappropriate use of other people's ideas or words could violate laws and create legal action against you and Mobility Global.

Q&A

Can I cite a statistic in my presentation?

Q: I am creating a presentation, and I want to put in a statistic from an external source. Do I need to cite the source?

A: If you are using information you did not create, you must cite the original source correctly. You may not plagiarize material from anyone. In certain instances, permission may be required.

Obligations of a Publicly Traded Company

As a publicly traded company, Mobility Global must periodically submit reports to regulators about the Company's activities. These reports also include certifications related to financial reporting and internal controls and disclose whether we detected fraud or cybersecurity incidents in our internal operations during the reporting period. Every time Mobility Global submits a report to a regulator, we as a firm make a public statement about our integrity, honesty, and transparency.

All people who are asked to complete a certification letter must do so carefully and honestly. If you have any questions about completing the certification, please contact Legal or C&E.



Contents



What We Expect of Our People



Ethical Practices with Our Team



Ethical Practices with Others



Ethical Practices at Our Company



Making Ethics Essential at Mobility



Resources for Raising Concerns



Corporate Policies



Additional Languages

Preventing Fraud

As part of our commitment to fostering a culture with the highest ethical standards, we have an [Anti-Fraud Policy](#).

All team members have a responsibility in helping recognize, prevent, and report fraud.

Generally speaking, fraud is any intentional act of deception, misrepresentation, or concealment of material facts committed to obtain an unlawful or unfair advantage (financial or otherwise), cause harm, or avoid an obligation. It includes fraudulent acts or omissions intended to benefit the Company, another individual, or entity, and those where the Company is the victim.



Examples of fraud include, but are not limited to:

- Submitting or approving false or misleading expense reports;
- Not categorizing imputed income;
- Unauthorized use of Company assets;
- Reporting revenue that has not been earned or does not exist;
- Submitting false or misleading financial statements;
- Misappropriation of physical assets such as a Company-issued laptop or intellectual property;
- Giving false or misleading information to customers, regulators, or other third parties;
- Falsifying the financial or other books and records of the Company;
- Exaggerating product or service capabilities to win business or funding;
- Any fraudulent action associated with philanthropic activities.

Improper expense reporting or misuse of Company funds is considered fraud. If team members suspect any fraudulent activity, they are encouraged to [report it immediately](#).

Q&A

Should I report fraudulent activity?

Q: After a recent business trip, a senior People Leader in my department asked me to submit their expense report. I noticed they added colleagues who weren't actually at the dinner to make the meal seem compliant with our policy. What should I do?

A: Adding names to an expense report to get around policy rules is fraud. If you believe a colleague or People Leader is submitting false or misleading information, you must notify C&E, Legal, or report the activity via the [Ethics Helpline](#).

Is it fraud if a team member misleads a customer?

Q: I work in Sales and noticed that a colleague exaggerated the capabilities of one of our products in a proposal to a potential client. It could lead the client to make a decision based on false information. Should I report this?

A: Yes. Misleading a customer or third party about our products, services, or performance is considered fraud. This behavior violates our COBE and the law. You must report the concern to C&E, Legal, or via the [Ethics Helpline](#).



Contents



What We Expect of Our People



Ethical Practices with Our Team



Ethical Practices with Others



Ethical Practices at Our Company



Making Ethics Essential at Mobility



Resources for Raising Concerns



Corporate Policies



Additional Languages

Risk Management

Effective risk management is essential to our ability to execute our strategy, deliver value to clients and shareholders, and operate a sustainable business. By systematically identifying, assessing, and responding to risks, we enhance decision-making, enable effective governance and compliance, and strengthen our resilience to disruptions.

Mobility Global employs internal controls and processes to proactively identify emerging risks and opportunities, promote resilience, and comply with applicable laws and regulations. We foster a risk-aware culture by empowering our people to recognize and manage risk and make informed, data-driven decisions. There are a number of policies that focus on how we can effectively manage risks.

Under the direction of the Chief Compliance, Privacy & Risk Officer, our Enterprise Risk Management function develops and implements processes for identifying, managing, and reporting on risk exposures. The [Risk Management Policy](#) provides guidance on building a strong risk culture.


Additionally, the Operational Resilience Management program aims to not only protect our vital assets but strengthen our ability to provide uninterrupted service to our customers, as captured in the [Operational Resilience Management Policy](#).

The [Vendor Sourcing and Procurement Policy](#) and [Contingent Workforce Policy](#) provide guidance on how to manage risk when working with third parties.

Lastly, the [Internal Meetings Policy](#) establishes a framework for planning, procuring, and managing meeting-related activities. It standardizes processes to minimize financial risk through proper budgeting, managing group movement, reporting meeting expenditures, and facilitating meeting payments services.




 Contents


 What We Expect of Our People

 Ethical Practices with Our Team


 Ethical Practices with Others

 Ethical Practices at Our Company

 Making Ethics Essential at Mobility

 Resources for Raising Concerns

 Corporate Policies

 Additional Languages

Making Ethics Essential at Mobility Global

As individuals, we are responsible for always acting with integrity, obeying all laws and regulations and fostering an environment of respect. As mentioned previously, this means meeting not just the letter of, but also acting in the spirit of, the COBE and of Mobility Global's policies.

Waivers and Amendments

Waivers of the COBE will be granted only in exceptional circumstances. Only the Board of Directors or a designated committee of the Board may grant a waiver of any standard in the COBE, and such waivers of our COBE will be disclosed in accordance with applicable requirements. The Board reviews the adequacy of our COBE at least once every three years for consistency with best practices.



Contents



What We Expect of Our People



Ethical Practices with Our Team



Ethical Practices with Others



Ethical Practices at Our Company



Making Ethics Essential at Mobility



Resources for Raising Concerns



Corporate Policies



Additional Languages

We all must:



Read, understand, and follow all Company policies, including the COBE;



Complete required training and affirm adherence to the COBE;



Complete, in a timely manner, all required C&E training, including any related testing activities;



Raise concerns, in good faith, about behavior which may violate laws or our policies; and



Cooperate fully with any investigations.

Raising Concerns, Seeking Advice, or Reporting Violations



Reporting

To report an ethical concern, please utilize the [Ethics Helpline](#) online or by phone.



Link to Corporate Policies

To read all of our corporate policies, visit the [Corporate Policies](#) page on Navigator.



COBE 2026 Additional Languages

Contact C&E for the COBE in additional languages.



Contents



What We Expect of Our People



Ethical Practices with Our Team



Ethical Practices with Others



Ethical Practices at Our Company



Making Ethics Essential at Mobility



Resources for Raising Concerns



Corporate Policies



Additional Languages