

Global Code of Conduct and Business Ethics

Introduction TQG, Inc. ("the Company") is committed to conducting business with the highest standards of integrity and ethics. This Global Code of Conduct and Business Ethics ("the Code") outlines the principles and guidelines that all employees, officers, directors, and contractors of TQG, Inc. must follow. Our goal is to maintain an ethical, transparent, and lawful business environment.

1. Compliance with Laws and Regulations All employees, officers, directors, and contractors must comply with all applicable local, state, national, and international laws and regulations. It is imperative to understand the legal requirements related to our business and to seek guidance when necessary.

2. Integrity and Honesty We expect all members of TQG, Inc. to act with integrity and honesty in all business dealings. This includes being truthful in communications, honoring commitments, and avoiding any form of deceit or fraud.

3. Conflict of Interest Employees, officers, directors, and contractors must avoid conflicts of interest. A conflict of interest arises when personal interests interfere or appear to interfere with the interests of the Company. Members are permitted to join outside boards so long as they do not conflict with the parcel locker industry. Any potential conflicts of interest must be disclosed to management promptly.

4. Confidentiality Confidential information about the Company, its customers, and partners must be protected. Employees, officers, directors, and contractors must not disclose any non-public information unless authorized or legally required to do so. This obligation continues even after the termination of employment or contract.

5. Fair Dealing We are committed to dealing fairly with our customers, suppliers, competitors, and employees. No one should take unfair advantage through manipulation, concealment, abuse of privileged information, misrepresentation of material facts, or any other unfair dealing practices.

6. Anti-Bribery and Corruption TQG, Inc. prohibits all forms of bribery and corruption. Employees, officers, directors, and contractors must not offer, give, solicit, or accept any form of bribe or kickback, whether directly or indirectly. All business dealings must be transparent and accurately recorded.

7. Respect in the Workplace We strive to maintain a respectful and inclusive work environment. Discrimination, harassment, or any form of abusive behavior will not be tolerated.

All employees, officers, directors, and contractors should treat each other with dignity and respect.**8. Protection and Proper Use of Company Assets** All members of TQG, Inc. are

responsible for the proper use and protection of Company assets, including intellectual property, facilities, equipment, and funds. Misappropriation or misuse of these assets is strictly prohibited.

9. Health, Safety, and Environmental Responsibility The Company is committed to providing a safe and healthy work environment and conducting operations in an environmentally responsible manner. Employees, officers, directors, and contractors must follow all health and safety regulations and environmental laws.

10. Reporting Violations Any violations or suspected violations of the Code must be reported promptly. Reports can be made to a supervisor, manager, or through the Company's designated reporting channels. The Company prohibits retaliation against anyone who reports a violation in good faith.

11. Compliance and Accountability All employees, officers, directors, and contractors are responsible for understanding and complying with the Code. Violations of the Code may result in disciplinary action, up to and including termination of employment or contract.

Respect in the Workplace Policies

TQG is committed to a workplace environment where employees feel valued, supported, and empowered. In such an environment, individuals are treated with respect; people's ideas and contributions are valued; and the workplace is free from harassment and discrimination.

As a global market leader, TQG relies on the contributions of a diverse workforce that includes local people who understand the cultures in the countries and jurisdictions in which we do business. We recognize that people who bring different perspectives or have different backgrounds than other employees can bring valuable insights that positively affect our business and work culture.

TQG prohibits discrimination against applicants for employment and employees on the basis of race, color, sex (including pregnancy, childbirth, or related medical conditions), gender, gender identity or expression, sexual orientation, national origin, ethnicity, mental or physical disability, medical condition, genetic information, ancestry, age, religion, veteran or military status, or any other classification protected by law. TQG is committed to equal opportunity in all aspects of the employment relationship.

TQG prohibits any form of harassment based on any of the protected characteristics described above. This may include harassing behavior by employees, supervisors, managers, suppliers, visitors, or customers. Harassment is unwelcome verbal or physical conduct that unreasonably interferes with an employee's work performance or creates a hostile, intimidating, or offensive work environment.

As employees of TQG, we strive for excellence in all aspects of our business. Our success as a company and as individuals depends on the unique contributions of all the people with whom we work. We have a responsibility to treat each other with respect.

In addition, sexual harassment is prohibited. Sexual harassment includes unwelcome sexual advances, derogatory jokes, displaying sexually suggestive materials, and other verbal or physical conduct of a sexual nature. It also occurs when submitting to the unwelcome conduct is made a condition of employment or when submitting to or rejecting such conduct is used as a basis for an adverse employment decision affecting the employee.

Each of us has a personal responsibility to model behaviors that contribute to a work environment that is free from harassment or discrimination. If you feel that you are being harassed, treated disrespectfully, or discriminated against, or are aware of such a situation, contact your supervisor, Human Resources, another member of management, the Legal Department, or the Ethics and Compliance Office. If you are not comfortable with these approaches, you may use the Ethics and Compliance Help email.

See Nondiscrimination / Non harassment Policy.

Workplace Health and Safety

TQG is committed to providing a safe and healthy work environment for all employees. Although TQG's commitment is founded on compliance with law, it goes beyond that foundation. TQG strives to continuously improve its performance with respect to health and safety in the workplace. As part of this commitment, TQG expects every employee to know and observe the safety and health rules and practices that apply to his or her job.

Each facility, through its management team, must implement a safety program that meets applicable laws and government regulations and includes required and appropriate training for employees. Employees are responsible for following the training that they receive, and for taking other appropriate precautions to protect themselves and their coworkers including immediately reporting accidents, injuries, and unsafe practices or conditions.

The health and safety of all employees, as well as the quality standards for TQG products, require each employee to report to work free from the influence of any substance that could prevent him or her from conducting work activities safely and effectively. This applies when employees are on Company property, in an off-site Company meeting, or are conducting business on behalf of the Company.

Workplace violence, including acts or threats of violence or other forms of intimidation, will not be tolerated and must be reported immediately.

Human Rights and the Law

TQG complies with the employment laws in every country in which it operates. TQG does not use child labor or forced labor. It does not allow physical punishment or abuse. TQG respects the freedom of individual employees to join, or refrain from joining, legally authorized associations or organizations.

Employee Privacy

TQG is committed to respecting the personal information of employees. This means that access to such information is limited to personnel who have appropriate authorization and a clear business need for the information. A breach of personal data confidentiality must be reported as soon as possible to the Human Resources or Legal Departments.

Subject to local laws, employees should not expect privacy when using Company-provided services and equipment. This includes the Company's information technology resources such as computers, e-mail, and internet access.

What Would You Do?

Q: I recently went to dinner with a fellow TQG employee and a customer. The customer was making jokes with sexual overtones and commented several times on my coworker's appearance. While she brushed off the comments, I was very uncomfortable. Should I do anything?

A: Yes. The actions of the customer may be considered sexual harassment and should be reported immediately. TQG's Nondiscrimination / Non Harassment Policy prohibits verbal or physical conduct of a sexual nature. Our policy applies equally to all employees and to anyone who wishes to do business with TQG, including customers. It also applies to both work-related settings and to activities outside the workplace. You should ask your coworker to report the situation to her manager or to Human Resources. If she does not, you should report it to your manager.

Q: I noticed activities that may be creating a safety hazard, but it is not in my area and I do not want to get involved. Do I have to report it?

A: Yes, safety is in every employee's "area." Report your concern to your manager or the safety professional at your location. Think how you would feel if someone were badly hurt because you failed to act.

Q: My supervisor and several of my colleagues tell jokes that I think are inappropriate and that I find offensive. What should I do?

A: Offensive jokes, even in private conversations that may be overheard by others, can be a form of harassment. Talk to your supervisor about how you feel. If you are uncomfortable talking directly to your supervisor, talk to another manager or someone in Human Resources, the Legal Department, or the Ethics and Compliance Office. If you are not comfortable with these options, you may contact TQG's Ethics and Compliance Help email.

Q: I think one of my coworkers is being harassed because of her age. Her supervisor is aware of the situation but is not doing anything about it.

A: If the supervisor is aware of the situation but is not addressing it, talk to a Human Resources representative, another manager, the Legal Department, or the Chief Executive Officer. If you are not comfortable with these options, you may contact TQG's Ethics and Compliance Help email.

Additional Responsibilities as Managers Managers are expected to fulfill additional responsibilities. Managers in this context would include any TQG employee who supervises others. Managers are expected to be role models for the highest standards of ethical conduct. Managers have a responsibility to create and sustain a workplace culture in which employees know that legal and ethical behavior is expected of them. This includes a work environment where constructive and open discussions, including good faith reports of violations, are encouraged and expected, without fear of retaliation.

Managers have a responsibility to ensure that employees are aware of, understand, and know how to apply this Code, TQG's policies, and applicable laws and regulations in their daily work. Managers are also responsible for ensuring that employees who need additional information to do their jobs, for example related to the environment, safety, antitrust, or anti-corruption, are made aware of relevant policies and receive appropriate training.

Managers must be diligent in looking for indications that unethical or illegal conduct is being considered or has occurred. They are expected to take appropriate action to address any situations that seem to be in conflict with the law, this Code, or TQG policies. When a manager is unsure of the best response to a given situation, he or she should seek assistance from Human Resources, other managers, the Legal Department, or the Ethics and Compliance Office, as appropriate depending on the issue.

Ethical Decision Making TQG is committed to giving employees the tools and guidance they need to do their jobs consistent with ethical business conduct. Employees may find it helpful to ask the following ten questions before taking action in specific situations that may present ethical issues:

- Do I have all the information I need to make a good decision?
- Is this action legal?

- Does my decision follow TQG's policies and procedures?
- Is the action consistent with the letter and the spirit of this Code?
- Who else could be affected by this action (other TQG employees, customers, etc.)?
- Will this action reflect negatively on me or TQG?
- How would it look in the media?
- Would I be embarrassed or proud if others knew that I took this course of action?
- Does it feel right/can I sleep at night?
- If I am not sure, have I asked for advice?

If an employee is still unsure or uncomfortable with the course of action after answering each of these questions (and any other questions as appropriate under the circumstances), he or she should talk to a supervisor or any other resources identified in this Code including Human Resources, the Legal Department, and the Ethics and Compliance Office. He or she may also contact the Ethics and Compliance Help email.

Reporting Code of Conduct Violations and Other Ethical Issues Each TQG employee has a responsibility to immediately report actual or suspected violations of laws, this Code, or TQG policies. This includes situations where the employee has violated or thinks they have violated the law, this Code, or TQG policies or where the employee has observed, learned of, or in good faith suspects that another person has violated any of these. Failing to promptly report known violations by others may be a violation of this Code.

If an employee sees something, they should say something – as soon as possible. For example, this may include actual or suspected safety or environmental violations; suspected fraud, theft, or bribery; or possible discrimination or harassment including sexual harassment. It is always best to raise concerns early so that the Company can address them.

Employees are encouraged to raise such concerns first with their immediate supervisor if they are comfortable doing that. This may provide valuable insights or perspectives and encourage prompt local resolution of problems.

However, an employee may not be comfortable bringing the matter up with their immediate supervisor, or they may not believe that their supervisor has dealt with the matter promptly. In those situations, an employee should raise the matter, depending on the nature of the issue, with:

- a Human Resources representative,
- another member of management,
- the Legal Department, or
- the Ethics and Compliance Office.

Employees are required to cooperate fully with any investigation by the Company of actual or suspected violations of laws, this Code, or TQG policies. Employees must be truthful in their

responses and should never mislead any investigator. Failing to cooperate in an investigation of a possible violation may result in disciplinary action.

TQG's Ethics and Compliance Help If an employee is not comfortable with the options listed in the previous section, he or she may contact TQG's Ethics and Compliance Help via email at:

- support@theqwikgroup.com

Employee concerns raised will be investigated in a professional manner, and confidentiality will be maintained to the extent possible, consistent with law and conducting a full investigation of the concerns raised. Based on the findings of the investigation, corrective action, if necessary, will be taken.

Retaliation Prohibited TQG prohibits retaliation against an employee who, in good faith, seeks help or reports actual or suspected violations of laws, regulations, this Code, or Company policies. No TQG manager may retaliate against, or allow retaliation against, any employee or person who in good faith makes such a report. Any retaliation against an employee who makes a good faith report will be subject to disciplinary action, including potential termination of employment. Additionally, employees who knowingly submit false reports also will be subject to disciplinary action.

Relationships with Customers TQG's business success depends in part upon the Company's ability to maintain lasting customer relationships. The Company is committed to dealing with customers fairly, honestly, and with integrity. The information TQG supplies to customers should be accurate to the best knowledge of TQG's employees. This includes any certifications of compliance with quality control specifications, test procedures, and test data. Employees should not deliberately misrepresent information to customers.

Relationships with Suppliers The Company deals fairly and honestly with its suppliers. This means that TQG's relationships with suppliers are based on price, quality, service, and reputation, among other factors. Employees dealing with suppliers must maintain their objectivity and independent judgment. Specifically, no employee should accept or solicit any personal benefit from a supplier or potential supplier that might compromise an objective assessment of the supplier's products and prices. Employees can give or accept gifts, meals, entertainment, etc., within the limits and per the procedures set forth in the Company's policies. TQG's Supplier Guiding Principles reinforce TQG's expectations that its suppliers will conduct their respective businesses in compliance with applicable laws and in accordance with high ethical standards. See Anti-Corruption Policy; Conflict of Interest Policy; and Supplier Guiding Principles.

Relationships with Competitors The Company is committed to free and open competition in the marketplace. Employees should avoid actions that would be contrary to laws governing competitive practices in the marketplace, including antitrust and competition laws. Such actions include misappropriation or misuse of a competitor's confidential information or making false

statements about the competitor's business and business practices. See Antitrust and Competition Law Compliance Policy and Guide.

Antitrust and Competition Law The antitrust and competition laws of the U.S., the European Union, and many other countries where TQG does business require companies to compete independently in the marketplace. TQG fully supports the purpose of the antitrust and competition laws which is to promote fair and open competition and to protect companies and consumers from illegal anticompetitive practices such as price-fixing, market allocation, and bid-rigging.

Conclusion This Code represents the foundation of TQG, Inc.'s commitment to ethical business practices. Every member of TQG, Inc. is responsible for upholding these principles and ensuring that their conduct reflects the Company's values. By adhering to this Code, we can collectively contribute to a culture of integrity, accountability, and excellence.

For any questions or further guidance regarding this Code or its application, employees are encouraged to contact their supervisor, the Legal Department, or the Ethics and Compliance Office.

This Code of Conduct and Business Ethics document will be reviewed periodically and updated as necessary to reflect the evolving legal and business landscape.

Signature Page

Chairman of the Board and CEO Acknowledgment

I acknowledge that I have reviewed and endorse TQG, Inc.'s Global Code of Conduct and Business Ethics. I commit to upholding and promoting the principles and guidelines set forth in this Code. I understand the importance of these standards in maintaining the integrity and ethical foundation of our Company.

Printed Name: Neil Biafore

Title: Chairman of the Board and CEO, TQG, Inc.

Signature: _____

Date: 03/01/2024