

ANTI-BRIBERY AND ANTI-CORRUPTION POLICY

UPDATED AS OF DECEMBER 2023

As a key player in the moving sector in Peru, **EXPRESS TRANSPORTS S.A.** is committed to maintaining high ethical and legal standards in all its operations. Our zero-tolerance policy towards corruption strictly adheres to the anti-corruption norms established by the State.

With the goal of setting a positive precedent in our industry, we firmly adhere to ethical principles regarding bribery and illicit activities. We define bribery as any action involving offering, promising, delivering, accepting, or soliciting a benefit as an incentive to perform an action, considering it illegal and an abuse of trust.

Corruption, bribery, or any attempt of bribery is unacceptable and goes against the fundamental values of **EXPRESS TRANSPORTS S.A.** We demand business conduct aligned with the highest legal, moral, and ethical standards, and this is mandatory for contractors, suppliers, advisors, and employees.

Committed to behaving ethically and legally, we will refrain from any action that may harm the interests of our collaborators and clients. We are aware of the applicable anti-corruption laws and fully comply with them.

It is strictly prohibited to:

1. Engage in any form of bribery, directly or indirectly, including contact with personnel from the National Police of Peru (PNP) and authorities of the Central, Regional, and/or Local Governments.
2. Offer, make, or authorize improper payments locally or internationally.
3. Induce illegal or improper acts in individuals, officials, or local or foreign authorities.
4. Offer or accept money, gifts, bribes, or commissions in connection with obtaining business or benefits from a contract.
5. Alter or falsify books and accounting records in case of bribery or other illicit acts.
6. Engage in any other illegal act.
7. Disregard or fail to report to authorities' signs of improper payments.



To combat corruption, **EXPRESS TRANSPORTS S.A.** and its collaborators commit to:

1. Comply with the norms established in the current National Legislation.
2. Implement policies and procedures to prevent bribery and other prohibited acts.
3. Establish an effective internal control system for the Accounting System.
4. Operate under a total transparency policy, providing the information required by judicial authorities, accounting reviews, financial examinations, and necessary audits.

To ensure compliance with these objectives, we have developed an ethics training program for our employees. All suppliers, employees, and clients must immediately report any irregular or illicit activity to the General Manager.

The prevention, detection, and reporting of acts of corruption and bribery are a shared responsibility of all those working with us. If you suspect an act of bribery or corruption, report it to your supervisor and to **EXPRESS TRANSPORTS S.A.** by sending an email to daniela@express.com.pe.

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