



ARGENTINA INTERNATIONAL MOVING SRL (ARGENMOVE)

On March 29th, 1979, **Argentina International Moving SRL** was publicly registered, and we officially opened our doors to the world. From the beginning we set out to optimize the technical and human resources available complying with the law, standards and procedures, respecting the human rights, controlling every operation to avoid unsafe or non-compliant situations providing our customers a secure and safe transfer of their belongings. Over the years we have been creating bonds of respectful friendship with clients and agents around the world, with whom we accompany each other, sharing experiences, professionalizing each section of the services we provide.

To achieve a secure and neat service the following factors are our main keys:

A reliable team: Our permanent staff meets and complies with the mandatory training from the associations and companies we are associated with.

As employer Argentina International Moving SRL commits with its employees to comply with all the local law requirements (insurances, welfare charges, trade union payments) and to provide with all the tools to make a comfortable and safety environment (updated and maintained vehicles, smoke free working areas, body and footwear protection among others, in compliance with health, safety and security worldwide standards).

Communication: It is well known that our company shares open communication with all the parties involved in a service and that we promote the use of a single channel to concentrate and share all the information needed to perform smooth services. Sensitive information and customers data are protected and not shared out of the company.

Within the company an open and daily dialogue is possible thanks to mobile devices and intranet besides monthly meetings.

Security: From proper signalization to technology tools, we protect our facilities, personnel, and customers' household goods effects on a daily basis. Our satellite monitoring system provides the exact location of our vehicles at any time keeping awareness of any abnormal movement. Security cameras render similar function within our main warehouse. Both systems are linked to our managers' mobile devices and thanks to communications we are all connected and able to intervene when needed.

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Suipacha 612 (C1008AAN). Buenos Aires. Argentina

0800.222.mudanza (6832) | Tel. 54.11.4325.0500 | Fax 54.11.4322.2297

argenmove@argenmove.com.ar | www.argenmove.com.ar



Health, Safety, Environment /HSE

Argentina International Moving SRL preserves the quality and safety of the work environment of all its personnel through monthly, quarterly, or even yearly:

- Fumigation and pest control
- Maintenance of fire extinguishers
- Signaling of emergency exits, unevenness and stairs
- Smoke-free environments
- Municipal compliance with legislation on safety and hygiene
- Review of work tools, including vehicles

The Company protects its facilities, tools and personnel by means of:

- Life insurance for all employees
- Work Risk Insurers
- Insurance for warehouse and office buildings
- Satellite vehicle monitoring
- Security cameras in warehouses
- Safety footwear protection

With our community and environment, we commit to:

- Reduce the impact of paper waste as well as wooden pieces, product of our labor, by applying the 3R's: Reduce, reuse, recycle.
- Operate indoors from Monday to Friday and only exceptionally on Saturdays within labor hours to preserve the quality of those who live in the area.
- Update periodically our vehicles to assure the non-pollution.

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Code of Conduct, Scope & Objectives

Over the years, Argentina International Moving SRL (Argenmove) earned a high prestige, which was a milestone for its commercial growth. One of the main pillars on which this prestige is based is that its employees are aware that values such as honesty, integrity, transparency, trust and a sense of responsibility are the essence of the company's activities. The inappropriate conduct of an individual not only harms those directly affected, but also jeopardizes Argentina International Moving SRL (Argenmove) good reputation as a company.

The Code of Conduct for Argentina International Moving SRL (Argenmove) is used to minimize risks and help the company's employees avoid conflicts of interest, and implement the steps required to apply them to their daily tasks.

A high level of credibility and integrity can only be maintained if everyone involved is fully aware of the responsibility involved in complying with the Argentina International Moving SRL (Argenmove) Code of Conduct.

The company will regularly review the Code of Conduct and is responsible for making any updates or including any necessary clarifications.

In general, contributors should:

- Avoid even the possible appearance of misconduct or misbehavior
- Conduct all negotiations with clients, contractors, suppliers and competition, with honesty and justice, good judgment and with higher standards of ethics in the business.
- Avoid any real or apparent conflict of interest in personal and professional relationships, such as, but not limited to this example: any investment, interest or association that could interfere in the benefit of the company.
- Never misuse or for personal gain the competitive advantages of the company or the information or relationships of the company.
- Know, understand and obey all the internal policies in force, as well as the laws and regulations that govern the practices of the country in terms of business.
- Support the company, to deliver any report that is requested, with accurate, timely and understandable information, as well as for any type of public communication made by the company or on behalf of it.

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- Ensure that all transactions are handled honestly, in compliance with established accounting principles, and that these transactions are fully and accurately recorded in Argenmove's books and records.
- Respect the right of all employees to receive fair treatment and equal opportunities, without being subject to discrimination, retaliation or harassment of any kind.
- Safeguard the information belonging to Argenmove. Consider such information as confidential and do not disclose it outside the company, except when authorized.
- Not to improperly request or obtain or disclose data or registered information about suppliers, contractors, customers and competitors.

Scope and objectives

1-Liability

In the context of the performance of their usual activity, all collaborators of Argentina International Moving (Argenmove), must strictly respect all the requirements of the applicable legislation, and the general provisions stipulated in the current Law.

2-Loyalty

Conflict of interest

Employees must remain loyal to the company in terms of their personal conduct. This specifically means that:

- They must avoid situations where their personal or financial interests contradict the Argentina International Moving SRL (Argenmove).
- They must not pursue, in the context of the performance of their duties, the pursuit of their own interests so as not to conflict with the interests of the company.
- They must not directly or indirectly exploit any opportunity presented to Argenmove, for their own benefit or that of persons or companies outside of Argenmove with which they are related.

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- External negotiations of personal interest should not be carried out, during working hours, or using resources of the company or property of it.
- You must not carry out negotiations outside Argenmove, whose activities include having commercial relations with competitors, customers or suppliers of the company, in any way (including acting as an agent, representative or consultant).

As long as this loyalty policy is complied with, in the event of individual employment contracts and within the scope of such contracts, employees are essentially free to choose to participate or engage in other commercial activities.

The possibility of conflicts of interest arising should be avoided, and if any are discovered, that situation is subject to review. There is no detailed list of situations that could give rise to conflicts of interest. However, in order to facilitate their understanding, the following is a list of typical examples:

3-Personal gain, Bribes, Corruption

Personal benefit

Employees must not be influenced by action or omission by any type of bribery or corruption during the exercise of their functions, they must not receive personal earnings or other benefits (except their salaries and additional compensation approved by Corporate Management) from a commercial activity performed for Argenmove, and they must not make any proposal to a third party with the intention of improperly influencing a business decision of that third party.

Always within the context of their work functions and in accordance with the principles described above, collaborators may accept services from civil servants and employees of the public sector, only if such services:

- Have a direct and unavoidable association with the activity in question and comply with the provisions of this Code of Conduct. S
- Serves to promote or improve business relations and is therefore in the interest of Argenmove.
- Do not unduly influence any decision to be taken by the customer, seller, competitor or strategic partner,

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4-Confidentiality and Corporate Assets

General

All information and internal documents of the company are the property of Argentina International Moving SRL (Argenmove) of a confidential nature. Therefore, collaborators must not disclose company documents or information to third parties or make them available to anyone outside the company.

Confidential information includes, without limitation, information relating to planning, business strategies, projects, potential or existing customers, competitors, suppliers, financial results or operations of any kind, which is generally not disclosed to the public. The misuse or disclosure of this information can destroy the value of the same and weaken the competitive position of the company. In this sense, employees should be careful to discuss issues related to Argentina International Moving SRL (Argenmove) in public places where these conversations can be heard; read company documents in places where other people can see them or dispose of company documents, in places where another person can pick them up.

Collaborators must take appropriate and effective measures to ensure that confidential and protected information does not end up in unauthorized hands, either externally or internally.

5-Penalties

Any action that contradicts this Code of Conduct is subject to internal review, and may have consequences that affect the employment relationship, and possibly lead to external investigations, civil or criminal legal proceedings.

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Anti-Bribery & Corruption Policy

1-OBJECTIVE The following policy aims to define and formalize the obligations, prohibitions, measures to be adopted and procedures in relation to practices related to bribery and acts of corruption within the scope of action of Argentina International Moving SRL (Argenmove). This policy applies to Argenmove, and in its case to external organizations, collaborating entities or with any type of connection, that use or have access to classified information. Any breach will be treated as a serious disciplinary offense and may be subject to disciplinary action taken by Argenmove's Corporate Human Resources Management

2-SCOPE In this policy any rule or regulation is mandatory, for all Argenmove staff that meets the requirements and conditions established therein.

3 - WHAT IS BRIBERY AND CORRUPTION? Bribery and corruption means giving, offering or receiving an undue reward with the intention of influencing the behaviour of someone, whether a public official or a private entity, in business in order to obtain or retain a commercial advantage. Violation of the law may entail criminal liability for Argenmove, as well as for its directors and for the employee involved in the fault.

4-OBLIGATIONS AND PROHIBITIONS or You may not pay or give any kind of compensation to someone as consideration for any benefit or advantage obtained when such action is or may be considered inappropriate. o You may not receive any payment or any form of compensation from someone in consideration of any benefit or advantage obtained where such action is or may be deemed inappropriate. Or you can only invite to work meals or other entertainment occasionally to third parties not linked to Argenmove if such invitation is directly related to legitimate work purposes. or you may receive invitations to work meals or other entertainment from time to time from third parties if such representation is directly related to legitimate work purposes. o You may not give, offer or authorize any advantage to or solicit from any person, whether a public official or not, for the purpose of influencing, inducing, rewarding any act, omission or decision to secure an inappropriate advantage, and obtaining or retaining a business opportunity. o You may not receive or solicit any advantage from any third party or public official in order to give, induce or reward any act, omission or decision to secure an inappropriate advantage, obtain or retain business on the account of, directly or indirectly, any person or public official.

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5-TO REPORT If you are aware of the possibility of an action or omission that may conflict with this Policy, you are obliged immediately to report this situation and all its circumstances to mail, or directly to your direct supervisor, area manager, Controller, CFO, General Manager or Board member.

6 -REQUIREMENTS AND STANDARDS ON FINANCIAL DOCUMENTATION Argenmove's Accounting accurately and clearly reflects the essential and essential aspects of operations, it complies with the Company's accounting policy and internal control requirements, regardless of the magnitude of the operation. The following actions are prohibited: or Authorize or finance any operation that is not broken down or reflected in the accounting books, records and accounts for any purpose. or approve, induce or make any payment with the intention, purpose or understanding that such payment will be used for purposes other than the documents reflecting the payment. omit, falsify, disguise or in any way create confusion or reflect incomplete accounting entries in the accounting books, records and accounts, or approve or induce such actions in the accounting books, records and accounts of third parties with which the Company has business relationships. or Pay expenses that are inappropriate, without authorization or the support of appropriate documentation.

7-BREACH OF THE POLICY If you adopt and engage in conduct prohibited by this policy, such conduct will be subject to disciplinary measures, even leading to the termination of your employment relationship with Argenmove. Ignoring this policy, its content, the standards of the Company is no excuse since this policy, since its publication, is mandatory for all who are part of Argenmove

8-VALIDITY This policy is mandatory, from 01 September 2021.

9-EXCEPTIONS Exceptions to this policy will be authorized by the Argenmove Board of Directors.

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