

Capelle a/d IJssel, 2022

**GeoJunxion N.V. (GOJXN.AS)**  
Rivium Quadrant 75  
2909LC Capelle aan den IJssel  
The Netherlands

## **CODE OF CONDUCT FOR THE MANAGEMENT BOARD AND SUPERVISORY BOARD**

### **1. INTEGRITY**

This includes acting with integrity and transparency on behalf of the GeoJunxion Management Board, as well as ensuring compliance of this rule by the Supervisory Board.

### **2. LAW AND REGULATIONS**

The GeoJunxion Management Board is responsible for the enforcement of all relevant laws and regulations. Therefore, GeoJunxion has put in place an internal risk management and control procedure, which will be reported on by the GeoJunxion's Management Board within the annual report. During this audit, special attention will be paid to this internal risk management and control system, which includes checking that regulations have been adhered to by the Management Board.

### **3. EMPLOYEES**

GeoJunxion ensures that all employees can report suspected irregularities of a general, operational or financial nature (referred to as "the whistleblower policy"). Within GeoJunxion, irregularities must be reported to the chairman of the Management Board. Alleged irregularities in the Management Board performance must be notified to the chairman of the Supervisory Board. The whistleblower policies are available on the GeoJunxion website.

### **4. CONFLICT OF INTEREST**

All transactions involving conflict of interest with regards to members of the Management Board or Supervisory Board are outlined under market conditions. Decisions to enter into transactions involving a conflict of interest for the Management Board or Supervisory Board that are of material significance to GeoJunxion and/or the relevant members require Supervisory Board approval. Such transactions are published within the annual report stating the conflict of interest.



## 5. REPORTING

The main points of GeoJunxion's corporate governance policy are set out in a separate chapter in the annual report. In that chapter, GeoJunxion indicates which best practice provisions of the Corporate Governance Code it adheres to and which it deviates from. The annual report also includes an outline of the duties and working procedure of the Management Board and of the GeoJunxion Supervisory Board, the conflict of interest for members (if this is the case), the declaration of independence of the Supervisory Board and GeoJunxion's Remuneration Policy.

