

SUPPLIER CODE OF CONDUCT

At Teletrac Navman, we are committed to a standard of excellence in every aspect of our business, which includes conducting all of our operations with integrity, respecting the rights of all individuals, and respecting the environment. We expect the suppliers (as well as permitted subcontractors) who do business with Teletrac Navman and its subsidiaries to share these same commitments. Teletrac Navman and its subsidiaries expect each Supplier to meet the following standards in all activities that relate directly or indirectly to Teletrac Navman or any of its subsidiaries. We will evaluate a Supplier's compliance with these standards in determining whether to grant or continue preferred status for such Supplier. Suppliers that do not conform to these standards may be disqualified from preferred status and/or have their business relationship with Teletrac Navman or the applicable Teletrac Navman subsidiary terminated.

In addition to any restrictions on the use of subcontractors that are otherwise agreed to between Supplier and Teletrac Navman or the applicable subsidiary, Supplier will not use any subcontractor in connection with any Teletrac Navman or subsidiary business unless the subcontractor has received a copy of this Supplier Code of Conduct (the "Code") and Supplier has sufficient information to reasonably believe the subcontractor operates in alignment with the commitments outlined in the Code.

General

As a Teletrac Navman supplier, you are an extension of our extended value chain, including our commitment to act in a responsible and ethical manner. We ask you to demonstrate strong social and environmental values and commit to the principles outlined in this Code. We expect each Supplier to comply with all laws and regulations applicable to its business, as well as the standards of its industry, including those pertaining to the procurement of raw materials, manufacturing, pricing, sale, use of data, distribution, labeling, transport, import, and export of goods and services. Without limiting this requirement, Supplier will not: (A) violate, misappropriate or infringe upon the intellectual property and/or data rights of any person or entity, including Teletrac Navman and its subsidiaries; or (B) engage in any activities which would violate any applicable laws and regulations relating to (1) bribery, corruption or illegal payments, (2) unfair competition or unfair and deceptive trade practices, (3) the environment, (4) health and safety, (5) international trade, (6) data privacy and security, (7) money laundering, (8) labor, employment and human rights, or (9) contracting with governmental entities.

Integrity and Compliance

At Teletrac Navman, we are committed to doing business with integrity and expect the same from each Supplier. Supplier must be committed to the highest standards of integrity in conducting its business. Specifically:

- Corruption, Extortion or Embezzlement; Improper Advantage. Supplier will not engage in corruption, extortion or embezzlement in any form, offer or accept bribes or employ any other means to obtain an undue or improper advantage. Supplier must comply with all applicable anti-corruption laws and regulations of the countries in which it operates, the U.S. Foreign Corrupt Practices Act, the UK Anti-Bribery Act, the OECD Anti-Bribery Convention and all international anti-corruption conventions. Additionally, Supplier must not bribe or provide kickbacks or any other improper payments or improper gifts to any officer, director, employee, representative or agent of Teletrac Navman or any of its subsidiaries. Supplier must immediately report to Teletrac Navman any circumstance where an officer, director, employee, representative or agent of Teletrac Navman or any of its subsidiaries has made any such improper request or demand of the Supplier.
- Accounting Records. Supplier's accounting records must (1) be kept and presented according to the laws of each applicable jurisdiction, (2) in reasonable detail, accurately and fairly reflect transactions, assets, liabilities, revenues and expenses, and (3) not contain any false or misleading entries.
- Conflicts of Interest. Supplier must not engage in any activities that creates, or even appears to create, conflict between Supplier's interests and the interests of Teletrac Navman. Supplier must immediately report to Teletrac Navman or the applicable Teletrac Navman subsidiary any potential, actual or perceived "conflict of interest" of which it becomes aware. A "conflict of interest" is any circumstance, transaction or relationship directly or indirectly involving the Supplier in which the private interest of any employee of Teletrac Navman or any of its subsidiaries improperly interferes, or even appears to improperly interfere, with the interests of Teletrac Navman and/or its subsidiaries. Conflicts could arise out of outside employment, personal relationships, financial interests, board memberships or business ventures. Gift, Entertainment. Supplier must use good judgment when extending business courtesies and only offer or accept items that are reasonable and customary. Supplier shall refrain from offering anything to Teletrac Navman employees which may influence or be perceived to influence decision making.
- Fair Competition. We expect each Supplier to observe antitrust and fair competition laws where they do business.
- International Trade. We expect Supplier to follow applicable international trade laws, including import and export controls regulations, and compliance with sanctions and anti-boycott laws. Supplier has a responsibility to ensure compliance with these trade laws and regulations in every country where Supplier does business. We expect Supplier to provide accurate product information upon request related to international trade.
- Confidential Information & Intellectual Property. We expect Supplier to collect, use and handle our confidential information (this includes, but is not limited to, information from

and about our customers and their customers, about our company and subsidiaries, other companies we work with, and our employees) and intellectual property (this includes, but is not limited to, our patents, trademarks, copyrights, trade secrets, and Data intelligence and schemas) responsibly and have appropriate technical and organizational measures to prevent unintended and improper disclosure, dissemination and access of, and to, such information.

- Data Protection and Privacy. We expect Supplier to comply with all applicable data protection and privacy laws. This includes recognizing and honoring individuals' data rights, and only using personal data, confidential information, and our intellectual property for the agreed upon purposes. We expect Supplier to notify us immediately if Supplier becomes aware of a data breach potentially affecting our data. We also expect Supplier to ensure that any party Supplier engage with that has access to our data also follows all applicable data protection and privacy laws.
- Reporting Violations, Non-Retaliation. Supplier is expected to have a policy prohibiting unlawful and inappropriate conduct that provides employees, and other representatives of Supplier's organization, a way to raise concerns and a process for investigating and resolving incidents. Supplier must not tolerate retaliation against any employee who makes a good faith report of abuse, intimidation, discrimination, harassment or any violation of law or of this Code, or who assists in the investigation of any report.

Labor and Employment & Human Rights

Teletrac Navman is committed to promoting all internationally recognized human rights, including those described in the Universal Bill of Human Rights, the International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work, the OECD Guidelines for Multinational Enterprises and the United Nations Guiding Principles on Business and Human Rights. This applies to all persons involved in the company's operations, including, but not limited to each Supplier. Supplier must comply with all applicable labor and employment laws and regulations. Specifically:

- Compensation. Supplier must comply with all applicable wage and hour laws and regulations and provide employees with living wages, including those relating to minimum wage, overtime, and other elements of compensation, and must provide all legally mandated benefits.
- Hours of Work. Supplier must maintain work hours in compliance with all applicable laws and regulations. Supplier will not require employees to work more than any limits on regular and overtime hours allowed under applicable law.
- Forced Labor / Prison Labor. Supplier must not use forced or involuntary labor, including prison, bonded, or indentured labor, slavery or engage in any form of human trafficking.
- Child Labor. Supplier must not use child labor. "Child" means any person who is either (1) younger than 16, or (2) younger than the minimum age required for employment under applicable law. Supplier must comply with all applicable laws and regulations regarding the employment of minors.

- Fair Treatment. Consistent with applicable employment and labor laws, Supplier must treat each employee with dignity and respect, and must not threaten workers with or subject them to harsh or inhumane treatment, including sexual harassment, sexual abuse, corporal punishment, mental or physical coercion or verbal abuse.
- Discrimination. Supplier must not unlawfully discriminate against any worker in its hiring and employment practices on the basis of race, sexual orientation, gender identity or expression, color, age, gender, national origin, genetic information, ancestry, marital status, disability, veteran status, citizenship status, religion or any other legally protected characteristic.
- Freedom of Association. Supplier must respect workers' rights to associate freely as permitted by and in compliance with all applicable laws.

Environmental, Health and Safety

Supplier must comply with all applicable environmental, health and safety laws and regulations and exhibit sound environmental responsibility in its operations. Specifically:

- Workplace Safety & Emergency Planning. Supplier must provide a safe and healthy workplace for employees by meeting, and endeavoring to exceed, international safety standards. Supplier must have procedures in place for handling emergencies such as fire, spills, and natural disasters.
- Environmental Responsibility. We expect Supplier to be a good steward of the environment and promote responsible business practices that promote conservation of natural resources. These practices include, but are not limited to, energy efficiency and associated greenhouse gas emissions reduction, and waste reduction, including hazardous substances and water consumption reduction. Further, Supplier must conduct its operations and activities in a manner that complies with all applicable environmental laws and regulations.

Management Systems, Monitoring Compliance and Reporting

- Management System and Communication. Supplier must establish and maintain a management system reasonably designed to ensure compliance with, mitigate the risks identified in, and facilitate continuous improvement with respect to, this Code. Supplier must ensure that this Code is appropriately communicated to all of its officers, directors, employees, representatives, agents and subcontractors.
- Monitoring. Supplier must maintain all documentation necessary to demonstrate its compliance with this Code and will provide Teletrac Navman or its applicable subsidiary access to such documentation upon the request of Teletrac Navman or its applicable subsidiary. Supplier understands that Teletrac Navman, its subsidiaries or our designated agents (including third parties) may engage in monitoring activities to assess compliance with this Code, including on-site inspection of facilities and review of books and records. Neither Teletrac Navman nor any of its subsidiaries or authorized agents assume any duty to monitor or ensure compliance with this Code, and Supplier understands that Supplier is solely responsible

for full compliance with this Code by its officers, directors, employees, representatives and agents.

- Compliance and Reporting. At Teletrac Navman, we encourage everyone, including each Supplier, to report any actual or suspected non-compliance with this Code or any related applicable law or policy. Supplier must immediately notify Teletrac Navman or its applicable subsidiary upon learning of any known or suspected improper behavior by Supplier or its subcontractors, or by employees of Teletrac Navman or its subsidiaries. Supplier may utilize Teletrac Navman’s Speak Up! procedures outlined in Teletrac Navman’s Code of Conduct, including by phone or online, located on the Teletrac Navman website under Corporate Governance (within “Investor Relations”).

Last Updated July 8, 2026