



Code of Conduct

Since 1976, when Roland Van Poucke founded our company, Huktra has acted on the belief that doing the right thing sets the foundation for long-term success. Today, we remain just as committed to this belief.

Our Code of Conduct gives a summary of our ethical beliefs. They remind us that what matters is not just the results we achieve, but how we achieve them. Our Code is intended to give you guidance, but it is only a starting point. If you are ever uncertain on the right course, talk to your management or a colleague. Our company identity is built on good decisions made through discussion with others.

Our guiding principles:

1. We obey the law
2. We conduct our business with integrity: our actions match our words
3. We give and keep accurate and honest information
4. We honor our business obligations
5. We treat people with dignity and respect
6. We protect Huktra's reputation by asking questions and raising concerns when we encounter challenging situations
7. We disclose any potential conflicts of interest, allowing Huktra to evaluate these issues
8. We protect our information, assets and interests from loss, theft or misuse
9. We watch out for each other, our company, environment and world, not only today but also for future generations
10. We aim to enjoy what we do

This Code of Conduct applies to everyone at Huktra.

Sincerely,

Gerd Van Poucke
Managing Director
Huktra NV

Tim Van Poucke
Managing Director
Huktra NV