

# How to Ask Questions and Report

You may use the following channels as often as necessary to uphold RXO's business ethics standards:

## How to Report Concerns

It is your responsibility to speak up and raise questions and concerns and to report any known or suspected conduct that violates this Code, company policies or the law. Employees who speak up are protected under applicable laws, as well as by Zero Tolerance for Discrimination, Harassment and Retaliation Policy. You should raise concerns promptly to your supervisor, your local Human Resources representative, or to the [Ethics and Compliance](#) team.

The following avenues are also open to you:

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| <b>Ethics Hotline</b><br>US: (833) 254-2305<br>Outside the US: visit the Compliance office website ( <a href="#">Ethics.RXO.com</a> ) to see International Resources | The Ethics Hotline is a toll-free telephone service operated by an independent company. Where permissible under local law, the Ethics Hotline allows you to anonymously report a concern. The Ethics Hotline is available 24 hours a day, seven days a week. |
| <b>EthicsPoint Online</b><br><a href="#">www.RXO.ethicspoint.com</a>                                                                                                 | EthicsPoint is an online site operated by an independent company. Where permissible under local law, EthicsPoint will allow you to anonymously report a concern.                                                                                             |
| <b>Ethics Email</b><br><a href="#">Ethics@rxo.com</a>                                                                                                                | If for any reason you are unable to connect using the Ethics Hotline and EthicsPoint Online, you can email Ethics and Compliance <a href="#">Ethics@rxo.com</a>                                                                                              |

You may report concerns anonymously if you choose to do so (where permitted by local law); however, identifying yourself better enables the company to investigate your concerns and provide you with appropriate follow-up. All reports are handled as confidentially as possible.