

Whistleblower Protection

CarLotz requires directors, officers and teammates to observe high standards of business and personal ethics in the conduct of their duties and responsibilities. As teammates and representatives of CarLotz, we must practice honesty and integrity in fulfilling our responsibilities and comply with all applicable laws and regulations.

Reporting Responsibility

This Whistleblower Policy is intended to encourage and enable teammates and others to raise serious concerns internally so that CarLotz can address and correct inappropriate conduct and actions. It is the responsibility of all board members, officers, teammates and volunteers to report concerns about violations of the Company's code of ethics or suspected violations of law or regulations that govern CarLotz's operations.

No Retaliation

It is contrary to the values of CarLotz for anyone to retaliate against any board member, officer, teammate or volunteer who in good faith reports an ethics violation, or a suspected violation of law, such as a complaint of discrimination, or suspected fraud, or suspected violation of any regulation governing the operations of CarLotz. An employee who retaliates against someone who has reported a violation in good faith is subject to discipline up to and including termination of employment.

Reporting Procedure

CarLotz has an open-door policy and suggests that teammates share any questions, concerns, suggestions or complaints with their supervisor or Talent Relations. If you are not comfortable speaking with your supervisor or you are not satisfied with your supervisor's response, you are encouraged to speak with a member of the Executive team or any other manager at CarLotz. Written correspondence should be addressed to the Ethics Committee and sent to talentrelations@carlotz.com.

Anonymous feedback can be submitted on the whistleblower services platform either in writing or via telephone:

- <https://www.whistleblowerservices.com/CarLotz/>
- 1-877-657-4973

Acting in Good Faith

Anyone filing a written complaint concerning a violation or suspected violation must be acting in good faith and have reasonable grounds for believing the information disclosed indicates a violation. Any allegations that prove not to be substantiated and which prove to have been made maliciously or knowingly to be false will be viewed as a serious disciplinary offense.

Confidentiality

Violations or suspected violations may be submitted on a confidential basis by the complainant. Reports of violations or suspected violations will be kept confidential to the extent possible, consistent with the need to conduct an adequate investigation.