

Code of Ethics of INTEC Joint Stock Company

I. Introduction

The Code of Ethics of INTEC Joint Stock Company (hereinafter: INTEC or the Employer) sets out specific rules of conduct for INTEC employees, based on declared values and principles. These declarations refer to generally accepted ethical standards and moral norms.

All INTEC employees are required to strictly comply with legal regulations. In addition, employees must adhere to all internal rules, instructions, procedures, guidelines, and directives in force at INTEC.

This Code of Ethics of INTEC supplements legal regulations and the Employer's internal acts. INTEC employees, regardless of their position, are obligated to fully respect the values and ethical standards outlined herein in the performance of their duties.

The management staff should create working conditions that enable adherence to ethical principles and promote ethical values and standards by example and conduct in accordance with this Code of Ethics. All employees should thoroughly familiarize themselves with the principles set out in the Code. An employee who violates these principles or internal regulations may be held accountable by the Employer.

Any INTEC employee who has doubts as to whether their conduct or that of colleagues, supervisors, or collaborators complies with the Code of Ethics may request clarification from the Employee Representative, the Compliance Officer, or any Management Board Member.

Each INTEC employee may submit comments or suggestions regarding the content of the Code of Ethics to their supervisor, the Compliance Officer, or directly to the Employee Representative.

II. Principles and Values

Compliance with the Law

INTEC declares that in all areas of its operations, it strictly observes applicable laws, technical standards, and follows good engineering practices. INTEC respects human rights, which are inviolable to the company. Employees are legally employed with full respect for labor rights. INTEC does not employ minors.

Responsibility

- INTEC maintains the highest safety standards in providing products and services to fully protect the end user.
- INTEC ensures workplace safety to prevent any harm to employees or collaborators, expecting the same from subcontractors. INTEC does not cooperate with those who fail to uphold high occupational health and safety standards.
- INTEC assumes responsibility for the environment — its equipment meets required technical and environmental standards and holds appropriate certifications.

Sustainable Development

INTEC strives to ensure that its designed equipment and installations minimize environmental pollution (e.g., reduced emissions, low-emission technologies), use resources efficiently, and utilize renewable energy sources. The company also limits waste generation, conserves resources, and ensures legal waste segregation and disposal.

Quality

INTEC works to ensure that its products and services are of the highest quality and that clients are satisfied with cooperation.

Competence

INTEC seeks innovative and improved technological solutions that are economically efficient and eco-friendly. The company supports employee training and knowledge acquisition, encouraging professional development.

Partnership and Reliability

INTEC aims to be a trustworthy and reliable business partner, providing stakeholders with comprehensive information. It treats all stakeholders, including employees, suppliers, and subcontractors, with mutual trust. Tasks are performed reliably, on time, and with due diligence. Problems, if any arise, are resolved constructively in collaboration with the client.

Fair Competition

INTEC does not engage in agreements that would distort market competition. It does not obtain or use confidential information to gain an advantage. INTEC acts ethically and respects its competitors and partners, expecting the same from suppliers and subcontractors.

Friendly Workplace

INTEC strives to create a workplace where employees feel good and mutual respect and trust underpin relationships. Key elements include respect for others, equal treatment, inclusion, and prevention of unethical behavior, mobbing, or discrimination.

III. Procedures

1. Anti-Corruption and Conflict of Interest Procedure

INTEC takes active measures to prevent conflicts of interest and corruption risks. Any (including potential) conflict should be reported to a supervisor, the appointed Compliance Officer, or directly to the Management Board. This can also be done via the “INTEC S.A. Internal Reporting Procedure.”

Periodic training on ethical business practices—including anti-corruption and competition law compliance — is provided. Training may be internal, external, or via self-study using provided materials.

2. Gifts and Benefits Procedure

INTEC employees may not accept gifts or financial benefits intended to influence their decisions.

They also may not offer gifts or benefits to business partners to avoid undue influence. The only exception is minor promotional items permitted by law.

Employees must report to their supervisor any gift received exceeding the value of a promotional item. The supervisor will decide whether to initiate an investigation and notify the Management Board if necessary.

IV. Conclusion

Any employee who witnesses or suspects unethical conduct in violation of the Code of Ethics is obligated to report it to their supervisor, Compliance Officer, or the Management Board, or use the “INTEC S.A. Internal Reporting Procedure.”

An employee who, in good faith, reports a violation will not suffer any negative consequences. If anonymity is requested, the Management Board is obliged to ensure confidentiality.

All INTEC employees and management staff are required to conduct their daily work in accordance with the values, principles, and procedures of this Code of Ethics.

Approved:

Edition 1, dated April 15, 2025