

■ ■ Company Code of Conduct

1. General Principles

ExePort's main task is to develop and maintain economically healthy and prosperous business. ExePort accepts responsibility wherever it can effectively manage its activities. We have responsibility concerning the environments in which we operate, our employees, business partners and the public in general. That's why we have set out these key principles:

- We are committed to conducting our business according to the highest standards of morality and ethics.
- We follow the legal standards and regulations applicable in the countries where we do business.
- We respect the United Nations Universal Declaration of Human Rights and recognize our responsibility to uphold these rights in relation to the employees and communities affected by our activities.
- We are open to all those affected by our business.
- Within our sphere of influence, we strive to ensure that our suppliers, subcontractors, agents and partners comply with the principles set out in this Code of Conduct when they perform our projects.

ExePort's Code of Conduct sets out the ethical rules which company employees are to follow in their work processes and in their conduct anywhere in the world. We do not tolerate corruption, violation of the rules of fair competition, discrimination or harassment in any form. On the contrary, we support ethical business practices, fair treatment of employees, diversity and equal opportunities.

2. Employee Relations

For exePort, it is crucial to have such a relationship with all of its employees that is based on mutual respect and dignity. Working conditions offered to employees must meet the requirements of national legal standards and regulations as well as relevant conventions of the International Labor Organization (ILO).

- We provide a safe and healthy working environment and strive to continuously improve it.

- We provide equal opportunities to people regardless of race, color, gender, nationality, religion, ethnicity or other distinctive characteristics.
- We do not tolerate discrimination and harassment.
- We provide means for employees and others associated with exePort to voice legitimate concerns and complaints in a manner that ensures proper investigation and appropriate remedy without any reprisal.
- We provide employees with training and education opportunities that support their current and future career development plans.
- We do not employ any person under the age of 15 or any other higher minimum age set by local law for employment.
- We do not use forced or bonded labor or any other forms of involuntary labor. We do not allow any practices that would restrict the free movement of employees.

3. Behavior in Our Market

Corruption, bribery and unfair competition disrupt the market and constitute an obstacle to economic, social and democratic development. exePort does not tolerate any of these activities.

- We will not act in contravention of applicable competition laws.
- We will not directly or indirectly offer or provide any payment or other remuneration to any person or entity to make such a person or entity act in a manner that is contrary to prescribed obligations in order to obtain, retain or control a business opportunity or secure any other improper advantage.
- We will not directly or indirectly solicit or accept any improper payments or other remuneration that would be provided to make us act in contradiction to our obligations.
- We record and maintain accounts of all financial transactions responsibly and accurately in accordance with locally accepted accounting principles and exePort's rules.
- Our IT technologies and procedures include controls and security features that ensure the required level of protection for our customers' data.

4. Environment

ExePort firmly believes that by providing IT services it can significantly contribute to the continuous improvement of the process known as global and environmental sustainability and, in line with this belief, applies a proactive regime with regard to environmental protection at all levels.

- We put in place organizational structures, management systems, procedures and training plans that ensure compliance with all applicable laws, regulations and standards.
- In the spirit of continuous improvement, we ensure the involvement of our employees, subcontractors and other affected parties in the process of environmental management.
- Our goal is to continuously improve the rating of our projects, products and services in terms of environmental protection by actively seeking ways to reduce negative environmental impacts during the life cycle of our projects, products and services.

Miloslav Skovajsa
CEO of exePort, s.r.o.