



CODE OF CONDUCT

www.intellisun.net

Scope

Our Code of Conduct provides guidance on how we should conduct our business for the benefit of all employees, contractors, colleagues, customers, and all shareholders.

This Code of Conduct is aiming to present basic standards of our business, expected behaviors and sanctions for unexpected behavior, reporting procedure, policies on confidentiality and cybersecurity, sustainability policies and enforcement procedure of this Code of Conduct. All employees and contractors are expected to use their best judgment and to behave in a manner that is consistent with the values and principles of the organization.

The Company designed this Code of Conduct to promote a safe and respectful environment for all members, and to ensure that all individuals are treated with dignity and respect. It is important that all members familiarize themselves with the code of conduct and always adhere to its principles.

After careful examination of this document, each employee and contractor can consult the management team or the unit manager about any issues that he or she thinks are not clear about the content of the document.

Basic Standards

In addition to the expected behaviors that will be explained in detail below, the necessity of arranging general principles has arisen.

The most significant part of our Company culture is respect for others. We respect diversity and value everyone regardless of their race, gender, religion, sexual orientation or any other aspect of their being. Discrimination and harassment will not be tolerated.

One other expectation of us of all our employees and contractors is professionalism. This includes refraining from using offensive language, making personal attacks, or engaging in behavior that disrupts the workplace.

We believe that everyone is responsible for their own actions and behavior. Therefore, we expect our employees and contractors to be aware of what they are doing and take responsibility for their actions and any consequences that may arise from them.

Lastly, we expect all our employees and contractors to comply with the applicable laws and regulations, including data privacy, intellectual property, discrimination and harassment. At this point, we would like to emphasize that not knowing about the applicable law is not an excuse. Please consult our Compliance Department if you have any questions.

Expected Behaviors

As a Company that strongly believes in the power of teamwork, the first behavior that the Company expects from all its employees and contractors is collaboration. All employees and contractors are expected to work together in a constructive and positive manner.

Do not be afraid of making mistakes. However, you are expected to admit mistakes, take steps to correct them, and take required measures for any harmful results. If we learn the necessary lessons, we will correct our mistakes together.

Regular feedback is our golden key. We would like to state that you are expected to provide regular feedback to your subordinates. Your superiors will also give you regular feedback. We should see constructive criticism as an advantage to develop.

Although we have a comfortable working environment, you are expected to work with self-discipline. You should comply with the working hours and use the time you spend at the workplace efficiently. By sticking to deadlines, you are expected to benefit your own development and Company's growth.

Sanctions for Unexpected Behavior

Warning - In the case of a minor violation of our code of conduct, the employees and contractors may receive a warning from the management team. The warning will outline the specific behavior that violated the code of conduct and provide guidance on how to correct the behavior.

Suspension - In the case of repeated violations of the code of conduct or a more serious violation, the employment or outside contractor agreement shall be suspended for a specific period of time. During this time, the employees and/or contractor will not be allowed to enter the workplace and shall not be paid for that period.

Termination - In the case of a severe violation of the code of conduct, or repeated violations despite previous warnings or suspensions, the employment or outside contractor agreement may be terminated by the company. This means that the individual will no longer be allowed to participate in any company activities or events and will be removed from all company platforms.

Legal Action - In cases of illegal behavior or behavior that threatens the safety or well-being of others, the Company may take legal action against the employees or contractor responsible. In case of employee's or contractors behaviors against cybersecurity and confidentiality, the Company may also take legal action against the employee and/or contractor.

These sanctions will be determined by the Discipline Committee, on a case-by-case basis, taking into account the severity and frequency of the violation, the impact on the Company and the colleagues. The Discipline Committee has exclusive competence in determining the appropriate sanction for any violation of our code of conduct.

Our goal in implementing sanctions for unexpected behavior is to create a safe and inclusive workplace where all employees and contractors can thrive and contribute to the best of their abilities.

Reporting

We take all reports of violations of our Code of Conduct seriously. If you witness or experience any behavior that violates our Code of Conduct, we encourage you to report it immediately.

You can directly email the management team if you witness any violating behavior. Also, you can report via an online reporting form that will be sent to you upon request. Lastly, you can report directly to your manager. We will keep you informed of the status of your report throughout the process, if possible.

Confidentiality and Cyber-Security

You may be involved with work pertaining to services provided by Company and/or during your employment or contract term you may have access to confidential data and information pertaining to persons and/or entities receiving services from Company. The company has a legal obligation to protect all such confidential data and information in its possession, especially data and information concerning health, criminal and welfare recipient records. The Company must ensure that you, too, will protect the confidentiality of such data and information. As a part of the Code of Conduct, please consider that you are under obligation to keep all related information confidential.

The Company has taken all technical and organizational measures necessary to protect the information systems and data used in connection with the operation of the Company's businesses. Without limiting the foregoing, the Company has made reasonable efforts to establish and maintain reasonable information technology. We do not use company systems for personal activities that interfere with the operation of the network or that generate costs for Company. We never use Company property to engage in outside commercial activities, illegal activities (including illegal software downloads), or other activities that could affect the Company negatively. The Company may access any information stored on computers and systems for legitimate business purposes, as allowed by law.

We advise you to keep your computer, tablet, and cell phone secure. Keep all devices password-protected and install security updates for browsers and other systems as soon as updates are available.

Acknowledgement

I, _____, have received, read and understand the Company's Code of Conduct, and hereby agree to comply with the Code of Conduct during my time with the company. Otherwise, I declare that I know and accept the sanctions that will be imposed on me.

Employee's/Contractor's Name

Date
