

CODE OF CONDUCT AND ANTI-BRIBERY POLICY STATEMENT

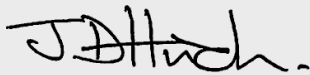
The purpose of this code of conduct is to deter wrongdoing and to promote, honest and ethical conduct and ensure to the greatest possible extent that both Ex-Eltronics company's business activities are consistent with core values and ethical principles which the Ex-Eltronics are fully committed to. Ex-Eltronics corporate management, senior management, employees of both Ex-Eltronics Incorporated and Ex-Eltronics (UK) Limited make a difference and are committed in upholding the following values and are expected to comply with the following code of Business Conduct and Ethics.


- **Excellence** - Strive to achieve the best in everything we do.
- **Integrity** - Hold us to the highest ethical standards. To interact in an open, honest positive manner and be guided by what is right.
- **Teamwork** - Work together with trust, openness, honesty and respect.
- **Inspired People**—Build a culture where people are motivated, engaged, valued and growing.

Furthermore, Ex-Eltronics employees are committed in upholding the following commitments:

- **To Ourselves.**
Integrity is at the heart of who we are as individuals.
- **To Each Other.**
Act with honesty, respect, and fair treatment and value the unique contributions of each employee.
- **To Our Business Partners, Customers, and End-User Customers.**
Our business partners, customers, and end-user customers trust and value our service. We will strive to build strong relationships with our business partners and customers to provide continued opportunities to grow our business.
- **To Our Community.**
When an opportunity arises, we will give back to the community and strive to gain the respect of our community.

Bribery is the offering, promising, giving, accepting, or soliciting of an advantage as an inducement for action which is illegal or a breach of trust. A bribe is an inducement or reward offered, promised, or provided to gain any commercial, contractual, regulatory, or personal advantage. It is our policy to conduct all our business in an honest and ethical manner. We take a zero-tolerance approach to bribery and corruption. We are committed to acting professionally, fairly and with integrity in all our business dealings and relationships. We shall uphold all laws relevant to countering bribery and corruption in all the jurisdictions in which we operate. However, our respective offices remain bound by the laws of the United States and the United Kingdom.

Signed: 
D Hinch
Managing Director Ex-Eltronics (UK) Limited
Dated: 05/12/22

Signed: 
K Battaglia
Vice President. Ex-Eltronics Incorporated
Dated: 05/12/22