

## **CYBERTECH GROUP CODE OF ETHICS**

### **1. Introduction – purpose**

The term “Company” refers collectively to the following Cybertech group entities - Arrowmedia Israel Ltd., incorporated in Israel; Cybertech Singapore (CYSING) Pte Ltd., incorporated in Singapore; Cybertech Mena, incorporated in Dubai; and Cybertech USA incorporated in the USA. The Company creates content, organizes and produces conferences and events in the fields of defense technology, cyber and data security.

The Company strives to maintain an adequate business culture of its employees, managers, officers, and service providers (each an "**Employee**", and collectively the "**Employees**") in the performance of their duties in the Company, as well as to implement the Company's core values as an integral part of its business activities with its exhibitors, sponsors, and lecturers, consultants, independent contractors, sub-contractors and suppliers (each a "**Business Partner**", and collectively the "**Business Partners**". Company's Employees and Business Partners shall be referred herein collectively as the "**Designated Parties**").

Therefore, the Company has adopted a set of guidelines for conduct, primarily the Company's vision that all Employees and Business Partners will act in a fair and ethical manner, in good faith, responsibility, prudence, and expertise when performing actions on behalf of the Company or conducting business with the Company, as applicable.

The rules of conduct, which constitute the Company's core values, have been formulated into the Code of Ethics before you, which determines the standards that, in the Company's view, are intended to lead to the creation and existence of a valuable organizational culture, which is expected to strengthen the relationship amongst the Employees themselves, and to establish trust, credibility, and integrity between the Company and its Business Partners, suppliers and all those who come into contact with it. The Company has additional policy documents and procedures (the "**Manual of Procedures**") that complement the Code of Ethics which each of the Designated Parties is obligated to read and implement in the framework of his role in the Company. The Code of Ethics does not derogate from the Company's Manual of Procedures. In the event of conflict between the Code of Ethics and the Manual of Procedures, the Manual of Procedures shall prevail.

The Company sees great importance in the fact that each and every one of you, the Designated Parties, will read the Code of Ethics and act in accordance with it. Of course, the Code of Ethics does not describe all the issues and dilemmas that we may face in the framework of the Company's business activities, and therefore each of the Designated Parties is expected to use this Code of Ethics as a compass, using their own independent judgment. We believe that together we can work to realize the Company's vision as expressed in this Code of Ethics.

This Code of Ethics is binding on all the Company Employees in every position and at every level, including senior positions and members of the Company's board of directors. All of these must act and decide according to the Company's values and according to this Code of Ethics. The company's Business Partners are expected to act in accordance with the provisions of this Code of Ethics while conducting business with the Company.

### **2. Compliance with the provisions of the law**

The Designated Parties shall comply with all laws applicable to them and/or the Company and to avoid any illegal activity. This Code of Ethics accompanies them as a value guideline and is intended to give the Designated Parties direction in those cases where the law and/or the

procedures do not do so or are not clear enough and can be interpreted in more than one way. Each Representative must recognize that its illegal activity in connection with the Company may sometimes impose liability on the Company itself or on other Designated Parties.

### **3. Commitment to quality service**

Each Business Partner is a central asset of the Company. We strive to maintain a stable, permanent, and long-term relationship with our Business Partners.

The Company provides its Business Partners with high-quality, efficient, and reliable service while identifying the Business Partners needs in real time and providing a comprehensive response to these needs. We strive to excel in all areas of our activities, with constant improvement and initiative in the various professional fields.

The Employees, who provide the Company's services, must perform their work in the most professional manner. Our Business Partners' trust in us is the source of our growth and we must keep worthy of their trust.

### **4. Avoiding conflicts of interest**

The Employees will make decisions in the best interests of the Company and will avoid situations in which they may find themselves in a conflict of interest. A conflict of interest is a situation in which the personal interest of the Employee or his relative (including social and economic interests) mixes with the interests of the Company.

Each Employee authorized to influence or make decisions regarding an action or transaction of the Company, who finds itself or likely to find itself in a conflict of interest, must refrain from exercising its influence or making the decision in such action or transaction, and present the subject matter to its superior, specifying its personal interest in the action or transaction. The supervisor will instruct the Employee on how it should act, while consulting with the Company's management and with the legal department.

### **5. Accuracy of reporting**

The Employees are obliged to ensure reliable, accurate, and complete reporting of all matters relating to their activities. The Employees are obliged to report with full transparency and to fully disclose any data required of them within the Company. We will ensure that the reporting, whether economic, social, or environmental, is accurate, and faithfully reflects the ongoing activities within the Company.

### **6. Trust**

The Company is committed to acting reliably with its Designated Parties, the public, and all other parties which are in commercial relations with it. Therefore, the Designated Parties will refrain from actions involving deception or fraud and will act in accordance with all applicable laws, and the contractual, business, and ethical obligations which the Company follow.

If, as a result of sanctions or orders of a government or an international organization or the introduction of a legislative body or an international organization whose decision has the force of law, any limitation will be imposed on any of the Company's Business Partners (which may or may not interfere with the normal course of business between the Company and any such Business Partner), the Company shall consider the suspension of the engagement with any such Business Partner, until the expiry period of validity of such a ban.

## **7. Acting on behalf of the Company**

Designated Parties are not authorized to take obligations on behalf of the Company or to make statements on its behalf, except for certain Designated Parties who have been granted certain privileges and signing rights by the Company's Management.

## **8. Prohibition of exploiting business opportunities of the Company and prohibition of competition**

The Employees will refrain from any action or activity which is in competition with the Company's business and will refrain from taking advantage of the Company's business opportunity in order to obtain a benefit for their own or for their family members or other associates, directly or indirectly. Employees who maintain business relationships on behalf of the Company with various service providers related to the Company will make sure to put the good of the Company over any personal benefit of theirs.

Employees shall refrain from using their status in the Company for the purpose of promoting their personal interests, or those of their relatives or associates, and shall refrain from using the Company's name or their status in the Company for any purpose, unless they have received the Company's express permission to do so.

## **9. Anti-corruption and Anti-bribery**

The Company is obliged to conduct its business in accordance with strict principles of ethics, anti-corruption, and non-bribery. Each of the Designated Parties must read and comply with the Company's Anti-Corruption Compliance Policy.

## **10. Equal employment opportunities and prevention of discrimination and harassment**

The Company is firmly committed to provide equal opportunity in all aspects of employment, as well as the complete prohibition on any discrimination or harassment of any kind. All the Company's decisions and actions are objective and do not take into account prohibited characteristics such as gender, age, etc. The Company prohibits discrimination in the processes of selection, training, and promotion in the workplace, and bases decisions related to the aspects of employment on the business needs of the Company, job skills, abilities, and the area of expertise of the Employees.

## **11. Fair treatment and prevention of harassment**

Employees who are in charge of other Employees, shall not bully or abuse their status towards their subordinates in any personal matter unrelated to work and will refrain from receiving any benefit from their subordinates. The Company operates in accordance with the Prevention of Sexual Harassment Law, 5758-1998. All the Company Employees are obliged to act in accordance with the sexual harassment regulations adopted by the Company.

## **12. Safety Environment**

The Company strives to provide each Employee with a safe and healthy work environment. Each Employee has the responsibility to ensure health and safety, such as reporting accidents, injuries and unsafe equipment, practices or conditions in order to maintain a safe and healthy workplace for all Employee.

The Company will not tolerate violence and threatening behavior. Employees should report to work in appropriate conditions to perform their duties, free from the influence of illegal drugs or alcohol. The Company will not tolerate the use of illegal drugs in the workplace or on the Company's property.

### **13. Secrecy**

The Designated Parties are obliged to safeguard the Company's business and trade secrets while taking precautions to prevent their exposure to others, both inside and outside the Company. For the sake of clarity, business secrets include, inter alia, information about customers, vendors and various parties with whom the Company has relationships, Company documents, business plans and strategies. In addition, the Designated Parties will be careful not to provide information about the Company to the media, and not to make statements about it, its competitors, or Business Partners in any way, including on social networks, without the prior approval of the Company. Insofar as there is an obligation to disclose the information by virtue of law, The Designated Parties are required to contact the Company for further instructions, and if necessary and after receiving the Company's approval, disclose the information to the authorized party according to the law, while maintaining confidentiality regarding that part of the information to which there is no obligation to disclose.

### **14. Safeguarding the Company's assets**

The Designated Parties are obliged to safeguard the Company's assets and use them properly for the purpose of the Company's business activities only. The use of these assets for private purposes is permitted only and to the extent that it is expressly permitted (for example, the use of vehicles). In any case, Designated Parties are obligated to make proper use of these assets.

### **15. Implementation of the Code of Ethics**

The Company's management has determined that the person in charge of operating and implementing the Code of Ethics in the Company will be the Company's Compliance Officer (the "**Compliance Officer**"). The Compliance Officer is at the disposal of the Company's personnel with direction, guidance, and advice in all matters relating to proper conduct in accordance with the rules of the Code of Ethics. Notwithstanding the foregoing, the Company Employees may also consult with their superiors when having doubts about the proper course of action in the performance of their duties in the Company.

### **16. Violation of the rules of the Code of Ethics**

The Code of Ethics is an integral part of the Company's disciplinary rules that apply to all Designated Parties and is specifically an integral part of the employment conditions of all Employees of the Company.

The Company reserves the right to take disciplinary and/or legal action against any Employee who violates any of the rules mentioned in this Code of Ethics, including, but not limited to, dismissal.

The Company shall also have the right to take any legal action against any Business Partner who violates any of the rules mentioned in this Code of Ethics, including, but not limited to, business disengagement.

### **17. Reporting a violation of instructions**

The Designated Parties will report to the Compliance Officer if, in their opinion, there is a concern that any of the provisions of any applicable law or the provisions of this Code of Ethics have been or might be violated by any of the Designated Parties. The Company expects that any Representative who believes that any person is asking him to act illegally, morally or ethically, or has any suspicion that another Representative is doing so, will report it immediately in accordance with the reporting procedure specified in this Code of Ethics. The Company's position is that failure to report such misconduct is a violation of this Code of Ethics.

Reports can be submitted by e-mail, mail or telephone. Unless agreed otherwise by the reporting Representative, any information received by the Compliance Officer will be treated as confidential.

In order to encourage Designated Parties to report violations of this Code of Ethics, such reports do not need be signed and may be sent anonymously. It is the Company's Policy not to allow actual or threatened retaliation, harassment or discrimination due to reports of misconduct made in good faith by Designated Parties.

The Company expects Designated Parties to cooperate in any internal or other investigations into misconduct and will take punitive measures at its disposal in connection with Code of Ethics violations, regarding any of its Employees.