

TELDOR'S CODE OF ETHICS

Message from Teldor's CEO

Teldor values integrity, ethics, the rule of law and fairness, and honors third parties' intellectual property rights. In addition, Teldor promotes employee awareness of social responsibility.

This Code of Ethics serves as Teldor's charter of moral duties and rights and outlines our ethical and social responsibilities for all members of Teldor. As a practical expression of our core values and principles, this Code of Ethics plays a strategic role in the life of the Company.

The Code of Ethics is an essential guide for the prevention of illegal or irresponsible conduct by those who work in, work in the name of, on behalf of, or represent Teldor.

Knowledge of the Code of Ethics and full compliance with its requirements by all who are subjected to it, are of paramount importance in guaranteeing the reliability and reputation of Teldor in a fair business conduct environment.

To ensure the broadest possible access to its contents, this Code of Ethics is also available on our company's website, www.teldor.com.

I encourage all who are associated or partnered with Teldor to read our Code of Ethics, and I hope that its principles will inspire and positively affect our activities and relationships.



Yaron Kalder
Chief Executive Officer

Foreword

Ethical conduct is critical to our business. It is a shared responsibility of all employees and affiliates of Teldor, who are collectively responsible for protecting its most important asset: our integrity and reputation.

This Code of Ethics applies to anyone conducting business on behalf of Teldor or any of its subsidiaries, including all managers, officers, employees, agents, representatives, contractors, suppliers, and consultants. It aspires to guide our legal and ethical responsibilities, to deter wrongdoing, and to promote:

- Full compliance with applicable laws, rules, and regulations.
- Honest and moral conduct, including the ethical handling of actual or apparent conflicts of interest between personal and professional relationships.
- Full, fair, accurate, timely and comprehensible disclosure in reports and documents we file with or submit to government authorities and in other public communications.
- Accountability for adherence to this Code of Ethics, including prompt internal reporting of any suspected violations of our principles.

To meet these objectives, this Code of Ethics encourages all parties to express any concerns they may have related to Teldor's corporate accountability. No discrimination or retaliation against any person who, in good faith, reports such concerns will be tolerated. Anyone who retaliates against an individual under such circumstances will be subject to disciplinary action, up to and including termination of employment.

All parties must read, understand, and adhere to this Code of Ethics and all other applicable Teldor company policies. Violations of applicable law, this Code of Ethics or other Teldor Company policies or procedures can lead to disciplinary action, up to and including termination of employment and/or termination of business relations.

Objectives and Principles

The primary objective of Teldor is to create value for its shareholders and customers. Corporate strategies and our ensuing operational conduct, based on an efficient use of resources, are oriented to achieving this goal.

In pursuing this objective, Teldor, its subsidiaries, affiliates and all associated parties must universally comply with the following principles:

- As active and responsible members of the communities in which Teldor operates, we commit to respecting all applicable laws wherever Teldor conducts business activities, and to follow all commonly accepted principles of business ethics, especially transparency and honesty.
- Teldor does not engage in any illegitimate, unfair, or questionable behavior to achieve economic goals. Teldor's goals are pursued solely through excellence, quality, experience, innovation, customer care, delivery of value and competitive products and services.
- Teldor openly opposes any corrupt practices aimed at obtaining improper advantages both in our relations with the Public Administration and Public Stakeholders in general, as well as with Private Stakeholders.
- Teldor strives to achieve customer satisfaction both in terms of product quality as well as through the excellence of our services.
- Teldor protects and reinforces the inherent value of all its employees.
- Teldor respects and protects the environment and uses natural resources responsibly, with the goal of advancing sustainable development and protecting the rights of future generations.
- Teldor sets up and executes organizational controls and supervision designed to prevent all associated parties from violating said demands for lawfulness, transparency, honesty and loyalty.
- Teldor imposes sanctions regarding any violations of these policies and principles.

Teldor conducts its internal and external activities in light of the principles set

forth in this Code of Ethics, with the understanding that ethics in the conducting of business activities must be pursued concurrently and with emphasis equal to that of the economic success of its business activities.

Teldor, in the conduct of its business, stands up for the respect and protection of human rights, safeguarding the dignity, freedom and equality of human beings. Teldor repudiates all forms of discrimination and other forms of illegal conduct and activities, such as corruption, forced or child labor.

Customers

The excellence of the products and services offered by Teldor in terms of quality, safety and performance is based on attention to customers' needs and the readiness to satisfy their requirements. Therefore, Teldor will manufacture and supply its customers **products with a quality level that best suits their requirements** and will honor its contractual obligations.

In addition to prompt and professional and competent response, we believe that the relationship with our customers must be based on honesty, integrity, and cooperation.

To achieve this goal, Teldor implements a systematic quality policy. [Teldor's quality policy highlights](#) is available in our company's website.

Suppliers

Teldor recognizes the key role of its suppliers in improving its ability to satisfy its customers' needs.

Teldor promotes the development of open long-lasting relations with its suppliers, mutually practicing lawfulness, transparency, honesty, and collaboration as commonly accepted principles of business ethics.

To ensure that supply-chain processes comply with the ethical principles adopted, Teldor can introduce, for certain supplies, social, health and safety or environmental prerequisites, whose violation can trigger corrective measures, including possible termination of business relations.

Agreements with suppliers whose operations are in certain countries - categorized as being “at risk” by recognized organizations - can include clauses with reference to specific requirements or the possibility of Teldor conducting inspections or audits at the offices, plant or facilities of the supplier in order to verify that such requirements are being met.

Specifically, Teldor’s Conflict Minerals Policy clearly specifies its policy as it applies to the selection and retention of all Teldor Cables & Systems direct (or “tier one”) suppliers that provide materials containing tin, tantalum, tungsten and/or gold. An updated version of this document is available on the Teldor website at:

https://www.teldor.com/quality.php?actions=show&id=801&instance_id=13

Communities

Teldor contributes to the economic welfare and growth of the communities in which it operates by providing jobs, sourcing services and being part of the local landscape and culture. We consider ourselves responsible residents of each locality where we have a business presence. As individual citizens we feel we have a responsibility to participate in and support local community life. It is our goal to be part of and promote our community.

Teldor adheres to all applicable laws, regulations and norms of our communities and maintains good relations with local authorities, based on full and active cooperation and transparency.

Teldor does not make contributions, provide advantages, other conveniences,

or items of value to any government officials (including employees of state-owned or controlled entities or enterprises), political parties, or trade union organizations, nor to their representatives or candidates, except as permitted by applicable laws, by the provisions of this Code of Ethics or other applicable Teldor policies.

Human Resources

Teldor recognizes the central role of the human factor as an essential component for success in its business endeavors. The professional contribution of employees, in a framework of mutual loyalty and trust, is therefore considered a crucial element in the development of Teldor's activities.

Teldor maintains safety and health in work environments. For this purpose, Teldor maintains a system that ensures the safety and health of employees, in accordance with the international standard ISO 45001 - Occupational Health and Safety.

Teldor considers the respect of worker rights fundamental to organizational and business relationships. Teldor promotes equal opportunities and enhances the professional development of individuals, forbidding any sort of discrimination, violence or harassment, either sexual or based on personal, political or cultural diversity.

Environment

Teldor believes in sustainable growth in the common interest of all stakeholders, present and future. All investment and business choices of Teldor are accordingly designed to respect the environment and public health.

Without prejudice to compliance with specific enforceable regulations, Teldor

takes environmental issues into consideration when defining its choices, also by adopting, if operationally and economically feasible, eco-compatible production technologies and methods, with the objective of reducing its impact on the environment.

Teldor is committed to acting in accordance with the principles of ISO 14001, the international standard for environmental management systems and to meeting regulatory requirements to reduce the use of environmentally harmful substances.

Specifically, Teldor's Certificate of Compliance to the requirements of RoHS 3, REACH and SVHC can be accessed on the Teldor website at:

<https://www.teldor.com/files.php?actions=show&id=13147>

Anti-Bribery Policy

Bribery of public officials is prohibited.

- No party may provide, either directly or indirectly, anything of value to any public official to obtain or solidify business or to obtain an improper or unlawful business advantage.
- A public official as mentioned above is defined very broadly and includes any employee of a government owned or controlled entity or a public international organization, any political party, or any candidate for public office. Whenever dealing with entities or persons connected with a government entity, Teldor employees shall strictly adhere to Teldor policies and procedures, and comply with the principles set forth in this Code of Ethics which govern our conduct.

Commercial bribery is prohibited:

- No party may accept anything of value in exchange for illegitimately awarding any benefits, business opportunities, providing confidential information, or an improper business advantage.

Anti-Bribery regulations require adherence to other Teldor policies and procedures disseminated from time to time concerning:

- Offering, paying, or accepting gifts or courtesies; offers of entertainment or free trips to, from, or on behalf of a public official or any supplier, customer, or competitor.
- Engaging consultants, agents, lobbyists, joint venture partners or other third parties.

Information - Books and Records

Teldor is aware of the importance of correct information on its own activities for the investors and for the community at large.

Consequently, to the extent compatible with the confidentiality requirements inherent in conducting a business, Teldor strives for transparency in its relations with all stakeholders.

Teldor maintains books, records, and accounts in reasonable detail to reflect accurately and fairly all transactions, and to retain relevant documentation in accordance with Teldor policies concerning record retention.

Teldor and relevant parties must never, under any circumstance, engage in inaccurate, false, or misleading record keeping, even under the belief or assumption that the consequences of the inaccuracy would be harmless. This policy of full, fair, accurate and timely recording of information extends to time reports, expense reports and all other similar compulsory corporate documents.

No false or artificial entries shall be made in the books and records of Teldor.

No undisclosed or unrecorded funds may be manipulated. “Off the books” payments are prohibited.

No individual shall ever engage in any arrangement that results in a prohibited act.

Export Controls and Economic Sanctions

It is the policy of Teldor to comply with all applicable export control laws. All Teldor employees must comply with these laws. Under no circumstances are Teldor employees permitted to make a transfer, export, re-export, sale, or dispose of any prohibited product, data or service contrary to applicable export control laws.

Teldor will comply with all economic sanctions against certain entities and countries, including applicable economic sanctions imposed by the UN, the EU, and other jurisdictions in which Teldor conducts business.

Prevention of Money-Laundering, Handling of Stolen Goods and use of Illegal Proceeds and Self-Laundering

Teldor is aware of the corporate role that it plays in the fight against money-laundering, handling of stolen goods and self-laundering.

Therefore, Teldor is committed to implementing measures to combat money-laundering. In addition to other duties and responsibilities, it is strictly forbidden to:

- Buy, replace, or transfer money, goods, or other assets if there is knowledge of their criminal origin or perform any other operations that

might lead to concealing their illegal origin.

- Replace or transfer money, goods or other assets having criminal origin, or perform any other operations that might lead to concealing their criminal origin.
- Use money, goods, or other assets for economic or financial activities if there is knowledge of their criminal origin.

Conflict of Interest

With a view to protecting the interests of Teldor, relevant parties must avoid (and, in any case, must report) any situation and/or activity that may lead to a conflict of interest or interfere with their ability to make impartial decisions.

More generally, in relations with third parties, relevant parties must act ethically and transparently and are strictly forbidden from engaging in any improper favoritism, collusive practices and solicitation of personal advantages for themselves or anyone else.

Observance and Enforcement of the Code of Ethics and Code Review; Managing Reports of Alleged Violations

Teldor is committed to implementing and enforcing specific procedures, regulations, and instructions to ensure that all Teldor affiliates and relevant parties adhere to the values and requirements set forth in this Code of Ethics.

Teldor, its corporate bodies, and relevant parties must strictly adhere to this Code of Ethics, to all applicable legislation and regulations, and to all regulations and procedures that Teldor may adopt from time to time to implement this code.

Violations of this Code of Ethics, any implemented Company policies, or procedures, or of any applicable law or regulation, will be grounds for serious disciplinary action, including possible termination of employment and/or termination of business relations.

As part of its commitment to ethical and legal behavior, Teldor requires relevant parties to report any actual or alleged violations of law, of this Code of Ethics or of ethical standards, so that they can be investigated and dealt with appropriately. This obligation extends to any instance where there is reasonable suspicion, without the burden of certitude that a violation is indeed taking place.

Failure to comply with the abovementioned duty to report any wrongdoing is itself a violation of this Code of Ethics and could result in serious disciplinary action, including possible termination of employment and/or termination of business relations. Teldor will investigate all reports made and will not tolerate any sort or form of retaliation for reports or complaints made in good faith.

All individuals or legal entities subject to this Code of Ethics have a duty not only to report violations, but also to cooperate fully in the investigation of any alleged violation. Failure to cooperate or deliberately giving false or misleading information during investigations is punishable with sanctions that could even include dismissal in the case of an employee or termination of business relations for customers, suppliers or other third parties.

All relevant parties must promote and support the values of the Code of Ethics.

Last updated: June 27th, 2022