

INTEGRATED MANAGEMENT SYSTEM POLICY

in Aliter Technologies, a.s.

As a recognized expert in Information and Communication Technology (ICT) and software development, Aliter Technologies delivers sophisticated and unique technology solutions tailored to the needs of our clients. It is an integrator, developer and consultancy company that

- focuses on the integration of secure ICT infrastructure such as data centres, communication systems and networks;
- provides our clients with innovative tailored software solutions and builds its own product portfolio in the areas of cloud automation, service orchestration and contact centre operations;
- offers design, development and integration of security and defence products and solutions.

Aliter Technologies aims to be fair, honest and reliable, to build its services and products according to customer expectations in the spirit of the "**once a customer, always a client**" model and to create an inspiring, motivating and comfortable working environment for its employees. The Company therefore strives to deliver excellent products and services, respecting the needs and expectations of our stakeholders, with the utmost regard for occupational health and safety and the environment, in accordance with the applicable legislation that applies to our business.

A prerequisite for the delivery of excellent products and services is the high quality of Aliter Technologies' internal processes, supported by the implementation of the Company's Integrated Management System and the adoption of this Policy.

The Company's senior management has accepted responsibility for meeting the applicable requirements of n ISO 9001, AQAP 2110, ISO 14001, ISO 45001, ISO/IEC 20000-1, ISO/IEC 27001 and ISO 37001 as well as the effectiveness of the Company's Integrated Management System and to that end **is committed to**:

1. Maintain and continuously improve the Company's Integrated Management System, which includes quality management, environmental management, occupational health and safety management, IT service management, information security management and anti-corruption management, and integrate the requirements of the management systems into the Company's business processes.
2. Set quality objectives, environmental objectives, occupational health and safety objectives, information security objectives and anti-corruption objectives in accordance with the Integrated Management System Policy and the strategic direction of the Company. Review the achievement of the stated objectives and ensure that adequate resources are available to achieve them, taking into account the risks and opportunities involved.
3. Comply with, regularly review and evaluate the obligations arising from applicable legal requirements and other requirements to which the Company is committed.
4. Promote zero tolerance of corruption and limit as far as possible opportunities for corrupt behaviour to occur, create appropriate conditions for safe reporting of corrupt behaviour and investigate any

corruption or misconduct. You can report suspected corrupt behaviour or misconduct to us via e-mail address: namietky@aliter.com.

5. To protect the environment by preventing pollution and using resources efficiently and to take all available measures to protect occupational health, prevent accidents and damage to health in order to minimise the adverse impacts of our activities, products and services as well as those of our stakeholders.
6. To act to understand the expectations and needs of our clients, employees and stakeholders and to achieve their continued satisfaction while meeting applicable legal and other requirements and continuously assessing customer satisfaction, with the goal of continuously improving the effectiveness of the Company's Integrated Management System.
7. Establish clear responsibilities and authority for each employee, thereby creating the conditions for quality, efficient and safe work. Involve all employees in the improvement of the Integrated Management System, activities and processes of the Company and raise their level of awareness through systematic training and motivation for improvement.
8. Communicate and provide relevant information in the field of quality, environmental care, occupational health and safety to employees, state and municipal authorities and the affected public

The Company's Integrated Management System Policy is binding on all Aliter Technologies employees and they are required to follow the commitments made in full.

Bratislava, 05.11.2021

Ing. Ervin Haramia

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chairman of the
Board of Directors

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