

Code of Ethics

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About Our Code of Ethics

Signal One International, LLC (SOI) is a global company engaged in various operations worldwide. Regardless of our project involvement or location, ethical integrity remains the foundation of everything we do. Our Code of Ethics summarizes the key commitments we make as we operate in an ever-changing regulatory and social environment. Our Code of Ethics reinforces our company's values for conducting business with principled integrity worldwide. Our Code of Ethics serves as a valuable guide for making moral and lawful decisions, for hiring individuals committed to high standards, and for delivering superior products and services. Our ethical and legal obligations, however, extend far beyond what is stated in this Code of Ethics. We are not only committed to complying with global business standards, but also to setting them.



Integrity must underlie all relationships in our business, including those with clients, business partners, communities, and among SOI associates. In each associate, we encourage the highest qualities of excellence and ethics, which are at the heart of SOI's global influence for good through honest transactions and interactions. SOI's Code of Ethics is the cornerstone of its business principles, and this Code of Ethics applies to all personnel working for SOI in any location when engaged in business for, or representing SOI.



Our Values

Our values form the foundation of our daily operations, translating our vision and mission into tangible, actionable steps. Incorporating these values into every aspect of our work establishes our success. It enables us to earn respect among our clients, business partners, and the broader global community.

Integrity

Our actions must be in accord with principle. Maintaining an uncompromising devotion to honesty distinguishes our purpose and uplifts the standard of business. Following through on our commitments and adhering to the highest ethical standards in business has established our integrity.

Safety

We prioritize the safety of our associates, clients, and the environments in which we operate. SOI implements rigorous safety protocols and security measures to prevent incidents and ensure the well-being of everyone involved.

Community

Active engagement with local communities to create a positive social impact and support sustainable development is a priority of SOI. We initiate various community projects, such as parks, libraries, gardens, and athletic facilities, to give back and build stronger, more resilient communities.

Stewardship

We strive to adhere to the highest standards of environmental and social sustainability, and to facilitate the efforts of industry to function in an ecologically responsible manner. We aim to remain at the forefront in pioneering methods that advance human progress while conserving an ecological balance for the Earth and all its inhabitants.

Innovation

SOI embraces advanced technologies and creative problem-solving to stay at the forefront of the energy industry. We are committed to pioneering new ideas that continually expand our services and our capabilities in sustainable project development.

Teamwork

We strive to establish strong partnerships founded on trust, reliability, and a shared commitment to our values. In our collaborative efforts, we strive to elevate communication through respect, fairness, and reason. To keep our partnering team strong, we work to carry forth our mission with efficiency and professionalism.

Our Code of Ethics

At SOI, it's not just good results that count – it's our adherence to principled ethics in achieving them. In providing superior service and products to our clients, SOI will conduct its business fairly, honestly, and in full compliance with all laws and regulations. Each avenue of SOI's work, and every project in which we are engaged, reflects the attributes and reputation of the Company. We stand behind our commitments, our clients and partners, and the indigenous peoples of the emerging countries in which we serve. We support one another in upholding our overall mission.



Adherence to the Letter and Spirit of the Law

Signal One International, LLC, is a global company conducting business in multiple countries worldwide, as well as in various regions within a single country. We respect all



laws that are legally instituted in each governing jurisdiction. Without exception, regardless of where we conduct business, the laws, rules, and regulations of those countries must be adhered to.

Drugs – Alcohol – Tobacco

Substance abuse among personnel has a detrimental effect on the performance and reputation of the Company and is not tolerated. Drugs: the use, possession, distribution, or sale of any controlled substance is prohibited. Controlled substances include: illegal drugs or narcotics, prescription drugs obtained or used without a legal prescription, or other unlawful substances. Illegal drugs and controlled substances are defined as those drugs whose possession, transfer, or use is restricted or prohibited by law. There will be no exceptions concerning substance abuse. Tobacco: SOI provides a smoke-free environment for its associates and visitors. Our tobacco-free policy prohibits the use of tobacco products at SOI's offices, while engaged in work for SOI, and at company-sponsored meetings. Alcohol: Alcohol consumption, distribution, or purchase on the Company premises is not permitted. The use or consumption of alcohol off the job or off Company premises will not be tolerated if such use endangers the health or safety of others.

Use of SOI's Assets

Each associate has a duty to safeguard assets belonging to SOI, including: funds, computer systems/technical equipment, supplies, documents, intellectual property, the Company name and logo, and confidential information or other items of value, whether tangible or intangible. Efforts should be made to protect all Company, client, and business partner assets from loss, theft, misuse, damage, or destruction. We must treat the property entrusted to us in a professional manner and in support of the Company's activities.

Conflicts of Interest

In protecting SOI's reputation, we each have an obligation to act in the best interest of the Company and of those served by the Company. Associates must not engage in any activity that might create a conflict of interest or present the appearance of a conflict of interest for the Company or themselves individually. Perceptions of inappropriate action can be just as damaging to an employee or the Company as an actual conflict of interest. Associates must not use their position to secure improper benefits for themselves or others, nor must they use Company resources for personal gain. Individuals working for SOI must not compete against the Company.

Insider Trading

Although SOI is a private company, many of our clients and business partners are listed on a public stock exchange. Many countries have laws regarding insider trading. We must not disclose inside or privileged information (non-public information, price-sensitive, and which could affect the company's price if made public) to anyone who may be able to buy or sell securities based on inside information.

Gifts or Favors

SOI aims to foster long-term relationships with clients and the communities in which we operate. Our integrity forms the basis of these relationships. Receiving gifts or favors from clients or potential business partners, or receiving anything from third parties that may influence business decisions on behalf of the Company, is prohibited. Non-cash gifts, when of nominal value only, are acceptable. For this Code of Ethics, "nominal" is defined as having a value of less than one hundred dollars. (\$100.00, U.S.) Likewise, offering gifts or favors to clients or potential business partners is inappropriate and may raise concerns regarding the Company's propriety in transactions. Social courtesies such as business lunches and dinners are acceptable when related to what is customary in business



relationships. Any gift, favor, or business courtesy that carries the perception of influencing the recipient or the giver is to be avoided.

Human Rights

SOI seeks to uplift humanity. We value and uphold universal human rights as fundamental in all our operations worldwide. Moreover, the Company supports the spirit and intent of the United Nations Universal Declaration of Human Rights. The Company recognizes the general definition of ‘human rights’ as basic standards of treatment to which all people are entitled, regardless of race, nationality, religion, gender, or economic status. We value individuality and cultural diversity for the strength such qualities bring. SOI’s policies ensure that we operate with consideration for safety, respect for one another, and compliance with applicable laws. SOI is committed to treating its associates, business partners, clients, and the indigenous people of the cultures we serve with respect and dignity.

Environmental Responsibility

SOI was established with a firm commitment to preserve and protect Earth’s natural resources for sustainable use in serving nations and people without compromising the needs of future generations. We must comply with all applicable environmental laws wherever we conduct business, while also striving to exceed them. Constant improvement in our eco-efficiency is essential to conserve biodiversity and protect water, soil, and air quality, which is part of our daily responsibility to the global community. We strive to achieve the global vision of transformation towards true sustainability. We recognize that we are an integral part of the supply and demand equation, and strive to establish a balance of exchanges.

International Business Transactions

SOI respects all national and local laws, as well as the unique customs and business practices in the countries where we operate. The Company complies with all international trade laws, including specific U.S. laws that govern international operations of U.S. companies. In complex situations involving trade sanctions or embargoes, guidance from the Company’s legal counsel is sought before engaging in transactions that may be affected by trade sanctions. Corruption of any kind is not tolerated.

Bribery of any public official or private body, when conducting business in any country, violates the Company’s strict anti-bribery policy. Specifically, we must not offer or authorize a bribe, facilitation payment, or kickback in the course of obtaining business. Similarly, we must not solicit or accept a bribe or kickback from a public official or private body. SOI complies with the United States Foreign Corrupt Practices Act (FCPA) regarding the bribery of foreign government officials.

Our compliance with laws includes those related to competition, commonly referred to as “antitrust” laws. We believe in fair competition and must avoid even the appearance of entering into an agreement with competitors that might restrain or alter trade. Communications with competitors may raise concerns. Such exchange of commercially sensitive information and other similar concerns or questions should be discussed with the Company’s legal counsel.

Reporting Concerns or Violations

Each associate has the responsibility to speak up when suspecting that a regulation, law, or internal Company policy has been violated. SOI seeks to maintain its good name and reputation. Violations should be reported to a Company resource. Retaliation against SOI’s associates who, in good faith, disclose situations that may violate laws or internal policies will not be tolerated.

We foster an atmosphere of open communication, where associates feel comfortable raising concerns. Right answers are not always immediately obvious, especially in international operations. In such cases, we urge open communication to clarify concerns or questions on any issue.

Gossip

Gossip is a prodigious drain on company resources and has no place in our working environment. We avoid speaking or communicating negatively about others.

Humanitarian Values

The practice of humanitarian values should guide each of us in our daily business activities. The humanitarian values expressed in interactions with others include the practice of compassion and trust, key elements in acting with integrity. Such qualities are especially valuable when doing business in global communities because humanitarian values of compassion and trust promote greater understanding of another's needs. The timeless simplicity of the Golden Rule, "Do to others as you would be done by," remains a guiding principle for all our operations.

Our business operations are built on uncompromising integrity and compliance with all applicable laws. We continually strive for our actions to be consistent with our Company values and principled ethics. Our success rests on our continued dedication to producing products and rendering services based on sound integrity.