



MA Technologies

CODE OF CONDUCT

TABLE OF CONTENTS

VALUES AND PRIORITIES	3
RESPONSIBILITIES	5
MISSION	7
EMPLOYEE WELL-BEING	11
THE COMPANY	14
ETHICS AND BUSINESS CONDUCT	18

The Code of Conduct (the “Code”) establishes the fundamental standards of business conduct that all individuals and entities who work or act on behalf of MA Technologies are expected to meet, whether an officer, employee, or contractor. The Code draws upon and embodies the laws, regulations, and company policies that govern our business, and it underscores MA Technologies’ commitment to the highest standards of integrity. Our values and priorities serve to guide the application of our Code to all facets of our business.

VALUES AND PRIORITIES

We advance our values and priorities; these are the driving forces behind all we do at MA Technologies.



OUR VALUES

Our core values form the most critical foundation for success.

Honor Those We Serve

We do not take lightly the responsibility we have assumed in supporting our national security. Our armed forces—Soldiers, Marines, Sailors, Airmen, Guardians, and Coast Guardsmen—have the courage to show up. What they do for our nation is something bigger than ourselves, and through their services, we will pass on to our children the world’s greatest nation, just like the one we got from those who gave so much before them

Maintain Selflessness for the Team

We give first to the team and expect nothing in return. Team success breeds personal success. We act for the team first, and for individuals, afterwards. Team is the sine qua non of mission and company success.

Operate With Integrity and Trust

We demand it in every way from our leaders and our employees. From the quality of our services, to the way in which we make decisions, customers and partners must be able to count on our trust. Trust is the currency of leadership, the pulse of a company, and the motto for a nation. We must trust each other, and our customers must trust us.

Treat Others With Respect

We treat each other with courtesy, dignity, and respect. We recognize the value that is generated from different backgrounds and experiences.

Constantly Innovate

We show initiative and creative thinking. We challenge the status quo, embrace change, and solve problems through innovation, agility, and creative thinking. We will engage in open debate, explore novel solutions, and continuously seek to better ourselves.

Deliver Excellence in Value and Capability

We work relentlessly to obtain the highest quality results. We strive for excellence through continuous improvement and flawless execution.

OUR PRIORITIES

Our priorities must be clear to our customers, our leadership, our employees, and our partners.

Customer Mission

We exist to solve the most daunting challenges facing mankind today, to protect and promote freedom around the world, and to secure our future, for our families, our communities, our nation, and our way of life.

Employee Well-Being

We will treat each other with courtesy, dignity, and respect. We engage in open debate, explore novel solutions, and continuously seek to better ourselves.

The Company

We exist as a company to deliver our talent and capabilities. We will always act ethically and responsibly on behalf of the company while we further our customers’ missions and manage our employees who support them. Though we have legal and regulatory areas of responsibility, we will always act on behalf of the company while we take care of our customers’ missions and our employees who support them.

Our Stakeholders

We accept and embrace our fiduciary responsibility to maximize our financial returns to our investors. We will be conservative in our investments and focused in our deployment of capital to ensure maximized returns.

RESPONSIBILITIES

We are individually and collectively accountable for embodying ethics and integrity in everything we do. Seek guidance and report concerns—it's our obligation to our future.



Responsibilities of All MA Technologies Personnel:

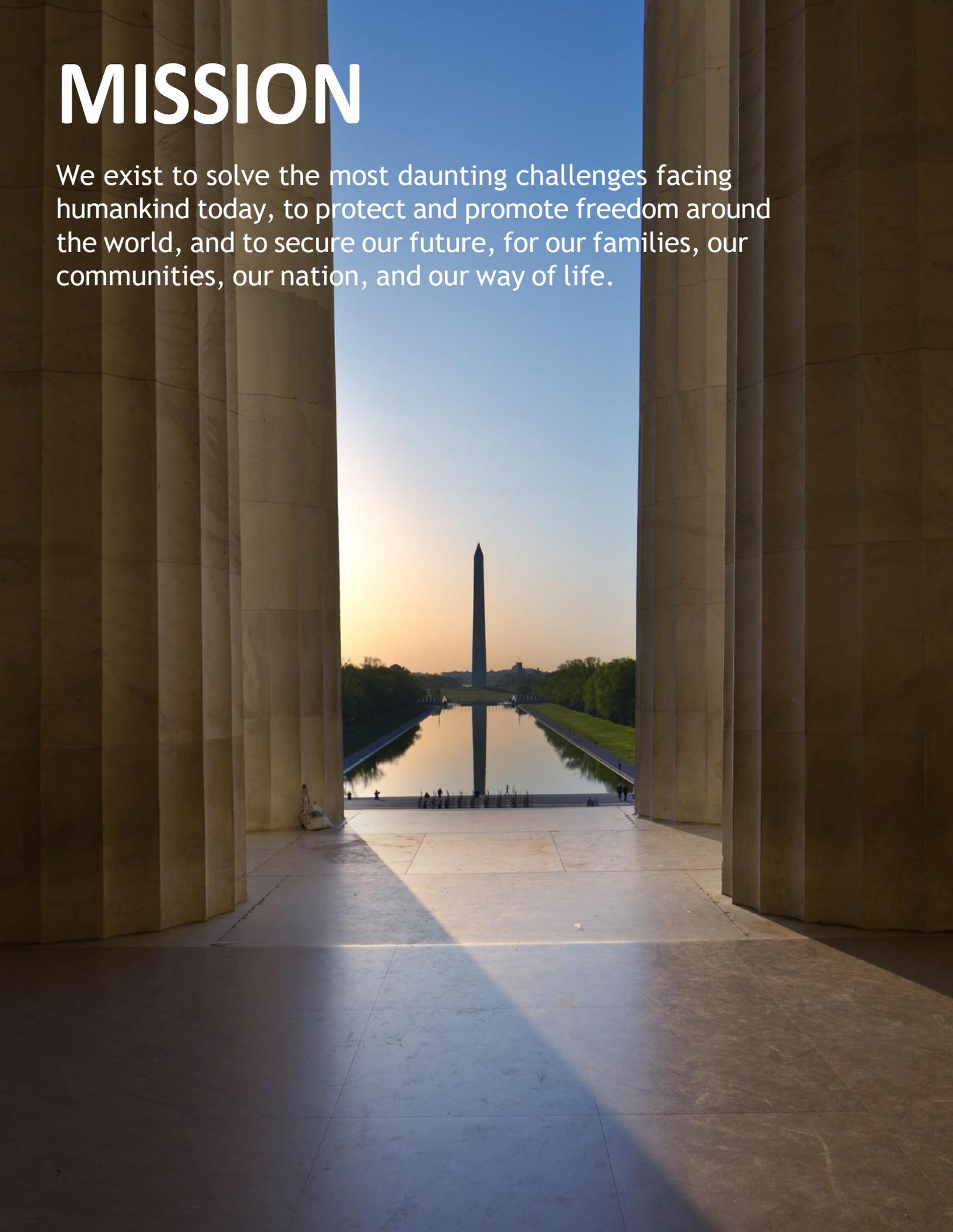
- Read, understand, and comply with the Code and MA Technologies policies.
- Participate in training and educational programs/ events, including mandatory annual training.
- Obtain guidance for resolving a business practice or compliance concern if you are uncertain about how to proceed in a certain situation.
- Report possible violations of the Code, policies, applicable laws, and regulatory requirements through our established channels.
- Cooperate fully in any investigation, audit, or other company review.
- Make a commitment to conduct MA Technologies business with integrity and in compliance with applicable laws and regulatory requirements.

Additional Responsibilities of MA Technologies Leaders, Managers, and Supervisors:

- **Set the tone** by promoting our values and Code, maintaining a professional work environment taking steps to detect and/or prevent improper conduct, and refraining from retaliatory behavior.
- **Model ethical behavior** by demonstrating integrity, treating employees fairly and with no discriminatory or preferential bias, treating others with respect, and ensuring that employees are not pressured to compromise MA Technologies policies or the law.
- **Foster an open, ethical culture** where employees are encouraged and feel comfortable to speak up, ask questions, and report behavior that is inconsistent with our values, Code, and other policies, without fear of retaliation.
- **Ensure employee concerns are addressed** in a timely manner and required compliance training is completed when due.

MISSION

We exist to solve the most daunting challenges facing humankind today, to protect and promote freedom around the world, and to secure our future, for our families, our communities, our nation, and our way of life.



WORKING WITH THE GOVERNMENT

MA Technologies maintains professional and ethical relationships with all government customers—

U.S. Foreign, State, and Local. We are vigilant in ensuring we comply with the complex body of laws, regulations, and contract requirements.

Procurement Integrity

MA Technologies competes fairly and protects the integrity of the government procurement process. We:

- Obtain competitive information only through fair and legal methods
- Do not solicit or knowingly obtain protected source selection information or competitor bid and proposal information
- Screen current and former government officials seeking employment with MA Technologies, particularly those with involvement in procurement activity

Accurate Reporting and Charging

MA Technologies personnel must report and charge all costs, including their time, in an accurate, complete, and timely manner. This includes:

- All items related to cost, including work hours performed and labor, travel, material, and other costs
- All correspondence, including invoices, representations, certifications, statements, and other communications
- Bids and proposals
- Claims and disclosures

Government Property

MA Technologies controls, protects, preserves, and maintains government property appropriately and upholds our responsibility and accountability for all government property.

False Statements and Claims

The submission of false claims and false statements to a government is strictly prohibited and subjects the originator to serious criminal and civil sanctions. For example, the U.S. has a statute called the False Claims Act, which prosecutors use to combat fraud by government contractors.

The False Claims Act, like the laws of many countries, imposes liability on any person who submits a claim to the government that they know (or should know) is false. The False Claims Act also imposes liability on an individual who submits a false record in order to obtain payment from the government. A third area of liability includes those instances in which someone falsely certifies the type or amount of property to be used by the government.

Anti-Corruption: Bribes, Kickbacks, and Fraud

MA Technologies complies with anti-corruption (bribery, kickbacks, and fraud) laws that govern our operations in the countries in which we do business. MA Technologies personnel and our representatives

are prohibited from offering, paying, promising to pay, or authorizing the provision of anything of value to a government official or any private party with respect to company business. All MA Technologies accounts, books, and records must be accurate and complete, and all expenses fully and accurately described and entered. Off-book accounts or transactions are strictly prohibited.

MA Technologies personnel are required to be vigilant in ensuring that all dealings, transactions, or business courtesies involving third parties (whether or not a government or public official) are reasonable, lawful, and fully justified under the circumstances, and that all such dealings, transactions, or business courtesies do not create even the appearance of impropriety or the risk of being misinterpreted as an attempt to gain an improper business advantage.

Gifts and Gratuities

Gifts to Government Customers: MA Technologies adheres to very strict gift rules when dealing with government officials or government entities.

As a general matter, MA Technologies has zero tolerance for any business courtesies provided by or to any government official. Any exception must be approved in advance in writing by the MA Technologies Legal department.

Other Business Courtesies: MA Technologies appreciates that the exchange of business courtesies foster and celebrate business successes, but we ensure they do not improperly influence decision-making or give the appearance of impropriety.

When receiving business courtesies, MA Technologies personnel may:

- Not request or accept business courtesies with an agreement to do anything in return, particularly when involved in contract solicitation or negotiations
- Only accept business courtesies consistent with reasonable marketplace customs and in compliance with MA Technologies ethics and compliance policies
- Never accept cash or cash equivalents, such as gift cards
- Never accept a gift or business courtesy valued at more than \$50 without the prior written approval of the Legal department
- Decline or return inappropriate business courtesies, or if they cannot be returned, turn them over to the Legal department for further instruction

When providing business courtesies to customers (other than government customers), regardless of local law or custom, MA Technologies personnel must:

- Provide business courtesies in connection with a bona fide and legitimate business purpose
- Follow applicable company ethics and compliance guidelines and procedures
- Accurately record all related transactions (e.g., reflect in expense reports)
- Not offer or provide business courtesies of excessive value (extended trips, electronic equipment, designer brands, events, or outings)
- Ensure the business courtesy has a value of less than \$50 unless the Legal department provides prior written approval

Working With Third Parties

All consultants, representatives, or other third parties must be engaged in accordance with MA Technologies procurement policies and procedures. Employees must seek advice from MA Technologies' Legal department prior to engaging an international or domestic consultant. MA Technologies will not engage a third party to engage in activity that would be prohibited by MA Technologies policies. Specifically, no consultants, representatives, or other third parties may pay bribes or kickbacks, engage in industrial espionage, obtain third-party proprietary data without authority, or improperly gain inside information or influence.

Organizational Conflicts of Interests

MA Technologies requires all personnel to comply with the U.S. government organizational conflict of interest (OCI) rules that prohibit MA Technologies and its personnel from serving in conflicting roles that may bias our judgment, impair our objectivity, or otherwise create an unfair competitive advantage. MA Technologies personnel are responsible for identifying and reporting OCIs. Potential OCIs may arise in these, and other, situations where MA Technologies personnel:

- Access confidential information belonging to or originating from other companies and/or nonpublic or source-selection information belonging to or originating from the government if such access potentially provides MA Technologies with an unfair competitive advantage (Unequal Access to Information OCI)
- Directly or indirectly develop or otherwise contribute to government solicitations, specifications, or statements of work if MA Technologies has potential business interests in such solicitations, specifications, or statements of work (Biased Ground Rules OCI)
- Directly or indirectly provides the government with guidance or advice with regard to future government procurement policies or strategies that potentially could affect MA Technologies business interests (Biased Ground Rules and/or Impaired Objectivity OCI)
- Directly or indirectly evaluates or reviews—for the government, contractor program performance, or solicitation submissions—if MA Technologies has potential business interests related to such programs or solicitations (Impaired Objectivity OCI)

The Legal department must review and advise on all situations that involve potential OCIs.

U.S. International Trade, Anti-Boycott, and Sanctions

MA Technologies requires all personnel to comply with U.S. laws, rules, and regulations governing the import, export, re-export, and transfer of hardware and technology, including software and technical data. We adhere to these laws and regulations, which apply to exports of hardware, software, or technical data to locations outside of the U.S., even when they are shipped to U.S. government facilities and/or personnel. Additionally, we must obtain export authorizations for the transfer of controlled information and services to foreign persons, regardless of location.

In addition, MA Technologies adheres to other laws and regulations prohibiting participation in foreign boycotts not sanctioned by the U.S. government. We strictly prohibit personnel from agreeing to support or comply with boycott activities not approved by the U.S. government.

Any request to refuse to deal with potential or actual customers or suppliers, or otherwise participate in a foreign economic boycott, or provide information related to a boycott request, must be immediately reported to the Legal department.

MA Technologies is committed to compliance with U.S. trade and sanctions regulations and, accordingly, maintains a company-wide trade compliance program.

The MA Technologies Legal department, and specifically its trade compliance team, maintains responsibility for overseeing compliance throughout the company and responding to trade-related inquiries.

Anti-Trust and Competitive Practices

MA Technologies believes that fair competition and open and fair bidding are fundamental to ensuring the best prices and service for our customers. We compete vigorously, independently, and ethically, and we avoid any marketing, advertising, or other program that could be characterized as unfair or deceptive. MA Technologies will not collude with, or otherwise enter into any agreement or understanding with, any competitor or potential competitor in these areas:

- Price or discounts
- Profits, profit margins, or costs
- Market share
- Bids, the intent to bid, or not to bid on specific programs or multiple programs
- Selection, classification, rejection, or termination of management agreements
- Sales territories or markets
- Exchange of competitive information
- Employee salaries or other terms of compensation
- Restrictions on solicitation or hiring of each other's employees
- Any matter inconsistent with MA Technologies complete freedom of action and independence

The foregoing is not meant to prohibit legitimate teaming arrangements with competitors, including narrowly tailored non-solicitation provisions, provided the arrangements are fully disclosed to, and approved by, the Legal department.

EMPLOYEE WELL-BEING

We treat each other with courtesy, dignity, and respect. We engage in open debate, explore novel solutions, and continuously seek to better ourselves.



Recruitment, Vetting, and Selection

MA Technologies maintains a culture of ethical conduct; all personnel should embrace the importance of business integrity and commitment to adhere to applicable standards of conduct and the law. MA Technologies considers these to be key considerations in selecting and retaining company representatives. MA Technologies carefully screens individuals who may work with our company to protect our ethical and professional culture. MA Technologies professionals who are responsible for hiring employees or engaging contractors must comply with MA Technologies' policies and procedures regarding background screening and performance record evaluations when making hiring decisions.

Recruiting and Hiring Government Personnel

MA Technologies takes pride in the fact that many of our employees are former government employees or members of the armed forces. We value their expertise and skill. When we recruit current and former government employees, we recognize that certain laws and regulations may restrict the activities these individuals can perform after leaving government service.

Current and former government employees must be screened to identify any post-employment restrictions that might impede an applicant's ability to perform work for the company. In addition, current government employees applying for a position with MA Technologies must affirm that they comply with their ethical obligations in seeking outside employment.

Human Rights

MA Technologies protects and advances human dignity and human rights. We promote and comply with all human rights laws and standards, and we will not tolerate the practice of trafficking in persons in any form. This includes, but is not limited to, procurement of commercial sex acts such as prostitution or the use of forced or child labor. In addition, we prohibit fraudulent recruiting and employment practices, such as charging recruiting fees, denying access to an employee's identity or immigration documents, failing to disclose key terms and conditions of employment and failing to provide return transportation from international and remote assignments.

Impact

MA Technologies values different experiences and innovation, which strengthens our company and enhances our competitiveness. MA Technologies expects our employees and representatives to treat each other with respect and to appreciate other backgrounds and cultures. We maintain a strong concern for individual dignity and well-being.

Equal Opportunity

MA Technologies is committed to providing a fair, collaborative, and productive working environment for all employees. We expect managers—who are charged with front-line responsibility—to enforce the intent, as well as the letter, of all applicable employment-related laws, regulations, and policies. Employment decisions at MA Technologies are based on an individual's capabilities and qualifications. MA Technologies will not tolerate discrimination based upon race, color, religion, sex, national origin, age, disability, status as a protected veteran, or any other characteristic protected by federal, state, or local law.

Harassment

MA Technologies is committed to providing a professional work environment that is free of harassing, coercive, abusive or disruptive behavior. Harassment based on race, color, religion, sex, national origin, age, disability, status as a protected veteran, or any other characteristic protected by applicable federal, state, or local law will not be tolerated at MA Technologies.

This prohibition applies to harassment based on any of these protected categories, including sexual harassment, by supervisors, co-workers, managers, contractors or any third party who does business with MA Technologies or any applicant, employee, intern, volunteer, contract worker or any other person working on behalf of MA Technologies.

This prohibition applies in any business-related setting or MA Technologies-sponsored event, whether off work premises or after regular work hours. MA Technologies prohibits retaliation against any individual who, in good faith, reports concerns of harassment, known or perceived violations of the law, this Code, corporate policies, or other conduct harmful to the company's best interests.

Environmental, Health, and Safety

MA Technologies values a safe, healthy workplace, which results in our strict adherence to environmental, health, and safety policies and to reporting any injuries, safety, or environmental issues to the appropriate parties.

Workplace Violence

MA Technologies is committed to a workplace free of violence. The following must be immediately reported to Security, management, or Human Resources:

- Threats or actual violence
- Stalking or other forms of intimidation
- Destruction or attempted destruction of property
- Domestic violence affecting the workplace
- Unauthorized possession of weapons in the workplace

Drug-Free Workplace

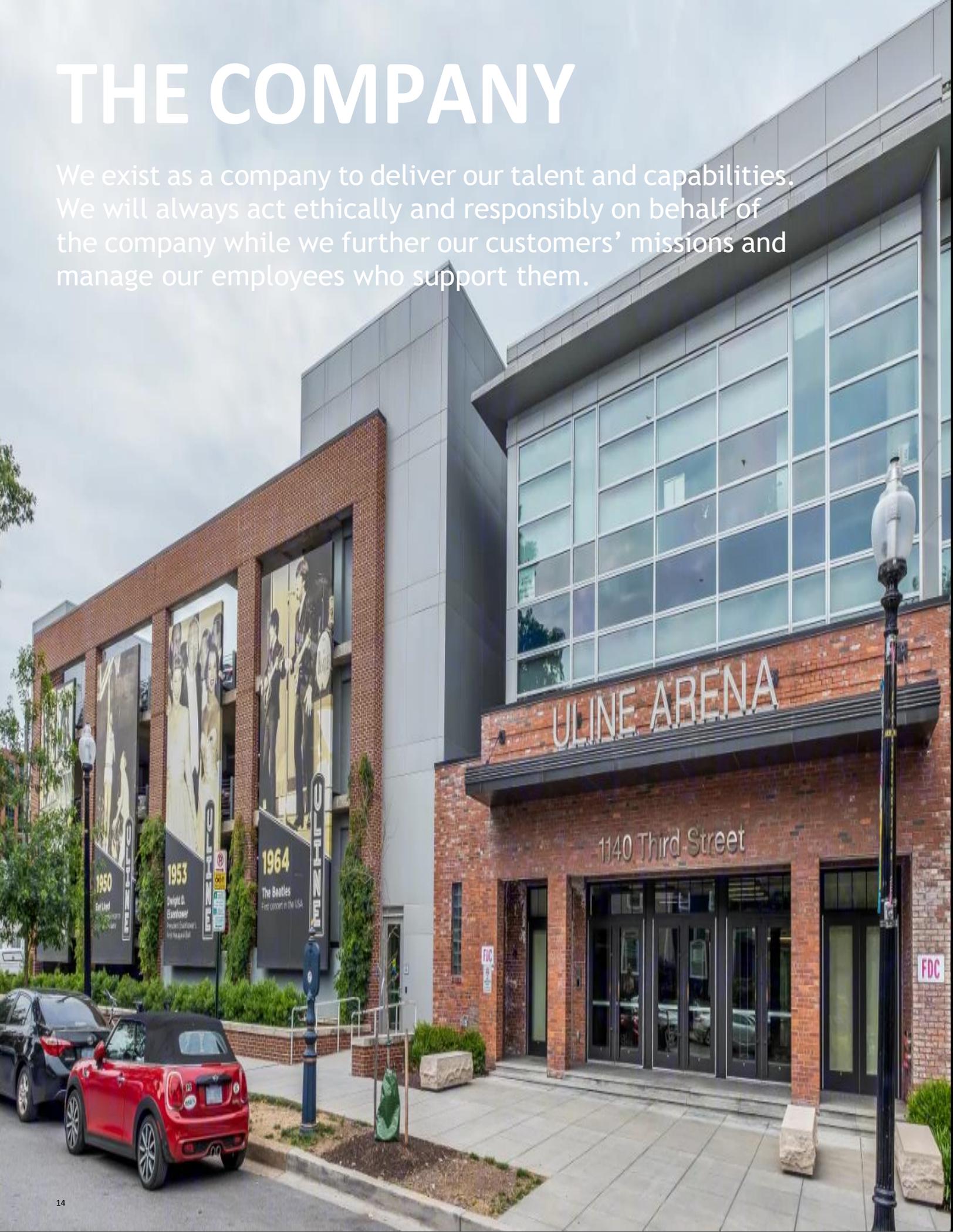
MA Technologies maintains a drug-free workplace and requires all MA Technologies personnel to comply with our drug and alcohol policies as a condition of employment.

Accordingly, we prohibit:

- Unlawful manufacture, possession, or distribution of illegal drugs
- The illegal use of drugs, including prescription medication
- The presence of illegal drugs or their respective metabolites in any specimen of MA Technologies personnel taken and screened pursuant to MA Technologies policy, procedure, or practice
- The abuse of alcohol or illegal drugs in the workplace

THE COMPANY

We exist as a company to deliver our talent and capabilities. We will always act ethically and responsibly on behalf of the company while we further our customers' missions and manage our employees who support them.



OUR STAKEHOLDERS

We accept and embrace our fiduciary responsibility to maximize our financial returns to our investors. We will be conservative in our investments, and focused in our development of capital to ensure maximized returns.

Use of Company Resources

MA Technologies' company property, software, equipment, or other resources may not be used for noncompany business. MA Technologies may provide electronic resources to its personnel, including telephone, internet, and email communications to expedite necessary business communications and serve as a MA Technologies resource. Personnel may use MA Technologies communications in a limited personal capacity. However, these communications are not private, and all electronic and telephonic communication systems and any information transmitted by, received from, or stored therein or thereon is the sole property of MA Technologies. MA Technologies personnel do not have a right of privacy regarding any information that is stored or transmitted over any MA Technologies information system, including email, voicemail, or internet. MA Technologies has the right to, and does, monitor such communication systems. Passwords or delete functions do not create any right of privacy and will not limit MA Technologies' ability to monitor, intercept, or otherwise be privy to electronic or telephonic communications.

MA Technologies employees are responsible for adhering to acceptable use protocols and protecting company resources and assets provided by our customers against unauthorized access, misuse, damage, loss, or theft. Never share passwords and do not install unauthorized software or hardware. Secure computers, cellphones, and removable media, and report any potential cyberattacks, loss, theft, or improper use to Security.

Accurate Books, Records, and Submissions

MA Technologies fully complies with generally accepted accounting principles and with all record retention requirements imposed under customer contracts, national, state, provincial, and local laws and regulations. No false or misleading entries may be made or caused in any company books, records, or reports for any reason whatsoever. Personnel must not improperly destroy, improperly alter, make false entries, or willfully fail to make correct entries on any company documents or records.

Records Retention

MA Technologies complies with our company standards relating to the retention, safeguarding, and disposition of records, including electronic records. All personnel should regularly review standards as well as those records in their custody or control and delete or otherwise dispose of those records that are no longer required. It is unlawful to destroy, conceal, alter, or falsify any record to obstruct or influence any lawsuit or other legal, regulatory, or government proceeding or investigation.

Personal Conflicts of Interest

MA Technologies requires personnel to avoid situations where their personal interests could conflict with company interests.

Conflicts of interest arise when an individual's position or responsibilities present an opportunity for personal gain separate and apart from the direct rewards of their employment or contractual relationship with MA Technologies, or when a person's personal interests are inconsistent with those of MA Technologies and could lead to that person's responsibilities to MA Technologies being compromised. Common examples of actual or potential conflicts include an employee who has or is seeking to enter into:

- Secondary employment in addition to the individual's role with MA Technologies
- A personal or financial interest, or a family member with an interest, in any transaction involving MA Technologies, whether or not the transaction may be considered adverse to MA Technologies
- An ownership or other material financial interest in a company that is a customer, competitor, or supplier
- A close, personal relationship with a subordinate employee
- Service on an outside company, nonprofit, or other organization's board or advisory council
- A run for political office

When any potential conflict exists, individuals must disclose this in advance to the Legal department during employee onboarding or via MA Technologies' Conflict of Interest reporting site, so the company may determine if the activity posing the conflict will be permitted or prohibited.

Dealing With Suppliers

All purchases and contracts negotiated for third-party services or goods shall be made exclusively on the basis of price, quantity, service, and ability to meet the company needs. Personnel must maintain honest and straightforward relationships with suppliers.

All suppliers and other third-party associates are subject to a due-diligence process, during which their suitability and eligibility to provide services is measured against a comprehensive assessment of risk to MA Technologies and our customers.

All entities that meet the company's requirements must formally attest to their commitment to comply with MA Technologies' Code through the contracting process.

Privacy

MA Technologies requires all personnel to comply with all privacy laws and regulations, as well as privacy-related customer contract requirements, including those applicable to personally identifiable information (PII) and protected health information (PHI). All personnel must:

- Comply with all obligations and commitments made to individuals when collecting their PII/PHI
- Limit collection, use, storage, and access of PII/PHI to the minimum level reasonably necessary to perform the related authorized business activities
- Provide administrative, physical, and electronic safeguards for all PII/PHI under your control for authorized business activities
- Dispose of PII/PHI as soon as legally and contractually permitted
- Report immediately any suspected data breaches or losses to the Legal department and Security department
- Direct any questions about privacy to the Legal department

Insider Trading

MA Technologies personnel may not engage in insider trading. Insider trading involves the buying or selling of securities with material nonpublic information. Material nonpublic information is information that is not available to the general public and that a reasonable investor would consider important in deciding whether to buy or sell a security.

Political Activities

We participate in the political, legislative, and regulatory process responsibly to represent MA Technologies' diverse business interests. Laws governing lobbying, gifts, and political contributions are complex. Even unintended violations can have business, reputational, and corporate consequences. We follow MA Technologies policy and the law concerning the political process in all countries where we do business. We have compliance measures and internal controls designed to ensure MA Technologies' political activities remain compliant.

MA Technologies has a Political Action Committee (PAC), which operates in accordance with federal law and is solely funded by voluntary contributions of eligible employees. We encourage MA Technologies employees to participate in the MA Technologies PAC, if eligible.

We encourage employees to participate on their own time and at their own expense in civic affairs and the political process, including supporting political parties and candidates of their choosing. Note, political activities should not be conducted at MA Technologies or customer facilities, and MA Technologies employees should engage in such activities in their personal capacity and not as representatives of MA Technologies.

Communications and Social Media

MA Technologies does not allow personnel to represent the company in publicly disseminated communications, written or oral, that may harm MA Technologies' reputation or business or community relations, or in a manner otherwise inconsistent with our standards. MA Technologies does not authorize personnel to engage in forms of externally facing communications that identify MA Technologies, speak on behalf of, or communicate as an employee or representative of MA Technologies without the prior approval of MA Technologies, nor are personnel authorized to publicize, make statements, or give information related to MA Technologies or any of its activities or comment on the plans and activities of MA Technologies customers to the news media without MA Technologies' prior approval.

Inquiries from any representative of the news media, under all circumstances, must be referred immediately without comment directly to the MA Technologies Communications and Engagement department. Such a referral will ensure appropriate coordination and review by the company's executive officers of any public statements to the news media attributable to MA Technologies.

Personal Conduct Outside the Workplace

MA Technologies employees are expected to uphold the highest standards of integrity and be accountable for their personal and professional conduct inside and outside the workplace. This includes refraining from criminal activity or other misconduct while off duty that can adversely impact MA Technologies' reputation and/or erode our customers' trust.

Security

We are individually and collectively accountable for the protection of our workforce, customers, intellectual property, brand/reputation, and facilities. MA Technologies expects all personnel to report any security concerns to Security, management, Human Resources, Legal, or through the reporting avenues outlined on page 19.

Insider Risk

In accordance with U.S. government requirements, MA Technologies has established an insider risk program (IRP) to detect, deter, and mitigate insider threats. The IRP seeks to protect MA Technologies and the U.S. government from harm, degradation, or loss of information, resources, or capabilities resulting from data theft, espionage, fraud, sabotage, unintentional incidents, and workplace violence. All MA Technologies employees are expected to recognize and report concerning behavior that may indicate a co-worker needs assistance, or who may present a threat to themselves, their co-workers, or the organization.

Security Clearances

Security clearances are a privilege, not a right. Cleared employees are obligated to report adverse information that negatively reflects on the integrity or character of a cleared employee, suggests that his or her ability to safeguard classified information may be impaired, or that his or her access to classified information may not be in the interest of national security.

Safeguarding Proprietary and Customer Information

MA Technologies personnel must secure and protect intellectual property (IP), proprietary, customer, and otherwise sensitive information by adhering to data classification and handling requirements. Personnel must observe obligations of confidentiality and nondisclosure of proprietary and confidential information, IP, and trade secrets of MA Technologies and others, including customers, suppliers, and former employers.

MA Technologies proprietary information (e.g., financial, personnel, technical, or business information that has not been authorized for public release) or customer information shall not be transferred to personally owned devices, personal email addresses, or unauthorized cloud services or storage solutions. Any personnel who receive proprietary information belonging to a supplier, customer, or competitor without proper authorization, must immediately bring it to the attention of the Legal department. All MA Technologies personnel must immediately report, in writing, all identified vulnerabilities within, or unauthorized accessing of, any MA Technologies IT system or IP to their direct supervisor and the Legal department.

Intellectual Property

MA Technologies recognizes that it is both illegal and unethical to engage in practices that intentionally violate the IP rights of others. The willful infringement or misappropriation of these IP rights is strictly prohibited. All MA Technologies personnel are required to refrain from using or distributing unauthorized copies of any copyrighted materials. Personnel shall not use or disclose any proprietary information of third parties or of the company, except in the course of employment and always in strict accordance with the terms upon which the proprietary information was received, including the terms of any applicable nondisclosure or other agreements executed by MA Technologies. Any proprietary information contained in writings, graphics, computer code, or any other form shall be safeguarded from disclosure to unauthorized persons and shall be removed from company premises only as needed for company business.

MA Technologies owns any IP created by MA Technologies employees during the course of their employment at MA Technologies, including patents, copyrights, trademarks, and trade secrets. Although employees may have personal or pre-existing IP created outside of their MA Technologies employment, no such outside or pre-existing IP may be brought into MA Technologies, disclosed to MA Technologies personnel or MA Technologies customers or incorporated into a MA Technologies work product without prior written approval of the Legal department. Employees who take such actions with their outside or pre-existing IP without prior written approval are deemed to have granted a broad license to MA Technologies and its customers in that IP.

ETHICS AND BUSINESS CONDUCT

At MA Technologies, we want to uphold the highest standards of integrity, and we want to do more than comply with laws and regulations.

Making the Right Choice

Striving to be the best in everything we do means we each have a responsibility to help shape our culture through our personal commitment to meet the highest ethical standards in all we do. Codes and policies alone cannot create a company-wide ethical culture where we all value each other and do business with the highest level of integrity.

If you are faced with a difficult decision, ask yourself the following questions:

- Is it the right thing to do?
- Will my actions be consistent with the Code and the law?
- Am I aware of all the relevant facts, and have I considered all options?
- Will I feel proud and comfortable telling others about the choice I made?
- What will my family and friends think of me?
- What impact will my action have on my customer, suppliers, and other employees?
- Will my action result in embarrassment to myself?
- What impact will my action have on me?

If you are still unsure of what to do, continue to seek guidance from your manager, the Legal department, Human Resources, or Security. Do not hesitate to reach out to the various resources available to you until you have the information you need to make the right choice.

Seek Guidance, Raise Concerns

MA Technologies expects personnel to comply with the text and intent of the Code and promptly report any suspected violations through one of the available reporting channels. Confirmed Code violations will result in disciplinary action, up to and including termination of employment and referral to appropriate governmental authorities.

Zero Tolerance for Retaliation

Speaking up to report questionable conduct protects the ethical work culture we value as employees, and it protects our company. MA Technologies expects that all concerns raised will be treated confidentially and does not tolerate retaliation against any personnel who speak up honestly and in good faith.

Cooperation in Investigations

MA Technologies personnel are required to cooperate with all internal reviews, audits, investigations, and corrective actions. MA Technologies personnel must never destroy or alter any documents or electronic records; lie to or mislead an investigator; or obstruct the collection of information relating to an investigation, litigation, or audit.

To the greatest extent possible, MA Technologies cooperates with government agencies responsible for investigating suspected violations of the law. MA Technologies personnel may be required to cooperate with investigations, audits, or reviews conducted by the government. You must notify the ECO or the Legal department immediately if you learn that a government or third-party agency is conducting an investigation or asking for information pertaining to a suspected violation of the law.

About the Ethics and Compliance Office

MA Technologies' ethics and business conduct program affirms and emphasizes our commitment to ethical conduct. The Ethics and Compliance Office (ECO) oversees the company-wide ethics and business conduct program, and serves as an independent resource for information, advice, and resolution of problems and issues.

The ECO maintains the confidential MA Technologies ethics helpline and is also responsible for conducting investigations into alleged violations of the Code or other MA Technologies policies.

You are encouraged to reach out to the ECO team whenever you have a question or concern that cannot be readily addressed within your work group or through your manager. If your concern relates to the actions or decisions of the MA Technologies ECO, please contact the MA Technologies general counsel

HOW TO CONTACT THE ETHICS AND COMPLIANCE OFFICE

Email: ethics@matechnologiesllc.com

Ethics helpline: 240.498.3155

Anonymous reports may be made through the ethics helpline.

ABOUT MA Technologies

MA Technologies is a certified Veteran-Owned and Service-Disabled Veteran-Owned Small Business (VOSB/SDVOSB) as well as a Maryland-certified Small Business Reserve (SBR) and Veteran-Owned Small Business Enterprise (VSBE). We deliver advanced cybersecurity, geospatial, multi-cloud infrastructure solutions and language training and curriculum development to federal, state, local governments and education. Our work supports national security missions by helping agencies reduce risk, enhance operations, and ensure readiness. Every day, our employees stand united, solving the most daunting challenges facing our customers. Visit matechnologiesllc.com to learn how we're safeguarding your peace of mind.