

THE CODE OF ETHICS OF THE COMPANY

Atlantis Management, s.r.o.

November 11th, 2023

Article I General Provisions

The present Code of Ethics aims to establish the values, principles and rules of conduct of Atlantis Management, s.r.o., its managers and other employees in their relationships with each other, clients and suppliers.

Atlantis Management, s.r.o. is committed to establishing the highest standards of personal and professional conduct to earn the trust of its clients, focusing on honesty, respect for others, reliability, integrity and individual approach.

Each management or team member shall base their behaviour on the principles set out in this policy, and the management shall set an example by their behaviour.

Article II The Company and its Responsibilities

Atlantis Management, s.r.o. has a long-term interest in the environment, reducing the carbon footprint, increasing self-sufficiency with an emphasis on investment efficiency, especially in the industrial sector and building quality relationships with clients, suppliers and business partners. Our implementation is guided by EN 62446-1. We achieve these objectives through many years of experience in the energy industry and a team of experts. We are committed to using and expertly installing the best quality technologies currently available on the market, providing the client with superior warranties with maximum emphasis on compliance with electrical standards and fire and electrical safety.

We comply with all the generally binding regulations and act in accordance with the applicable legal regulations in all segments of our business. We have adopted an active approach to innovation and the principles of sustainable development.

- We always put the customer's needs first.
- We always provide our clients with complete and accurate information.
- We always treat each client individually.
- In our relations with the public, we strive to promote and protect the reputation of Atlantis Management, s.r.o. as a reliable and fair supplier of photovoltaic systems.
- We are a member of the Solar Association and follow the standards and principles of PV construction.
- We comply with regulations to protect occupational safety, health and the environment.
- We are objective in our decisions.
- We maintain a strict non-disclosure policy for confidential and sensitive information.

Article III EMPLOYER AND EMPLOYEE

As an employer, we communicate our goals, objectives and expectations to our employees. We treat our employees fairly, impartially and honestly and are open to their ideas. We make decisions about employees based on their skills and abilities for each position.

We are committed to a respectful, dignified, welcoming and non-discriminatory work environment, respect for employees, fair compensation, safety and hygiene. We support our employees in improving their skills, value mutual respect within the family, and care for the upbringing of children. We do not tolerate any form of coercion, harassment and any form of discrimination or racism.

As employees, we have adopted decent and professional behaviour; we solve problems openly; we perform our work conscientiously and efficiently; we are loyal to the Company and our colleagues, and we are good stewards of the Company's assets. The needs of the client are of the utmost priority. We build long-term relationships with our clients based on reliability, trust and the most professional and client-focused approach. We protect our clients' privacy and are proactive in our approach to innovation and practice. We will not engage in any conduct that could jeopardise the Company's reputation or credibility.

Peer-to-peer relationships should rely on teamwork and trust, the cornerstone of everything. As colleagues, we shall remain loyal to each other, be helpful and respectful and build positive relationships.

No employee shall ever be asked to act in contravention of the present Code.

Everyone has the right to seek clarification of this Code of Ethics from their supervisor.

Article IV

TREATMENT OF COMPANY PROPERTY

Company property shall be handled conscientiously, economically and with care. We shall promptly report any potential problem to a supervisor and prevent damage. We shall not be careless with waste.

Article V

SPONSORSHIP

Atlantis Management, s.r.o. supports activities that are meaningful or benefit a good cause through sponsorship, particularly activities focused on the social sector (Dobry Anděl/Good Angel) and disabled athletes.

We do not support any political activities.

Article VI

PRIVACY POLICY

We protect all personal data as required by applicable legislation and process it only to the extent necessary and for the purpose for which it was collected. The full text of the GDPR is available for consultation on the website www.atlantism.com.

In Prague on November 11th, 2023