

Logstail Code of Conduct and Ethics

At Logstail, we are committed to maintaining the highest standards of business conduct and fostering a culture of integrity, transparency, and ethical conduct. Our Code of Conduct and Ethics outlines the principles that guide our business practices and expectations for every team member. It is essential not only to comprehend these principles but also to apply good judgment and uphold the highest personal ethical standards in all business decisions.

Please bear in mind that you are responsible not only for your own actions but also for the conduct of your family members, significant others, and other individuals in your household. Feel free to inquire about whether specific behaviors may contravene the code, express any concerns, or seek clarification on ambiguous situations. It is essential to remain vigilant for potential breaches and report them without fear.

As a condition of employment at Logstail, employees are also required to adhere to the terms and conditions associated with obtaining and maintaining national and global security clearances. This obligation extends to complying with all relevant laws, regulations, and security protocols established by the entities issuing the security clearances. Employees also remain bound by the terms of the Proprietary Information and Non-Disclosure Agreement signed in connection with their employment. If there are any uncertainties about the appropriateness of your behavior or the behavior you observe, it is your responsibility to seek clarification.

Any violation of the standards outlined in this code by a Logstail employee may result in disciplinary measures. The severity of the action will depend on the nature of the violation and the employee's history, ranging from a warning to disciplinary action, up to and including termination of employment, as well as legal consequences in accordance with applicable laws and regulations.

1. Honest and Ethical Conduct

We expect all Logstail team members to conduct themselves with integrity in all interactions. This includes being truthful and fair in communications, respecting the rights and opinions of others, and maintaining a commitment to honesty and transparency in all business dealings.

2. Legal Compliance

Operating within the bounds of the law is a foundational principle at Logstail. Team members must be familiar with and adhere to local, national, and international laws and regulations applicable to their business units and areas of responsibility. Violations may subject individuals, to civil and/or criminal penalties.

3. Anti-Corruption

Gifts and entertainment with private-sector counterparts are acceptable when they aim to create goodwill and build sound working relationships. However, they must align with

common business practices and not be extravagant or inappropriate. Team members should seek permission if there are uncertainties about the appropriateness of such exchanges. Logstail team members are strictly prohibited from offering, promising, or providing gifts, presents, or any form of benefit to any individual, whether for personal gain or on behalf of others. This prohibition is in place to prevent individuals from exploiting their real or perceived influence to secure awards, employment opportunities, contracts, or any other favorable decisions through illegitimate means.

4. Insider Trading

To maintain the integrity of financial markets, employees, officers, and directors with access to confidential information must refrain from using or sharing that information for personal gain, especially in connection with securities trading. All non-public information about Logstail or other companies is considered confidential and must be handled with the utmost care.

5. International Business Laws

In the course of our global operations, Logstail team members are expected to comply with the laws of all countries where they conduct business. This includes strict adherence to laws prohibiting bribery, corruption, and any business conduct that may compromise Logstail's ethical standards.

6. Antitrust

To promote fair competition and protect the competitive process, Logstail strictly prohibits any actions that may violate antitrust laws. Employees must avoid illegal agreements or collusion with competitors, and certain types of information exchange, regardless of their nature, should be handled with caution.

7. Conflicts of Interest

Logstail team members are expected to be free from influences that could conflict with the company's interests. Situations that may involve conflicts of interest, such as employment with competitors, ownership of significant financial interests in competing entities, or the acceptance of gifts that could compromise loyalty, should be promptly reported and addressed. This encompasses conflicts arising from the professional engagements of Logstail's employees conflicting with their personal interests or the interests of their close relatives, friends, or associates.

8. Corporate Opportunities

Team members are prohibited from taking personal advantage of opportunities that arise in the course of their work for Logstail. Opportunities related to Logstail's business must be always disclosed and, in some cases, pre-approved to avoid any potential conflicts of interest.

9. Financial Records Accuracy

The accuracy and completeness of Logstail's financial records are crucial to maintaining the trust of stakeholders. Team members involved in financial reporting must ensure that entries

are valid, accurate, and transparent, reflecting the true financial condition and results of operations.

10. Fair Dealing

Logstail's success is built on fair competition and superior performance. Team members must not engage in unethical or illegal business practices, and all statements regarding Logstail's products and services must be truthful, transparent, and not deceptive.

11. Company Assets

All Logstail assets, including office supplies, computer equipment, buildings, and products, must be used only for legitimate business purposes. In the case where personal use for an asset is permitted based on clear and exclusive permission by Logstail's Chief Executive Officer, the corporate name, brand names, or trademarks should never be used for personal purposes.

12. Confidentiality

As custodians of sensitive information, Logstail team members must exercise extreme care in handling and preserving the confidentiality of information acquired during their employment. This includes storing confidential materials securely, refraining from unauthorized disclosure on the internet, and being cautious when discussing sensitive information in public places. With regard to the protection of personal data, all Logstail employees must adhere to comply with (i) the European Regulation 2016/679 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data (GDPR); (ii) the laws and regulations adopted to implement the GDPR and (iii) any other applicable regulation (including laws, rules, governmental requirements, codes as well as international, federal, state, provincial laws).

13. Media/Public Discussions

Public disclosure of material information concerning Logstail is to be conducted through specific channels to ensure accuracy and avoid inappropriate publicity. Press and financial analyst inquiries should be directed to the Chief Financial Officer or the Chief Executive Officer in accordance with Logstail's Corporate Disclosure Policy. All Logstail's employees must adhere to this code, no public reference to Logstail is allowed without written permission by Logstail's executives.

14. Environment, Health and Safety

We expect all Logstail team members to perform their daily tasks in full compliance with Logstail's commitment to provide healthy and safe working environments actively managing, preventing, and mitigating environmental, health, and safety risks that may occur affecting themselves as well as other co-workers. All protective means must be taken to avoid any potential risk of damage to human or animal health and the environment.

15. Questions and Reporting Potential Violations

For guidance on matters related to this code, team members should first reach out to their supervisor, who may have the information needed or can refer the question to an appropriate



source. Alternatively, all Logstail team members can report all the matters related to this code directly to privacy@logstail.com, and Logstail commits to investigate all reported possible code violations promptly and with the highest degree of confidentiality possible.