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AlgoSec policies:
Environmental, social responsibility, and governance

Environmental

The purpose of this policy is to demonstrate the efforts that AlgoSec is taking to remain environmentally conscious and invest in sustainability and wellbeing — taking into account the industry standards at which AlgoSec is active at.

With specific regard to this Environmental Policy, AlgoSec recognizes that it has a responsibility to the environment beyond legal and regulatory requirements. We are committed to minimizing the impact of our activities on the environment and providing a safe and healthy workplace for our employees — worldwide. We operate in compliance with relevant applicable environmental legislation and strive for industry standards if not more than this, in all that we do.

AlgoSec endeavors to:

- Consider environmental concerns and impacts in decision making activities;
- Minimize waste and reduce, reuse, recycle as much as possible;
- Improve AlgoSec's GHG protocol year over year;
- Continually improve and reduce our environmental impact;
- Comply with and exceed all relevant regulatory requirements.

As of the date of this policy AlgoSec has taken the following actions:

- Reducing our carbon footprint as part of a carbon management strategy;
- Minimizing waste generation by applying recycle options where possible;
- Encouraging employees to convene remotely and reduce transportation and related pollution (both for meeting customers and working from home rather than attending the offices on a daily basis).

More information can be found at https://www.algosec.com/esg-environmental-strategy

Monitoring and improvement

- We will review this policy annually;
- We will involve employees in the implementation of this policy, for greater commitment and improved performance — including by way of training and campaigns within the company;
- We will educate and inform our employees about environmental issues that may affect their work;
- We will review this policy and related business issues in our management meetings where appropriate;

Every employee and every contractor related to AlgoSec is expected to report any environmental, health, or safety concern to AlgoSec's management. Managers are expected to take action accordingly.

Social responsibility

The purpose of this Social Responsibility Policy is to outline AlgoSec's key commitments and actions related to employee well-being, community engagement, diversity and inclusion, and ethical conduct. The Social Responsibility Policy applies to all employees, management and AlgoSec's suppliers. We prioritize the physical, mental, and emotional well-being of our employees.

Purpose: The purpose of this Social Responsibility Policy is to outline AlgoSec's key commitments and actions related to employee well-being, community engagement, diversity and inclusion, and ethical conduct.

Scope: The Social Responsibility Policy applies to all employees, management and AlgoSec's suppliers.

Commitments: We prioritize the physical, mental, and emotional well-being of our employees. Our commitments include:

- **Health and wellness programs:** Offering comprehensive health and wellness programs, including mental health resources, fitness initiatives, and healthy workplace practices.
- **Work-life balance:** Promoting remote and hybrid working model to help employees balance their personal and professional lives.
- **Support systems:** Providing access to Employee Assistance Programs (EAPs) that offer counseling and support services for personal and work-related issues.
- **Safe and healthy workplace:** Ensuring a safe and healthy work environment through adherence to occupational health and safety regulations.

We are committed to making a positive impact in the communities where we operate. Our initiatives include:

- **Volunteer programs:** Encouraging and facilitating employee participation in volunteer activities during work hours, with a focus on technology education and community development.
- **Charitable contributions:** Supporting local and global charitable organizations through corporate donations.
- **Partnerships:** Building partnerships with non-profit organizations, schools, and community groups to address social issues and promote education.

DEIB @ AlgoSec

We believe that a diverse and inclusive workforce drives innovation and creativity. To support this belief, we commit to:

- **Inclusive hiring practices:** Ensuring our recruitment processes attract a diverse pool of candidates by utilizing diverse job boards, inclusive language in job postings, and unbiased interview techniques.

- **Diversity goals:** Promoting and ensuring representation of diverse groups in our workforce. This includes but is not limited to race, ethnicity, gender, age, sexual orientation, disability status, socioeconomic background, and cultural perspectives- all to the extent such information is shared with the Company.
- **Training and development:** Providing ongoing training on unconscious bias, cultural competency, and inclusive leadership for all employees.

Ethical conduct @ AlgoSec

We uphold the highest standards of ethical behavior and integrity in all our business practices. We are committed to:

- **Fair labor practices:** Ensuring fair wages, reasonable working hours, and safe working conditions for all employees. All in accordance with Company's whistleblowing standards.
- **Non-discrimination:** Prohibiting discrimination or harassment based on race, color, religion, gender, sexual orientation, gender identity, national origin, disability, or any other protected characteristic — to the extent such information is provided to company's knowledge.
- **Transparency:** Maintaining open and transparent communication with employees, stakeholders, and the public about our social responsibility initiatives and progress.
- **Compliance:** Adhering to all relevant laws, regulations, and international standards related to labor and human rights and taking actions when behavior is inappropriate.

Monitoring and improvement

The Social Responsibility Policy will be reviewed annually to assess its effectiveness and relevance. Adjustments will be made as necessary to align with best practices and regulatory changes.

By adhering to these commitments, AlgoSec upholds its dedication to supporting our employees, communities, and stakeholders while promoting a positive social impact.

Governance

Purpose: The purpose of this Governance Policy is to outline AlgoSec's commitment to effective governance practices that promote integrity, transparency, accountability, and ethical conduct in all operations.

Scope: This Governance Policy applies to all employees, management, vendors, and board members of AlgoSec, covering every level within AlgoSec.

Commitments: AlgoSec is committed to upholding high standards of integrity and ethical conduct in all our business operations. We strictly prohibit bribery, corruption, and fraudulent activities in any form. Any actions that undermine our ethical standards will not be tolerated.

Additionally, any gifts, hospitality, or entertainment provided must be reasonable, transparent, and compliant with applicable laws. AlgoSec may provide giveaways as per industry standard.

All employees will receive training on ethical business practices as part of their onboarding process to reinforce this commitment.

We are dedicated to preventing fraud and misconduct, and employees are encouraged to report any suspected fraudulent activities through established reporting channels. Reports can be made with the assurance of protection from retaliation — all in accordance with Company's whistleblowing standards.

Monitoring and continuous improvement

This governance policy will be reviewed annually to assess its effectiveness and relevance. Adjustments will be made as necessary to align with best practices and regulatory changes.

By adhering to these principles, AlgoSec aims to uphold a culture of integrity and responsible governance. This commitment ensures the trust of our stakeholders and supports the sustainability of our operations.

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