At Miltope Corporation, our commitment to compliance with U.S. trade control laws and regulations is paramount. Our operations adhere to the International Traffic in Arms Regulations (ITAR), Export Administration Regulations (EAR), U.S. Customs laws, and the Office of Foreign Assets Control (OFAC) regulations – collectively referred to hereafter as “Trade Control Laws”. This is not just policy; it’s a reflection of our values and an integral part of our mission to contribute positively to our global community. Central to our operations is the principle of integrity, which mandates that the responsibility for compliance is shared among all of us. Miltope is fully aware of the critical role we play in preventing the unauthorized dissemination of sensitive technologies and materials.

This commitment extends beyond individual actions to encompass our entire corporate family. We hold ourselves to the highest ethical standards, reflecting our unwavering commitment to legal compliance and corporate responsibility. By fostering a culture of transparency and accountability, we safeguard against potential violations and maintain the trust of our customers and the communities we serve.

Accordingly, every individual within our company, without exception, is required to strictly follow U.S. Trade Control Laws. This comprehensive adherence applies to all forms of export, including re-exports and transfers of foreign-produced items that fall under U.S. Jurisdiction. Our employees, regardless of their location, must secure proper authorization for all activites potentially affected by Trade Control Laws.

Recognizing the complexities of Trade Control Laws, we foster an environment where employees can readily seek guidance and report concerns. To facilitate this, we provided the following escalation channel:

**Ethics Hotline (334) 613-6304**

We stand united with our parent company ST Engineering North America (STENA) in our dedication to safeguarding global security and sustainability through adherence to these principles. Our commitment to trade compliance is unwavering, and we expect the same high standard from all of our employees.

Dianne Howells

President & CEO

Miltope Corporation