

Preamble

At Q-Inspect, we hold ourselves to the highest standard of professional behavior. Our Code of Integrity is the expression of values shared throughout Q-Inspect, its various businesses, and affiliates.

It is our intention that the name Q-Inspect be synonymous with the highest business standards.

The Company and all of its employees will conduct business according to high moral and ethical principles and in compliance with applicable law. Integrity, honesty, and legality will govern every action and every decision that is made in all relationships internally and externally with suppliers, distributors, customers, competitors, government officials, and the public.

Q-Inspect Principles of Integrity

Trust: this is our single most valuable asset, the foundation of our brand and reputation. Customers rely on our integrity, and this trust needs to be nurtured and safeguarded day after day. It can be jeopardized in an instant.

Honesty and transparency: in everything that we do, we need to be truthful to ourselves, our customers, and colleagues. No circumstances justify lies, deceit, or a lack of honesty.

Accountability: each of our actions and omissions has consequences. We accept the consequences of our choices and do not blame others for our actions.

Principles: we believe in acting ethically, in fairness, and respect for others. Our decisions will be guided by respect for principles and standards of good behavior, not by arbitrary choices or personal preferences.

The Q-Inspect Code of Business Conduct is generally stated. While the Code does not refer to every possible situation, it does provide guidance. Every employee is expected to use sound judgment in following this Code in situations not specifically addressed. The Company has adopted, and may from time to time adopt, policies and guidelines which address more specifically certain activities more broadly outlined in this Code. Such policies and guidelines are intended to be supplemental to this Code, and every employee is expected to be familiar with and comply with such policies and guidelines.

Ask yourself the right questions:

- Do I suspect that the particular course of action may be illegal or unethical?
- How would this look if this decision were reported in a newspaper, or if I were to talk about this with my family and friends?
- Does the proposed course of action involve lying or being untruthful?
- Could the proposed course of action endanger the personal safety or health of others?
- Could the proposed course of action damage Q-Inspect or its reputation?
- Does the transaction have a legitimate business purpose?

If the proposed course of action fails any of these tests, you should seek advice and reconsider your decision.

No tolerance for violations

Any breach of the Code, however small, can harm Q-Inspect's reputation and brand and is not tolerated. Violations will result in discipline up to and including discharge. Disciplinary action will be taken against any individual who is found to have authorized, condoned, participated in, or concealed actions that violate this Code and against any individuals who retaliate, directly or indirectly, or encourage others to retaliate against an employee who reports a violation of this Code.

Responsibilities

This Code applies to all the Company and all its business units and subsidiaries worldwide and to every employee, agent, representative, and consultant and to directors of the Company. All employees have an affirmative obligation to be familiar with and comply with this Code and report any actual or potential violations of this Code. General Managers shall inform their employees, agents, representatives, and consultants of this Code and Company requirement for high ethical standards and compliance with laws and shall establish appropriate procedures to support and ensure compliance.

Authority

Overall administration of this Code shall be the responsibility of the Q-Inspect Management Team (hereinafter referred to as the "Q-Inspect Management"). The day-to-day administration of this Code shall be the responsibility of the Q-Inspect Management in cooperation with the country responsible managers.

Certification

All Q-Inspect Employees and third parties operating on behalf of Q-Inspect shall annually certify compliance with this Code.

Reporting Instances of Possible Non-compliance

Any exceptions to, deviations from, violations, or suspected violations of this Code shall be immediately reported to a member or members of the Committee, to a member of the Q-Inspect Management, to someone in a formal leadership capacity, or to the Q-Inspect Ethics Hotline. The Company wants it clearly understood that adherence to this Code carries the highest priority worldwide. There can be no retaliation for making a report. Identities of those making a report will remain confidential to the extent practicable. Any employee reporting in good faith a possible violation shall not be disciplined for so reporting, provided the employee is not involved in a violation of the Code.

Integrity of Services

All Q-Inspect services must be undertaken professionally and honestly in accordance with agreed standards, methods, and policies. Q-Inspect maintains its independence of judgment and does not surrender to pressure and inducements to misrepresent findings or alter the results of its inspections, certifications, audits, or testing. All findings must be adequately documented and no untruthful or misleading reports or certificates issued.

All findings and results must be accurately documented and must not be changed improperly. Findings and opinions issued by Q-Inspect are supported by true and accurate job files and activity reports maintained in accordance with relevant Q-Inspect policies.

Compliance with Laws

We will comply with the applicable laws in the countries where we do business while affirming and complying with our own standards as outlined in this Code. If there is uncertainty about the legality of a business practice, or if the applicability of the law is unclear, legal advice should be sought.

Financial Control and Accuracy of Records

Company funds, assets, and services shall not be used for non-business purposes without approval nor be used for any purpose that is unlawful or for any purpose other than what is described in documents supporting the payment. The Company's business transactions worldwide must be properly authorized and be completely and accurately recorded on the Company's books and records in accordance with generally accepted accounting practice. Q-Inspect prohibits false or misleading entries in its books and records or in any governmental filing for any reason.

The retention or proper disposal of Company records shall be in accordance with applicable statutory and legal requirements.

Conflict of Interest

Each employee must be careful to avoid situations where personal interests conflict, or appear to conflict, with the interests of the Company, its customers, or suppliers. A conflict of interest is a situation in which an employee, officer, or director, or their family or friends, stands to benefit personally, or could appear to benefit, at the expense of the best interests of the Company. A conflict, or appearance of a conflict, might arise, for example, by owning a financial interest in, or serving in a business capacity with, an outside enterprise that does or wishes to do business with, or is a competitor of, the Company; serving as an intermediary for the benefit of a third party in transactions involving the Company; using confidential Company information or other corporate assets for personal profit; conducting business for another enterprise during our normal working hours; or using Company property to conduct business for another enterprise. An employee should report any situation perceived to be a conflict of interest, or any potential conflict of interest, to a member or members of the Committee.

Political Contributions

Employees, as private individuals, are encouraged to participate in public affairs and appropriate political and charitable activities, so long as they make it clear that their views

and actions are not those of the Company. In no event shall any officer or employee make any contribution (money, services, or use of Company property) in support of a political party or candidate on behalf of the Company. The Company shall not reimburse any officer or employee for any political contribution.

Bribery Prohibition

Q-Inspect does not engage in bribery or corruption of any form in any of the countries where it operates. Employees, or anyone acting on behalf of Q-Inspect, must not offer or make payments to government officials, whether directly or indirectly, or offer them any gift or entertainment with the aim of influencing their decision, or encourage them to secure an improper advantage for Q-Inspect. This applies equally to officers and employees of private entities.

Any Q-Inspect employee who receives a demand for a bribe must report the matter immediately to the Q-Inspect Management Team.

Q-Inspect does not pay or offer any form of improper incentive for the purpose of securing business for Q-Inspect. Q-Inspect does not engage services of third parties to offer bribes, illicit commissions, or kickbacks on its behalf.

Q-Inspect does not use the services of intermediaries, agents, consultants, partners, joint-venture partners, or contractors in cases where it suspects that such partners may engage in corruption or other illicit trade practices. No intermediary or sales agent can be engaged unless a proper due diligence process has been conducted to assess their suitability and whether the remuneration of the intermediary is compatible with the services provided. Use of intermediaries must always be approved by Q-Inspect's Management Team.

Facilitation payments are one-off payments of a modest value made for the purpose of expediting or facilitating the performance by a low-level public official of a routine action to which Q-Inspect is legally entitled. Demands by officials for facilitation payments must be strongly resisted and only granted when refusing could be detrimental to employees' welfare or could create a significant risk to Q-Inspect business.

In the rare circumstances where a facilitation payment has to be made, the employee making or authorizing the payment must ensure that the payment is in compliance with local legislation and report in writing the reason why the payment was unavoidable, the amount paid, the date, and the recipient of the payment. Facilitation payments must be accounted for in a manner that allows them to be audited. Depending on local practices and legislation, Q-Inspect affiliates can implement more detailed and restrictive rules or prohibit employees from making such facilitation payments.

No Q-Inspect employee will be penalized for refusing to pay a bribe, for refusing to engage in corrupt practices, or refusing to make a facilitation payment.

Our Behavior towards Customers and Suppliers

Conducting business with suppliers and customers requires care to avoid ethical and legal problems. We do not seek to gain any unfair competitive advantage through the use of improper influence, and it is important that our actions do not even present the appearance of improper activity.

All payments to customers or suppliers of the Company must be made in the ordinary course of business under established review and approval procedures. Kickbacks, unauthorized rebates, or other unauthorized payments, whether in money, property, or services given to employees, customers, suppliers, their employees, agents, or members of their families are prohibited.

Reciprocity occurs when two companies buy each other's products. This practice is normal and acceptable. However, no employee may buy or accept another company's products as a condition of selling company products or services or require a supplier to buy our products in order to sell products or services to the Company.

Employees and their immediate family members may not solicit, accept, or give gifts of money, gratuities, loans, services, vacations, or pleasure trips, or any other favor of any kind in their dealings with suppliers or customers, or potential suppliers or customers. However, to accommodate reasonable business courtesies, employees and members of their immediate families may accept or give unsolicited gifts (other than money) if the gift is of nominal value, is not to a public official (see Bribery Prohibition above), and is reported to the employee's supervisor.

Employees may offer and/or accept entertainment that is business-related, but only if the entertainment is reasonable, occurs infrequently, arises out of the usual course of business, does not involve inappropriate excessive expenditures, and does not obligate the recipient(s) in any manner. Any doubt about the propriety of accepting any gift or entertainment should be resolved by disclosure to the employee's supervisor prior to acceptance.

Agreements with agents, distributors, consultants, licensees, and all other Company representatives must be in writing and clearly and accurately describe the services to be performed, the basis for all compensation, and the actual commission or fee to be paid. Payments must be reasonable in amount and not excessive under local trade custom.

All payments to agents, distributors, consultants, licensees, and all other Company representatives should be made directly to the contracting party or their accounts in the country of the contracting party's residence or registered place of business. Payments to accounts in another country may result in charges of aiding or conspiring to violate tax or exchange control laws. The only exceptions to this policy shall be in cases where there is a need-documented justification for a payment in another country or account, and the

Company Tax Department has determined that such payments will not violate applicable tax, exchange control, or other laws.

Employee Relations

No discrimination

All Q-Inspect employees must be treated and evaluated solely on their job-related skills, qualifications, behavior, and performance. Q-Inspect bases all aspects of the employment relationship on the principle of equal opportunity, regardless of race, color, gender, religion, political affiliation, union membership, nationality, sexual orientation, social origin, age, or disability. Discrimination based on these criteria is not tolerated.

Bullying and Sexual Harassment

Any form of abuse, harassment, and bullying is prohibited. Unwelcome sexual advances, requests for sexual favors, or inappropriate physical contact are not tolerated. All employees are expected to treat their fellow employees with respect. Employees must be truthful and respectful at all times in dealing with their staff members, colleagues, and management. This extends to Q-Inspect customers, suppliers, their employees, and management.

Prohibition of Child Labor and Forced Labor

Q-Inspect does not employ children under the age of completion of compulsory schooling or, in any case, under the age of 16 years. If hired, young workers between the ages of 16 and 18 are protected from any type of work that may harm their health, welfare, safety, or education.

Q-Inspect does not engage in any form of slavery, sale, or trafficking of children, debt bondage, or serfdom, forced, or compulsory labor. Q-Inspect does not use, under any circumstances, any forced, bonded, or prison labor.

Freedom of Association

Q-Inspect recognizes the right of its employees to form and join trade unions and bargain collectively. In situations in which the right to freedom of association or collective bargaining is restricted under law, Q-Inspect facilitates parallel means of independent and free association and bargaining. Employees' representatives have access to the necessary time and facilities to carry out their representative functions.

Compliance by Suppliers and Subcontractors

Q-Inspect does not use suppliers or subcontractors who use forced labor or child labor and uses reasonable due diligence and monitoring to ensure that suppliers and subcontractors comply with this requirement.

Environment, Health, and Safety

Q-Inspect endeavors to reduce the impact of its activities on the environment by promoting the efficient use of natural resources, reducing and preventing pollution, and minimizing emissions of harmful substances and greenhouse gas emissions.

Employees must be provided with safe working environments, conditions, and equipment with appropriate steps in place to prevent injuries and occupational illnesses.

Q-Inspect employees are expected to report and record any work-related accident or pollution incident as required by Q-Inspect policies or relevant laws. No employee will be penalized for reporting an accident or a pollution incident.

Confidentiality

Q-Inspect respects and protects the confidential information that is entrusted by customers and third parties in the course of business and takes appropriate measures to prevent accidental disclosure.

Q-Inspect respects the privacy and confidential nature of the personal information of its employees. Q-Inspect only acquires and maintains the personal data of employees, customers, and business partners to the extent required for the effective operation of its business or for complying with legal requirements. No employee should seek access to personal or confidential data, unless for a legitimate business purpose.

Employees must maintain the confidentiality of Q-Inspect information and the personal data of colleagues and not disclose or discuss any sensitive information regarding Q-Inspect financial performance, investments, strategies, plans, or customers. This obligation continues after the end of the employment relationship.

Intellectual Property

Q-Inspect protects its own intellectual property and respects the intellectual property of others. Through its employees' work and capacity for innovation, Q-Inspect generates valuable ideas, services, business processes, and strategies. This intellectual property plays a central part in generating competitive advantage and must be protected against dissemination and misuse.

Q-Inspect's intellectual property can take many forms, including processes, designs, methods, operating procedures, commercial and marketing strategies, customer

information, pricing, and costing models. Employees must not disclose, copy, or use this intellectual property except for its intended purpose.

Employees must apply the same degree of care when being exposed to customers' intellectual property. Q-Inspect does not knowingly infringe upon a third party's intellectual property. Using unlicensed software, using or reproducing copyrighted materials without authorization, or knowingly breaching a valid patent is prohibited.

External Communication

Q-Inspect is a publicly traded company and is subject to disclosure obligations intended to allow investors to make timely and informed investment decisions. Q-Inspect provides consistent, accurate, transparent, and clear information to its shareholders and investors, to the market, and to the community at large regarding its business and activities.

Communications to shareholders, investors, the media, and the public regarding Q-Inspect, its business, and its financial performance must only be made by authorized persons. No employee shall speak on behalf of Q-Inspect, discuss or disclose any information regarding Q-Inspect to the media, to financial analysts, to current or potential investors, or issue any public statement on behalf of Q-Inspect unless specifically authorized to do so.

Personal opinions with regard to religion and politics, or any form of objectionable content, cannot be expressed on Q-Inspect letterhead, email, or in any other context where such opinions or materials could appear to be attributable to Q-Inspect.

Drug and Alcohol Use

Q-Inspect will abide by all applicable laws and regulations relative to the possession or use of alcohol or drugs. The Company's policy prohibits the illegal use, sale, purchase, transfer, possession, or presence in one's system of drugs, other than medically prescribed drugs, while on Company premises. Similarly, the Company policy prohibits the use, sale, purchase, transfer, or possession of alcoholic beverages by employees while on Company premises, except as authorized by the Company.

Summary

Every employee and any third-party performing work on behalf of or representing Q-Inspect must apply ethical standards and principles of integrity, honesty, and legality in all they do for the Company. Everyone will avoid conflicts of interest; practice ethical principles in dealing with suppliers and customers; maintain books and records according to acceptable standards; and comply with all guidelines relating to competitive practices and political activities and contributions.

Every employee and any third-party performing work on behalf of Q-Inspect must report noncompliance with this Code to any member of the Q-Inspect Management Team, to someone in a formal leadership capacity, or via the Q-Inspect Ethics Hotline. There will be no retaliation for making a report. Violations of this Code will result in discipline up to and including discharge. All employees and any third-party performing work on behalf of Q-Inspect are expected to comply with this Code even if it means losing business or reducing profitability. Ethical conduct is not only the right thing to do; it is mandatory, and it upholds a long Company tradition.