

A Message from the CEO



At Yield Engineering Systems (YES), integrity is at the heart of everything we do. Our reputation has been built by staying true to our values - trust, innovation, accountability, and respect. These principles guide not only how we do business but also how we treat one another, our customers, our partners, and our communities.

This Global Code of Ethics and Business Conduct is more than a set of rules. It is a reflection of our shared commitment to doing the right thing, every day, in every decision. Each of us whether on the factory floor, in the lab, in the office, or representing YES across the globe — plays a vital role in upholding the highest ethical standards.

You may face situations where the “right” path is not obvious. This Code is designed to guide you, but it cannot answer every question. When in doubt, ask for help. Use the resources provided, talk to your manager, or reach out to Legal, Compliance, or People & Culture. Most importantly, never be afraid to speak up if something does not feel right.

Together, by living our values and holding ourselves accountable, we ensure YES remains a company that people are proud to work for, do business with, and trust.

Thank you for your commitment to YES and to maintaining the highest standards of ethics and integrity.

Rama Alapati
Chief Executive Officer
Yield Engineering Systems



Yield Engineering Systems Global Code of Ethics and Business Conduct

1. Introduction.

- 1.1 At Yield Engineering Systems (together with our subsidiaries and affiliates, “YES” or “the Company”), we are dedicated to the highest standards of integrity and ethical business conduct. As part of our commitment to compliance, we have established the following Global Code of Ethics and Business Conduct (the “Code”), along with a set of associated policies and procedures designed to support implementation of Code. The Code along with the related policies and procedures apply to all YES employees, executive officers, directors (“Company Parties”) and third-party business partners. YES, has adopted this Code to clearly define expectations for conduct, including:
- (a) promote honest and ethical conduct, including the ethical handling of actual or apparent conflicts of interest.
 - (b) promote full, fair, accurate, timely and understandable disclosure of reports and documents that the Company files with, or submits and in any other public communications made by the Company;
 - (c) promote compliance with applicable governmental laws, rules and regulations;
 - (d) promote the protection of Company assets, including corporate opportunities and confidential information;
 - (e) promote fair dealing practices;
 - (f) deter wrongdoing by reporting of the violations of the Code as identified herein; and
 - (g) ensure accountability for adherence to the Code.
- 1.2 All directors, officers and employees are required to be familiar with the Code, comply with its provisions and report any suspected violations.

2. Compliance with Law & Policy

Compliance is a collective responsibility. Adhering to the law, both in letter and in spirit, forms the foundation of YES ethical standards . All Company Parties and third-party business partners must respect and comply with the laws of land in which we operate. While you are not expected to know every detail of these laws, it is crucial to understand enough to determine when to seek guidance from your supervisor, Legal, Compliance, or submitting your concerns via [YES.integrareport.com](https://www.yesintegrareport.com)

This Code covers many scenarios, but it cannot address every situation you might face. If you encounter an issue not specifically covered under this Code, consider the following points before making a decision:

- Consider whether your actions would conform to the intent of this Code;
- Consider whether your actions could create even a perception of impropriety;
- Consider discussing the matter with your supervisor and/or Legal & Compliance ; and
- Seek help. It is always better to seek assistance before you act, rather than making a preventable mistake.

If any law conflicts with this Code or any global policy or procedure, the laws of land would prevail. If you have any questions about such conflicts, they should be submitted at [YES.integrareport.com](https://www.yesintegrareport.com)

3. Honest and Ethical Conduct.

- 3.1 The Company's policy is to promote high standards of integrity by conducting its affairs honestly and ethically.



- 3.2 Each director, officer and employee must act with integrity and observe the highest ethical standards of business conduct in their dealings with the Company's customers, suppliers, partners, service providers, competitors, employees and anyone else with whom they have contact in the course of performing their job.

4. Workplace Safety.

YES, is strongly committed to providing a safe and healthy workplace. The Company will not tolerate physical, threatening or violent individual behavior in the workplace. Indeed, YES specifically discourages employees from engaging in any physical confrontation with a violent or potentially violent individual. Company Parties have a responsibility to create a better safe and healthy workplace for fellow colleagues by following safety and health practices. The Company Parties are expected to report any accidents, injuries, conditions or unsafe practices if they encounter.

To help ensure a safe, healthy and productive work environment for our employees and others, to protect Company property, and to ensure efficient operations, YES has adopted a policy of maintaining a workplace free of drugs and alcohol. The unlawful or unauthorized use, abuse, solicitation, theft, possession, transfer, purchase, sale or distribution of controlled substances, drug paraphernalia or alcohol by an individual anywhere on Company premises, while on Company business (whether or not on Company premises) or while representing the Company, is strictly prohibited.

5. Discrimination and Harassment

YES does not tolerate and prohibits discrimination, harassment or retaliation of or against job applicants, contractors, interns, volunteers or employees by another employee, supervisor, vendor, customer or any third party on the basis of actual or perceived race, color, creed, religion, age, sex or gender (including pregnancy, childbirth and related medical conditions), sexual orientation, gender identity or gender expression (including transgender status), national origin, ancestry, marital status, protected medical condition as defined by state law (including cancer or genetic characteristics), physical or mental disability, military and veteran status, genetic information or any other characteristic protected by applicable federal, state or local laws and ordinances. The Company is committed to a workplace free of discrimination, harassment and retaliation. The Company does not tolerate discrimination or harassment which includes derogatory comments based on any of the preceding characteristics and unwelcome sexual advances.

6. Conflicts of Interest.

- 6.1 A conflict of interest occurs when an individual's private interest (or the interest of a member of their family) interferes, or even appears to interfere, with the interests of the Company as a whole. A conflict of interest can arise when an employee, officer or director (or a member of their family) takes actions or has interests that may make it difficult to perform their work for the Company objectively and effectively. Conflicts of interest also arise when an employee, officer or director (or a member of their family) receives improper personal benefits as a result of their position in the Company.
- 6.2 YES, adopts a policy that all employees avoid any conflict between their personal interests and those of the Company. The purpose of this policy is to ensure that the Company's honesty and integrity, and therefore its reputation, are not compromised. The fundamental principle guiding is that no employee should have, or appear to have, personal interests or relationships that actually or potentially conflict with the best interests of the Company. It is not possible to give an exhaustive list of situations that might involve violations of this policy. However, the situations that would constitute a conflict in most cases include but are not limited to:



1. holding an interest in or accepting free or discounted goods from any organization that does, or is seeking to do, business with the Company, by any employee who is in a position to directly or indirectly influence either the Company's decision to do business, or the terms upon which business would be done with such organization;
 2. holding any interest in an organization that competes with the Company;
 3. being employed by (including as a consultant) or serving on the board of any organization which does, or is seeking to do, business with the Company or which competes with the Company; and/or
 4. profiting personally, e.g., through commissions, loans, expense reimbursements or other payments, from any organization seeking to do business with the Company.
- 6.3 A conflict of interest would also exist when a member of the employee's immediate family is involved in situations such as those above. This doesn't mean prohibiting the acceptance of modest courtesies, openly given and accepted as part of the usual business amenities, for example, occasional business-related meals or promotional items of nominal or minor value. It is the employee's responsibility to report any actual or potential conflict that may exist between the employee (and the employee's immediate family) and the Company.
- 6.4 Company Parties are prohibited from working for competitors in any capacity (e.g., employee, consultant, board member). Written approval from Legal is required before accepting any position (e.g., academic appointment, honorary title) with a customer or supplier. Since conflicts of interest may not always be obvious, you should consult with your supervisor, Legal, Compliance, or [People & Culture](#) before accepting any positions outside.
- 6.5 If a personal or family relationship, including a romantic one, could affect your decision-making or the hiring, supervision, or evaluation of an employee, you must disclose the situation to your Human Resources partner or the Legal and Compliance department. Even if there is just a potential appearance of a conflict, you should report it.
- 7. Compliance.**
- 7.1 Employees, officers and directors should comply, both in letter and spirit, with all applicable laws, rules and regulations of the land in which the Company operates.
- 7.2 Although not all employees, officers and directors are expected to know the details of all applicable laws, rules and regulations, it is important to know enough to determine when to seek advice from appropriate personnel. Questions about compliance should be addressed to the Legal and Compliance Department.
- 8. Protection and Proper Use of Company Assets.**
- 8.1 All directors, officers and employees should protect the Company's assets and ensure their efficient use. Theft, carelessness and waste have a direct impact on the Company's profitability and are prohibited.
- 8.2 All Company assets should be used only for legitimate business purposes. Any suspected incident of fraud or theft should be reported for investigation immediately.
- 8.3 The obligation to protect Company assets includes the Company's proprietary information. At YES, it is prohibited from any unauthorized use of the Company's intellectual property/ proprietary information, such as audio and video tapes, print materials and software. Proprietary information includes intellectual property such as trade secrets, patents, trademarks, and copyrights, as well as business and marketing plans, engineering and manufacturing ideas, designs, databases, records and any nonpublic financial data or reports. Unauthorized use or distribution of this information is prohibited and could also be illegal and result in civil or criminal penalties.

9. **Confidentiality.**

Company Parties and third-party business partners should maintain the confidentiality of information entrusted to them by the Company or by its customers, suppliers or partners, except when disclosure is expressly authorized or is required or permitted by law. Confidential information includes all nonpublic information (regardless of its source) that might be of use to the Company's competitors or harmful to the Company or its customers, suppliers or partners if disclosed.

You are responsible for protecting the Company's assets, including its proprietary information. This includes intellectual property such as trade secrets, patents, trademarks, copyrights, as well as business plans, marketing strategies, engineering ideas, designs, databases, records, customer and supplier lists, and unpublished financial data. Unauthorized use or sharing of this information violates Company policy and may also be illegal, potentially leading to civil or criminal penalties.

Your obligation to preserve confidential information continues even after your employment or association with the Company ends. Any confidential information in your possession shall be returned promptly to the Company after your employment or association with the Company ends.

10. **Anti-Bribery & Anti-Corruption.**

As detailed in YES Global Anti-Bribery and Anti-Corruption Compliance Policy, YES prohibits requesting, accepting, giving, or offering anything of value to influence performance or gain an unfair business advantage. "Anything of value" includes gifts, entertainment, travel, meals, political or charitable contributions, internships, job offers, and grants. For questions about this, please contact Legal, Compliance.

11. **Trade Control Compliance.**

It is the Company's policy to comply with all applicable import and export control laws. Further, YES does not engage in any business or dealings, or facilitate any transaction, with any individual or entity subject to economic sanctions without obtaining necessary approval from the regulatory authorities and/or as otherwise permitted by law.

12. **Human Rights and Law:**

- 12.1 YES adheres to employment regulations in every country of operation and is committed to upholding fundamental human rights for all individuals.
- 12.2 The company prohibits the employment of children or forced labor and does not tolerate physical punishment or abuse. YES respects employees' legal rights to free association. We fully support laws that prohibit discrimination based on race, colour, gender, national origin, age, religion, disability, veteran status, sexual orientation, marital status, or any other protected characteristic.
- 12.3 YES is dedicated to preventing human trafficking, forced labor, slavery, child labor, discrimination, harassment, and related human rights concerns throughout our supply chain. This commitment is taken seriously and enforced through a zero-tolerance policy.
- 12.3 Suppliers are strictly forbidden from engaging in forced labor, child labor, discrimination, harassment, or utilizing products or source materials linked to human rights or labour violations.
- 12.4 We actively collaborate with suppliers to ensure compliance with local laws regarding wages, working conditions, and working hours, and to verify that neither child nor forced labor is employed in the production of our products or their components. It is essential that our suppliers uphold workers' human rights, treat them with dignity and respect, and maintain a safe and healthy work environment.



13. Fair Dealing.

Each director, officer and employee must deal fairly with the Company's customers, suppliers, partners, service providers, competitors, employees and anyone else with whom they have contact in the course of performing their job. No director, officer or employee may take unfair advantage of anyone through manipulation, concealment, abuse of privileged information, misrepresentation of facts or any other unfair dealing practice.

14. Reporting and Enforcement.

The Company requires all Company Parties and third-party business partners to quickly report any actual or suspected violations of the law or Company policy at YES.integrareport.com Legal, or Compliance. Failing to report known or suspected violations is also a violation of this Code and may lead to serious disciplinary action, including termination.

The Company's policy is that no one will face negative employment consequences for reporting, honestly and in good faith, an actual or suspected violation. All reports will be kept confidential as much as possible, in line with the Company's interests and legal requirements.

The Company shall ensure prompt and consistent action against violations of this Code.

15. Prohibition on Retaliation.

The Company does not tolerate acts of retaliation against any director, officer or employee who in good faith reports known or suspected acts of misconduct or other violations of this Code.

16. Amendments.

This Code of Conduct is subject to changes as appropriate from time to time.



Frequently Asked Questions (FAQs)

Q1: What should I do if I'm unsure whether something violates the Code?

If you are uncertain, ask yourself: *Does it align with the intent of the Code? Could it appear improper?* If still unsure, consult your manager, Legal, Compliance, or People & Culture. It's always better to ask before you act.

Q2: How do I report a concern?

You can report concerns to your supervisor, Legal, Compliance, or anonymously at YES.integrareport.com. All reports are taken seriously and handled confidentially.

Q3: Will I face retaliation if I raise a concern?

No. YES strictly prohibits retaliation against anyone who reports a concern in good faith. Speaking up helps protect our culture and our business.

Q4: Can I accept a gift from a supplier or customer?

Small, nominal items (like branded pens or an occasional meal) may be acceptable. Anything that could influence your decision-making or appear improper must be declined and reported. When in doubt, ask Compliance.

Q5: What if I see behavior that may violate the Code but I'm not directly involved?

You are still responsible for reporting it. Ignoring misconduct is itself a violation of the Code.

Q6: Does the Code apply to third-party business partners?

Yes. Vendors, suppliers, contractors, and consultants working with YES are also expected to adhere to the principles outlined in this Code.

Q7: How does the Code address new technologies like AI?

YES, is committed to using technology responsibly. Employees must ensure that AI, data, and other digital tools are used ethically, securely, and in compliance with laws and policies. If you encounter uncertainty, seek guidance from Legal or Compliance.

Q8: Can this Code change over time?

Yes. The Code is reviewed periodically to ensure it reflects evolving laws, best practices, and our company values. Updates will be communicated to all employees.