

Intellias Ethics Committee

VETERAN SUPPORT

POLICY

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1 INTRODUCTION

Intellias is a company created by people, for people. We foster a culture of partnership, caring, and respect. We will never back down on that no matter how fast we grow. We are sincerely committed to making everyone feel welcome, connected, and heard. This is the environment in which Intellias tech solutions are born.

This Veteran Support Policy (“Policy”) must be read in conjunction with other organizational documents, such as:

- Intellias Code of Conduct
- Equal Opportunity and Gender Equality Policy
- Anti-Harassment Policy
- Diversity Recruitment and Hiring Policy
- Family-Friendly Policy
- Other related documents that Intellias may adopt from time to time.

2 DOCUMENT PURPOSE

Intellias is dedicated to upholding ethical standards and maintaining integrity in all of its business dealings and relationships. This Policy aims to communicate the company's attitude and commitment toward veterans’ support at the workplace to its specialists and stakeholders.

Intellias will not knowingly enter a partnership or conduct business with any individual or organization that either exposes people to abuse and exploitation; or tolerates discrimination, harsh or inhumane treatment of its employees or agents.

3 DOCUMENT SCOPE

This Policy applies to all persons associated with Intellias, such as those performing services for or on behalf of Intellias in any capacity, including directors, officers, employees at all levels, agents, subsidiaries, consultants, subcontractors, and company business partners, whether an individual or an incorporated or unincorporated body (“Associated Persons”). All parties associated with our organization must adhere to this Policy.

3.1 Commitment

Intellias is committed to:

- Supporting the employment of veterans and ensuring their fair treatment during the recruitment process.
- Creating and maintaining comfortable, secure, and accessible working conditions where each veteran can professionally thrive.
- Taking necessary actions to support the health and well-being of veterans and their families.
- Explicitly prohibiting any forms of discrimination against veterans during the employment process and throughout their tenure.
- Reflecting the principles of respect and sensitivity towards specialists' combat and veteran experiences in all corporate communications.

Taking proactive measures in response to any violations of this Policy.

This commitment implies:

- Collaborating with relevant organizations to support veterans' adaptation and initiating corporate and public campaigns to raise awareness in the wider society.
- Forming a cross-functional team responsible for veteran reintegration.
- Developing and implementing adaptation and support programs for veterans.
- Creating a Military Buddy program where veteran specialists act as mentors for returning colleagues.

Providing continuous support and information through a dedicated specialist to inform veterans of company benefits and support programs.

Establishing and supporting IntelliVeterans, a corporate community for veterans, fostering workplace support.

- Expanding medical and psychological support programs, with additional compensation for complex injuries.
- Extending support to mobilized specialists' families.
- Enabling veterans to transition careers, get support from mentors, trainers, and coaches, as well as achieve professional growth within the company.
- Implementing recruitment practices that recognize veterans' unique skills and experiences, providing a veteran-friendly interview process.
- Conducting training sessions for all specialists, including specialized departments, on effective communication with veterans, and creating a comfortable work environment for their smooth adaptation.
- Informing the veteran community about the company's support for the army and defense, including employment opportunities for veterans.
- Implementing a corporate monitoring system for veteran employment and reintegration progress.
- Ensuring flexible employment conditions for reservists, including job retention, benefits, and salary continuation.

4 COMMUNICATION AND TRAINING

Intellias organizes periodic training for its employees and/or other Associated Persons to familiarize them with the requirements of Intellias Code of Conduct and this Policy. Also, when considered relevant, Intellias may provide other written, visual, or oral communication to declare its veterans' support approach and describe its standards and procedures.

5 COMPLAINTS PROCESSING

Any person who believes that they have been subjected to discrimination or have witnessed a violation of this Policy should report the issue by sending an email to the company's **Ethics Committee** or submitting this **anonymous form**.

The Committee holds a meeting to address an incident no later than three business days after the request is submitted. If necessary, the Committee collects additional information, schedules meetings with the parties involved, and as a result, makes a decision based on the Intellias values.

All issues are treated confidentially to the extent possible. Intellias guarantees that such a request will be considered and will not have any negative consequences for the employee and/or other Associated Person who filed the complaint.

It is important for Intellias to ensure that no kind of discrimination is tolerated. If you have thoughts, ideas, and suggestions for improving our policies or projects, please share them with the **CSR Team**.

6 CONSEQUENCES OF NON-COMPLIANCE

Compliance with this Policy is essential for maintaining the trust and integrity at Intellias. Commitments defined by this Policy are expected to be upheld by all associated persons. Any person who breaches this Policy will face disciplinary actions, including but not limited to counseling, reassignment, suspension, termination, or legal consequences, as deemed appropriate based on the circumstances.

7 POLICY REVIEW AND MONITORING

Intellias shall regularly monitor the effectiveness of this Policy and review how it is implemented.

The Policy is to be reviewed:

- In conjunction with any change in the laws affecting the procedures provided for in this Policy
- In the event a significant breach of this Policy is discovered
- On a yearly basis.

8 REFERENCES

- **Intellias Code of Conduct**
- **International bills of human rights**

UN Guiding Principles on Business and Human Rights