

## **Code of Ethics and Business Conduct**

Effective Date: February 22, 2022

1. **Introduction** - This Code of Ethics and Business Conduct, which we refer to as this “**Code**” contains the basic standards adopted by the Company's Board of Directors (the “**Board**”) that relate to the honest, ethical and legal standards of conduct of directors, officers and employees of Magal Security Systems Ltd. and its subsidiaries (the “**Company**” or “**Magal**”).
2. This Code contains the basic standards adopted by the Board that relate to honest, ethical and legal standards of conduct of Company's directors, officers and employees. In particular, this Code summarizes Company's policies and guidelines that ensure and/or promote:
  - ❖ Honest and ethical conduct, including the ethical handling of conflicts of actual or apparent conflicts of interest between personal and professional relationships;
  - ❖ Full, fair, accurate, timely and understandable disclosure in reports and documents required to be filed by the Company with, or submitted to, the applicable authorities;
  - ❖ Compliance with applicable laws, rules and regulations;
  - ❖ Prompt internal reporting of violations of this Code; and
  - ❖ Accountability for adherence to this Code.

We believe that conducting Company's business honestly, ethically and with integrity are crucial to Company's continued success and growth and are essential attributes of the Company's reputation. We strongly believe that a reputation for honesty is a priceless asset.

### 3. **ETHICS**

- 3.1. **General.** The Code's basic standards, together with other Company's procedures, are designated to facilitate honest and ethical conduct. However, these provisions shall not cover all the applicable situations. In event of conflict between the law and Company's ethics policy, you must comply with the law. still, in event of a conflict with a particular local custom or practice, this Code takes precedence. While local customs and traditions vary from place to place, honesty and integrity are not subject to criticism in any culture.
- 3.2. **Compliance with Law.** It is the Company's policy to observe and comply with all laws, rules and regulations of governmental agencies and authorities applicable to the Company or the conduct of Company's business wherever located. Company's directors, officers, and employees are not expected to know the details of all applicable laws, rules and regulations. However, they are expected to be familiar with Company's published policies and procedures and to seek advice from the Company's legal consultants if they have any questions about whether a legal requirement applies to a particular situation or what conduct may be required to comply with any law, rule or regulation.



- 3.3. **Honest and Ethical Conduct.** Beyond legal compliance, all Company's directors, officers, and employees are expected to observe high standards of business and personal ethics in the execution of their assigned duties and responsibilities. This requires the practice of honesty, integrity and fair dealing in every aspect of dealing with other Company's employees, the public, the business community, shareholders, customers, suppliers and governmental and regulatory authorities. The Company's directors, officers and employees should not take unfair advantage of anyone through manipulation, concealment, abuse of privileged information, misrepresentation, or any other unfair dealing or practice. Any director, officer, or employee who does not adhere to such standards is acting outside the scope of his or her employment or agency.
- 3.4. **Accounting Controls, Procedures & Records.** Applicable laws and Company's policy require the Company to maintain books and records that accurately, timely and fairly reflect its transactions and the dispositions of its assets.
- 3.5. **Nondiscrimination.** Company's policy prohibits unlawful discrimination against shareholders, directors, officers, employees, customers or suppliers on account of race, color, age, sex, sexual orientation, religion or national origin. All persons will be treated with dignity and respect and they will not be unreasonably interfered with in the conduct of their duties and responsibilities.

#### 4. CONFIDENTIALITY

- 4.1. **General.** Company's directors, officers and employees are obliged to protect Company's proprietary information. Such information includes intellectual property such as trade secrets, patents, trademarks and copyrights, as well as business, marketing, financial, human resources, technical and administrative information that has not been properly released to the public domain (the "**Propriety Information**"). Unauthorized use or distribution of Propriety Information violates Company's policy.
- 4.2. **No Disclosure of the Company's Propriety Information.** No director, officer, or employee entrusted with, or otherwise knowledgeable about the Propriety Information, shall disclose such Propriety Information outside the Company, either during or after employment or other service to the Company, without the Company's prior written authorization to do so.
- 4.3. **Limitation on Use of Information Regarding Others.** The Company also works with joint venture partners', suppliers' and customers' proprietary data. The protection of such data is of the highest importance and must be discharged with the greatest care in order to maintain the continued confidence of such persons. The disclosure of Propriety Information owned by third parties to non-directors or non-employees without Company's prior written authorization is prohibited, and in any event such disclosure is permitted only when a need-to know basis is established.
- 4.4. **Non-Disclosure Agreements.** This policy applies to all employees without regard to whether or not such employees have signed confidentiality agreements and is not a limitation or modification of such agreements.



5. **Conflicts of Interest and Business Opportunities** - Company's policy prohibits conflicts between the Company's interests and the personal interests of our directors, officers and employees.

5.1. **Conflict of Interest.** A “**Conflict of Interest**” occurs when (i) one’s personal interests interfere or may interfere in any manner, or appear to interfere, with the best interests of the Company (ii) a person takes actions or has interests that interfere with the ability to perform his or her work for the Company objectively and effectively (iii) a director, officer or employee of the Company, or a family member of each one of them or other Affiliates (as defined below) derives a personal benefit as a result of the director, officer or employee position in the Company.

“**Affiliates**” means family members and any entity that is directly or indirectly controlled by any director, officer or employee.

5.2. **Corporate Opportunities.** As a director, officer or an employee of the Company you are prohibited from exploiting or usurping for your personal advantage, any opportunities that are discovered during the period of your engagement, through the use of Company's property, information or position, unless all required approvals are obtained. Similarly, you may not compete with the Company. As a director, officer or an employee of the Company you owe a duty of loyalty to the Company that mandates you to advance Company's business and legitimate interests whenever the opportunity to do so arises.

5.3. It is against Company's policy to extend or maintain credit, to arrange for the extension of credit, or to renew an extension of credit, directly or indirectly to any Director or Executive Officer of the Company.

5.4. **Examples (without limitation).** A Conflict of Interest may arise when: (i) a person is having a financial interest in another entity and such other entity has a significant business relationship with, or is a direct competitor of, the Company, (ii) personal gifts, entertainment or other benefits are offered or accepted by persons doing business with, or on behalf of, the Company in an unreasonable way or not in the ordinary course of the business relationship. (iii) Hiring decisions that based on personal rather than business considerations or hiring decisions that may cause inappropriate or improper situations such as hiring persons that previously employed by entities which engaged with the Company in its ordinary course of business, including independent auditors, customers and competitors, without the prior review by the Company's Compliance Officer (the “**Compliance Officer**”) and the Company's Human Resource Manager.

5.5. **Reporting.** Any officer, or employee who knows of any transaction or relationship that may reasonably arise a Conflict of Interest, should report it as soon as possible to the Company's Chief Executive Officer (the “**CEO**”) and the Compliance Officer. To the extent that the identity of the reporter is a director or the CEO, such report shall be submitted to the Board instead of to the CEO.

6. **Prevention of Corruption** - The Company strictly prohibits the giving of any bribes or corrupt payments to local or foreign public officials and has a “zero tolerance” policy for any acts of corruption. Thus, the Company has established a detailed anti-corruption compliance program (the “**Compliance Program**”) dictating the manner of conduct in various situations that may expose the Company to corruption risks and requires all executives and employees to adhere to its provisions.





7. **Internal Accounting Controls and Procedures for Financial Reporting** - Company's policy is to maintain a system of internal accounting controls to ensure reliability and adequacy of the Company's books and records and proper recording of all transactions including dispositions of assets. The Company has adopted and implemented internal accounting controls, procedures and records to ensure, *inter alia*, the flow of information from all levels of the Company to the Company's Chief Financial Officer ("**CFO**") and the CEO. These internal accounting controls, procedures and records are based on the following principles:

- 7.1. **Authorization & Approval.** The transactions that are entered into, and recorded, by the Company in its books and records are those that specifically, properly and formally approved by a designated appointed director, officer or employee. Such approval shall be in accordance with the procedures and policies of the Company. In addition, it is necessary that documentary evidence shall verify the validity of each particular transaction. Any transaction that fulfills these conditions must be recorded in the Company's books and records.
- 7.2. **Accounting.** The Company will record in its books and other records all the transactions that entered into by the Company. In order to ensure reliability and adequacy of Company's books and records, each entry to the books or records will be coded into an account which accurately and fairly reflects the true nature of the transaction.
- 7.3. **Internal Audits.** The Company's internal auditors may examine and evaluate the implementation of the provisions and requirements of this Code with respect to their applicable internal control process. Any director, officer or employee who is familiar with any control failure regarding to this policy shall report it to the CFO and the Board.
- 7.4. **Independent Auditors.** Company's books, records, premises and assets shall be available for review and audit by the company's independent auditors, provided that it is for the purpose of the preparation of the Company's financial reports or other disclosure which we are required to submit under any applicable law. In addition, the Company and its directors, officers and employees shall not conceal such information books and records from the independent auditors.
- 7.5. **Compliance.** All directors, officers and employees shall comply at all times with generally accepted accounting principles and the Company's system of internal accounting controls.
- 7.6. **Responsibility.** The CFO is primary responsible for the implementation and the maintenance of the internal accounting controls, procedures and records under the requirements of this Code.

8. **DISCIPLINARY**

- 8.1. **Violations.** Violating this Code is expressly outside the scope of the engagement of any director, officer or employee with the Company and will result in disciplinary measures against any director, officer, or employee who has violated this Code.
- 8.2. **Reporting.** Any director, officer or employee of the Company should promptly report violations of laws, rules, regulations or this Code in accordance with the Whistleblower Process which approved by the Board and attached as **Exhibit A** hereto (the "**Whistleblower Process**"). In addition, the Company's employees are encouraged to talk to supervisors, managers or other appropriate personnel when in doubt about the best course of action in a particular situation.



8.3. **Investigation & Protection for Reporters.** All reports of violations of this Code will be promptly investigated in accordance with the Whistleblower Process. Any reporter will be protected from any adverse impact on his or her position and from any other form of retaliation resulting from his or her report provided that such report was done in good faith.

9. **ADOPTION, APPLICATION AND INTERPRETATION OF THE CODE**

9.1. **Adoption and Amendment by the Board of Directors.** This Code has been adopted by the Board and may also be found on the company's website: <https://magalsolutions.com>. This Code may be changed at any time by the Board without prior notice.

9.2. **Waiver.** Waivers of the provisions of this Code may be granted or withheld from time to time by the Board subject to the approval by the Compliance Officer and the CEO.

9.3. **Interpretation of the Code.** This Code was developed and is intended to be applied in good faith with reasonable business judgment. Unless the context otherwise requires: (i) a term has the meaning assigned to it by this Code; (ii) including means "including but not limited to"; (iii) "or" is disjunctive but not exclusive; (iv) words in the singular include the plural, and in the plural include the singular; and (v) each of the masculine, feminine and neuter genders include the other genders. Final authority with respect to the interpretation of this Code rests with the Board and shall be final and binding.

9.4. **No Limitation on Other Obligations.** Nothing contained in this Code is intended, or should be construed as, in any way limiting or reducing other obligations that any director, officer and employee may have to the Company or other persons or entities, including, but not limited to pursuant to the applicable law, employment agreement or otherwise.

10. **No Third-Party Rights.** This Code is intended to govern the relationship between the Company and its directors, officers and employees and shall not confer any rights or remedies upon any person or entity other than the Company and its directors, officers and employees.

**THIS CODE IS ONLY A GENERAL GUIDELINE. THIS CODE IS INTENDED AS A STATEMENT OF BASIC PRINCIPLES AND STANDARDS AND DOES NOT INCLUDE SPECIFIC RULES THAT APPLY TO EVERY SITUATION.**

**THIS CODE ALSO SHOULD BE VIEWED WITHIN THE FRAMEWORK OF COMPANY'S OTHER POLICIES, PRACTICES, INSTRUCTIONS AND THE REQUIREMENTS OF THE LAW. IN ADDITION, THE ABSENCE OF A SPECIFIC CORPORATE POLICY, PRACTICE OR INSTRUCTION COVERING A PARTICULAR SITUATION DOES NOT RELIEVE YOU OF THE RESPONSIBILITY FOR ACTING ETHICALLY UNDER THE CIRCUMSTANCES.**



## Exhibit A

### **Reporting of violations of the Code**

Any officer or employee of Magal or Magal's subsidiaries, may bring information regarding illegal or unethical conduct to the attention of the Company's Compliance Officer of the Company, Mr. Tomer Rosenfeld, Adv., through the means of contact detailed below.

Mr. Rosenfeld will supervise the handling of complaints concerning illegal or unethical conduct, including auditing matters, violations of the Company's code of ethics or of the Company's Compliance program.

Contact details:

Tomer Rosenfeld, Adv.

Tel: + 972-3-5391490

E-mail: [tomerr@magalsolutions.com](mailto:tomerr@magalsolutions.com)

The reports and complaints will be reviewed by the Board as well as the Compliance Officer and other professional functions in the Company, as the Company shall see fit to adequately handle such complaints or reports.

Confidentiality will be observed as fully as possible consistent with the need to conduct an adequate review. We will make all reasonable efforts to handle the procedures with discretion and protect the identity of those who complained as well as those who are being investigated. However, whenever it shall be necessary, and in order to conduct an appropriate review or to comply with any applicable law requirements, the Board, independent auditors or others may become involved in the investigation results of these producer.

The Company will not discharge, demote, suspend, threaten, harass, or in any way discriminate against, any executive or employee because of filing a complaint or providing information or otherwise assisting in an investigation regarding any conduct by the Company, its directors, officers or employees that he or she reasonably believes, in good faith, may constitute a violation of laws, the Compliance Program or this Code.

**In addition, we will not tolerate any form of retaliation against any director, officer or employee who takes such actions. Any act of retaliation should be reported immediately and will be investigated.**

### ***Reporting and Retention of Complaints and Investigations***

The Company will maintain a record of all complaints and reports received, including monitoring of their receipt, their investigation and resolution and a summary report of same with the Board, on a quarterly basis.

The Company's Compliance Officer will ensure that such complaint reporting shall be included as an item on the agenda for the Board meeting.

Copies of any such complaints, records and reports will be filed and maintained in the Company's records.