Corporate Governance & Ethics Report

Overview

At Spike, we recognize that sound governance and ethical conduct are the foundation of long-term success. This report summarizes our governance framework, oversight responsibilities, and ethical principles. It reflects the values that guide our leadership and employees as we serve customers, partners, and communities worldwide.

Our purpose is built on trust, innovation, and integrity. These principles drive compliance with international standards, promote transparency in operations, and safeguard stakeholder confidence.

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Governance Framework

Spike's governance structure ensures accountability, oversight, and alignment with the company's mission. The Board of Directors provides strategic guidance and supervises executive management.

Ethical Standards

Spike is unwavering in its commitment to ethical practices and compliance with all legal and regulatory requirements.

Committees and Oversight

The Board delegates responsibilities to committees that focus on key areas:

- **Audit and Compliance:** Oversees financial integrity, regulatory compliance, and ethical reporting channels.
- **Sustainability and Ethics:** Ensures environmental stewardship, community engagement, and responsible growth remain central to operations.
- **Risk and Safety:** Reviews operational risks, safety performance, and supply chain resilience.

Through this structure, governance is not limited to oversight but embedded in the company's growth model.

Board of Directors

Spike's Board is composed of experienced leaders with diverse expertise. Their role is to:

- Provide oversight of strategy, operations, and risk management.
- Ensure sustainability and corporate responsibility are embedded into business decisions.
- Align company practices with stakeholder expectations and industry best practices.

Code of Conduct

The company's Code of Conduct defines expectations for employees, suppliers, and partners:

- Act with honesty, fairness, and transparency in all dealings.
- Avoid conflicts of interest and report potential concerns.
- Protect confidential information and respect intellectual property rights.

Anti-Corruption and Transparency

Spike prohibits bribery, corruption, and unethical business practices at every level. Clear reporting channels, including a confidential hotline, ensure that issues are addressed promptly without fear of retaliation. Regular training reinforces employee awareness of compliance obligations and supports a culture of accountability.

Stakeholder Trust

Trust is built on transparency, reliability, and accountability. Spike engages openly with customers, suppliers, and communities to uphold ethical practices and human rights standards.

Key commitments include:

- Protecting employee dignity and ensuring fair labor practices.
- Promoting inclusivity and second-chance employment.
- Publishing sustainability progress and governance practices in annual reports.

By fostering transparency and accountability, Spike strengthens stakeholder confidence while advancing responsible growth.

Conclusion

Corporate governance and ethics are not abstract principles at Spike; they are practical commitments woven into every decision and process. The Board of Directors provides oversight, committees ensure specialized focus, and the Code of Conduct establishes clear expectations.

With strong governance and ethical standards, Spike continues to deliver innovative, sustainable, and trustworthy solutions. These foundations enable us to meet the needs of today while shaping a resilient and responsible future.

Regulatory Compliance

Spike maintains rigorous certifications and affiliations, including ISO 9001, ISO 14001, and UL/ETL safety standards. These certifications reflect adherence to quality, environmental management, and global safety requirements. Compliance is integrated into daily operations, from product design to supply chain partnerships. We comply with OSHA, NFPA 70E, LOTO, and all electrical safety standards governing field testing, startup, and on-site service work.

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