ISCorp™
APPLICATION DELIVERY SERVICES

Integrated Systems Corporation
10325 N. Port Washington Rd.
Mequon, WI 53092

Tel: (262) 240-7777
Fax: (262) 240-7787
Web: www.iscorp.com

Whistleblower Protection Policy

I. Purpose

Integrated Systems Corporation (ISCorp) requires directors, officers, employees, and contracted employees to observe high standards of business and personal ethics in the conduct of their duties and responsibilities. As employees and representatives of ISCorp, we must practice honesty and integrity in fulfilling our responsibilities and comply with all applicable laws and regulations.

II. Reporting Responsibility

This Whistleblower Policy is intended to encourage and enable employees and others to raise serious concerns internally so that ISCorp can address and correct inappropriate conduct and actions. It is the responsibility of all board members, officers, employees, and contracted employees to report concerns about violations of ISCorp's Code of Ethics, information security policies, or suspected violations of law or regulations that govern ISCorp's operations.

III. Information Security Reporting

Employees and contracted employees who observe or suspect information security weaknesses in systems or services must immediately report those concerns to the Chief Information Security Officer (CISO) and the Executive Team via e-mail, telephone, or through the Whistleblower Hotline.

If the individual believes the information security weakness represents a significant and immediate threat, they must immediately contact the CISO or Executive Team directly by phone or other direct communication method or contact the Whistleblower Hotline without delay.

IV. Reporting Procedure

ISCorp maintains an open-door policy and encourages employees to share questions, concerns, suggestions, or complaints with their supervisor. If an individual is not comfortable speaking with their supervisor, or is not satisfied with the response, they are encouraged to contact any Senior Vice President or the President/CEO of ISCorp. Supervisors and managers are required to report complaints or concerns about suspected ethical, legal, or information security violations in writing to ISCorp Senior Management, who is responsible for ensuring appropriate investigation. Employees and contracted employees may also submit concerns in writing directly to Senior Management or anonymously using the Whistleblower reporting system at:

Integrated Systems Corporation reserves the right to change these procedures at any time without prior notice.

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https://www.whistlr.app/iscorp/report

V. Reporting Channel Assurance

The Human Resources and Compliance Teams are responsible for conducting quarterly tests of the Whistleblower reporting mechanisms to ensure:

- The reporting web URL is accurate and accessible
- All notifications and alerting mechanisms function as intended
- Any issues identified during quarterly testing must be documented and worked through closure.

VI. No Retaliation

It is contrary to the values of ISCorp for anyone to retaliate against any board member, officer, employee, or contracted employee who in good faith reports an ethics violation, information security concern, or a suspected violation of law, such as a complaint of discrimination, suspected fraud, or suspected violation of any regulation governing the operations of ISCorp.
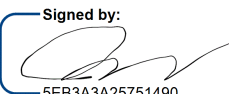
An individual who retaliates against someone who has reported a concern in good faith is subject to discipline, up to and including termination of employment or contract

VII.   ISCorp's Executive Team Responsibilities

ISCorp's Executive Team is responsible for ensuring that all complaints related to unethical, illegal, or non-compliant conduct — including information security weaknesses — are appropriately investigated, documented, and resolved.

    COO - Jeff Zillner

_____
COO's Printed Name

Signed by:

_____
5EB3A3A25751490
COO's Signature

    2/10/2026 | 11:22:55 CST

_____
Date

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Revision Change Control Page

The change control page is used to record information about changes (i.e. additions, modifications, deletions) that have been made to this document and the appropriate signatures needed to approve changes.

Date	Section & Title	Page(s)	Summary of Change(s)	Author
1/25/2023	Entire document	All	Font Change	Dyszelski
	Senior Management	2	Verbiage Update and added signing lines	
	Revision Table	Last	Added revision table	
1/24/2023	Header and footer	All	Spacing and date	Dyszelski
	Revision Change	Last	Grammar and spelling	
9/25/2024	Header and footer	All	Date and Time	Dyszelski
	Reporting Procedure	2	Reporting URL	
	Document Control	3	Added	
2/4/2026	Reporting Channel Assurance	2	Added	Ensor
	Info Sec Reporting	2	Added	
2/5/2026	Header and Footer	All	Logo, date and time	Dyszelski
	Sections 3 – 6	1 – 2	Reordered	
	Section 7	2	Updated test to Executive Team	

Document Control

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