



WHISTLEBLOWER POLICY

1. PURPOSE AND DEFINITIONS

The purpose of this Whistleblower Policy is to:

1. Establish a method for: (a) receipt, retention and treatment of any concerns, issues or complaints (collectively “Concerns”) regarding: (i) accounting, financial, internal controls, and auditing matters; (ii) legal, compliance or regulatory matters; and, (iii) Company policies (i, ii, and iii collectively, “Reportable Matters”), and (b) submission of Concerns by any employee, service provider or consultant of the Company regarding Reportable Matters regarding SolarMax Technology, Inc. and its subsidiaries (the “Company”).
2. Provide a safe and confidential procedure for reporting Concerns regarding the Company and to ensure that Concerns are investigated appropriately and fairly.

The Company expects employees to perform their duties and fulfill their responsibilities with honesty and integrity and comply with all applicable laws, rules, regulations, and Company policies. The Company encourages employees to report Concerns. Reporting a Concern can be done confidentially or anonymously and without fear of reprisal or retaliation. A Concern will be investigated and resolved as expeditiously as possible. This Policy covers protections available to whistleblowers under the Sarbanes-Oxley Act of 2002 and the Dodd Frank Wall Street Reform and Consumer Protection Act of 2010 (“Dodd Frank”), each as amended, and Dodd Frank's whistleblower award program.

A whistleblower as defined by this policy is an employee of SolarMax who reports an activity to designated officials that the employee considers to be a Reportable Matter. A whistleblower is not responsible for investigating the Reportable Matter, determining fault or taking corrective measures. Designated individuals of the Company are responsible for investigating, determining fault and taking corrective measures.

If you have knowledge of, or a concern of illegal or dishonest fraudulent activity, contact your supervisor or the HR Onsite Supervisor. Whistleblower protections are provided in two important areas -- confidentiality and protection from retaliation against an employee who makes such a report. To the extent possible, the confidentiality of the whistleblower will be maintained. However, the whistleblower's identity may have to be disclosed to conduct a thorough investigation, to comply with the law and to provide accused individuals their legal rights of defense. A whistleblower who believes they have been retaliated against must contact the HR Onsite Supervisor immediately. The right of a whistleblower for protection against retaliation does not include immunity for any personal wrongdoing that is alleged and investigated.

2. SCOPE

This policy applies to all employees, contractors, volunteers, board members, and any other stakeholders associated with SolarMax Technology, Inc. (hereinafter referred to as the “Company”). The policy covers concerns related to illegal activities, unethical conduct, violations of Company policies, or any other situation that may endanger the safety, integrity, or reputation of the Company.

3. EXAMPLES OF REPORTABLE CONCERNS

- **Fraud or financial misconduct:** Financial manipulation, misrepresentation of financial records, billing for services not performed or for goods not delivered, theft, or embezzlement.



- **Corruption:** Bribery, kickbacks, or unethical influence of decisions.
- **Violation of laws or regulations:** Breach of applicable local, national, or international laws, rules, or regulations.
- **Harassment or discrimination:** Workplace harassment, bullying, or discriminatory behavior based on race, gender, religion, sexual orientation, disability, etc.
- **Safety concerns:** Unsafe working conditions or violations of health and safety regulations.
- **Environmental damage:** Unlawful or unethical practices affecting the environment.
- **Conflict of interest:** Failure to disclose personal interests that conflict with Company interests.
- **Data privacy breaches:** Unauthorized use or disclosure of confidential or personal information.

4. WHEN SHOULD VIOLATIONS BE REPORTED

We ask that you follow this Policy to report good faith concerns regarding known or suspected violations of any of the Protected Activities. Keep in mind that your reporting obligation includes complaints or reports you might get from people outside of the Company and complaints regarding third parties who provide services to us.

5. HOW TO REPORT VIOLATIONS / REPORTING PROCESS

Individuals who wish to report concerns may do so using the following methods:

a) Internal Reporting Channels

- **Supervisor or Manager:** Employees are encouraged to first report concerns to their immediate supervisor or manager, who will assess and investigate the issue.
- **Human Resources (HR):** If the concern involves a supervisor or manager, or if the employee feels uncomfortable reporting to them, Our HR Onsite Supervisor is available to receive and investigate concerns.
- **Compliance Officer:** Employees may also report concerns to the Company's designated Compliance Officer, General Counsel, or Ethics Committee.

b) External Reporting Channels

If an employee is uncomfortable using internal channels, or if the internal reporting process does not adequately address the concern, they may report the issue to:

- **External Hotline:** An anonymous whistleblower hotline managed by a third-party provider, if applicable.
- **Regulatory Authorities:** Concerns may also be reported to relevant external bodies, such as government agencies or law enforcement, as appropriate.

All reports of illegal and dishonest activities will be promptly submitted to the President, Chief Executive Officer, and General Counsel who is responsible for investigating and coordinating any corrective action needed. Human resources complaints that do not involve accounting, internal accounting controls and auditing matters or violations of federal or state laws (including securities laws) or any other legal or compliance violation, will be reported to our Human Resources Onsite Supervisor. You are encouraged to provide as much detail as possible regarding the subject matter of the complaint or concern. The communication should be candid and all the information that the whistleblower party knows regarding the Concerns. To the extent possible, the communication should include sufficient corroborating information to support the commencement of an investigation. To better respond to any reported Concerns, it would be helpful if you provide your telephone number and other contact



information when making the report. However, if you prefer to remain anonymous, you may report a concern without disclosing your name or position. The Company may, in its reasonable discretion, determine not to commence an investigation if the communication contains only unspecified or broad allegations without appropriate support. If you wish to report a matter directly to our Audit Committee, you may use the process above and indicate that the report should be delivered directly to the Audit Committee. The Audit Committee will take whatever steps it deems necessary to respond to a report that they receive, including whether to refer the matter to our General Counsel for investigation.

6. INVESTIGATION

We treat all reports seriously. The Company will promptly review and address each concern as appropriate. This may involve an investigation conducted by qualified personnel. Investigations will be conducted confidentially to the extent practical and appropriate under the circumstances, recognizing that some disclosure may be necessary to effectively investigate the complaint. You should not conduct your own independent investigation into any suspected violations; instead make your complaint or report by following the procedures in this Policy. The General Counsel will review and coordinate the investigation and resolution of all complaints and reports of a suspected violation, as well as ensure that corrective action is taken, as necessary and appropriate.

Once a report is received, the following steps will be taken:

1. **Acknowledgement:** The whistleblower will receive an acknowledgment of their report within 10 business days (if their identity is known).
2. **Investigation:** The Company will conduct a prompt, thorough, and impartial investigation. The nature of the investigation will depend on the type and severity of the concern.
3. **Outcome:** After the investigation, the whistleblower (if identifiable) will be informed of the outcome, including any corrective actions, if appropriate. However, the Company may not be able to disclose details if it involves confidential information or third-party privacy.
4. **Resolution:** If the allegation is substantiated, the Company will take appropriate corrective and disciplinary action, up to and including legal action where necessary.

7. PROTECTION AGAINST RETALIATION

The Company will not tolerate retaliation against anyone who, in good faith, reports a concern. Retaliation includes, but is not limited to, dismissal, demotion, harassment, discrimination, or any other adverse employment action.

- **Reporting Retaliation:** If a whistleblower believes they have been subjected to retaliation as a result of reporting a concern, they should immediately report it through the procedures outlined above. Such claims will be investigated separately.
- **Disciplinary Action:** Anyone found to have retaliated against a whistleblower will be subject to disciplinary action, up to and including termination.

This Policy and Procedures is intended to enable individuals to raise Concerns for investigation and appropriate action. With this goal in mind, consistent with the policies of the Company, the Audit Committee and General Counsel shall not retaliate or tolerate any retaliation by management of the Company directly or indirectly, including encouraging retaliation by others, against anyone who makes a report of a Concern or provides assistance to the Audit Committee, management or any other duly authorized person or group, including any governmental, regulatory or law enforcement body, investigating a report of a Concern. Any employee who engages in retaliatory conduct will be disciplined,



up to and including termination. In some cases, federal, state, and/or local law provides that retaliatory action for reporting unlawful activity is illegal. Employees who object to or refuse to participate in a policy, practice or activity that is unlawful, fraudulent, criminal or incompatible with a clear mandate of public policy concerning the public health, safety or welfare or protection of the environment are also protected from retaliatory action. We do not permit any form of intimidation or retaliation by any employee, contractor, subcontractor or agent of the Company against you because of any lawful act done to:

- provide information or otherwise assist in an investigation of conduct you reasonably believe is a violation of any law, rule, or regulation, or of any Company policy; or
- testify, participate in or otherwise assist in a proceeding filed or to be filed relating to a violation of any law, rule or regulation. Nothing in this Policy shall limit the authority of the Company to discipline, penalize, suspend or terminate any employee for good and sufficient reasons, which reasons shall not include having in good faith made a report of a Concern or provided assistance to the Audit Committee, management or any other duly authorized person or group, including any governmental, regulatory or law enforcement body, investigating such report. A person's right to protection from retaliation does not extend immunity for any complicity in the matters that are the subject of the Concerns or any ensuing investigation.

Pursuant to the Defend Trade Secrets Act, an individual shall not be held criminally or civilly liable under any federal or state trade secret law for the disclosure of a trade secret that: (A) is made (i) in confidence to a federal, state, or local government official, either directly or indirectly, or to an attorney; and (ii) solely for the purpose of reporting or investigating a suspected violation of law; or (B) is made in a complaint or other document that is filed in a lawsuit or other proceeding, if such filing is made under seal. An individual who files a lawsuit for retaliation by an employer for reporting a suspected violation of law may disclose the employer's trade secret to the attorney of the individual and use the trade secret information in the court proceeding if the individual files any document containing the trade secret under seal; and does not disclose the trade secret, except pursuant to court order.

All reports of illegal and dishonest activities will be promptly submitted to the President and Chief Executive Officer who is responsible for investigating and coordinating any corrective action needed. If you have questions regarding this policy, contact the HR Onsite Supervisor.

8. CONFIDENTIALITY

- **Confidentiality:** The Company will treat all reports as confidential and will make reasonable efforts to protect the identity of the whistleblower, subject to legal requirements.
- **Anonymity:** Whistleblowers may choose to report their concerns anonymously, however, doing so may limit the Company's ability to investigate or resolve the issue effectively. The Company encourages transparency, but anonymity will be respected wherever possible.

Reports of Concerns, and investigations pertaining thereto, shall be kept confidential to the extent possible, consistent with the need to conduct an adequate investigation. The General Counsel or Chairman of the Audit Committee shall take reasonable steps necessary to protect the identity of any person making a report of a Concern so as to prevent any officer, employee, contractor, sub-contractor or agent from being in a position to take any retaliatory action against such person making such report, including encouraging others to take retaliatory action. In no event will information be released to persons without a specific need to know about the Communication.



9. RETENTION OF COMPLAINTS AND DOCUMENTS

The General Counsel will maintain a log of all whistleblower communications, tracking their receipt, investigation and resolution. All whistleblower communications will remain confidential to the extent possible. All documents relating to whistleblower communications and the investigations shall be maintained for a minimum of seven years.

10. CHANGES TO THIS POLICY

Our Board reserves the right in its sole discretion to modify or grant waivers to this Policy. Any amendments or waiver may be publicly disclosed if required by applicable laws, rules and regulations