

# **Nexus Intelligent Systems, Inc. Executive Compensation Framework 2024**

## **CONFIDENTIAL DOCUMENT**

### **PREAMBLE**

This Executive Compensation Framework ("Framework") is established by Nexus Intelligent Systems, Inc., a Delaware corporation (the "Company"), effective as of January 22, 2024, to define comprehensive compensation strategies for key executive leadership.

### **1. DEFINITIONS**

1 "Executive Leadership" shall mean the Chief Executive Officer, Chief Technology Officer, Chief Strategy Officer, and other C-suite and senior vice president level employees as designated by the Board of Directors.

2 "Total Compensation" means the aggregate of base salary, performance-based bonuses, equity compensation, and additional benefits provided to Executive Leadership.

3 "Performance Metrics" refers to quantitative and qualitative measurements used to evaluate executive performance and determine compensation adjustments.

### **2. COMPENSATION STRUCTURE**

#### **1 Base Salary Compensation**

- Base salaries shall be determined annually based on:
  - a) Market competitive rates for enterprise AI and technology sectors
  - b) Individual executive performance
  - c) Company revenue and growth trajectories
  - d) Comparative analysis with peer organizations

#### **2 Annual Performance Bonus**

- Eligible executives may receive performance-based bonuses up to 50% of base salary
- Bonus calculations will be based on:
  - i. Company revenue growth
  - ii. Strategic objective achievement
  - iii. Individual performance metrics

iv. Technological innovation milestones

### 3 Equity Compensation

- Stock Option Allocation:
  - a) Initial grant of restricted stock units (RSUs)
  - b) Annual performance-based equity awards
  - c) Four-year vesting schedule with one-year cliff

## **3. PERFORMANCE EVALUATION FRAMEWORK**

### 1 Key Performance Indicators (KPIs)

- Revenue growth targets
- Customer acquisition metrics
- Product development milestones
- Operational efficiency improvements
- Strategic partnership development

### 2 Evaluation Methodology

- Quarterly performance reviews
- Annual comprehensive assessment
- 360-degree feedback mechanisms
- Objective third-party performance benchmarking

## **4. BENEFITS PACKAGE**

### 1 Standard Executive Benefits

- Comprehensive health insurance
- Retirement planning contributions
- Executive life and disability insurance
- Professional development allowance
- Technology and communication stipends

### 2 Additional Perquisites

- Annual executive health screening
- Flexible work arrangements

- Global travel and mobility support
- Relocation assistance if required

## **5. COMPLIANCE AND GOVERNANCE**

### **1 Regulatory Compliance**

- Full compliance with SEC executive compensation disclosure requirements
- Adherence to Delaware corporate governance standards
- Transparent reporting mechanisms

### **2 Compensation Committee Oversight**

- Annual review and approval of compensation framework
- Independent evaluation of compensation structures
- Alignment with shareholder interests

## **6. MODIFICATION AND AMENDMENT**

1 This Framework may be modified by majority vote of the Board of Directors, with written notice provided to affected executives.

2 Material changes require 30-day advance notification.

## **7. CONFIDENTIALITY AND PROPRIETARY INFORMATION**

All compensation details contained herein are strictly confidential and may not be disclosed without explicit written authorization from the Board of Directors.

## **EXECUTION**

Approved and executed this 22nd day of January, 2024.

Dr. Elena Rodriguez

Chief Executive Officer

Nexus Intelligent Systems, Inc.

Michael Chen

Chief Technology Officer

Nexus Intelligent Systems, Inc.

[Corporate Seal]