

Confidential Information and Intellectual Property Protection Policy

Nexus Intelligent Systems, Inc.

1. PURPOSE AND SCOPE

1 This Confidential Information and Intellectual Property Protection Policy ("Policy") establishes comprehensive guidelines for the protection of confidential information and intellectual property assets of Nexus Intelligent Systems, Inc. (the "Company").

2 This Policy applies to all employees, contractors, consultants, advisors, and other authorized representatives of the Company, regardless of employment status or engagement duration.

2. DEFINITIONS

1 "Confidential Information" shall mean any proprietary or sensitive information, including but not limited to:

- a) Technical specifications and architectural designs
- b) Machine learning algorithms and predictive analytics models
- c) Client engagement strategies and project methodologies
- d) Financial projections and business development plans
- e) Research and development documentation
- f) Customer and prospect databases
- g) Trade secrets and proprietary methodologies

2 "Intellectual Property" shall encompass all:

- a) Patents
- b) Trademarks
- c) Copyrights
- d) Trade secrets
- e) Proprietary software and source code
- f) Inventions and innovations developed during employment

3. CONFIDENTIALITY OBLIGATIONS

1 Employees and authorized representatives shall:

- a) Maintain strict confidentiality of all Company information
- b) Implement appropriate security measures to prevent unauthorized disclosure
- c) Limit access to confidential information on a strict need-to-know basis
- d) Immediately report potential breaches or unauthorized disclosures

2 All confidential materials must be:

- a) Stored securely with restricted physical and digital access
- b) Encrypted when transmitted electronically
- c) Marked with appropriate confidentiality designations
- d) Destroyed or returned upon termination of engagement

4. INTELLECTUAL PROPERTY ASSIGNMENT

1 The Company shall retain exclusive ownership of all intellectual property:

- a) Developed during employment or engagement
- b) Created using Company resources
- c) Resulting from work performed for or on behalf of the Company

2 Employees and contractors explicitly assign and transfer all intellectual property rights to the Company, including:

- a) Inventions
- b) Improvements
- c) Derivative works
- d) Modifications to existing technologies

5. PROTECTION MECHANISMS

1 The Company shall implement comprehensive protection strategies, including:

- a) Multi-factor authentication protocols
- b) Network and system access controls
- c) Regular security audits
- d) Employee training programs
- e) Continuous monitoring of information assets

2 Authorized representatives must:

- a) Execute non-disclosure agreements
- b) Participate in mandatory cybersecurity training
- c) Comply with all Company security policies
- d) Use approved communication and collaboration platforms

6. ENFORCEMENT AND CONSEQUENCES

1 Violations of this Policy may result in:

- a) Immediate termination of employment or engagement
- b) Civil legal action
- c) Potential criminal prosecution
- d) Financial liability for damages

2 The Company reserves the right to:

- a) Conduct investigations into potential breaches
- b) Pursue all available legal remedies
- c) Seek injunctive relief
- d) Recover damages and costs

7. ACKNOWLEDGMENT AND AGREEMENT

1 All employees and authorized representatives must:

- a) Read and understand this Policy
- b) Execute a formal acknowledgment
- c) Comply with all provisions
- d) Seek clarification when uncertain

8. POLICY MODIFICATIONS

1 The Company reserves the right to modify this Policy at any time, with or without notice.

2 The most current version shall be available through official Company communication channels.

9. GOVERNING LAW

1 This Policy shall be governed by and construed in accordance with the laws of the State of Delaware.

SIGNATURE BLOCK

Executed this 22nd day of January, 2024

Dr. Elena Rodriguez

Chief Executive Officer

Nexus Intelligent Systems, Inc.