

Senior Leadership Organizational Structure - Q2 Revision

Confidential Legal Document

Nexus Intelligent Systems, Inc.

PRELIMINARY STATEMENT

This Organizational Structure Revision ("Document") is executed as of January 22, 2024, by Nexus Intelligent Systems, Inc., a Delaware corporation (hereinafter referred to as the "Company").

1. DEFINITIONS

1 "Senior Leadership" shall mean the executive officers and key management personnel responsible for strategic decision-making and operational leadership.

2 "Organizational Structure" refers to the hierarchical arrangement of leadership roles, reporting relationships, and strategic responsibilities within the Company.

3 "Q2 Revision" indicates the quarterly review and potential modification of leadership roles and responsibilities effective April 1, 2024.

2. CURRENT EXECUTIVE LEADERSHIP COMPOSITION

1 Executive Officers

- Dr. Elena Rodriguez, Chief Executive Officer
- Michael Chen, Chief Technology Officer
- Sarah Williamson, Chief Strategy Officer
- David Nakamura, Chief Financial Officer
- Dr. Aisha Patel, Chief Product Officer

3. ORGANIZATIONAL RESTRUCTURING PROVISIONS

1 Leadership Role Modifications

The Company hereby establishes the following organizational adjustments:

- a) Creation of a new Vice President of AI Research & Development reporting directly to the CTO
- b) Expansion of the Strategic Partnerships division under the Chief Strategy Officer
- c) Consolidation of enterprise sales and customer success functions

2 Reporting Hierarchy

The revised reporting structure shall be as follows:

- CEO: Direct oversight of Executive Leadership Team
- CTO: Responsible for Technology, Product Development, and AI Research
- CSO: Responsible for Strategic Partnerships, Market Expansion, and Corporate Development
- CFO: Responsible for Financial Operations, Investor Relations, and Corporate Finance
- CPO: Responsible for Product Strategy, User Experience, and Market Positioning

4. COMPENSATION AND EQUITY CONSIDERATIONS

1 Executive Compensation

All existing compensation structures shall remain unchanged, with potential performance-based adjustments to be determined in the annual compensation review.

2 Equity Grant Provisions

Executive leadership shall maintain current equity positions, with potential additional grants subject to Board of Directors approval.

5. GOVERNANCE AND IMPLEMENTATION

1 Effective Date

These organizational modifications shall become effective April 1, 2024.

2 Board Approval

This restructuring has been approved by the Company's Board of Directors on January 22, 2024.

6. CONFIDENTIALITY AND PROPRIETARY INFORMATION

1 All details contained within this document are considered strictly confidential and subject to non-disclosure restrictions.

2 Unauthorized dissemination of this document may result in legal action and potential breach of confidentiality agreements.

7. DISCLAIMER AND LIMITATIONS

1 This document represents the current organizational intent and is subject to modification based on business requirements and strategic considerations.

2 No individual rights are created or implied by this organizational structure revision.

8. EXECUTION

IN WITNESS WHEREOF, the undersigned hereby execute this Senior Leadership Organizational Structure Revision.

Authorized Signatures:

Dr. Elena Rodriguez

Chief Executive Officer

Nexus Intelligent Systems, Inc.

Michael Chen

Chief Technology Officer

Nexus Intelligent Systems, Inc.

Date: January 22, 2024

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