

# **Corporate Ethics and Conduct Policy**

## **Nexus Intelligent Systems, Inc.**

### **1. Purpose and Scope**

1 This Corporate Ethics and Conduct Policy ("Policy") establishes the fundamental principles of ethical behavior and professional conduct for all employees, officers, directors, contractors, and affiliated representatives of Nexus Intelligent Systems, Inc. (the "Company").

2 The Policy applies universally across all organizational levels, geographic locations, and business functions, reflecting the Company's commitment to maintaining the highest standards of integrity, transparency, and responsible corporate citizenship.

### **2. Core Ethical Principles**

#### **1 Integrity and Honesty**

- Employees must conduct all business activities with absolute honesty and transparency
- False statements, misrepresentations, or deliberate omissions are strictly prohibited
- All communications, both internal and external, must be accurate and truthful

#### **2 Professionalism**

- Maintain the highest standards of professional conduct
- Treat all colleagues, clients, partners, and stakeholders with respect and dignity
- Avoid conflicts of interest and potential situations that could compromise professional judgment

#### **3 Confidentiality**

- Protect all proprietary and confidential information
- Maintain strict confidentiality regarding client data, intellectual property, and strategic initiatives
- Adhere to data protection and privacy regulations in all jurisdictions of operation

### **3. Compliance and Reporting**

#### **1 Mandatory Reporting**

- All employees have an affirmative obligation to report potential ethical violations

- Reports can be submitted through:
  - a) Direct supervisor communication
  - b) Human Resources department
  - c) Anonymous ethics hotline
  - d) Dedicated ethics email: [ethics@nexusintelligentsystems.com](mailto:ethics@nexusintelligentsystems.com)

## 2 Non-Retaliation Policy

- The Company strictly prohibits any form of retaliation against individuals reporting potential misconduct
- Whistleblowers are protected under this policy and applicable legal frameworks
- Confidentiality of reporting individuals will be maintained to the fullest extent possible

## 4. Specific Conduct Guidelines

### 1 Conflicts of Interest

- Employees must disclose and avoid potential conflicts of interest
- Personal financial interests that could compromise professional judgment are prohibited
- Annual conflict of interest declarations are mandatory for all employees

### 2 Business Interactions

- No employee may offer, solicit, or accept bribes or improper payments
- All business interactions must comply with applicable anti-corruption laws
- Gifts and entertainment must be reasonable, documented, and transparent

### 3 Technology and Digital Conduct

- Use of company technology and digital resources must be professional and ethical
- Prohibited activities include:
  - Unauthorized data access
  - Inappropriate digital communication
  - Misuse of company computing resources
  - Violation of cybersecurity protocols

## 5. Consequences of Policy Violation

### 1 Disciplinary Actions

- Violations of this Policy may result in:

- a) Verbal warning
- b) Written reprimand
- c) Suspension
- d) Termination of employment
- e) Potential legal action

## 2 Progressive Discipline

- Disciplinary actions will be proportional to the severity and frequency of violations
- Consistent with applicable employment laws and contractual obligations

## 6. Policy Administration

### 1 Policy Review

- This Policy will be reviewed annually by the Company's Ethics Committee
- Updates will be communicated to all employees
- Employees are required to acknowledge receipt of policy updates

### 2 Training and Communication

- Mandatory annual ethics training for all employees
- New employee onboarding will include comprehensive ethics orientation

## 7. Acknowledgment and Acceptance

By signing below, the employee acknowledges receipt, understanding, and commitment to adhering to this Corporate Ethics and Conduct Policy.

Employee Signature

Date

Company Representative

Date

Effective Date: January 22, 2024

Version: 2.0