Board Diversity and Inclusion Policy

Nexus Intelligent Systems, Inc.

1. PURPOSE AND SCOPE

1 This Board Diversity and Inclusion Policy ("Policy") establishes the comprehensive framework for promoting diversity, equity, and inclusion within the Board of Directors of Nexus Intelligent Systems, Inc. (the "Company").

2 The Policy applies to all Board members, nomination processes, and governance practices, reflecting the Company's commitment to fostering a diverse and inclusive leadership environment.

2. POLICY STATEMENT

1 Diversity Commitment

The Company recognizes that diversity of thought, background, experience, and perspective is critical to effective corporate governance and strategic decision-making. The Board is committed to:

a) Cultivating a diverse and inclusive Board composition

b) Ensuring equal opportunity in Board recruitment and selection

c) Promoting a culture of respect and mutual understanding

d) Leveraging diverse perspectives to drive innovation and strategic excellence

2 Diversity Dimensions

The Company considers diversity across multiple dimensions, including but not limited to:

a) Gender identity

b) Racial and ethnic background

c) Age and generational experience

d) Professional and industry expertise

e) Geographic and cultural background

f) Educational and intellectual diversity

g) Cognitive and leadership styles

3. BOARD COMPOSITION OBJECTIVES

1 Representation Goals

The Board shall strive to achieve and maintain the following representation objectives:

a) Minimum 40% gender diversity

b) Minimum 30% racial and ethnic diversity

c) Age range spanning at least three generational cohorts

d) Representation from multiple industry sectors relevant to the Company's strategic objectives

2 Skill Matrix

The Nominating and Governance Committee shall maintain a comprehensive Board skill matrix that:

a) Identifies current Board competencies

b) Highlights potential skill and diversity gaps

c) Guides targeted recruitment and succession planning

4. RECRUITMENT AND NOMINATION PRACTICES

1 Inclusive Candidate Selection

The Company shall implement the following practices to support diverse Board recruitment:

a) Utilize diverse candidate slates for all Board positions

b) Engage multiple recruitment channels and professional networks

c) Implement structured, objective candidate evaluation processes

d) Mitigate potential unconscious bias in selection procedures

2 Candidate Evaluation Criteria

Board candidates shall be evaluated holistically, considering:

a) Professional qualifications and expertise

b) Demonstrated commitment to diversity and inclusion

c) Potential to contribute unique perspectives

d) Alignment with Company strategic objectives

5. ACCOUNTABILITY AND REPORTING

1 Annual Diversity Assessment

The Board shall conduct an annual comprehensive review of:

a) Board composition and diversity metrics

b) Progress toward representation goals

c) Effectiveness of diversity and inclusion initiatives

2 Transparency

The Company commits to transparent reporting of Board diversity efforts through:

a) Annual corporate governance reports

b) Proxy statement disclosures

c) Investor and stakeholder communications

6. IMPLEMENTATION AND REVIEW

1 This Policy shall be reviewed annually by the Nominating and Governance Committee and updated as necessary to reflect evolving best practices and organizational needs.

2 The Board authorizes the Nominating and Governance Committee to develop specific implementation guidelines consistent with this Policy.

7. DISCLAIMER

1 This Policy does not create any legally binding obligations beyond the Company's existing commitments to equal opportunity and non-discrimination.

8. EFFECTIVE DATE

1 This Policy was approved by the Board of Directors on [Date] and is effective immediately.

Approved by the Board of Directors

Nexus Intelligent Systems, Inc.

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Dr. Elena Rodriguez

Chief Executive Officer

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Michael Chen

Chair, Nominating and Governance Committee