

# **Corporate Code of Conduct and Ethics**

**Nexus Intelligent Systems, Inc.**

## **Preamble**

This Corporate Code of Conduct and Ethics ("Code") establishes the fundamental principles, ethical standards, and behavioral expectations for all employees, officers, directors, contractors, and affiliated representatives of Nexus Intelligent Systems, Inc. (the "Company").

## **1. Purpose and Scope**

1 The purpose of this Code is to:

- Establish clear ethical guidelines for corporate behavior
- Promote integrity and transparency in all business operations
- Protect the Company's reputation and stakeholder interests
- Ensure compliance with applicable laws and regulations
- Create a culture of accountability and responsible conduct

2 This Code applies to all individuals associated with Nexus Intelligent Systems, Inc., regardless of position, tenure, or employment status.

## **2. Core Ethical Principles**

1 Integrity

Employees shall:

- Conduct business with the highest standards of honesty and ethical behavior
- Avoid conflicts of interest
- Maintain confidentiality of proprietary information
- Represent the Company's interests professionally and responsibly

2 Respect

The Company is committed to:

- Maintaining a diverse and inclusive workplace
- Prohibiting discrimination and harassment
- Respecting individual dignity

- Promoting equitable treatment for all employees

### 3 Compliance

All representatives must:

- Understand and comply with applicable laws and regulations
- Report potential violations through established channels
- Cooperate fully in any internal investigations
- Maintain accurate and transparent business records

## **3. Professional Conduct Standards**

### 1 Conflict of Interest

Employees shall:

- Disclose potential conflicts of interest
- Recuse themselves from decisions involving personal interests
- Avoid external business activities that compromise Company interests
- Obtain pre-approval for secondary employment or board memberships

### 2 Confidentiality and Data Protection

The Company requires:

- Strict protection of proprietary and client information
- Compliance with data privacy regulations
- Secure handling of sensitive technological and business intelligence
- Limited disclosure of confidential information

### 3 Technology and Communication

Employees must:

- Use Company technology resources responsibly
- Maintain professional communication standards
- Protect digital assets and intellectual property
- Avoid inappropriate use of electronic communication systems

## **4. Reporting and Enforcement**

### 1 Reporting Mechanisms

The Company provides:

- Confidential reporting channels for ethical concerns
- Protection against retaliation for good-faith reporting
- Anonymous reporting options
- Prompt and thorough investigation of reported issues

## 2 Disciplinary Actions

Violations may result in:

- Written warnings
- Performance management interventions
- Suspension
- Termination of employment
- Potential legal action

## 5. Training and Acknowledgment

1 All employees will:

- Complete mandatory annual ethics training
- Sign an acknowledgment of this Code
- Participate in periodic compliance assessments
- Demonstrate ongoing commitment to ethical standards

## 6. Amendments and Interpretation

1 The Company reserves the right to modify this Code, with updates communicated to all employees.

2 The Chief Compliance Officer shall serve as the primary interpreter of this Code's provisions.

## 7. Acknowledgment

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

---

Executed this 22nd day of January, 2024

—

Dr. Elena Rodriguez

Chief Executive Officer

Nexus Intelligent Systems, Inc.