



Code of Conduct Policy

- **Comply with all Laws and Rules**
NextNRG, Inc. (the "Company") employees are expected to follow all applicable laws and regulations of the country in which they work as well as all Company policies and rules.
- **Promote Safety**
The Company is committed to employee safety and wellness. The Company employees are expected to engage in safe work practices to promote a healthy work environment. The Company is also committed to the safety of our customers and the Company employees are expected to continually promote safety of the Company services.
- **Avoid Conflicts of Interest**
Employees are expected to act in the best interests of the Company. It is not permitted for employees to behave, act, or use information in a way that conflicts with Company interests. Furthermore, employees must attempt to avoid even the appearance of a conflict of interest.
- **Preserve Company Assets**
The Company employees are accountable for preserving and safeguarding Company assets. The unauthorized or improper use of Company assets, including funds, confidential business information, physical property, and intellectual property, is prohibited.
- **Be Impartial and Fair**
The Company employees must maintain impartial and fair relationships with business partners, including customers, suppliers, and other third parties.
- **Be Transparent and Accountable**
Accounts and records shall be maintained with integrity. The Company employees shall make accurate, transparent, timely and appropriate disclosures of the Company's business activities to our stakeholders, including shareholders, management, customers, other employees, and local communities.
- **Value Diversity and Provide Equal Opportunity**
We value and respect the diversity of our employees, suppliers, customers, and communities. Discrimination, retaliation, or harassment, in any form or degree, will not be tolerated.
- **Be Environmentally Responsible**
The Company employees shall strive to consider the environment and environmental protection when delivering services and promote recycling and conserve materials and energy.



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- **Be Active and Report Violations**

The Company employees are expected to carry out their work in accordance with the Code of Conduct. Employees who suspect that a violation of the Code of Conduct has occurred are obligated to report it as soon as possible. Employees are encouraged to contact the Human Resources Department if they suspect violations of this policy. Information shared with the Human Resources Department will be held in the strictest of confidence.

Your signature below indicates that you have read, understand, and agree with NextNRG Inc. Code of Conduct Policy.

Name (Printed)

Signature

Date