



Core Value and Business Conduct Policy Statement

At NineCo, we hold ourselves to the highest standards of integrity and ethical conduct in all aspects of our business. Our commitment to conducting our affairs honestly and ethically is at the core of our values. Every individual within our organization is responsible for upholding these principles and promoting a culture of integrity.

We recognize that maintaining our reputation and integrity is of utmost importance, and we strive to avoid engaging in any activities that could potentially compromise them. This includes refraining from actions that could have a negative impact on our stakeholders, including employees, customers, partners, and the communities we operate in.

To achieve our business goals and adhere to this Code, it is essential for each individual to exercise good judgment. This means not only complying with the law and following internal policies, but also doing what is morally right, even in situations where the law or policies may not provide specific guidance.

This Code applies to all employees, officers, and Directors of NineCo, regardless of their position or location within the company. It is based on our core values, which are deeply rooted in good business practices and compliance with all applicable laws and regulations.

Managers play a crucial role in setting an example for others and directing the actions of their teams. As leaders, every executive and manager is expected to take the necessary steps to ensure compliance with this Code. They are also responsible for providing guidance to employees and assisting them in resolving any questions or concerns related to the Code. Additionally, managers should create an environment that encourages open communication, allowing employees to express any concerns they may have regarding compliance with this Code.

It is important to emphasize that no one within NineCo has the authority to order another employee to act in violation of this Code. Each individual is accountable for their own actions and should always strive to uphold the principles outlined in this policy.

At NineCo, we are committed to maintaining the highest standards of ethical conduct and fostering a culture of integrity throughout our organization. By adhering to this Code and upholding our core values, we can ensure that our business practices align with our principles and contribute to the long-term success and reputation of NineCo.