

Code of Conduct

Version 7



Document Information

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Owned by	Aanchal Saini
Governed by	Mr.Udaya Bhaskar Reddy

Revision History

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3	06-Jan-2022	Added two new sections
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5	12-July-2024	Reviewed and no change
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Reviewer and Approver

Name	Title	Comments	Date Reviewed
Mr.Udaya Bhaskar Reddy	Co-Founder & CTO	Approved	13-May-2026

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The Code of Conduct

This Code of Conduct and Work ethic policy has been formulated in order to foster and maintain Employee trust and confidence in the professionalism and the integrity of the Employees of the Company by ensuring that all Employees adhere to appropriate standards of Conduct as set out in this Policy, that maintain and enhance the reputation of the Company.

This Policy aims to provide guidance to all Employees of the Company on how and in which manner should the Conduct of Employees be when they are at their workplace. Compliance with this policy of business ethics and conduct is the responsibility of every employee. Disregarding or failing to comply with this standard of business ethics and conduct may lead to disciplinary action, up to and including termination of employment.

Applicability

This Code of Business Conduct and Ethics applies to all directors, CEO, CTO and employees of our Company. The Company aspires to conduct its business in accordance with uncompromising ethical standards and in full compliance with all laws and regulations. It also outlines our expectations regarding employees' honest and ethical behaviour towards their colleagues, supervisors and overall organization.

Customer Relation

The success of Rezolve.ai depends upon the quality of the relationship it enjoys with its employees, customers, suppliers and the general public. Customer's opinion of Rezolve.ai and their interest and willingness to do business with us is formed and influenced by the people who serve them.

In a sense, regardless of your position, you are Rezolve.ai ambassador. The more goodwill you promote, the more our customers will respect and appreciate you, Rezolve.ai and its products and services.

Respect in the Workplace

We promote freedom of expression and open communication. But we expect all employees should respect their colleagues.

They should avoid offending, participating in serious disputes and disrupting our workplace. We won't allow any kind of discriminatory behaviour, harassment or victimization. We also expect them to foster a well-organized, respectful and collaborative environment.

Equal Employment Opportunity

The Company policy on equal employment opportunity prohibits discrimination based on race, colour, religion, national origin, sex, age, physical or mental disability or veteran or marital status or any other unlawful basis. As part of this commitment, the Company will make reasonable accommodations for applicants and qualified employees.

Conflict of Interest

Each Employee at Rezolve.ai is expected to avoid situations in which his or her financial or other personal interests and dealings are, or may be, in conflict in the interest of the Company.

Accordingly, the Company expects its Employees to act in the company interest at all times. Applicable Employees must devote their full attention to the business interests of Rezolve.ai and are expected to avoid personal activities and financial interests which could conflict with their performance or responsibilities to Rezolve.ai.

Applicable Employees shall not seek gain for themselves or others through the misuse of their positions. Personal involvement including financial interests/dealings with a competitor, client, external auditors and audit team members, supervisors, subordinate employees or peers of Rezolve.ai that has the potential of affecting the employee's ability to exercise good judgment for Rezolve.ai creates an actual or potential conflict of interest. None of the Applicable Employee including his/her immediate family members may receive improper personal benefits as a result of the employee's position at Rezolve.ai.

Employees are advised not to engage in any other business, commercial and investment activities that may conflict their ability to perform their duties and inefficient performance to the Company.

Gifts

Employees shall not solicit or accept for personal benefit directly or indirectly any gift, loan, discount or any item of monetary value from any person or company that is seeking to conduct or is currently conducting business with the

Company. Employees should consult with their manager on the appropriateness of any gift exchange.

Employees shall not provide directly or indirectly any gift, loan, discount or any item of monetary value to any customer, government official, auditor, partner or other people that the company does or is planning to do business with.

Bribery, Corruption, and Fraud

Rezolve.ai is committed to conducting business in an ethical and honest manner and is committed to implementing and enforcing systems that ensure all forms of bribery, corruption, and fraud are prevented. Rezolve.ai has zero tolerance for bribery and corrupt activities. We are committed to acting professionally, fairly, and with integrity in all business dealings and relationships we build with our employees.

Definitions

Bribery can be described as: giving or receiving anything from any person (usually money, a gift, loan, reward, favour, commission or entertainment), as an improper inducement or reward for obtaining business, employment or any other benefit. Bribes can therefore include, but are not limited to: gifts and excessive or inappropriate entertainment, hospitality, travel and accommodation expenses; payments, whether by employees or business partners such as recruiters, consultants; other 'favours' provided to supervisors, such as making unwanted advances, payments or promises.

Company Commitment

All employees of Rezolve.ai must adhere to the company ethos of bribery and corruption. No employee or manager will be allowed to take part or become involved in any form of bribery, corrupt behaviour, or fraud, including the following:

- Offer, pay, or give anything of value to any person through which one will unethically gain something in return which is not provided for in terms of their employment contract.
- Attempt to mislead or induce any person to do something illegal or which goes against the company policy.
- Mislead or intentionally lie to any person to gain an advantage above and beyond their employment agreement.
- Violate any rules by shifting blame or responsibility onto another employee/person.
- Fraudulent practices against the company ethos or legislation.

Rezolve.ai is committed to remove and combat any inappropriate behaviour immediately and will not tolerate such behaviour from employees, managers, or customers/clients in any way or form. This policy hereby binds the company to its commitment to regularly discuss and mitigate factors related to any form of bribery, corruption, or fraudulent behaviour.

NOTE – Next review cycle for this policy is **March 2027**.

Management can review the policy at any time and can make changes depending on the situation.

All documents related to policies and procedures - any reference to Actionable Science is as good as Rezolve.ai.