



Code of Conduct

Revised

Date: March 17, 2026

DataMap LLC

Code of Conduct

Overview

At DataMap, how we operate is just as important as what we deliver. This Code of Conduct defines the standards we hold ourselves to as professionals, partners, and representatives of the DataMap brand. All employees of DataMap LLC and its subsidiaries (collectively, "DataMap" or "we"), as well as DataMap's officers and Board members, must abide by this Code. We also expect DataMap's contractors, consultants, and agents to abide by this Code in connection with their work for DataMap.

Our Core Values

We are organized around three core values that guide us every day:

- **Ensure Customer Success;** We exist to help our clients transform their operations through expert consulting, implementation, and technology solutions.
- **Focus on Results;** We measure our success by the measurable business outcomes we deliver for our clients and our company.
- **Strive for Excellence;** We pursue continuous improvement in our services, our products, and ourselves.

We know that building and maintaining a remarkable culture benefits our customers, partners, employees, and other stakeholders, who together make up the DataMap Community. This strong focus on customer success, as defined by measurable business results, serves as the foundation for the successful execution of our strategy.

Values in Action

We operate with honesty and integrity. We are open, transparent, and honest. We keep our commitments to each other, to our customers, and to our partners. We endeavor to communicate with our customers, partners, fellow employees, and vendors in an honest and unambiguous way, and to avoid making any misstatements of fact, making misleading or exaggerated communications, or creating false impressions. We may make mistakes, but once discovered, we quickly admit them and try to take corrective action.

We treat others fairly and respectfully. We foster a respectful work environment free from any form of discrimination, harassment, and intimidation. We provide equal opportunity in all aspects of employment, including hiring, compensation, promotion, discipline, or termination. We respect employees' lawful freedom of association. We are committed to maintaining environments that value diversity in all its forms, as well as inclusion. We do not tolerate violence or threatening behavior of any kind. We treat everyone; fellow employees, customers, partners, and other stakeholders; with

dignity and respect. We comply with applicable laws, rules, regulations, and industry standards concerning working hours and minimum wages, including overtime.

We are responsible and law abiding. We follow the law. As a company operating across multiple jurisdictions, this includes familiarizing ourselves and complying with all applicable international, national, and local laws, rules, and regulations. We report wrongdoing, including fraud or illegal acts, if we encounter it. Additionally, we fully comply with applicable sanctions, export control laws, and regulations in the jurisdictions where we operate. We ensure that our business practices align with international trade and financial restrictions. This includes screening transactions, customers, vendors, and business partners to prevent engagement with prohibited countries, entities, or individuals. Every employee is responsible for adhering to these guidelines, and any concerns or violations will be promptly addressed in accordance with company policy.

We prohibit bribery. DataMap's policy against bribery is clear; we never make or accept bribes to advance our business. A bribe is something of value that is offered or given to improperly influence a decision. Bribes often consist of money, but they could also be disguised as gifts, trips, entertainment, charitable donations, favors, or jobs. We do not offer or give anything of value for an improper or corrupt purpose, whether in dealings with a government official or the private sector, and regardless of the norms of local custom. DataMap complies with the Foreign Corrupt Practices Act, the United Kingdom Bribery Act of 2010, and other applicable anti-corruption laws and regulations.

We avoid conflicts of interest. We have a responsibility to make sound business decisions strictly on the basis of DataMap's best interests without regard to our personal interests. A conflict of interest can occur when our personal activities, investments, or associations compromise or influence our judgment or ability to act in the best interest of DataMap. We exercise sound judgment with customers, vendors, and partners with respect to gifts and entertainment. We avoid conflicts of interest, or even the appearance of a conflict of interest. We disclose relationships, associations, or activities that may create actual, potential, or perceived conflicts of interest to DataMap's Managing Member as soon as we become aware of any potential for such conflict.

We respect corporate opportunities. We may not take for ourselves opportunities that are discovered through the use of DataMap property, information, or position, and we will not use DataMap property, information, or position for personal gain, or compete with DataMap in any manner. We owe DataMap a duty to advance its legitimate business interests when business opportunities arise. We do not engage in business commitments outside of the formal contracting process, such as through unapproved side deals or side letters.

We safeguard confidential information and protect privacy. We are committed to protecting the confidential, proprietary, and private information of our employees, customers, partners, and third parties, using it only for legitimate business purposes and in accordance with all applicable laws and governing contracts. We are all also responsible for protecting DataMap's confidential information, including our reusable templates, implementation methodologies, product architecture, and trade secrets. The loss of our confidential information or trade secrets could be extremely damaging to DataMap. We do not disclose any of DataMap's confidential information without a valid business purpose, proper internal authorization, and a proper confidentiality agreement. Our obligations in this respect continue even if our employment or other relationship with DataMap concludes.

We protect client data and systems. As consultants and implementers working within our clients' enterprise platforms and systems, we have a heightened responsibility to safeguard client data and

system integrity. We access client environments only as authorized for the scope of our engagement. We do not extract, copy, or retain client data beyond what is necessary and permitted for our work. We follow all applicable data privacy and security requirements, including any client-specific policies and regulatory obligations such as GDPR, CCPA, HIPAA, and SOC 2 standards where applicable.

We use Artificial Intelligence ethically and in compliance with law. We are committed to leveraging the power of artificial intelligence (AI) in our products, our consulting services, and our internal operations. When we use artificial intelligence technologies, we are careful to comply with all applicable laws, to not infringe on the intellectual property rights of others, to use data only with permission, to be transparent about how and when these technologies are being used, to make sure that a human being reviews and is responsible for the use and output from AI, to avoid inaccurate results, and to produce results that are fair and not biased against any particular group. We may only use AI tools that have been approved for use by DataMap management and that are appropriately licensed. We are especially careful not to input client confidential information into unauthorized AI tools.

We are committed to a safe and healthy workplace. We are committed to providing a safe, healthy, secure, and drug-free workplace. Our employees have responsibility for maintaining a safe and healthy workplace by following safety and health rules and practices and by reporting accidents, injuries, and unsafe conditions, procedures, or behaviors. We do not tolerate violence and threatening behavior. We prohibit the use, possession, or sale of any illegal substance at DataMap or when representing DataMap in any capacity or conducting DataMap business.

We maintain accurate and complete business and financial records. We create and maintain financial records in accordance with applicable legal requirements and generally accepted accounting practices. Our reports and disclosures to government and regulatory agencies and authorities, and other public communications, must be full, fair, accurate, timely, and understandable. We are each responsible for complying with all financial controls and policies.

We represent DataMap to the public only when authorized. Only those authorized to do so may speak to the press and members of the financial community about DataMap. Authorized individuals are designated by DataMap's Managing Member.

We use social media wisely. We use social media appropriately and responsibly. We do not disclose DataMap's confidential information or the confidential information of our customers, partners, or other employees. Only those authorized may speak on behalf of DataMap, including through social media channels.

We deal fairly. We endeavor to deal fairly with our customers, vendors, competitors, and employees. We should not take unfair advantage of anyone through manipulation, concealment, abuse of confidential information, misrepresentation, or any other unfair dealing. Applicable laws specifically prohibit us from colluding with a competitor, and we respect antitrust and competition laws. We do not possess or use non-public information belonging to another company without permission of that company. This prohibition includes information from competitors or former employers. Instead, we strive to outperform our competition with honest and ethical practices, and obtain an advantage through our superior services, products, and expertise.

We protect and properly use DataMap assets. Theft, carelessness, and waste have a direct impact on our ability to execute, and on our financial results. We use DataMap assets for legitimate business purposes. We retain and maintain company documentation in a safe, secure, and ethical manner. We use DataMap's information technology systems and assets in a responsible manner, consistent with DataMap's information security policies and our retention practices.

We value our communities and respect the environment. At DataMap, we are dedicated to improving our communities, including through volunteer events, philanthropic contributions to worthy causes, and other opportunities to give back. Additionally, we conduct our business in an environmentally responsible and sustainable manner. We are committed to complying with all applicable environmental laws and establishing good practices for preserving the environment.

We disclose outside activities which may interfere with our work at DataMap. If we are engaged in any form of employment outside of DataMap, including self-employment, consulting work, or directorships at for-profit companies, we must disclose this information to our managers and DataMap's Managing Member. If DataMap determines that a conflict of interest exists or that the outside activity interferes with your ability to successfully meet the performance requirements of your position, we may ask or require that you terminate the activity in order to remain employed with DataMap. You may not use the time or resources of DataMap, including technology equipment or email addresses, for conducting outside activities of this nature.

We use responsible practices for purchasing. We follow our internal procurement procedures and only engage in business transactions and expenditures with approved vendors. Such business transactions are conducted via written legal contracts. We also follow our internal expense policies when incurring and seeking reimbursement for legitimate business expenses.

We use common sense and ask questions if necessary. We use common sense in our business dealings and in upholding this Code. If we have any questions regarding the matters discussed in this Code, we promptly contact our manager or DataMap's Managing Member for answers.

Report Violations

If we witness; or even suspect; a violation of this Code, DataMap policies, or the law, we promptly report it to our manager or DataMap's Managing Members.

Good Faith Reporting and Non-Retaliation. Acting in good faith means that all reports of possible violations of this Code, Company policy, or the law are made honestly and sincerely. It does not matter if the report turns out to be true, but you must make it with good intentions. In return, DataMap will not allow anyone to take adverse action, threaten, intimidate, or retaliate if one of us reports a violation or suspected violation in good faith, or cooperates in an investigation. DataMap considers retaliation itself a violation of this Code and will respond accordingly.

We comply with investigations and audits. From time to time, we may be asked for information from internal or external auditors, attorneys, or investigators. We are required to cooperate fully and provide individuals with timely and accurate information. We never mislead or attempt to influence any investigation, audit, or inquiry.

DataMap or those acting on its behalf will investigate reports promptly and thoroughly. Investigations will be conducted in a respectful and professional manner, with confidentiality protected as much as practicable.

Violations of this Code, DataMap Policies, or the Law

Anyone who violates the law, this Code, or other DataMap policies or procedures may be disciplined, including termination of employment and/or their business relationship with DataMap, in accordance with local legal requirements. Certain violations of this Code may be violations of the law, which may result in civil or criminal penalties, and DataMap will cooperate fully with the appropriate authorities in these situations.

Waivers of this Code of Conduct

Waivers of this Code must be approved in writing by DataMap's Managing Member.

DataMap LLC; Code of Conduct Effective as of March 17, 2026