

Conflict of Interest Policy - ElevIQ Foundation

Conflict of Interest Policy

Effective Date: October 1, 2025

Purpose

The purpose of this Conflict of Interest Policy is to protect the interests of ElevIQ Foundation when it is considering entering into a transaction or arrangement that might benefit the private interest of an officer, director, or key employee.

Definition

A conflict of interest arises when a director, officer, or employee has a personal or financial interest that could interfere with their duty of loyalty to the Foundation.

Disclosure

All directors, officers, and employees must disclose potential conflicts annually and as they arise.

Procedures

Any potential conflict will be reviewed by the board. Interested persons must abstain from discussion and voting on the matter.

Acknowledgment

Each board member and officer shall sign a statement annually affirming they have received, read, and understood this policy.