



CODE OF CONDUCT

Preamble:

At Planet Nine (“D-ID” or “Company”), we are committed to maintaining a safe, inclusive, and respectful environment for all employees, service providers, customers, partners, and stakeholders. Our Code of Conduct outlines the standards of behavior expected from everyone associated with our organization. We ask all individuals to familiarize themselves with this code and adhere to its principles.

Respect and Inclusivity -

We value diversity and treat all individuals with respect, dignity, and fairness. We foster an inclusive culture that welcomes different perspectives, backgrounds, and ideas. Discrimination, harassment, or any form of disrespectful behavior based on race, gender, age, religion, disability, sexual orientation, political views, or any other protected characteristic will be met with zero tolerance.

Professionalism -

We conduct ourselves professionally at all times. This includes maintaining a positive work environment, treating others with courtesy, and refraining from engaging in any behavior that may be disruptive or harmful to others' well-being.

Confidentiality and Privacy -

We respect the confidentiality and privacy of our employees, customers, and partners. Any personal or sensitive information shared within the course of business should be handled with the utmost care and only used for legitimate purposes.

Compliance with Laws and Regulations -

We do our best to comply with all applicable laws, regulations, and industry standards. It is important to conduct our business activities ethically and with integrity. Violations of laws or regulations will not be tolerated.



Conflict of Interest -

We expect you to avoid situations that may create a conflict of interest between personal interests and the interests of the Company, in a way that might hinder your capability or willingness to perform your duties. Any actual or potential conflicts of interest should be disclosed promptly to your immediate supervisor or anonymously if you prefer (for an anonymous report, please see below).

Reporting Violations -

We encourage the reporting of any violations of this Code of Conduct or any concerns regarding unethical behavior. To ensure transparency and confidentiality, we have established an anonymous reporting mechanism. Anyone can report problems, violations, or suspicions of misconduct through emailing anonymously to: hr@P9.com.

Investigation and Consequences -

All reported alleged violations will be promptly and thoroughly investigated. Appropriate action will be taken in response to substantiated violations. The consequences for violating the Code of Conduct may include disciplinary action, up to and including termination of employment or contractual relationship, as deemed appropriate.

By adhering to this Code of Conduct, we contribute to a positive and respectful work environment that fosters trust, collaboration, and growth. Together, we build a stronger and more successful organization.