

GOVERNANCE & ETHICS POLICY

INVICTUS VETERAN SOLUTIONS LLC

All for-profit and nonprofit entities under or affiliated with Invictus Veteran Solutions LLC shall operate in good faith and uphold the highest standards of ethics and integrity, ensuring transparency and accountability in every action. These standards are designed to protect and maintain the trust of the veteran community in the services we provide.

Purpose: This Governance & Ethics Policy establishes the ethical standards, compliance requirements, and oversight mechanisms for any nonprofit entity formed under Invictus Veteran Solutions LLC (the 'Company'). The goal is to ensure transparency, accountability, and alignment with the Company's mission to serve veteran communities.

Section 1 — Ethical Standards

1.1 Zero Tolerance for Corruption. The Company and its affiliated nonprofit entities shall maintain a zero-tolerance policy for corruption, fraud, misuse of funds, or any unethical conduct.

1.2 Mission Alignment. All activities must align with the Company's mission and values, prioritizing the well-being of veterans and the integrity of public funding.

Section 2 — Governance & Oversight

2.1 Authority of Sole Member. The Sole Member retains full authority to appoint, remove, or replace any board member, officer, or manager of the nonprofit entity if corruption, fraud, mismanagement, or actions detrimental to the mission occur.

2.2 Compliance. All entities must comply with applicable federal, state, and local laws, including regulations governing nonprofit organizations and public funding.

Section 3 — Transparency & Reporting

3.1 Financial Accountability. Nonprofit entities shall maintain accurate financial records, undergo regular audits, and provide reports to the Sole Member.

3.2 Public Disclosure. Entities shall disclose key governance documents and financial statements as required by law.

Section 4 — Conflict of Interest & Whistleblower Protection

4.1 Conflict of Interest. Board members and officers must avoid conflicts of interest and disclose any potential conflicts promptly.

4.2 Whistleblower Protection. Individuals reporting unethical conduct shall be protected from retaliation.

Section 5 — Enforcement

5.1 Corrective Action. The Sole Member may impose corrective measures, including removal of leadership, restructuring, or dissolution of the entity if violations occur.

JN WITNESS WHEREOF, the undersigned Sole Member adopts this Governance & Ethics Policy as of the date set forth below.



Ren Heston Ross — Chief Executive Officer, Sole Member,
Of Invictus Veteran Solutions LLC;

Date: 6-27-2025



INVICTUS
VETERAN SOLUTIONS LLC

*What other purpose do we possess,
if not to serve each other*