



## CODE OF BUSINESS CONDUCT

(Adopted by the Board of Directors on September 9, 2022)

### **1 PURPOSE**

**1.01** This Code of Business Conduct ("the Code") is intended to document the principles of conduct to be followed by all Hypercharge Networks Corp. ("Hypercharge") employees, officers and directors. Its purpose is to:

- Promote honest and ethical conduct, including the ethical handling of actual or apparent conflicts of interest.
- Promote avoidance of conflicts of interest.
- Promote full, fair, accurate, timely and understandable disclosure in reports and documents that Hypercharge files with securities regulators and in other public communications made by Hypercharge;
- Promote compliance with applicable governmental laws, rules and regulations;
- Promote accountability for adherence to this Code;
- Promote the prompt internal reporting of violations of this Code;
- Provide guidance to employees, officers and directors to help them recognize and deal with ethical issues; and
- Foster a culture of honesty and accountability;

**1.02** Hypercharge expects all its employees, officers, directors and consultants to comply and act in accordance with the principles of this Code. Violations of this Code by an employee, officer, director or consultant are grounds for disciplinary action up to and including, immediate termination of employment or directorship.

### **2 WORKPLACE**

#### **2.01 Non-discriminatory Environment**

Hypercharge fosters a work environment in which all individuals are treated equally with respect and dignity. Hypercharge is an equal opportunity employer and does not permit its officers, employees, directors or consultants to discriminate against employees, officers, directors, consultants or potential employees on the basis of race, color, religion, sex, national origin, age, sexual orientation, disability or any other category protected by Canadian federal, provincial or local laws and regulations applicable in the jurisdiction where such employees, officers, directors or consultants are located. Hypercharge will make reasonable accommodations for its employees in compliance with applicable laws and regulations. Hypercharge is committed to actions and policies to assure fair employment, including equal treatment in hiring, promotion, training, compensation, termination and corrective action and will not tolerate discrimination by its employees and agents.

#### **2.02 Harassment Free Workplace**

Hypercharge will not tolerate harassment of its employees, customers or suppliers in any form.

#### **2.03 Sexual Harassment**

Sexual harassment is illegal and all employees, officers, directors and consultants are prohibited from engaging in any form of sexually harassing behavior. Sexual harassment means unwelcome sexual conduct whether visual, verbal or physical, and may include, but is not limited to, unwanted sexual advances, unwanted touching and suggestive touching, sexual invitations or comments, telling sexually explicit jokes and displaying sexually suggestive visual materials.

- 2.04 **Substance Abuse**  
Hypercharge is committed to maintaining a safe and healthy work environment free of substance abuse. Employees, officers, directors and consultants are expected to perform their responsibilities in a professional manner and to ensure that their job performance is not hindered by the effects of drugs and/or alcohol.
- 2.05 **Workplace Violence**  
The workplace must be free from violent behavior. Threatening, intimidating or aggressive behavior, as well as bullying, subjecting to ridicule or other similar behavior toward fellow employees or others in the workplace will not be tolerated. No weapons of any kind will be tolerated in the workplace unless such are required for Hypercharge's property security purposes and then only after authorization by the Chief Executive Officer or his or her delegate.
- 2.06 **Employment of Family Members**  
Employment of a family member at a Hypercharge office is permissible with approval of the Chief Executive Officer but the direct supervision of one family member by another is not permitted unless otherwise authorized by the CEO or his or her delegate.
- 2.07 **Privacy**  
Hypercharge believes in taking steps to protect the privacy of its employees, officers, directors, consultants, agents and other representatives. To protect the privacy of its employees, officers, directors, consultants, agents and other representatives, Hypercharge will comply with the obligations set out under the applicable privacy laws, contracts with our customers and business partners, and applicable policies which among other things require Hypercharge to:
- limit its collection, use, or disclosure of personal information to that which is required to fulfill the purpose identified;
  - ensure the purpose of the collection, use, or disclosure is limited to what a reasonable person would deem appropriate;
  - obtain consent from the individual whose personal information is collected, used or disclosed;
  - only retain personal information for as long as it is required to satisfy the legal or business purpose;
  - protect all personal information by making reasonable security arrangements (including physical measures, technical tools and organizational controls where appropriate);
  - make reasonable efforts to ensure that personal information that is collected is accurate and complete;
  - correct any personal information discovered to be inaccurate or incomplete;
  - limit access to personal information by Hypercharge employees or agents on an as-required basis;
  - limit disclosure of personal information to anyone outside of the company without the individual's consent, except as required by law, contractual obligation or public duty; and
  - release personal information to authorities only as required by law, and always with diligence for privacy and subject to legal or ethical prohibition or privilege.
- 2.08 Computer Data & Resources  
Vital to Hypercharge's on-going success is a high standard of discretion and protection of corporate, employee and customer information.  
Every individual with access to Hypercharge's computer hardware, software, files, documents, intranet, internet, cloud services, servers, and chargers is considered an ethical custodian responsible for the safe and secure management of such information and systems.

While Hypercharge has no intention of placing its employees on constant surveillance, information passing through or stored on Hypercharge's property, including its devices, can and will (where legal permissible) be monitored at the discretion of Hypercharge. Hypercharge reserves the right, where legally permissible, to monitor, review and/or audit any and all activity on its business assets and resources for violations of acceptable use and ethical behavior in accordance with the applicable policies. Reported or suspected violations will be investigated jointly with other departments such as Human Resources, or Legal, as required.

It is everyone's responsibility to take measures to prevent and immediately report theft, loss, misuse, or unauthorized disclosure of business assets and resources including, but not limited to, the installation or distribution of software products that are not appropriately licensed for use by Hypercharge.

Employees are in no way authorized to engage in any activity that is illegal under local, provincial, national or international law while utilizing Hypercharge's resources. Anyone who has evidence of, or encounters any violation of, acceptable use and ethical behaviour requirements, or otherwise believes that anyone is about to, or has, engaged in prohibited conduct is required to report that information in accordance with this Code.

### **3 THIRD PARTY RELATIONSHIPS**

#### **3.01 Conflict of Interest**

Employees, officers, directors and consultants are required to act with honesty and integrity and to avoid any relationship or activity that might create, or appear to create, a conflict between their personal interests and the interests of Hypercharge. Employees must disclose promptly, in writing, possible conflicts of interest to their manager, or if the manager is involved in the conflict of interest, to the CEO. Officers and directors should disclose, in writing, any conflicts of interest (or possible conflicts of interest) to the CEO.

Conflicts of interest arise where an individual's position or responsibilities with Hypercharge present an opportunity for personal gain apart from the normal remuneration of employment or directorship. They also arise where directors, officers or employees personal interests are inconsistent with those of Hypercharge and create conflicting loyalties. Such conflicting loyalties can cause a director, officer or employee to give preference to personal interests in situations where corporate responsibilities should come first. Directors, officers and employees shall perform the responsibilities of their positions on the basis of what is in the best interests of Hypercharge and free from the influence of personal considerations and relationships.

Directors, officers, employees and consultants shall not acquire any property, security or business interest that they know Hypercharge is interested in acquiring. Moreover, based on such advance information, directors, officers, employees and consultants shall not acquire any property, security or business interest for speculation or investment.

#### **3.02 Gifts and Entertainment**

Employees, officers, directors and consultants or their immediate families shall not use their position with Hypercharge to solicit any cash, gifts or free services from any Hypercharge customer, supplier or contractor for themselves or their immediate family or friend's personal benefit. Gifts or entertainment from others should not be accepted if they could be reasonably considered to be extravagant for the employee, officer, director or consultant, who receives it, or otherwise improperly influence Hypercharge's business relationship with or create an obligation to a customer, supplier or contractor.

The following are guidelines regarding gifts and entertainment:

- Nominal gifts and entertainment, such as logo items, pens, calendars, caps, shirts and mugs are acceptable.
- reasonable invitations to business related meetings, conventions, conferences or product training seminars may be accepted.
- invitations to social, cultural or sporting events may be accepted if the cost is reasonable and your attendance serves a customary business purpose such as networking (e.g. meals, holiday parties and tickets).
- invitations to golfing, fishing, sports events or similar trips that are usual and customary for your position within Hypercharge and the industry and promote good working relationships with customers and suppliers may be accepted provided, in the case of employees, they are approved in advance by your manager.

.3.03 C      ompetitive Practices

Hypercharge believes that fair competition is fundamental to the continuation of the free enterprise system. Hypercharge complies with and supports laws that prohibit restraints of trade, unfair practices, or abuse of economic power.

Hypercharge will not enter into arrangements that unlawfully restrict its ability to compete with other businesses, or the ability of any other business organization to compete freely with Hypercharge. Hypercharge's policy also prohibits employees, officers, directors and consultants from entering into or discussing any unlawful arrangement or understanding that may result in unfair business practices or anticompetitive behavior.

.3.04 **Supplier and Contractor Relationships**

Hypercharge will select its suppliers and contractors in a non-discriminatory manner based on the quality, price, service, delivery and supply of goods and services. However, in certain cases preference may be given to local providers at the discretion of senior management. Selection of suppliers and contractors must never be based on personal interests or the interests of family members or friends.

Employees should inform their managers, (who should report the issue to the CEO or his or her delegate) and officers and directors should inform the CEO and the Chairman of the Audit Committee of any supplier and contractor relationships that create a conflict of interest (or possible conflict of interest). It is Hypercharge's policy to treat all competing customers on a fair and equal basis.

Hypercharge will only deal with suppliers and contractors who comply with applicable legal requirements and any Hypercharge standards relating to labour, environment, health and safety, intellectual property rights, improper payments or inducements to public or government officials and prohibitions against child or forced labour.

Confidential information received from a supplier or contractor shall be treated as if it were Hypercharge's Confidential Information (see "Company Confidential Information"). Confidential Information shall not be disclosed to a supplier until an appropriate confidentiality agreement has been signed by the supplier.

Use of Hypercharge's name or intellectual property by a supplier or contractor requires approval in writing by the CEO or his delegate. Hypercharge shall not use the name or intellectual property of a supplier without the supplier's consent in writing.

.3.05 **Government Relations**

Employees, officers, directors and consultants may participate in the political process as private citizens. It is important to separate personal political activity and Hypercharge's political activities, if any, in order to comply with the appropriate rules and regulations relating to lobbying or attempting to influence government officials. Hypercharge will not reimburse employees for money or personal time contributed to political campaigns. In addition, employees may not work on behalf of a candidate's campaign while at work or at any time use Hypercharge's facilities for that purpose unless approved by the CEO.

Hypercharge's dealings with public officials are to be conducted in a manner that will not compromise the integrity or impugn the reputation of any public official or Hypercharge. Participation, whether directly or indirectly, in any bribes, kickbacks, improper profit sharing arrangements, illegal gratuities or improper inducements or payments to any public official is expressly forbidden.

It is an offence under the anti-bribery provisions of both the Corruption of Foreign Public Officials Act (Canada) and The Foreign Corrupt Practices Act (U.S) to make or offer a payment, gift or benefit, whether directly or indirectly through a third party acting on Hypercharge's behalf, to a foreign public official in order to induce favourable business treatment, such as obtaining or retaining business or some other advantage in the course of business. Note that the term "public official" is very broad and includes low ranking employees of a government or a government-controlled entity, political parties and candidates for political office.

Understanding the difference between a permitted payment and an illegal bribe is important and may require careful analysis. Accordingly, if you are in doubt about the legitimacy of a payment to be made either directly or indirectly through third parties to officials or employees of governments, or their agencies or instrumentalities (including government monopolies), refer the matter to the CEO, or his/her delegate. Moreover, all approved arrangements must be documented in accordance with Hypercharge's legal and

accounting requirements and business practices. In addition, Hypercharge, its employees, officers, directors and consultants are strictly prohibited from attempting to influence any person's testimony in any manner whatsoever in courts of justice or any administrative tribunals or other government bodies.

#### **4      LEGAL COMPLIANCE**

##### **4.01    Compliance with Laws, Rules, Regulations and Investigations**

Employees, officers,      directors and consultants are expected to comply in good faith at all times with all applicable laws, rules and regulations.

Employees, officers,      directors and consultants of Hypercharge are required to comply with the Hypercharge Disclosure Policy on timely disclosure of material information and provide full, fair, accurate, understandable and timely disclosure in reports and documents filed with, or submitted to, regulatory authorities and other materials that are made available to the investing public.

Employees, officers,      directors and consultants are required to comply with the Hypercharge Insider Trading Procedures and all other policies and procedures applicable to them that are adopted by Hypercharge from time to time.

Employees, officers,      directors and consultants must cooperate fully with those (including the Chief Financial Officer, and the Corporate Secretary) responsible for preparing reports filed with the regulatory authorities and all other materials that are made available to the investing public to ensure those persons are aware in a timely manner of all information that is required to be disclosed. Employees, officers and directors should also cooperate fully with the independent auditors in their audits and in assisting in the preparation of financial disclosure.

It is the policy of Hypercharge to fully cooperate with any appropriate governmental or regulatory investigation. A condition of such cooperation, however, is that Hypercharge be adequately represented in such investigations by its own legal counsel. Accordingly, any time an employee, officer,      director or consultant receives information about a new government investigation or inquiry, this information should be communicated immediately to the CEO. Some government dealings (for example, tax audits, audits or investigations from the Ministry of Labour) can be handled by the employee responsible for such matters. However, if an employee, officer,      director or consultant believes that a routine audit may evolve into a more formal government investigation, the CEO should be contacted.

Employees, officers,      directors and consultants should never, under any circumstances:

- destroy or alter any Hypercharge documents or records in anticipation of a request for those documents from any government or regulatory agency or a court;
- lie or make any misleading statements to any governmental or regulatory investigator (including routine as well as non-routine investigations); or
- attempt to cause any Hypercharge employee, or any other person, to fail to provide information to any government or regulatory investigator or to provide any false or misleading information.

Should any governmental or regulatory inquiry be made through the issuance of a written request for information, such request should immediately, and before any action is taken or promised, be submitted to the CEO. Oral inquiries and requests for documents or information should also be directed to the CEO.

## **5 INFORMATION AND RECORDS**

**5.01**

### **Confidential and Proprietary Information and Trade Secrets**

Employees, officers, directors and consultants may be exposed to certain information that is considered confidential by Hypercharge. All Confidential Information, whether or not the subject of copyright or patent, are the sole property of Hypercharge.

Employees must safeguard Hypercharge's Confidential Information. "Confidential Information" includes trade secrets, know how, records, data, plans, strategies, processes, business opportunities and ideas relating to present and contemplated assets, resources and financial affairs of Hypercharge, its customers, its suppliers and/or other employees. Confidential Information is information that is not generally known to the public. Employees, officers, directors and consultants may not disclose to the public (including family members) information that may impair Hypercharge's competitive effectiveness or which might violate the private rights of individuals, enterprises or institutions and are prohibited from discussing or disclosing to the public any Confidential Information without authorization. However, disclosure of Confidential Information may be made for legitimate purposes such as full and complete reporting to governmental, regulatory or enforcement agencies. If in doubt about whether information is Confidential Information, you should assume the information is confidential unless otherwise informed by your supervisor. Confidential Information should not be shared with other employees except on a "need to know" basis. The above rules also apply to information that Hypercharge has obtained from third parties on condition of confidentiality. The foregoing obligations apply both while a person is an employee, officer, director or consultant of Hypercharge and following termination of such relationship.

If the decision is made to disclose Confidential Information to any person or entity outside of Hypercharge (such as a business partner), it should be done only after appropriate confidentiality agreements are executed. Confidentiality agreements can be obtained from the Company's CFO.

All employees, officers, directors and consultants are responsible and accountable for the integrity and protection of business information (including electronic mail and voice mail) and must take the appropriate steps to protect such information. Employees, officers, directors and consultants should always be alert to and seek to prevent inadvertent disclosure that may arise in either social conversations or in normal business relations with suppliers and customers.

The widespread use of computer terminals, the internet and cellular phones has caused confidential and proprietary information to be potentially accessible by many individuals. Extra precautionary steps should be taken to safeguard against unwanted access to confidential and propriety information when transmitting such information over the internet or via cellular phone.

Documents containing sensitive data should be handled carefully. Particular attention must be paid to the security of data stored on the computer system. Each employee must maintain the secrecy of his or her password and lock sensitive or valuable equipment when not in use.

.5.02 **Financial Reporting and Records**

Hypercharge requires that its financial records be accurate and complete. These records serve as a basis for managing our business and are crucial for meeting obligations to employees, customers, investors and others, as well as for compliance with regulatory, tax, financial reporting and other legal requirements. Employees, officers, directors and consultants who make entries into business records or who issue regulatory or financial reports, have a responsibility to fairly present all information in a truthful, accurate and timely manner. No employee, officer, director or consultant shall exert any influence over, coerce, mislead or in any way manipulate or attempt to manipulate the independent auditors of Hypercharge.

.5.03 **Record Retention**

Hypercharge requires that its records be maintained in accordance with the laws and regulations regarding retention of business records. The term "business records" covers a broad range of files, reports, business plans, receipts, policies and communications, including hard copy, electronic and audio recordings, whether maintained at work or at home. Hypercharge prohibits the destruction of or tampering with any records, whether written or in electronic form, where Hypercharge is required by law or government regulation to maintain such records or where it has reason to know of a threatened or pending government investigation or litigation relating to such records.

**6 HYPERCHARGE'S ASSETS**

.6.01 **Use of Hypercharge Property**

The use of Hypercharge property for individual profit or any unlawful unauthorized personal or unethical purpose is prohibited. Hypercharge's information, technology, intellectual property, buildings, land, equipment, machines, software and cash must be used only for business purposes except as provided by Hypercharge policy or approved by your respective manager.

.6.02 **Destruction of Property or Theft**

Employees, officers, directors and consultants shall not intentionally damage or destroy the property of Hypercharge and others or commit theft.

.6.03 **Intellectual Property**

All information, technology and intellectual property, developed by an employee during the course of employment with Hypercharge belong to Hypercharge and all employees assign to Hypercharge all rights the employee may have in the information, technology and intellectual property. Such materials shall remain with Hypercharge following termination of employment and employees shall take such reasonable steps as requested by Hypercharge to confirm ownership of such materials by Hypercharge, and to enable Hypercharge to perfect and maintain its title to such information, technology and intellectual property. All employees waive all authorship and moral rights which they may have in such information, technology and intellectual property.

Employees, officers, directors and consultants may not reproduce, distribute or alter copyrighted materials without permission of the copyright owner or its authorized agents. Software used in connection with Hypercharge's business must be properly licensed and used only in accordance with that license.

Employees, officers, directors and consultants may not:

- Allow others to gain access to Hypercharge's information technology systems through the use of their password or other security codes;
- Send harassing, threatening or obscene messages;
- Send chain letters;

- Access the internet for inappropriate use;
- Send copyrighted documents that are not authorized for reproduction;
- Make personal or group solicitations unless authorized by a senior officer; or
- Conduct personal commercial business.

Hypercharge may monitor the use of its information technology systems.

## **7 USE OF CODE AND REPORTING VIOLATIONS**

7.01 It is the responsibility of all employees, officers, directors and consultants to understand and comply with this Code of Business Conduct, and all new employees, officers, directors and consultants are required to sign the applicable acknowledgement substantially in the form set out at the end of this Code. Employees, officers and Directors will be asked to review this policy annually and confirm by email.

If you observe or become aware of an actual or potential violation of this Code or of any law or regulation, whether committed by Hypercharge employees or by others associated with Hypercharge, it is your responsibility to report those circumstances and to cooperate with any investigation by Hypercharge. This Code is designed to provide an atmosphere of open communication for compliance issues and to ensure that employees acting in good faith have the means to report actual or potential violations.

For assistance with compliance matters and to report actual or potential compliance infractions, employees should contact their manager who will verbally inform the CEO or his/her delegate. If your manager is unable to resolve the issue or if you are uncomfortable discussing the issue with your manager, you should seek assistance from the CEO. If the Code issue relates to the CEO, or you are otherwise uncomfortable discussing the issue with your manager, you may also submit reports of violations of this Code in writing on a confidential basis to the Chairman of the Audit Committee in an envelope labeled with a legend such as "To be opened by the Chairman of the Audit Committee only, being submitted pursuant to the Code of Business Conduct". You may submit such confidential envelopes directly to, or via Hypercharge's Secretary.

Officers and directors who become aware of any violation or potential violation of this Code are required to promptly report it to the CEO and the Chairman of the Audit Committee openly or confidentially (in the manner described above).

Following the receipt of any complaints submitted hereunder, the CEO or his/her delegate and/or the Chairman of the Audit Committee (as the case may be) will investigate each matter so reported and take corrective disciplinary actions, if appropriate, up to and including termination of employment. Any action so taken shall be reported to the Board.

There will be no reprisals against employees, officers, directors and consultants for good faith reporting of compliance concerns or violations.

The CEO and the Chairman of any Corporate Governance Committee will confidentially retain any complaints received hereunder for a period of seven years.