



INTERNATIONAL BATTERY METALS LTD.

CODE OF BUSINESS CONDUCT AND ETHICS

A Letter from Our Chief Executive Officer

Dear IBAT Family:

At International Battery Metals (“IBAT”), we are committed to innovation, sustainability, and ethical business practices. Our success depends on upholding the highest standards of integrity, compliance, and corporate responsibility.

This Code of Business Conduct and Ethics (the “Code of Conduct”) serves as a guide to ensure that our employees, officers, and directors act in accordance with our values, comply with applicable laws, and make ethical decisions in all business dealings. While it is impossible for any document to provide clear guidance for every situation, this Code of Conduct provides a framework for expected behavior and decision-making. If you are ever uncertain about a situation, I encourage you to seek guidance and report any concerns.

Our reputation is built on trust and responsibility, and each of us has a role to play in maintaining and strengthening it.

Thank you for your commitment to IBAT’s principles and for making integrity a cornerstone of everything we do.

Sincerely,

A handwritten signature in dark ink, appearing to read 'J. Mills', is written over a horizontal line.

Joseph Mills, CEO

INTRODUCTION

PURPOSE

The Code of Business Conduct and Ethics (the “**Code of Conduct**”) has been adopted by IBAT’s Board of Directors (the “**Board**”) and is designed to help reduce the risk of unethical and illegal conduct by providing a clear statement of the standards employees, officers, directors and any other person acting for the Company must follow. This Code of Conduct is intended to provide a broad overview of basic ethical principles and general guidance on certain conduct requirements that are expected of those employed or contracted with the Company, as well as disclosure/reporting requirements with respect to material information and trading of securities of the Company.

This Code of Conduct is designed to supplement, but in no way replace, the laws and regulations applicable to the Company, as required under the Business Corporations Act (British Columbia), the British Columbia Securities Commission, the Canadian Securities Exchange, the TSX Venture Exchange (collectively with the Canadian Securities Exchange, the “Exchanges”), the United States Securities and Exchange Commission, securities laws of the United States (including the United States *Securities Act of 1933, as amended, and the United States Securities Exchange Act of 1934, as amended*), the OTCQB Venture Market, and rules and policies of such other regulators in North America that may be applicable to the Company and the intended recipients of this Code of Conduct.

WHO IS COVERED

The Code of Conduct applies to all employees, officers, directors, as well as consultants and contractors to the Company. The Code of Conduct covers a wide range of business practices and procedures. It does not cover every issue that may arise, but it sets out basic principles to guide you. Consultants and contractors retained by the Company are expected to conduct themselves in accordance with these principles in their activities relating to the Company. It is the responsibility of the employee, director or officer retaining a consultant or contractor to ensure that they are aware of the contents of this Code of Conduct and that the consultant or contractor agrees to abide by its provisions in its dealings with and on behalf of the Company. Failure to observe the terms of the Code of Conduct may result in disciplinary action, up to and including termination of employment or office, or removal from the Board. Violations of the Code of Conduct may also constitute violations of law and may result in civil or criminal penalties. Recipients of this Code of Conduct are referred to throughout as “*recipient*” or “*you*”.

ADMINISTRATION AND MAINTENANCE OF THE CODE OF CONDUCT

With oversight from the Board, the Company’s executive leadership is responsible for setting clear expectations and high standards for ethical behavior throughout IBAT. The General Counsel is responsible for administering and maintaining the Code of Conduct.

Training: Upon joining the Company, all directors and employees are required to participate in the Code of Conduct training sessions.

Acknowledgement: We require acknowledgment that directors and employees have read the Code of Conduct and agree to abide by it. Failure to read or acknowledge the Code of Conduct is not an excuse for noncompliance with the Code of Conduct.

Waiver: The Company will make every effort to resolve potential conflicts of interest or Code of Conduct related issues that may arise when these are disclosed promptly to the Company and the parties involved have acted in good faith. In the unlikely event that potential conflicts cannot be resolved, waivers of compliance with the Code of Conduct will only be given where appropriate. Any waivers for senior officers and directors must be approved in advance by the Board and will be promptly disclosed if required by law or stock exchange regulation. No waivers of this Code of Conduct shall be granted if you fail to comply with the Code of Conduct or any applicable law or regulation, you will be subject to discipline that may include termination of employment.

This is not a contract: The Code of Conduct does not convey any specific employment rights or guarantee employment for any specific period of time. Employment with IBAT is “at will” meaning the Company can end employment relationship at any time, for any reason, and all directors and employees of the Company can do the same.

Investigation: The Company takes seriously and will fully investigate all known potential violations. The Company is committed to protecting anyone who raises a concern in good faith. However, it is a violation of the Code of Conduct to knowingly make a false accusation, lie to an investigator, interfere with or obstruct an investigation.

COMPLIANCE AND REPORTING

IF YOU ARE NOT SURE, SEEK GUIDANCE

Compliance with all applicable laws and regulations is essential to the conduct of the Company’s business and is the foundation on which the Company’s ethical standards are built. You have a responsibility to meet and exceed the standards contemplated in the laws and regulations of each country in which the Company operates. The Code of Conduct cannot provide definitive answers to all questions. If you have questions or have doubt about the best ethical course of action, you should seek guidance from your supervisor, from human resources, or the General Counsel.

Every reasonable effort will be made to ensure the confidentiality of those furnishing information.

The Company encourages you to raise possible ethical issues and will not tolerate retaliatory action against any individual for raising legitimate concerns or questions regarding ethics matters or for reporting suspected violations in good faith.

HOW TO REPORT

If possible, you should report ethics concerns and suspected misconduct (including violations of this Code of Conduct or the law) to your immediate supervisor, however, you are not required to follow the chain of command when reporting. You may report to any member of management at any level of the Company, including the General Counsel. Ethics concerns and suspected misconduct may also be reported anonymously. However, the Company may be limited in its ability to fully investigate and respond to concerns that are reported anonymously. If you wish to make an anonymous report, please call the Whistleblower Hotline at **(800) 928-0084** or via the hotline portal at **report.complyline.com** International Battery Metals Ltd - Organization **PIN: 351670 Site ID: 100**

ENGAGING IN ETHICAL BEHAVIOR

The Company requires high standards of professional and ethical conduct from you. Our reputation for honesty, integrity and accountability is important for the success of our business.

The Company expects you to comply at all times with the following principles which serve as the foundation of this Code of Conduct:

- act ethically and honestly;
- avoid actual or apparent conflicts of interest;
- make decisions which are in the best interests of the Company;
- accept responsibility and be accountable for actions taken;
- conduct business in an environmentally and socially responsible manner;
- select and treat all employees in a respectful, fair and equitable manner and foster a work environment that is safe and healthy and free from discrimination, harassment, intimidation and hostility of any kind; and
- obey all laws and regulations governing the conduct of the Company's business.

Conflicts of Interest and Related Party Transactions

You have an obligation to act in the best interests of the Company and its shareholders.

A “conflict of interest” occurs when an individual’s personal interest unethically interferes, or appears to interfere, with the legitimate business interests of the Company. A conflict situation can arise when an individual (i) has personal interests that conflict, or appear to conflict, in any way, with the interests of the Company; (ii) takes action for his or her direct or indirect benefit or the direct or indirect benefit of a third party that is in conflict with the interests of the Company; (iii) receives, directly or indirectly, improper personal benefits as a result of his or her position in the Company; or (v) takes actions or has private interests that may make it difficult to perform his or her work objectively and effectively.

The following are examples of conflict of interest situations which generally must be avoided, or which may raise a question:

- you take actions or have private interests that may make it difficult for you to perform your work effectively and in the best interests of the Company;
- you use your employment or position in the Company to derive improper personal benefits, including benefits for your family members or related third parties; or
- you receive revenues or benefits from suppliers, competitors, or customers of the Company.

Any activity that could give rise to conflicts of interest is prohibited unless specifically approved in advance. Where a conflict involves a member of the Board (e.g. where a Board member has an interest in a material contract or material transaction involving the Company), the Board member involved must disclose his or her interest to the Board and refrain from voting on the matter giving rise to the conflict, in accordance with applicable law. Where a conflict involves a senior officer, approval of the Board will be required. Where a conflict involves an employee or a consultant, approval of the CEO will be required.

Some conflicts are clear-cut, and others are not. Any situation involving “related-party transactions” or “non-arm’s length relationships” that can result in a gain to you at the expense of the Company creates a conflict of interest. In the event that a potential conflict of interest involving you arises you must immediately report the situation. **Full and early disclosure enables you to resolve unclear situations and provides the opportunity to avoid or resolve conflicting interests before any difficulty arises.**

In discharging its duty to supervise the management of the business and affairs of the Company for the benefit of all shareholders, the Board is required to identify and resolve any perceived or actual conflict between the interests of the Company and the interests of the Company's major shareholders or any of their affiliates. This effort is in addition to the provision in the Company's governing corporate statute, the *Business Corporations Act* (British Columbia), providing for the disclosure of any interest which a director or officer of the Company may have in a material contract or transaction between the Company and another party, Multilateral Instrument 61-101 – *Protection of Minority Security Holders in Special Transactions* ("MI 61-101"), and the applicable stock exchange rules.

In respect of negotiations with related parties, the Board shall designate an independent committee consisting of one or more members of the Board who is an "independent director" of the Company as defined in MI 61-101, to review the proposed transaction. The Board shall define the appropriate protocols and mandate for the committee, dependent on the nature of the transaction being reviewed. Such protocols shall comply with this Code of Conduct, the requirements of MI 61-101, applicable securities laws, and stock exchange rules.

Safeguarding Legitimate Business and Investment Opportunities

You are expected to advance the Company's legitimate business interests when the opportunity to do so arises. You may not take for yourself (or direct to a third party) a business opportunity that is discovered through the use of the Company's property, information, or position, except where the Board, after receiving the necessary information concerning the opportunity has elected not to avail itself of the opportunity in compliance with applicable corporate law. More generally, you are prohibited from using corporate property, information, or position to compete with the Company.

Fair Dealing

You should endeavor to deal fairly with the Company's counterparties, suppliers, competitors, and their employees. No individual may take unfair advantage of anyone through manipulation, concealment, abuse of privileged information, misrepresentation of material facts, or any other unfair-dealing practice.

Gifts & Entertainment

You should not use your position with the Company for personal gain or to obtain a personal benefit from other employees or from those doing or seeking to do business with the Company. Actions taken and decisions made must be on an impartial and objective assessment of the facts in each situation, free from the influence of gifts, which may adversely affect one's judgment.

Customers, suppliers, contractors, consultants, and others doing or seeking to do business with the Company must be selected and dealt with in an impartial manner, without favor or preference based upon any considerations other than the best interests of the Company. Therefore, you cannot accept or provide, directly or indirectly, for personal benefit, payments, services, loans, other compensation, or benefits from or to a customer, supplier, contractor, consultant, or other individual or entity that does or seeks to do business with, or is a competitor of, the Company if it could reasonably be considered to be extravagant and/or improperly influencing the Company's business relationship with, or creating an obligation to, the recipient. This prohibition includes accepting or offering contracts in exchange for the Company agreeing (expressly or impliedly) to conduct business with specific commercial entities, suppliers and customers.

This prohibition does not prevent you from accepting or providing reasonable gifts or entertainment that are customarily provided to foster important business relationships and which do not (and could not reasonably be perceived to) influence business decisions or compromise our independent judgment and where true business discussions are held as long as the expense would be paid by the Company as a reasonable expense if not paid by the other party. “Reasonable entertainment” only includes entertainment within the bounds of good taste, moderation and common sense to be judged in hindsight

“Reasonable” gifts and entertainment means entertainment (including activities such as the following)

- modest gifts, 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 attendance serves a customary business purpose such as networking (e.g. meals, holiday parties and tickets); and
- invitations to golfing, fishing, sports events or similar trips that are usual and customary for the Company representative’s and the industry and promote good working relationships with customers and suppliers may be accepted.

The Company’s business counterparts, especially government officials, often have their own internal rules that restrict their ability to accept gifts and hospitality. These rules can be strict and must be adhered to at the time of providing a gift, which requires the Company to be:

- transparent and correctly recorded in the Company’s books and records;
- be appropriate in terms of type, value, and frequency to the occasion and the position of the recipient;
- not be offered, provided, demanded, or accepted with the expectation of any type of advantage; and
- never give the appearance of dishonesty or inappropriateness.

Insider Trading

You should be aware that there are statutory prohibitions against and penalties for buying or selling shares when you are aware of material information about the Company that has not yet been made public. Information that could reasonably be expected to affect the market price or value of the Company’s shares is considered to be “material information.”

Securities laws ban using material information that has not been disclosed to the public when buying or selling shares (“**insider trading**”) and passing on this information to others for their use when buying or selling shares (“**tipping**”).

The Company has adopted an Insider Trading Policy and Supplement thereto which specially addresses the safeguarding of confidential information and trading in securities of the Company key individuals. **You should follow the procedure outlined in the Insider Trading Policy.**

Confidential Information

From time to time, you may be exposed to confidential information. Confidential information includes all material non-public information including but not limited to information about strategic plans, financial information, exploration and development results or reports, information regarding negotiations, agreements or other dealings between the Company and others, or employee-related information. It also includes information that suppliers and partners have entrusted to us.

You are to take all reasonable measures to protect the confidentiality of such information acquired in connection with your activities on behalf of the Company and to comply with the procedures of the Insider Trading Policy. In addition, you must use confidential information only for the Company's legitimate business purposes, and not for your personal benefit or the benefit of anyone else.

It is your responsibility to determine what information is confidential and ensure that you use and disclose it only in the performance of your duties with the Company. If you are unsure, consider the information to be confidential until you obtain clarification.

Your obligation to safeguard the Company's confidential information continues after your employment with the Company ends.

Protection and Proper Use of the Company's Assets

You should endeavor to protect the Company's assets and ensure their efficient use. Theft, carelessness, and waste have a direct impact on the Company's operations. Any suspected incidents of fraud or theft should be immediately reported to an individual's supervisor or to a member of senior management for investigation.

Corporate assets, such as funds, products or computers, mineral samples and data may only be used for legitimate business purposes or other purposes approved by management. Corporate assets may never be used for illegal purposes. You may not use materials, equipment, or other assets of the Company for any unauthorized purpose.

In the event that your employment or engagement with the Company ceases to exist you shall return all documents, data and other property belonging to the Company, including without limitation, computer hardware and software, databases, cellular phones, credit cards, books, etc.

Integrity of Records and Financial Disclosure

As a public company, it is of critical importance that the Company's financial filings with the appropriate regulatory authorities be accurate and timely. Depending on their position with the Company, an employee, officer, or director may be called upon to provide necessary information to ensure that the Company's public financial and other reports are complete, fair and understandable. You must comply with prescribed accounting, internal accounting, and auditing procedures and controls at all times. All records must accurately reflect and properly describe the transactions they record. All assets, liabilities, revenues, and expenses must be properly recorded on a timely basis in the books of the Company. You must be vigilant in preventing fraud and dishonesty, and report immediately any evidence of wrongdoing.

If you have any concerns as to weaknesses in the Company’s accounting system or in the Company’s internal controls; or if you believe that any instances of fraud, or incorrect or questionable accounting practices may have occurred; or if you believe that any instances of fraudulent, incorrect or questionable practices may have occurred in connection with the preparation of the Company’s financial statements, you should consult the Chief Financial Officer, General Counsel or report the concern on the Whistleblower Hotline (800) 928-0084 or via the hotline portal at report.complyline.com International Battery Metals Ltd - Organization PIN: 351670 Site ID: 100

Acting Within Limits of Authority and Scope of Responsibilities

IBAT is committed to maintaining sound corporate governance and ensuring that all business activities are conducted with integrity, transparency, and accountability. Employees, officers, and directors must act within the limits of their designated authority and responsibilities when engaging in company business.

The company has established a formal approval process for entering into contracts, financial commitments, and other business transactions. No employees or officers may bind the company to any agreement, obligation, or expenditure unless they have the appropriate authorization to do so. All employees and officers must:

- Understand and adhere to the approval processes specific to their role and responsibilities.
- Obtain the necessary approvals before committing the company to any contractual or financial obligations.
- Ensure that all transactions comply with internal policies, regulatory requirements, and ethical standards.
- Seek guidance from supervisors or the legal and finance departments when in doubt about approval requirements.

Failure to comply with these processes may result in disciplinary action, including potential termination. Unauthorized commitments or transactions may not be honored by the company and could expose both the individual and the organization to financial and legal risks.

By acting within the limits of their authority and following the established approval process, employees and officers contribute to the company’s operational integrity, financial discipline, and long-term success.

Use of E-Mail and Internet Services

E-mail and internet systems are provided to help you do work. Incidental and occasional personal use is permitted, but never for personal gain or any improper purpose and shall not interfere with your duties to the Company. Additionally, “flooding” systems with junk mail and trivia hampers the ability of our systems to handle legitimate Company business and is prohibited. Access, transmission and downloading of any information that could be insulting or offensive to another person, such as sexually explicit messages, racial, ethnic, or sexual slurs, or messages that could be viewed as harassment are expressly prohibited.

E-mail and internet systems and electronic data contained therein are the property of the Company and there is no expectation of privacy for those who use these systems. Unless prohibited by law, the Company reserves the right to access and disclose information contained on information technology systems as necessary for business purposes.

OBSERVING INTELLECTUAL PROPERTY & TRADEMARKS

The Company’s logos and names are examples of IBAT’s trademarks, and we must never use those for improper commercial gain or other unlawful use.

Works of authorship such as written materials, designs, inventions, or plans are the property of IBAT and may be covered by patent laws or qualify as Proprietary and Trade Secret Information. To avoid violating these laws and IBAT's Code of Conduct, we must avoid making unapproved copies or creating works based on the concepts or functions contained in the Company's copyrighted and protected materials.

MAINTAINING SAFETY AND ACCOUNTABILITY IN THE WORKPLACE

Illegal Harassment or Discrimination is Prohibited

Harassment is unwelcome conduct that is based on race, color, ancestry, creed, religion, sex, pregnancy, childbirth, sexual orientation, gender identity, national origin, age (40 older), disability, genetic information or predisposition, military service, military or veteran status, marital status, or any other protected classification under law. Harassment becomes unlawful where (1) enduring the offensive conduct becomes a condition of continued employment; or (2) the conduct is severe or pervasive enough to create a work environment that a reasonable person would consider intimidating, hostile or abusive. Anti-discrimination laws also prohibit harassment against individuals in retaliation for: filing a discrimination charge, testifying, participating in an investigation, proceeding, lawsuit under these laws or opposing employment practices that they reasonably believe discriminate against individuals in violation of employment laws.

As part of IBAT's commitment to a professional work environment, you may not unlawfully threaten, intimidate, coerce or otherwise interfere with the job performance of other directors, employees, customers, suppliers and vendors. Consequently, IBAT will not tolerate any form of unlawful harassment including but not limited to, sexual advances, requests for sexual favors or other physical and psychological abuse from other employees, supervisors or business partners. Additionally, IBAT will not allow any acts of unlawful bullying or intimidation by an individual group. Violations of this section will result in corrective action up to and including termination.

Environment, Health, and Safety Responsibilities

The Company believes that sound environmental and occupational health and safety management practices are in the best interests of its business, its employees, its shareholders, and the communities in which it operates. The Company fully complies with all applicable health and safety laws, rules and regulations and is committed to conducting its business in accordance with recognized industry standards.

You are expected to be alert to environmental issues and have a responsibility to work safely and in an environmentally responsible manner.

All individuals must immediately report any unsafe or hazardous conditions or materials, injuries, and accidents connected with the Company's business and any activity that compromises Company security to your supervisor or a member of management. In addition, any job-related injury or illness must be immediately reported to your supervisor or a member of management in order to comply with applicable workers compensation laws.

Drug-Free Environment

IBAT is committed to providing a drug-free, safe and secure work environment for all of its employees. Therefore, the consumption, distribution, possession or use of illegal drugs on Company premises is strictly prohibited. You are prohibited from working under the influence of any substance or behaving in any way that would impair the safety of others. Violations of IBAT's drug-free workplace policy will result in corrective action, including possible termination, and may also have legal consequences. If you have knowledge of any prohibited alcohol or drug related activities, immediately contact the General Counsel or Human Resources.

INTERACTING WITH GOVERNMENT OFFICIALS

The Company specifically prohibits bribery of public officials and third parties and requires compliance with all anti-corruption and other applicable laws in the countries where the Company does business, including but not limited to the *Corruption of Foreign Public Officials Act* of Canada or the *Foreign Corrupt Practices Act* of the United States (collectively hereinafter the “**Corruption Acts**”).

Such laws make it illegal for any person to obtain or retain an advantage in the course of business, directly or indirectly, to offer or agree to give or offer a loan, reward, advantage, or benefit of any kind to a domestic or foreign public official or to any person for the benefit of a public official. Foreign public officials include persons holding a legislative, administrative, or judicial position of a foreign state, persons who perform public duties or functions for a foreign state (such as persons employed by boards, commissions, or government corporations), officials and agents of international organizations, foreign political parties, and candidates for office.

Although “facilitated payments” or certain other transactions may be exempted or not illegal under applicable law, the Company’s policy is to avoid them. Even the appearance of impropriety in dealing with public officials is improper and unacceptable. A violation of anti-corruption laws, including the Corruption Acts, is a criminal offense, subjecting the Company to substantial fines and penalties and any individual acting on behalf of the Company to imprisonment and fines. Violation of this policy may result in disciplinary actions up to and including discharge from the Company.

All payments made to government officials or governmental agencies, whether legal or illegal, must be fully documented and properly reported in the Company’s financial statements. If a payment is made, purposely, inadvertently or in error, which constitutes a bribe or facilitating payment, it must still be recorded properly in the Company’s books and records. Failure to properly record such payments may constitute additional criminal acts and can subject an individual and the Company to additional prosecution. If you become aware of a questionable transaction, report it immediately.

RESPONDING TO INQUIRIES FROM THE PRESS AND OTHERS ON BEHALF OF THE COMPANY

If the press, media or government regulators request a comment or statement regarding a legal or regulatory matter on behalf of the Company, please contact or direct them to IBAT’s General Counsel. If you receive any other requests for comment or statements on behalf of the Company, please also coordinate with the General Counsel.

CODE OF ETHICS FOR SENIOR FINANCIAL OFFICERS

In addition to the responsibilities specified elsewhere in this Code of Conduct, the Company's principal executive officer, principal financial officer, principal accounting officer or controller or persons performing similar functions (collectively, the "Senior Financial Officers") and the Company's directors shall be subject to the below requirements (the "Code of Ethics").

A. Responsibilities

The Company's directors and the Senior Financial Officers shall be responsible for:

Honest and ethical conduct, including the ethical handling of actual or apparent conflicts of interest between personal and professional relationships.

Full, fair, accurate, timely, and understandable disclosure in reports and documents that the Company files with, or submits to, applicable securities regulatory authorities, including the British Columbia Securities Commission and the United States Securities and Exchange Commission, and in other public communications made by the Company.

Compliance with applicable governmental laws, rules and regulations.

The prompt internal reporting of violations of the Code of Ethics to an appropriate person or persons identified in this Code of Conduct.

Accountability for adherence to this Code of Ethics for Senior Financial Officers.

B. Waiver of this Code of Ethics

Any request for a waiver of this Code of Ethics must be in writing and submitted to the Audit Committee. The Audit Committee shall be responsible for recommending to the Board whether and on what terms to grant a waiver of this Code of Ethics to any Senior Financial Officer or director. The decision to grant a waiver shall be made by the Board and shall be promptly disclosed to the public and the Company's shareholders in compliance with applicable law, applicable stock exchange rules, and the rules of the Canadian Securities Exchange and the TSX Venture Exchange.

Notwithstanding anything to the contrary in this Code of Ethics, nothing shall prevent you from complying with investigations of governmental or regulatory agencies or making any disclosures that are protected under the whistleblower protections, in accordance with the Securities Exchange Act of 1934, as amended, or any other applicable law.

The Company reserves the right to modify, revise or alter this Code of Ethics at its sole discretion and at any time without notice. The requirements of this Code of Ethics are in addition to any other restrictions contained in any other agreement you may have with the Company and any other applicable Company policy.

Acknowledgement of Receipt and Review

I, _____, acknowledge that I have received and read a copy of the Code of Business Conduct and Ethics (the “Code of Conduct”) of International Battery Metals Ltd. I understand the contents of the Code of Conduct. I agree to comply, and have complied, with the policies and procedures set out in the Code of Conduct.

I understand that, in addition to other knowledgeable personnel, including my supervisor, I should approach the General Counsel if I have any questions about the Code of Conduct generally or any questions about reporting a suspected violation of the Code of Conduct. I understand and acknowledge that I always have the right to notify in good faith the General Counsel of any known or suspected violation of this Code of Conduct or other misconduct without fear of retaliation.

Date: _____

Signature: _____

Print Name: _____

Position / Title: _____