

NEXII CONSTITUTION

OURSELVES & OTHERS **LEAD WITH LOVE**

Love is our primary way of being. It drives our mission— love for our planet and one another, and a desire to see humanity thrive. We treat each other with respect, compassion, empathy and kindness.

WALK THE TALK

This isn't just a list of words—it's how we act every day. We lead by example, modeling what we wish to attract. Our actions reflect who we are and define our values

FIND BALANCE

Life is about more than work. We also prioritize health and balance. In our on time and our off time we seek balance and value simplicity.

CULTIVATE CURIOSITY

This is a learning culture. Curiosity is our starting place—it drives us to ask more questions, to seek to understand and to embrace other viewpoints.

SUSPEND JUDGEMENT

We let go of assumptions and seek to understand before forming opinions. We are direct and avoid side conversations. We approach everything like a blank slate.

PRIORITIZE IMPORTANT OVER URGENT

We contemplate first, and act second. We're responsive, not reactionary. We keep our eye on our long term goal to make strategic decisions, not shortsighted ones.

CELEBRATE WINS

We acknowledge each other's good work and celebrate milestones as we realize our individual and collective dreams.

NEXII **CREATE EFFICIENCIES**

We are wise with our resources—leveraging technology so that we can focus on what truly matters. We also leverage our relationships, seeking strategic alliances. We keep an eye on the bottom line, ensuring our actions are driving towards profitability.

EXECUTE WITH BRILLIANCE

'Good enough' is not in our vocabulary—we aim for better than the best. Every action and outcome are rooted in process and perseverance. Our execution is second to none.

WIN OR LEARN

We celebrate wins and we learn from the rest. Everything is an opportunity for improving. We embrace constructive feedback even if it's uncomfortable. This is how we grow.

CHOOSE JOY

We don't take ourselves too seriously. We value fun, self-care and a good celebration. We revel in each other's success, and call out good when we see it in action.

AIM FOR UNITY, NOT UNIFORMITY

We are equals, as well as individuals. Ideological debate and different perspectives only foster innovation, so we embrace diversity and practice compassionate communication.

SET GOALS AND SEE THEM THROUGH

This is a culture of continual improvement. It's how we make our big dreams a reality. We write our goals down, follow through on commitments and hold each other accountable.

SHOW UP-THROUGH GOOD TIMES AND BAD

We are fully present. We say what we mean and do what we say. We hold one another to that same high standard. When we are fully accountable—for our actions and outcomes—it leads to real results.

THE WORLD **CHALLENGE THE STATUS QUO**

We resist complacency. We're challenging norms of business, pushing beyond 'good enough'. We look to the periphery of current thinking and step outside of our comfort zone—comfort and creativity rarely co-exist.

SHARE GENEROUSLY

Whether it's our time, our knowledge, our space or our snacks, we are quick to share. We make every effort to be selfless—we are famously good hosts.

INITIATE REVOLUTIONARY INNOVATION

Hold onto our primary imperative: to disrupt the global construction industry with ultra-sustainable products and services. Do it with focused energy, agility, adaptability and an entrepreneurial.

LEAVE IT BETTER

We consider the future consequences of every decision and product we make. We are smart stewards of resources—using less, limiting waste, resisting trends and thinking about our impact.

SPEAK WITH KINDNESS

We respect the absent and don't gossip. Instead, we catch people doing great things and acknowledge it openly.

DREAM BIG

We live in the improbable, and imagine new possibility everywhere. Our vision—unlimited livability—guides our relentless optimism. To create the ultimate home for humanity, we need to keep imagining.

STAY HUMBLE

Our vulnerabilities are what make us human, so we embrace one another's flaws and aren't afraid to expose our own. We approach every interaction with humility.

NEXII CONSTITUTION
GUIDING PRINCIPLES

**OURSELVES
& OTHERS**

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