
STATEMENT OF VALUES

1. Introduction

- 1.1 Pointerra Limited (Pointerra, Company) instils and reinforces a culture across the Company of acting lawfully, ethically and responsibly. It seeks to operate in line with the values set out below and ensure directors, senior executives and employees work to reinforce these values.
- 1.2 The Company's senior executives have the responsibility of instilling these values across the Company including ensuring that all employees receive appropriate training on the values and referencing and reinforcing the values in interactions with employees.
- 1.3 This document should also be read in conjunction with the Company's Corporate Code of Conduct.

2. Statement of Values

The Company's Statement of Values is set out in the Schedule.

The overarching values expected of all directors, senior executives and employees is to:

- (a) behave honestly and with integrity and report other employees who are behaving dishonestly;
- (b) treat fellow employees with respect and not engage in bullying, harassment or discrimination;
- (c) disclose and deal appropriately with any conflicts between your personal interests and your duty as a director, senior executive or employee (as applicable);
- (d) not take advantage of the property or information of the Company or its customers for personal gain or to cause detriment to the Company or its customers;
- (e) not take advantage of your position for the opportunities arising therefrom for personal gain;
- (f) carry out your work with integrity and to a high standard and in particular, commit to the Company's policy of producing quality goods and services;
- (g) operate within the law at all times;
- (h) act in the best interests of the Company;
- (i) follow the policies of the Company and adhere to the Company's values; and
- (j) act in an appropriate business-like manner when representing the Company in public forums and deal with customers and suppliers fairly.

Schedule

Core Values

Collaboration

Culture of trust
Voices are heard and valued
Be open to constructive criticism
No silos
Inclusive leadership

Honesty

Tell the truth
Be transparent and real
Consistent behaviour
“Walk the talk”
Confront issues early and directly

Respect

Treat others as you would like to be treated
Fairness, equality and inclusiveness
Non-discriminatory behaviour
Environmental and social focus

Excellence

High quality work and outcomes
Excellent assets and people
Excellent decision making

Safety

Take personal responsibility “see something, say something”
Responsive and open culture, report without fear
Provide tools for a safe workplace

Integrity

Always do the right thing
Follow through on commitments
Moral-based principles
Engage in ethical decision making

Purpose Statement

What is our Core Purpose?

Pointerra Limited exists to create value in an environmentally sustainable manner for all stakeholders. This will be delivered through operational excellence applied in the development of the Company's cloud platform for digital asset management.

What is our Vision?

Our Vision is to become a globally relevant geospatial technology business using our platform to solve problems for our customers, developing deep and trusting commercial relationships.

What is our Promise?

Through operational excellence and sustainable practices, grow Pointerra into a world-leading geospatial technology company, with integrity and respect for both ecological and societal health, and a customer base that knows "we've got their back".

Who are our Beneficiaries?

Shareholders

Employees

Consultants

Government

Community

Suppliers

Traditional Owners

Measures of Performance

- Performance to budget
- Enterprise value
- Ontime payment to all creditors
- Positive media feedback, communications with stakeholders
- Ontime delivery of stated timelines and objectives
- Improvement of customer outcomes in using 3D data
- Maintenance and quality of Company data
- Peer comparison

What our Beneficiaries Want

Beneficiary	What they Want	Measure of Success
Shareholders	Solvency and liquidity Sustainable business growth On time project delivery Operate ethically Provide information in a timely manner	Cash in bank, regulatory compliance Share price and market value Business equity managed responsibly
Employees	Employment and engagement Operate ethically and timely	Positive workplace culture (expand)
Traditional Owners	Employment and engagement Operate ethically and timely Provide information in a timely manner	Jobs and contracts Timely and transparent engagement Create an environment of reciprocal respect
Government	Operate ethically and timely Provide information in a timely manner	Community feedback
Community	Employment and engagement Operate ethically and timely Provide information in a timely manner	Jobs and contracts Timely and transparent engagement
Suppliers	Work and engagement	Contracts