



## Statement of Values

EchoIQ Limited has adopted this Statement of Values to express the standards and behaviours it expects from its directors, senior executives and employees to fulfil its purpose and support its values.

The core values of EchoIQ are set out below:

### Purpose

Our primary objective is to deliver maximum shareholder value through profitable growth and the development and application of artificial intelligence for the medical technology sector, whilst acting lawfully, ethically and responsibly.

EchoIQ will pursue operational and commercial excellence by using best practice approaches in our decision-making process focusing on continuous development, accountability and teamwork in all aspects of our business. A key attribute to this approach is maintaining responsible long-term management.

To achieve these goals, we will ensure our employees and business partners have the appropriate skills and resources to perform their work effectively and efficiently and that all stakeholders (including investors, customers, suppliers and regulators) are aware of the Company's values and our intention to uphold them. We will foster an open and supportive environment in all activities and relationships, and make sure that our senior executives demonstrate and reinforce our values in all aspects of our business and in all interactions with staff.

### Integrity

Adherence to the values of the Company is informed in large part by the actions of its Directors and senior management. Accordingly a "lead by example" approach is adopted to uphold the strategic and aspirational vision of EchoIQ. All staff are encouraged to act honestly and with integrity in all interactions as a means of building trustworthiness and effective relationships.

The Board encourages a culture of risk awareness and reporting and allocates resources to manage and mitigate the Company's risks through a risk framework that is periodically reviewed and aligned with the Company's evolving risk appetite.

### Excellence

EchoIQ pursues excellence and strives for best practice with a fit-for-purpose approach through continuous improvement and adaption to reflect the circumstances of its operations.

EchoIQ ensures its employees (including Directors and senior management) and service providers have the appropriate skills and experience to perform their roles effectively and efficiently.

EchoIQ seeks to foster an open and supportive environment in its workplace practices and interactions with internal and external stakeholders, including shareholder engagement.

### Respect

EchoIQ shows consideration for the value of its employees and service providers, as well as its shareholders and other stakeholders. As an entity engaged in health technology, the Company strives to respect and support the social and physical environment in which it operates and to engage with stakeholders. EchoIQ seeks to comply with all legal requirements in connection with its activities.

EchoIQ seeks to protect the health and safety of its employees and contractors.



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## **Openness and accountability**

The Board is committed to being transparent, unambiguous and accountable regarding the operations of the Company and seeks to maintain regular, detailed communication with its internal and external stakeholders. EchoIQ is committed to strict compliance with its disclosure obligations under the law (including the ASX Listing Rules as they apply to the Company).

The Board understand that it and the senior management of the Company are largely responsible for the social and environmental impact of the Company and these considerations for part of the strategic risk assessment undertaken by the Board in determining the risk appetite of the Company.

## **Commitment to Values**

The Group is committed to conducting all of its business activities in accordance with the above stated values.