

Statement of Values

RAS Technology Holdings Limited

Adopted by the Board on 15 August 2021 to come into effect upon admission of the Company to the Official List of the Australian Securities Exchange.

Document version control:

Custodian	Company Secretary
Date previously approved by the Board	15 August 2021
Date of next scheduled review	15 August 2022
Legislative framework and regulatory compliance	ASX Corporate Governance Principles and Recommendations (4 th edition)
Regulators	ASX

1. Introduction

RAS Technology Holdings Limited ACN 650 066 158 (**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 the Company's directors, senior executives and employees work to reinforce these values.

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.

2. Statement of values

The Statement of Values are the guiding principles of the Company. They outline the norms and behaviours expected of our directors, senior executives, employees and those who the Company seeks to work with.

The Company values are:

- (a) *Integrity*
- (b) *Innovation*
- (c) *Agility*
- (d) *Commitment to our people*
- (e) *Excellence in client service*

3. Review and amendment

- (a) The board of directors of the Company (**Board**) will review this Statement of Values annually or as often as it considers necessary to assess it is consistent with the Company's values and consider whether changes are required.
- (b) The Board may amend this Statement of Values from time to time by resolution.
- (c) Any amendments to this Statement of Values will be communicated by the Company to its staff.
- (d) Updates and amendments to this Statement of Values will be the responsibility of the Company Secretary.
- (e) All new management or other relevant staff will be provided with a copy of this Statement of Values as part of their induction into the Company.
- (f) Any updates or amendments as approved by the Board will be notified to appropriate officers and staff by the Company Secretary and corresponding updates and amendments will be made to this Statement of Values and be disclosed on the Company's website.