

4DS MEMORY LIMITED
ACN 145 590 110
(Company)

Corporate Governance Policies

Statement of Values

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While it is important for companies to define the values its employees are expected to live by, actual company values emerge from the experience of others in their interactions with employees each and every day.

Our company values therefore define more than just the behavior we expect from of our employees. They also include the commitment of each of us to live by these values each and every day.

Our core values:

Integrity & honesty	<ul style="list-style-type: none">• Act honestly, ethically and responsible at all times• Maintain confidentiality of people and information• Admit mistakes• Give credit where credit is due• Communicate clearly and directly while respecting everyone
Pursuit of excellence	<ul style="list-style-type: none">• Be relentless in our pursuit of excellence• Be agile with rapid 'think - plan - do - analyze' iterations• Think out-of-the box• Search constantly for more effective and faster ways to reach our goals• Stay resilient when setbacks happen• Strive for high quality in everything we do
One team	<ul style="list-style-type: none">• Act as one team that leverages each others 'unique strengths• Be open-minded and consider all ideas• Argue about facts instead of opinions and then execute as a team• Display can-do attitude and high work ethic• Be willing to step out of our comfort zones• Cherish that complementary talents make the team stronger• Treat others the way you want to be treated
Responsibility	<ul style="list-style-type: none">• Be accountable in achieving our objectives• Use company resources responsibly to achieve the company's goals• Adhere to company policies• Keep the promises we make in the time we promise