

Monvia Limited

ACN 685 591 280

Statement of Values

Adopted: 31 March 2026

1. Introduction

Monvia Limited (**Company**) is committed to maintaining a high standard of integrity and ethical business practices at all times. The Company has adopted this Statement of Values as a minimum standard of behaviour that is expected of the Company's directors, senior executives and employees.

As set out in Principle 3 of the ASX Corporate Governance Council's *Corporate Governance Principles and Recommendations* (4th Edition), a listed entity should:

- (a) instil and continually reinforce a culture across the organisation of acting lawfully, ethically and responsibly; and
- (b) articulate and disclose its values.

This Statement of Values applies to the Company and its subsidiaries.

The Company has also adopted a Code of Conduct which is available on the Company's website at www.monvia.io.

2. Values

Performance

The Company is a results - and performance-driven company, striving to generate returns for shareholders by meeting strategy and targets developed to drive continuous improvement for all stakeholders.

Integrity and ethics

The Company values integrity - acting fairly, honestly and ethically in decision-making and business operations.

Compliance with the law

The Company values compliance with all applicable laws, regulations and rules at all times.

Governance

The Company manages business risks through sound business processes and high-quality decision-making. The Company values compliance with Company policies, procedures and practices.

Workplace health and safety, diversity and support

The Company values creating and maintaining a safe workplace for employees. The Company values supporting employees to perform their jobs safely to the best of their ability through, among other

things, modern employment conditions, supervision, training, provision of adequate tools and equipment, and prioritising health, safety and wellbeing.

The Company values diversity in its workforce at all levels and is committed to maintaining a workplace free of prohibited discrimination, harassment, victimisation, bullying and occupational violence.

Teamwork

The Company encourages its people to work together as a high-performing team and values rewarding team success.

Respect

The Company encourages and values strong, open and inclusive communication, and treating all people, within and outside the Company, ethically and with dignity and respect.