



CODE OF CONDUCT AND BUSINESS ETHICS

Aligned with the United Nations 17 Sustainable Development Goals¹

BACKGROUND

Most countries have laws prohibiting bribery and corruption. However, many countries (including Australia) also have laws that prohibit bribery and corruption, no matter the jurisdiction in which it occurs. A breach of these laws can be a serious offence, which may result in fines in respect of the relevant company, or the imprisonment of its employees. The appearance of a breach of these laws can also have a serious reputational impact on the company in question.

As a result of the above and as a matter of good corporate practice, the Board of Directors (the **Board**) of Conjugate Energy Limited (the **Company**) has implemented this Anti-bribery and Corruption Policy (this **Policy**) which applies to all members of the Company Group.

Certain types of payments are dealt with under the Policy to ensure openness, transparency, and consistency in approach across the Company Group.

WHO IS COVERED IN THIS POLICY?

This Policy covers all Company Personnel and Associated Persons.

1. CORE VALUES

Conjugate Energy (the Company), via its Board, Management and employees, hold the following Core Values central to their actions:

- **Excellence**
- **Integrity**
- **Respect**
- **Sustainable Development**
- **Performance**

EXCELLENCE

- We strive for one quality standard in everything we do: Excellence.
- We use any mistakes, failures or set-backs as a learning opportunities to improve our planning and performance.
- We encourage all of our stakeholders to contact us openly or via our Whistleblower mechanism to let us know where there is opportunity for improvement, or have failed to demonstrate the Core Values outlined in this document.

INTEGRITY

- We will always act with honesty and fairness, and do what we have committed to do. We have a Code of Conduct & Business Ethics which enshrines how we aim to conduct ourselves.
- We will always report with integrity, including financial results, technical and field-related results, environmental and community issues, and workplace health and safety matters.

RESPECT

- We will treat all of the Company's stakeholders with respect.
- We will respect the communities and environments in which we operate.
- We will respect the laws and regulations governing the Company and its operations.

SUSTAINABLE DEVELOPMENT

- We will make a positive contribution to the decarbonisation of the economy and the green energy sector.
- We will conduct the activities of the Company in a responsible and sustainable manner, having regard to the applicable United Nations Sustainable Development Goals and its 2030 Agenda for Sustainable Development.
- We will remain mindful of the human, economic, social, and environmental impacts of the Company's activities.

PERFORMANCE

- We will strive to deliver a positive financial outcome for the Company's shareholders.
- We will strive to make a positive contribution to the lives of our employees and broader stakeholders.

CORE VALUES

- We will strive to make a positive contribution to the decarbonisation of the economy and the green energy sector.

2. APPENDIX

