



CORPORATE SOCIAL RESPONSIBILITY

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1.1 Letter from our CEO

Seeing Machines is a world leader in interior sensing. We harness human factors science to create artificial intelligence (AI) technology that observes the driver's attention – reliably, unobtrusively, and in real time – and intervenes seamlessly when necessary.

Seeing Machines exists to make the world safer and to maximise the return of our shareholders.

Our license to operate is inextricably linked with our responsibility to ensure our operations meet the expectations of the communities we operate in as well as the expectations of our customers, key stakeholders and shareholders.

Our core values centre around SAFETY and demonstrate how we work, lead and grow. They underpin our efforts to build our business success in a sustainable manner.

Seeing Machines builds value through our unique skills in the sciences and engineering to produce products and services that allow us to differentiate from our competitors. We choose to operate our company in a sustainable, ethical, equitable and responsible way. Our dealings with our suppliers, customers and external stakeholders are always underpinned by our values.

When you engage with Seeing Machines, either directly or indirectly, as an employee or contractor, a supplier or customer, or as a member of the communities in which we operate, our Corporate Social Responsibility charter applies to all such stakeholders equally.

Paul McGlone
CEO

1.2 Accountability

Seeing Machines exists to make the world a safer place. Seeing Machines acknowledges and depends upon the social license that society grants us to operate and deliver our mission. Our values centre around SAFETY and demonstrate how we work, lead and grow. They inform how we conduct our activities to ensure our responsibilities to society and the environment are met.

Our values are:

SAFETY –
it's how we
work, lead,
and grow.

Our purpose is:

To get everyone home safely

S

SUSTAINABLE

Future-focused decisions that balance today's actions with tomorrow's impact.



A

ACCOUNTABLE

We own our actions, follow through, and deliver what matters—together.



F

FEARLESS

We learn fast, speak up, and back ourselves, even when things get uncomfortable. That's how we grow.



E

EXCELLENT

Through creativity, innovation, and continuous improvement, we keep pushing the bar higher for our customers.



T

TRANSPARENT

We build trust through honesty, clarity, and straight-up conversations.



Y

YOU

You're the heart of this place. Your ideas, your growth, your impact—it all matters.



1.3 Responsibility

At Seeing Machines, we think responsibility goes beyond accountability. Responsibility means making better decisions, knowing that those decisions are informed by our core values against a context of changing dynamics of the places and markets we operate in. We are mindful of the impact we have in those places and we strive to create a responsible and positive impact in everything we do.



A failure to act responsibly would damage our business. Our reputation is linked with our responsibility to the environment, the communities we operate in and to each other.

Our responsibility extends to our reasonable judgment of the business activities we conduct with our customers and our supply chain. It is important to Seeing Machines that our customers and suppliers share our values and wish to be part of a sustainable business community. We choose not to deal with customers and suppliers who don't share our values.

1.4 Governance for better results

Seeing Machines Limited and its subsidiaries are governed by a Board of Directors. The Board of Directors is committed to the delivery of good governance at Seeing Machines.

Our corporate governance practices are guided by the practices recommended by the ASX Corporate Governance Council in their Corporate Governance Principals and Recommendations. Where our practices are inconsistent with the practices recommended by the ASX Corporate Governance Council, we disclose those inconsistencies in our Corporate Governance Statement and in our annual reports.

Each board member of Seeing Machines has pledged to uphold our values. Our Board and Senior Leadership Team comprises highly experienced members who bring a diverse wealth of corporate governance, finance, science, engineering and international business skills.

The Seeing Machines Senior Leadership Team including the company's officers are responsible for the day-to-day operations of the company and hold certain responsibilities at law for compliance. All officers of the company are appointed by the Board of Directors and each have pledged to uphold the company's values.

Seeing Machines Limited's board composition has a mix of independent non-executive and executive directors.

The Chief Executive Officer is ultimately responsible for and accountable for the management of our company and its operations by way of delegated authority from the Board of Directors. The Board

of Directors routinely considers the appropriateness and levels of control for all delegated authority in Seeing Machines Limited and its subsidiaries.

Effective policies and better governance

Our governance controls are important to facilitate better business decisions and to manage risk effectively. Our governance model is supported by a code of conduct and policies that apply to all officers, employees and contractors as well as policies that apply to certain groups where applicable. All company policies are written in plain language to ensure their adoption at all levels of the company. Our policies expand on our key values and are contextualised to meet the legal and regulatory requirements of the countries we operate in. We monitor and enforce our policies and provide serious consequences to those who fail to uphold them. We regularly provide awareness training for our policies and provide whistle-blower protections and a formal complaints handling process.

Ethical dealing

Ethical dealing goes beyond merely operating within the law or complying with any given regulation. Ethical dealing at Seeing Machines means that we operate in full compliance with the laws and regulations of the countries we operate in and to the ethical standards expected by our customers, suppliers, external stakeholders and to society. Where laws do not exist or are of a lower standard to those in Australia, where we are incorporated, we apply the spirit of Australian law. We take seriously the ethical responsibility we hold in producing safety-oriented solutions, products and services.



We do not infringe on the rights of others and protect our rights in an open and transparent way.

1.5 Prevention of serious harm

Serious harm can come about through the direct or indirect activities of corporations and individuals who control corporations. Communities impacted by the effects of corporate failure can be devastated. Many countries with high levels of poverty also have high levels of corruption. Corporations that engage in corrupt practices are directly responsible for the impact they have on communities and on the world's economy.

We reject bribery and corruption in all forms

To prevent harm, Seeing Machines has a zero-tolerance policy for bribery and corrupt, fraudulent, coercive or extortive practices. This applies to all Directors, Officers, Employees and Consultants and to third parties with whom we deal, including our suppliers.



To prevent harm, Seeing Machines has a zero-tolerance policy for bribery and corrupt or coercive or extortive practices.

Effective policies for serious harm reduction

Our policies prohibit the offer, promise, or provision of any benefit, including gifts or payments to a public or government official able to influence action, either directly or through any intermediary.

Our policies also preclude anyone from inducing a person to perform their function, activities or supply to us to take advantage of Seeing Machines.

Secret payments, kick-backs, facilitation payments, secret commissions, introduction fees or similar payments are expressly prohibited by our policies. Any contract related payments, including any gifts and hospitality or related expenditure by a third party are accurately recorded by us.

We maintain strict compliance with national and international sanctions of the countries we operate in.

1.6 Independence



Seeing Machines Limited is incorporated in Australia and conducts its business globally.

Seeing Machines Limited (LSE:SEE) is listed on the AIM Market of the London Stock Exchange. In so far as Seeing Machines Limited is aware, the percentage of the Company's shares not in public hands is 28.15%. Our Significant Shareholders and other relevant information about our shares, financial reports and corporate governance is listed on our [website](https://www.seeingmachines.com).

No public official or close family member of a public official either directly or indirectly maintains a controlling interest or is a significant shareholder in Seeing Machines.

Seeing Machines does not accept commissions or other fees or undertake work on a pro-bono basis to provide scientific or engineering related opinion that is not our own.

1.7 Ethical Employment and Child labour

Seeing Machines is committed to ethical sourcing of labour. We recognise that ethical employment activities are expected by society and help to ensure sustainability.

Child labour

Seeing Machines does not hire children prior to their completing compulsory education or meeting the minimum age for entry into employment pursuant to applicable law.



Seeing Machines is committed to ethical sourcing of labour.

Ethical Employment

We strictly comply with work health and safety laws in the countries we operate in. Where work health and safety laws in countries in which we operate do not meet our high standards or are otherwise insufficient to prevent the risk of harm to our employees, we apply the standards and practices of Australian work health and safety. Any person who enters a Seeing Machines workplace must comply with our Work Health and Safety Policy that sets the standard for a healthy working facility and includes all necessary measures to protect people in our work from work-related hazards and other anticipated dangers in the workplace.

We provide clean and safe accommodation and travel arrangements to meet the basic needs of our workforce when travelling.

Seeing Machines meets or exceeds all legal employment obligations to our employees including providing minimum national standards for employment wages and benefits. Where we operate in a country that has no minimum wage legislation, we seek to establish a living wage that ensures adequate standards of living for all employees and their dependents.

We comply with all legislation in the countries we operate in concerning freedom of association. Where no such legislation exists, we endorse freedom of association as a civil right of our workforce.

We report on our compliance with Australia's *Modern Slavery Act 2018* (Cth) and the UK's *Modern Slavery Act 2015*. Our modern slavery statements can be viewed on our [website](#).



We recognise the world we live in has finite resources and the effects of human activity impacts the environment including through climate change, habitat degradation and pollution.

1.8 The environment

Seeing Machines' products and services both directly and indirectly help limit environmental impact by helping to prevent serious accidents in the transport sector, that can often result in localised environmental damage. But our responsibilities to the environment itself are much broader than this.

Seeing Machines believes that science plays a key role in informing better environmental stewardship and that industry has an important role to play in reducing its impact including through more effective use of resources, the reduction of energy consumption, the limitation of harmful waste and the careful management of rare resources.

We plan our operational activities including how we deploy and manage resources, arrange logistics and structure our production activities to limit environmental impact. We strictly comply with our regulatory and legal obligations in the countries we operate in. Where a country doesn't have well established environmental regulations or laws, we apply standards to our operations to meet the reasonable expectations of the communities in those countries.

Seeing Machines does not source materials from World Heritage sites or sites that are listed with The International Union for Conservation of Nature (IUCN).



1.9 Diversity

Seeing Machines recognises and celebrates the value a diverse and inclusive workplace provides. The benefits of diversity are key to our success in all endeavours the company undertakes.

We recognise and celebrate the value and contribution our people bring to our workplace.

Seeing Machines rejects all forms of discrimination, harassment, bullying, victimisation and vilification. Our policies support equality and limit the potential of unconscious bias.

Our leadership team is committed to creating a corporate culture where every individual can leverage their talents to grow to their full potential.



Our corporate culture respects different values.

1.10 Conflict materials



Our policy on ethical sourcing recognises that resources extracted in a conflict zone perpetuates human suffering.

Seeing Machines requires our suppliers to warrant the origin of any materials to Seeing Machines. Suppliers must report if materials they supply to Seeing Machines were obtained unethically or if the supplies contain conflict materials.

An assessment of conflict materials risks is undertaken by Seeing Machines as part of our supply chain management activities.

1.11 ESG Reporting

Seeing Machines reports annually on its environmental, social and governance performance under the Sustainability Accounting Standards Board (SASB) Standards for the Software and IT Services Industry. Our Sustainability Reports can be found on our [website](#).



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