

CODE OF CONDUCT METEORIC

Summary

1. Introduction.....	4
2. Purpose.....	4
3. Application.....	4
4. Values	4
Safety	5
Respect.....	5
Ethics.....	5
Excellence	5
Sustainability.....	5
5. Expectations.....	5
6. Safety, Environment, Respect, Human Rights & Inclusion	6
Safety Comes First	6
Environmental.....	6
Discrimination, harassment & bullying.....	6
Sexual harassment	6
Human Rights	7
Diversity & Inclusion.....	7
7. Individual Responsibilities.....	7
8. Leader’s Responsibilities	7
9. Anti-Corruption and Business Ethics	7
Integrity and Honesty	8
Ethical Decision Making	8
Respect for the Law	8
10. Gifts & Entertainment.....	8
11. Government Officials & Politicians	8
12. Sanctions.....	8
13. Conflicts of Interest	9
14. Confidential Information & Data Privacy.....	9
Confidential Information	9
Data Privacy & Management.....	9
15. Competition & Fair Dealing	10
16. Corporate Obligations to Shareholders and Financial Markets.....	10

17.	Continuous disclosure.....	10
18.	Insider Trading.....	10
19.	Company Resources & Information Systems.....	11
	Information Systems.....	11
	Personal Devices.....	11
	Expenses.....	11
	Social Media.....	11
	Protection of Assets.....	11
20.	Reporting Violations.....	11
21.	Compliance with Company Policies and Reporting.....	12
22.	Code Breaches.....	12
23.	Disciplinary Measures.....	12
24.	Final Consideration.....	12

1. Introduction

Meteoric is committed to high standards of corporate governance, ensuring the Company meets its performance goals and manages its business effectively. Our Code of Conduct reflects this commitment by promoting ethical behaviour, transparency, and accountability in all our operations. We expect all stakeholders (employees, customers, vendors, community and all involved in our business) to adhere to these principles, fostering a culture of integrity and respect.

2. Purpose

The Code sets out the fundamental principles, conduct and behaviour Meteoric expects and requires of our people, based upon Company values and the law. It also reflects the Company commitment to satisfy the expectations of our key stakeholders including customers, suppliers, regulators, shareholders and the communities in which we conduct business.

The Code provides the foundation upon which the Company seeks to ensure its people act to create, maintain and improve confidence in the integrity of the Company's reputation and operations.

In Meteoric, being an employee or leader is not about having a certain job title or set of responsibilities. It's about a commitment to doing business the right way and living our values.

3. Application

The Code applies to anyone who works for Meteoric, including employees, directors and contractors as well as all other third parties conducting business with the Company, regardless of location (team members). The Code applies to you whenever you are identified as a representative of Meteoric, which includes outside working hours or your workplace. All agents, contractors consultants and other intermediaries should be clearly advised they are expected to observe the Code when we engage them to work with us.

Importantly, the Code must be read in conjunction with all other Meteoric policies.

4. Values

Meteoric values are our shared beliefs about how we operate and work together. The Company values act as guiding principles to ensure team members are aware of the required standards of decision-making and behaviour within the Company. This will ensure Meteoric expectations are understood and team members align their conduct with Company values.

Safety	We care for and protect our employees and partners by providing a safe workplace and strong safety culture. This will ensure they are able to perform their tasks in the best possible way so that everyone goes home safely at the end of their shift.
Respect	We respect diversity of gender, race, religion, nationality, experience, culture, opinion and promote professional growth. We believe inclusion not only creates teamwork and a sense of belonging but ensures everyone can express their ideas and suggestions in a safe and respectful environment without fear.
Ethics	We act with integrity, transparency and accountability, using principles of fairness and social justice to ensure our actions are in keeping with standards of behaviours expected by all our stakeholders.
Excellence	We support actions and thinking to achieve organizational goals and targets, contributing to Meteoric's continued growth and success. We support and celebrate with each other to achieve great things.
Sustainability	We endeavour to minimise our impact on the planet at all stages, while contributing to the global transition to green energy, ensuring that environment remains available for everyone to enjoy. This includes delivering programs to enhance the enjoyment and well-being of the community and our employees.

5. Expectations

As a member of the Meteoric team, you are expected to act with honesty, integrity and fairness, and be accountable for your conduct. You are expected to know, understand and manage your individual responsibilities arising under this Code, including the risks and obligations which accompany them. Be aware of your own limitations and let your manager or other leaders know if there are risks and responsibilities in your role where you may require their assistance to mitigate risks or fulfil obligations. Ignorance of the Code will not relieve you of the responsibility to comply with its provisions.

Meteoric seeks to ensure team members:

- Are pro-active at all times in identifying and mitigating risk – do not assume something is okay simply because it's been done that way in the past;
- Speak up if you have any questions or concerns or become aware of something that may be in breach of this Code;
- Deal fairly with all our customers, suppliers, business partners and other team members;
- Do not ignore problems in the hope they will go away – report them!

6. Safety, Environment, Respect, Human Rights & Inclusion

Meteoric is committed to treating everyone with respect, valuing diversity and providing a safe working environment for everyone. Each of us is responsible for maintaining a safe and inclusive environment in the Meteoric workplace.

<p><i>Safety Comes First</i></p>	<p>The safety (physical and psychological) of team members across all Meteoric operations is our highest priority. Meteoric is committed to providing a safe working environment and complying fully with all applicable workplace laws. You must take responsibility for the health, safety and well-being of yourself and your colleagues by:</p> <ul style="list-style-type: none"> • Reporting any health and safety issue immediately; • Abiding by Company health and safety policies and following safety instructions at all times. <p>Meteoric has a zero tolerance towards the possession and use of illegal drugs, alcohol and the misuse of prescription drugs in the workplace.</p>
<p><i>Environmental</i></p>	<p>The Company recognises the fundamental importance of care and stewardship of the environment in all jurisdictions in which we operate. Meteoric is committed to adhere to the highest standards with respect to environmental issues, including but not limited to sustainability, protection, monitoring and rehabilitation. The Company is committed to conducting its operations in an environmentally responsible manner and respects all environmental laws and regulations applicable to its activities.</p>
<p><i>Discrimination, harassment & bullying</i></p>	<p>The Company does not tolerate unlawful discrimination, bullying, harassment, including sexual harassment, or other unacceptable conduct. Meteoric makes employment decisions on merit and performance. As a team member you should support and work collaboratively with other team members to ensure a safe work environment.</p> <p>You are expected to report any unlawful discrimination, bullying, harassment or other form of unacceptable conduct.</p>
<p><i>Sexual harassment</i></p>	<p>This includes any unwelcome behaviour of a sexual nature. Employers have a positive duty to prevent sexual harassment in the workplace and should report any sexual harassment that occurs in the workplace.</p>

<p><i>Human Rights</i></p>	<p>Meteoric expects all team members to treat everyone in the workplace with respect, to respect human rights and to maintain a work environment where people feel safe and where this is understood and valued. The Company is committed to ensure its operations and supply chains do not engage in modern slavery practices. At Meteoric, we are committed to acting immediately to address any human rights violations that are identified by us, including exploitative practices.</p> <p>This commitment to human rights is not just a moral obligation, it is also a way to foster a culture where everyone is treated with dignity, respect, and fairness.</p>
<p><i>Diversity & Inclusion</i></p>	<p>Meteoric is committed to having a diverse and inclusive workplace. Diversity is difference in all its forms, visible and invisible. An inclusive workplace is one where people can be themselves and are welcome, regardless of their gender, gender identity, sexual orientation, ethnicity, religious beliefs, political opinions, age and/or abilities. This positions the Company to take advantage of our diverse strengths with everyone feeling free to contribute with their unique perspective.</p>

7. Individual Responsibilities

Meteoric recognizes and respects the rights of individuals. The Company encourages you to review messages before sending them to ensure that the tone, language, and audience are appropriate and aligned with Company’s values. For example, practicing empathy and engaging in respectful communications contribute to developing understanding, collaboration and trust in the workplace.

8. Leader’s Responsibilities

Each Meteoric team leader is a representative in relation to the people they lead and has an obligation to know this Code in detail. This is to ensure they are empowered and aware of how to clarify team doubts; adopt behaviours and attitudes that correspond and comply with this Code.

9. Anti-Corruption and Business Ethics

Meteoric believes corruption, in any form, undermines the integrity of governments, markets and economies. The Code interprets ‘bribery’ broadly and it may be in the form of cash, gifts, entertainment, secret commissions or other benefits. You must never offer or accept bribes, kickbacks or similar payments to win business, influence a decision or otherwise gain an unfair advantage. The Meteoric Anti-Bribery & Corruption Policy reinforces this by imposing strict prohibitions against making facilitation payments, even if they are legal in the country they are

paid, and other misconduct such as money laundering and commercial dealings with third parties in breach of sanctions.

The Code requires team members to act in accordance with the following principles:

***Integrity
and
Honesty***

Deal with the Company's customers, suppliers, competitors, and all other parties and each other with honesty, fairness and integrity and observe the rules and spirit of the legal and regulatory environment in which the Company operates.

***Ethical
Decision
Making***

Take the time to make informed decisions based upon Company values, including the Code. Focus on the framework provided for 'how' to make decisions.

***Respect for
the Law***

Ensure strict compliance with legal requirements in all jurisdictions in which the Company operates. This includes acting in accordance with Company corporate and financial systems, as well as applicable laws and regulations on matter relating to employment, occupational health and safety, the environment, diversity and inclusion and cultural heritage.

10. Gifts & Entertainment

Meteoric acknowledges you may give or accept gifts in the course of your work for the Company. It is your responsibility to ensure these are appropriate. For example, they should be of only moderate value and not give rise to an actual, or perceived, conflict of interest or undue influence.

All gifts valued over and above USD 25.00 (twenty-five dollars) should be recorded in the Company gift register in accordance with the Anti-Bribery & Corruption Policy.

11. Government Officials & Politicians

Meteoric representatives may express Company views to governments of all levels on subjects that affect Company operations and interests. This must always be done in accordance with the highest standards of ethics and in compliance with applicable laws. You must never attempt to improperly influence an official and all communications with government officers, including politicians, should strictly be at arms-length to avoid any perception of inappropriate attempts to secure an unfair advantage. No political donations can be made without the prior written authorisation of the Meteoric Board and properly recorded.

12. Sanctions

Sanctions are measures designed to influence the behaviour of foreign governments or certain individuals and organisations. Sanctions can operate to prohibit certain transactions and/or commercial dealings. It is an offence to engage in conduct which contravenes a sanction. Additional information can be found in the Meteoric Sanctions Policy.

13. Conflicts of Interest

Your personal interests must not conflict with your duties and obligations to Meteoric. All team members must identify and appropriately manage all real, potential and perceived conflicts of interest. Conflicts of interest can arise in various circumstances and the line between personal and professional interests can easily blur.

To manage conflicts of interest, you must disclose any real, potential, or perceived conflicts of interest to your direct line manager or compliance@meteoric.com.au or through the link <https://meteoric.factorial.com.br/complaints>. It is your obligation to obtain Company approval to accept any outside business activities which have the potential to create a conflict of interest.

If a conflict of interest cannot be effectively managed or controlled, you will need to take sufficient action to satisfy the Company that the conflict has been removed.

14. Confidential Information & Data Privacy

Confidential Information

During the course of your work, you will come across confidential information about Meteoric and its operations. This may be information which is private, secret data and proprietary data owned by the Company. It may be technical, strategic, commercial, financial or legal in nature. When accessing and using confidential information you must use it only for the purpose of doing your job. Confidential information must be protected at all times and not disclosed save for on a 'need to know' basis. Similar obligations exist when you are provided with confidential information of third parties including customers and suppliers. By protecting our confidential information, you protect our company.

Remember – your obligations of confidentiality to Meteoric continue even if you leave the Company.

Data Privacy & Management

Meteoric is committed to complying with all laws governing the privacy of personal information obtained by its businesses and protecting and safeguarding the privacy of people who deal with the Company. Data privacy is about keeping information confidential and restricting who it's shared with.

All personal information that is collected by Meteoric must be used, stored, handled and updated in accordance with Company policies, including the Data Protection Policy. Personal information should be deleted or restored when it is no longer required for the purpose it was retained.

As well, you must ensure that all data relating to Meteoric businesses must be managed in a manner that is accurate and compliant with all Company policies and procedures. You must ensure that when you create, collect, access, share, use or dispose of data it occurs in compliance with the Data Protection Policy.

If you have any questions in relation to your obligations in this respect you should contact the Meteoric General Counsel or Company Secretary.

15. Competition & Fair Dealing

Meteorite is committed to complying with competition and consumer laws as they are essential to maintaining the integrity and good reputation of the Company and avoid exposure to penalties for contravention. The Company promotes fair and open competition to protect consumers by providing them with accurate information, and to be fair where there is unequal bargaining power.

You should actively comply with these rules and conduct all the relationships in a manner that is fair and reasonable and does not involve misleading or deceptive conduct or practices.

16. Corporate Obligations to Shareholders and Financial Markets

Meteorite requires you to understand and comply with the laws and policies that apply to ensure the Company meets all legal and regulatory obligations and the expectations of stakeholders, including shareholders. As a company listed on the Australian Securities Exchange (ASX) Meteorite has obligations to comply with the *Corporations Act 2001 (Cth)* and the ASX Listing Rules. Failure to satisfy these obligations could breach the law and result in financial and reputational damage to the Company. It is particularly important to ensure all team members are aware of the rules relating to both Continuous Disclosure and Insider Trading.

17. Continuous disclosure

Meteorite is required to provide timely and accurate disclosure to the ASX to enable investors to make informed and orderly decisions in relation to their holdings. 'Market sensitive' information is that which a reasonable person would expect to have a material impact on the price of Meteorite shares. Subject to certain exceptions, all such market sensitive information must be immediately disclosed to the ASX.

Market sensitive information must always be released to the ASX before it is provided to the public, investors, media or otherwise disclosed including publishing on the Meteorite website. Remember that all public disclosures and statements about the Company must only be made by authorised spokespeople.

If you become aware of information which could be market sensitive, you should report it to compliance@meteorite.com.au in accordance with our Market disclosure Policy.

18. Insider Trading

You should never deal in Meteorite shares if you have inside information about them. This includes information, which is not generally or publicly available and, if it was, a reasonable person would expect it to materially impact on the price or value of the shares.

Further information on these matters can found in the Meteorite Securities Trading Policy and Market Disclosure Policy are Company policies which are related to the Code. If you are ever in doubt about whether you are free to trade in Meteorite shares you should contact the General Counsel.

19. Company Resources & Information Systems

You are provided with access to Meteoric equipment, systems, buildings and other services to assist you perform your work. Company property, facilities and services are only to be used for authorised purposes and not for personal benefit. Personal use of some assets is permitted, within reason, but must be done so lawfully and with approval of your line manager.

Any unauthorised use of Meteoric equipment or other resources constitutes theft. In addition, any transactions involving Company property or resources must be approved by your line manager with details accurately recorded.

Information Systems

You must use all Meteoric information systems including physical or electronic (email, internet, facsimile, telephone or similar) systems appropriately to maintain the efficiency and integrity of the Company's operations. All other Company policies must be complied with to identify and manage risks associated with information systems.

Personal Devices

You must obtain appropriate authorization from Meteoric IT before you link any personal devices to the Meteoric information systems.

Expenses

You can only claim legitimate approved work-related expenses from Meteoric. Claiming or attempting to hide personal expenses, even for small amounts, constitutes a serious breach of trust that could impact your ongoing employment with the Company.

Social Media

At all times you must ensure that any use of social media and/or networking sites occurs in accordance with this Code and all other Meteoric policies and procedures.

Protection of Assets

You must protect Company assets of the Company to ensure their availability for legitimate business purposes and that all corporate opportunities are enjoyed by the Company. No property, information or other assets belonging to the Company are used for personal gain or for the purpose of competing with the Company.

20. Reporting Violations

Meteoric is committed to maintain a strong 'Speak Up' culture amongst team members. Speaking up means you should act when you see something wrong and immediately report any breaches of this Code. In addition, you should also report conduct if you think a breach may have occurred but are not sure.

By adopting a 'Speaking Up' culture, people:

- Are empowered to stand up for what is right;
- Will elect to communicate concerns which may be creating harm that require action;

- Can protect other team members from harassment;
- Should report bribery and corruption to keep Meteoric;
- Share safety concerns to mitigate health and safety risks.

Meteoric protects persons 'Speaking Up' against any retaliation for reporting genuine concerns about suspected misconduct.

21. Compliance with Company Policies and Reporting

The Company requires and expects the internal reporting of unlawful, inappropriate or unethical behaviour or any behaviour that is contrary to this Code of Conduct. The Company will take all reasonable steps to protect any member of staff who reports such behaviour in good faith. Any actual, apparent or potential breach in compliance with this Code of Conduct or any breach of applicable law or any real or apparent conflict of interest must be reported by any employee, consultants and contractors or partner of the Company through a specific communication channel provided by the Company, or in the case of:

- a Board member or the Chief Executive Officer, to the Executive Chairman;
- a member of the Senior Executive management team, to the Managing Director or Chief Executive Officer;
- an employee to that employee's Supervisor.

22. Code Breaches

Compliance with the Code is taken very seriously. Any suspected breaches will be investigated and, if you are found to have breached the Code, you may face disciplinary action which may include termination of employment. If the matter in question involves a breach of law or other regulation, it may be referred to the appropriate regulatory body.

23. Disciplinary Measures

Failure by Company employees or third parties or partners with whom the Company does business to comply with this Code of Conduct or with all other notified Company policies or procedures will result in possible disciplinary consequences.

24. Final Consideration

Our Code of Conduct is your guide and has the tools you need to make the best decisions you can and to understand how we do business.

Your team leader and others are available if you have questions or concerns about the situations you encounter.

You should never be afraid to say something if you see something wrong – our company will never allow retaliation against someone for speaking up.

If you ever need guidance or have any questions about a specific situation, you can send a message to compliance@meteoric.com.au.