

Oneview Healthcare PLC (ASX: ONE)
ABRN: 610 611 768

ORGANISATIONAL VALUES
28TH February 2025

Oneview Healthcare PLC and its subsidiaries
(the Company)

Explanation of this document

This document outlines the Oneview Values, how we aspire to live them and how we hold each other accountable for them throughout our time at Oneview.

Oneview Values

The Oneview Values are the behaviours that are unique to Oneview, that help us articulate who we are, what we believe in, what we aspire to, how we see ourselves and what we expect from each other. They're ultimately the things we do and say every day with our customers, partners and each other.

The Oneview Values are:

1. **Accountability**
2. **Attitude**
3. **Communication**
4. **Connection**
5. **Learning**
6. **Legacy**

The Oneview Values Explained

Below is an explanation of each of the Values.

1. Communication

- We keep each other in the loop
- We say it as it is
- We ask for help
- We think before we slack
- We listen to each other

We are always striving to improve how we communicate with others. From 1:1 conversations to team meetings, from interns to leaders, from slack to PowerPoint, we turn up for each other.

2. Connection

- Be yourself
- We are one team
- We are considerate of each other
- We celebrate the wins
- We value each other's time
- We have fun
- We meet up

We understand that we are what makes Oneview unique. It's why we joined and it's why we stay. We appreciate each other and understand the strengths and value we all bring to our teams, customers, partners and shareholders.

3. Accountability

We own it, so ...

- We pitch in
- We go the extra mile
- We have each other's backs
- We execute with urgency
- We find the solution and make it happen

We rely on each other. We understand that together we make our customers – and their patients and staff – happy and solve problems quickly. We don't let each other down.

4. Attitude

We are

- Passionate
- Inclusive
- Welcoming
- Approachable
- Loyal
- Determined

We overcome obstacles because we have the right attitude. We focus on the long game and we never give up on each other, our customers, or our goals.

5. Learning

- We share knowledge
- We think creatively
- Mistakes happen - we learn from them

In a world where change is constant, we are always learning, always improving, always innovating. We aren't afraid of failure – we know it makes us stronger.

6. Legacy

Legacy is how we are remembered.

- It's not one single act
- It's built every day
- We make it better
- We do right by the customer and patients
- We win with dignity and humility

This is what you leave behind for your colleagues, customers, partners and shareholders.

How the Business Supports the Oneview Values

The Oneview Values are immersed into the infrastructure of how we recruit, onboard, develop and retain our people. They are also an integral way of showcasing to customers, partners and shareholders what they can expect from us.

Leading and Managing through our Values

Everybody in Oneview lives our Values, but none more so than our leaders and managers. These are expectations we have set for our leaders and managers:

- You lead by example, endeavoring to uphold our Values every day and with every interaction as best you can
- You rely on the Values as a guide to develop others. That means you proactively, but quietly, share feedback with others when they need a reminder about how we turn up for each other.

Living our Values

As an employee, you can expect your manager to reference our Values in your 1:1s, in onboarding, during development conversations and as part of your performance reviews. The intention is to have ongoing and open growth conversations. Our Values set clear expectations for how we engage with each other, our customers and partners every day. And we individually and collectively hold each other accountable to them.

Oneview Patients and Customers

Everything we do at Oneview is ultimately about our customers and their patients. That applies to our Values as well. In every engagement and interaction, every ticket and release, every implementation project and sales opportunity we act according to our Values. We turn up for our customers and their patients exactly as we turn up for each other. We want all the Oneview patients and customers to know that we care about the work we do on their behalf – and we do that by living our Values.