

VISIONEERING TECHNOLOGIES, INC.

CODE OF CONDUCT

1 Objectives

This Code of Conduct applies to all officers (including directors and executives) and employees (together, **Employees**) of Visioneering Technologies, Inc. (**VTI**) and its affiliates. Directors and executives of VTI are expected to lead by example and actively promote this Code of Conduct.

This Code of Conduct promotes practices that foster VTI's core values of:

- (a) acting with fairness, honesty and integrity;
- (b) providing a safe and healthy work environment for all Employees;
- (c) being aware of and abiding by all relevant laws and regulations;
- (d) not knowingly participating in any illegal or unethical activity;
- (e) meeting the expectations of stockholders, customers and the community;
- (f) maintaining high standards of professional behaviour;
- (g) avoiding or managing conflicts of interest;
- (h) not taking advantage of property or information for personal gain or to cause detriment to VTI and its subsidiaries; and
- (i) striving to be a good corporate citizen, and to achieve community respect.

VTI is committed to ensuring that high standards of honesty, integrity, ethics and legality are upheld and enforced. Employees are expected to be honest and ethical in dealing with each other, with customers and all other third parties. An important part of that process is establishing and adhering to a set of principles that guide the conduct of everyone associated with VTI. This Code of Conduct refers to policies, procedures and guidelines aimed at ensuring that appropriate ethical standards, corporate behaviour and accountability are maintained across VTI and its subsidiaries, from time to time.

VTI will make its consultants and contractors aware of VTI's expectations of Employees as set out in this Code of Conduct and will seek to ensure that consultants and contractors follow this Code of Conduct as if they were Employees.

2 Responsibilities under the Code

Each Employee must make himself or herself familiar with this Code of Conduct. If an Employee has any doubts about an issue or situation they should notify their manager (if relevant) or the Chief Executive Officer.

All Employees are responsible for actively reporting, in good faith, any inappropriate behaviour, corrupt practices, breach of the law and any breach of this Code of Conduct.

If an Employee is aware of, or suspects, a breach of this Code of Conduct or other inappropriate behaviour, the matter should be promptly reported by following the steps outlined in section 14. Retribution against a person for reporting or supplying information about a Code of Conduct or policy concern will not be tolerated.

Any person who breaches this Code of Conduct (including by failing to report a suspected breach, or by victimising another for reporting a concern) may be subject to corrective disciplinary action, including termination of employment for misconduct.

3 Social Media

Employees and Contractors are required to exercise good judgement when posting on social media.

Anything that is posted on social media should be considered published and visible to the general public. This includes posts/comments made via a personal social media account (e.g. personal Facebook account). Even if VTI is not directly named or mentioned, posts/comments may be easily traced back to the Company.

Inappropriate use of social media includes (but not limited to):

- Conducting a private business under the VTI brand;
- Using discriminatory, defamatory, abusive or otherwise objectionable language;
- Stalking, bullying, trolling or marginalising any individual or group;
- Accessing or uploading pornographic, gambling or illegal content, including extreme images of graphic or violent content or information regarding activity relating to firearms, bombs, terrorism etc;
- Accessing sites that promote hatred or extreme/fundamental beliefs and values;
- Political comments or affiliations which refer to VTI;
- Uploading information of a confidential nature, especially regarding VTI's business or clients;
- Hacking or attempting to infiltrate the systems of the Company or another organisation;
- Criticising or denigrating VTI, or other organisations, and our/their employees, volunteers or contractors;
- Activity that interferes with work commitments; and
- Activity that brings VTI or the person's professionalism or ability to act in a professional manner into disrepute.

4 Compliance with laws and regulations

VTI and its subsidiaries as well as their directors and officers are subject to various legal requirements, including financial, corporate, disclosure and fair trading requirements. Directors and officers also owe a number of fiduciary duties to VTI. No director or officer may direct another Employee or any other person to violate any law on behalf of VTI and its subsidiaries.

All Employees should comply with the duties and obligations that apply to them or VTI under any relevant laws or regulations. Employees are encouraged to attend seminars presented by VTI or other external service providers from time to time on relevant legal and industry developments. If an Employee needs help understanding any relevant laws and regulations, they should contact their immediate supervisor or manager (if relevant), or the Chief Executive Officer.

5 Fair dealing

VTI aims to maintain high standards of ethical behaviour in all its dealings with the medical community, optometrists, securityholders, government, suppliers and the community.

Employees are expected to perform their duties in a professional manner and act with integrity and objectivity, ethically and responsibly, striving at all times to enhance the reputation and performance of VTI. Employees must ensure that their actions, and the actions of those who report to Employees, deal fairly with the stakeholders listed above.

Further, employees are expected to treat fellow staff members with respect and not engage in bullying, harassment or discrimination.

6 Conflicts of interest

Employees should avoid any situation that involves or may involve an actual or perceived conflict between the Employee's personal interests and the interests of VTI and its subsidiaries.

A conflict of interest may occur when the interests of an Employee or relative or associate of the Employee, or a duty or obligation to some other person or entity, conflict with a person's duty or responsibility to VTI.

Potential direct or indirect conflicts of interest of Employees or those acting on behalf of VTI (or their family, relatives, friends or agents) should be avoided. If an Employee is concerned that they have a potential conflict of interest they should disclose and discuss the matter with, and seek direction from, their manager or the Chief Executive Officer.

An Employee should report any potential or actual conflict of interests that they become aware of to their manager or the Chief Executive Officer.

The following are some common examples that illustrate actual or apparent conflicts of interest that should be avoided. This is not intended to be an exhaustive list.

- (a) Employees should not exploit their position or relationship with VTI for personal gain. Employees and their relatives and friends should not give unreasonable gifts to, or receive unreasonable gifts from, suppliers, optometrists, medical facilities, or members of the medical community. Employees should not accept a gift in circumstances in which it would appear to others that the gift has caused their business judgement to be compromised.
- (b) Employees should avoid having a significant ownership interest in any other enterprise if that interest compromises or appears to compromise their ability to comply with VTI's policies or their loyalty to VTI, irrespective of the capacity within which the ownership interest is held. This will not normally apply to interests in listed entities. However, if an Employee has any doubt about such an investment they should consult with the Chief Executive Officer or Company Secretary.
- (c) If an Employee learns of a business or investment opportunity through VTI's information or their position at VTI, they should not participate in the business or make the investment without approval from the Chief Executive Officer or the Company Secretary.

7 Improper use or theft of property and assets

Employees are expected to be responsible for protecting any VTI property and assets that are under their control and they should safeguard them from loss, theft and unauthorised use. VTI's property and assets includes cash, securities, business plans, third party information, intellectual property (computer programs, software, models and other items), confidential information, office equipment and supplies.

As a general rule (and other than in the case of outside sales staff), VTI's property and documents should not be removed from official premises without a good and proper reason. If removed, they should be stored in a secure manner and covered by appropriate insurances.

Employees should use common sense and observe standards of good taste regarding content and language when creating documents that may be retained by VTI or a third party. VTI's electronic communications systems should not be used to access or post material that is pornographic, obscene, sexually-related,

profane or which is otherwise offensive or violates VTI's policies or any laws or regulations. In addition, any use of VTI's electronic communications systems for non-business purposes should:

- (a) be occasional;
- (b) not interfere with professional responsibilities;
- (c) not diminish productivity; and
- (d) not violate this Code of Conduct or any other VTI policies.

8 Confidentiality

In the course of business, Employees will have access to business or personal information about the affairs of VTI, its Employees, suppliers and its business partners, and others in the medical community. The information may include business strategies, marketing and sales plans, competitive analysis, financial plans and forecasts, clinical data, sales information, Employee information, supplier information and pricing. Each of the parties expects the confidential nature of the information they have given in good faith to be respected.

Employees must keep confidential information acquired while they are with VTI, or acting on behalf of VTI, confidential, even after they leave or cease their engagement with VTI and its subsidiaries.

Employees must not access or request or make improper use of or transfer or disclose confidential information to anyone else except as required by their position or as authorised or legally required. If it advertently comes into their possession it should be returned immediately.

If an Employee is required by an authority to provide confidential information that has not been otherwise authorised, they must notify the Chief Executive Officer or the Company Secretary.

9 Privacy

VTI respects the privacy of others and will only use personal information collected from Employees for legitimate purposes relating to their position with VTI. Employees should familiarise themselves with and comply with VTI's procedures in relation to privacy.

10 Continuous disclosure and public communications

10.1 Continuous disclosure

VTI has adopted a Continuous Disclosure Policy relating to its obligations under the Corporations Act and the ASX Listing Rules to keep the market fully informed of information that may have a material effect on the price or value of VTI's securities.

Employees should ensure they are aware of, and act in accordance with the requirements of, the policy. A copy of the Continuous Disclosure Policy is available on VTI's website.

10.2 Other public communications

Employees are responsible for the integrity of the information, reports and records under their control and are expected to exercise a high standard of care in preparing materials for public communications.

Documents should:

- (a) comply with any applicable legal requirements;
- (b) comply with VTI's Continuous Disclosure Policy;

- (c) not contain any false or intentionally misleading information, nor intentionally misclassify information; and
- (d) comply with privacy requirements and any applicable requirements protecting confidential information.

11 Employment

11.1 Equal opportunity and anti-discrimination

VTI is committed to:

- (a) equal employment opportunity; and
- (b) a workplace free from any kind of discrimination, harassment or intimidation of Employees.

VTI will promptly investigate all allegations of harassment, bullying, victimisation or discrimination and will take appropriate corrective action. Retaliation against individuals for raising claims of harassment or discrimination will not be tolerated.

11.2 Diversity

VTI recognises the value and unique contribution that all people make on account of their individual skills, experiences and perspectives, and how this fosters a constructive and inclusive work culture. In support of this recognition, VTI has implemented a Diversity Policy designed to value and improve diversity in the workplace.

Employees should familiarise themselves with the Diversity Policy so that their actions are consistent with VTI's diversity objectives and principles. The policy is available on VTI's website.

11.3 Occupational health and safety

VTI is committed to maintaining a healthy and safe working environment for its Employees. All appropriate laws and internal regulations (including work health and safety laws) should be fully complied with.

Misusing controlled substances or alcohol or selling, manufacturing, distributing, possessing, using or being under the influence of illegal drugs on the job will not be tolerated.

Employees should be aware of all relevant standards and procedures adopted by VTI to ensure the workplace is safe and without risk to the health of Employees and others and follow any lawful and reasonable instructions consistent with those policies and procedures.

11.4 Securities trading

VTI has adopted specific guidelines for dealing in VTI's securities. Employees should review the Securities Trading Policy and ensure they act in accordance with that policy. The policy is available on VTI's website.

11.5 Bribes, inducements and commissions

VTI does not condone the giving or receiving of any bribe, commission or inducement, which may influence business decisions or compromise independent judgement, whether through an intermediary or otherwise, in any circumstance, even if it might be culturally acceptable.

Employees should not pay or receive any bribes, inducements or commissions (this includes any item intended to improperly obtain favourable treatment, whether from or to government bodies or otherwise). In addition, Employees should not give or receive any unreasonable gifts or otherwise act in an unethical way that may cause financial detriment or degrade the reputation or integrity of VTI.

The giving and receiving of bribes, inducements and commissions is against VTI's policy and the laws of countries where VTI conducts business. Any Employee found to be receiving, accepting or condoning a bribe, commission or inducement, or attempting to initiate such activities may be liable for termination and possibly criminal proceedings.

12 Politics and community

An Employee may voluntarily participate in the political process as an individual. An Employee should not engage in actions that could cause someone to believe that their actions or statements reflect the views or position of VTI.

VTI is a responsible corporate citizen and actively supports the communities in which it operates. VTI provides information about itself in response to reasonable and responsible requests.

VTI supports and encourages its Employees to actively contribute to the needs of the community. VTI's requirements for making donations or sponsorship on behalf of VTI must be complied with by Employees.

13 Environment and Social Responsibility

VTI is committed to maintaining an environment that takes into consideration the social, ethical and environmental consequences of VTI's activities. Employees should ensure they comply with all appropriate laws and internal regulations in respect of the social, ethical and environmental practices of VTI.

14 Reporting unlawful and unethical behaviour – Whistleblower Policy

VTI has adopted specific guidelines for reporting unlawful or unethical behaviour. Employees should review the Whistleblower Policy and ensure they act in accordance with that policy. The policy is available on VTI's website.

15 Conclusion

While this Code of Conduct endeavours to address a wide range of business practices and procedures, it cannot anticipate every issue that may arise and is intended to provide a set of guidelines on what is considered acceptable and appropriate behaviour. Employees are responsible to ensure that they act ethically and lawfully at all times.

16 Disclaimer

This Code of Conduct is a statement of certain fundamental principles, policies and procedures that govern actions in the conduct of VTI's business. It is not intended to and does not create any rights in any director, executive, consultant, employee, member of the medical community, supplier, competitor, security holder or any other person or entity.

17 Further information

Any person who has questions about this Code of Conduct or who requires further information should contact the Chief Executive Officer.

18 Review of this Code of Conduct

The Board will review this policy annually to ensure it remains relevant to the current needs of the Company and consider if any changes should be made. This policy may be amended by resolution of the Board.

This policy is available on the Company's website and the key features, are published in the Corporate Governance Statement.

Approved by the Board of Directors of Visioneering Technologies, Inc.