

### ETHICAL CONDUCT POLICY

Our Company is aware that unethical business conducts such as bribery, corruption, insider dealings, and collusion among other unethical behavior have serious negative impact on business relationships. In view of this, our Company will not conduct any unethical conduct in all our business dealings with our clients, customers, suppliers, suppliers, contractors, sub-contractors and business partners.

Our Company also expects all its employees, consultants, contractors, subcontractors, counterparts and clients to be diligently on their guard for fraud, money laundering and terrorism financing, and to take every reasonable measure for their prevention, deterrence and detection.

To achieve the above, we shall do the following:

- Ensure that all employees, clients, customers, suppliers, contractors, sub-contractors and business partners respect the Laws of the Sultanate of Oman
- Ensure that all employees, clients, customers, suppliers, contractors, sub-contractors and business partners be made aware of the negative consequences of unethical business conduct & involvement in fraud, money laundering and terrorism financing
- Promote that all should think and act ethically
- Be honest and transparent in all business dealings
- Promote respect for all people in all situations
- Ensure that no employees accept or offer any gift valued over OMR 20 (Twenty Omani Rials) from or to clients, customers, suppliers, contractors, sub-contractor and business partners under any circumstance
- Ensure that all employees understand not to disclose any classified Company information or documentation to unauthorized persons
- Ensure that no employee engages in any act with clients, customers, suppliers, contractors, sub-contractors and business partners capable of deriving monetary benefit, malicious business damage to the Company or client's image, and industrial sabotage to the Company or client
- Ensure that no employee engages in the behavior of stealing or attempting to cause fraud, dishonesty, irregular or corrupt practices in carrying out the business of the Company with clients, customers, suppliers, contractors, sub-contractors and business partners
- Ensure that a breach of any of the above is severely sanctioned.

Joseph J. Abed  
Director



Date: 10-03-2025