

Group Policy

Anti-Harassment and Discrimination Policy

Respect and Equality for All

The Industrialization and Energy Services Company (TAQA) is dedicated to maintaining a workplace where everyone is treated with dignity and respect. This policy ensures that all employees and stakeholders are protected from harassment and discrimination of any kind, fostering an inclusive and supportive environment. It outlines TAQA's commitment to prevent harassment and discrimination.

This policy is approved by the Board of Directors following the recommendation of the Audit Committee. It applies globally to all TAQA stakeholders (including directors, employees, interns, trainees, other full-time stakeholders and third parties) engaged in a TAQA Group & Corporate function and the Well Solutions, Product & Technology, Geothermal & Argas Business Units.

Under this policy, the following shall apply:

- ▶ Harassment (including sexual, verbal, physical, and online harassment) is prohibited.
- ▶ Discrimination (based on race, gender, age, disability, religion, or nationality) is not tolerated.
- ▶ Cases of Harassment or Discrimination must be promptly reported through the whistleblower channels.

While these principles define our collective commitments across the Group, if local laws in specific jurisdictions impose stricter requirements than those stated in this document, the more stringent local laws must take precedence and be followed.

Failure to comply with this policy, including engaging in or failing to report harassment or discrimination, may result in disciplinary action, including termination of employment or contract.

This policy is under the ownership of the Governance, Risk, and Compliance (GRC) department, which is responsible for implementation, regular review, and ensuring compliance with evolving legal and regulatory standards.



ADEL AL-GHADHBAN

Interim Chief Executive Officer

Industrialization and Energy Services Company (TAQA)