

Group Policy

Compliance and Ethical Conduct Policy

Commitment to Regulatory Adherence and Business Integrity

The Industrialization and Energy Services Company (TAQA) is committed to ensuring full compliance with all applicable laws, regulations, and standards, while fostering a culture of integrity, fairness, and professionalism across all business operations. This policy provides guidelines for maintaining ethical behavior, ensuring compliance with legal and regulatory requirements, and building trust with stakeholders.

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

Under this policy, the following shall apply:

- ▶ Employees must act honestly, fairly, and transparently in all business dealings and relationships.
- ▶ Incidents and unethical / illegal behavior must be promptly reported through whistleblower channels.
- ▶ Employees are required to understand and adhere to all regulatory requirements relevant to their roles.
- ▶ Employees must attend training programs addressing both legal and ethical requirements.
- ▶ Employees must proactively & promptly submit compliance attestations & declarations.
- ▶ Regular audits must be conducted to assess adherence to regulatory obligations and ethical standards.

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 non-compliance with regulations, unethical conduct, or failure to report violations, will result in disciplinary action and may lead to legal consequences.

This policy is under the ownership of the Governance, Risk, and Compliance (GRC) department, which is responsible for implementation, periodic review, and ensuring alignment with legal and regulatory requirements.



ADEL AL-GHADHBAN

Interim Chief Executive Officer

Industrialization and Energy Services Company (TAQA)