

Group Policy

Conflict of Interest Policy

Commitment to Transparency

The Industrialization and Energy Services Company (TAQA) is committed to ensuring that personal interests do not interfere with business decisions and operations. This policy establishes a framework to identify, disclose, and manage conflicts of interest in all areas of TAQA's operations. It defines clear expectations for maintaining integrity and transparency in business relationships.

This policy is approved by TAQA's 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:

- ▶ Potential or actual conflict of interest must be disclosed promptly through the official declaration channel.
- ▶ Employees must avoid any situation where personal interests conflict with TAQA's interests.
- ▶ All disclosed conflicts will be reviewed and managed to mitigate any impact on business operations.
- ▶ Strict confidentiality must be maintained during the evaluation of disclosed conflicts.
- ▶ Employees must declare and seek approval for gifts, entertainment, or hospitality received or provided.

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 failure to disclose a conflict of interest, 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, periodic review, and ensuring alignment with regulatory and organizational requirements.



ADEL AL-GHADHBAN

Interim Chief Executive Officer

Industrialization and Energy Services Company (TAQA)