



THIRD PARTY CODE OF CONDUCT

The Industrialization & Energy Services Company (TAQA)

AUG 2025 - VERSION 2

TAQA'S THIRD PARTY CODE OF CONDUCT

At TAQA, ethical conduct and responsible business practices are fundamental to our operations. We hold our partners to the same high standards of integrity, ethical behavior, and compliance with laws and regulations.

Our Third-Party Code of Conduct serves as a guideline for the behavior and expectations we have for those who collaborate with us. This comprehensive Third-Party Code of Conduct is designed to foster a transparent, ethical, and mutually beneficial relationship between TAQA and its Third Parties. It aims to ensure that our business relationships are built on principles of integrity, responsibility, and compliance with ethical and legal standards.

All Third Parties conducting business with TAQA, its subsidiaries and affiliates are expected to adhere to the principles delineated in this Code of Conduct. Failure to comply with this Code may result in suspension or termination of the relationship with TAQA and may trigger legal or contractual remedies.

1.1 COMPLIANCE WITH LAWS AND REGULATIONS

1.1.1 LOCAL AND INTERNATIONAL COMPLIANCE

Third Parties are expected to comply with all local, national, and international laws, regulations, and standards relevant to their business operations and interactions with TAQA. This encompasses adherence to labor laws, environmental regulations, anti-corruption laws, trade regulations, and taxation laws, among others.

1.1.2 SANCTIONS COMPLIANCE

Third Parties must ensure they do not engage in any business activities that violate international, regional, or local sanctions. This includes avoiding direct or indirect transactions with individuals, entities, or countries subject to sanctions. Adherence to sanctions regulations is critical to ensure compliance with legal obligations and to avoid reputational and financial risks.

1.1.3 ADHERENCE TO TRADE REGULATIONS

Third Parties must comply with all applicable export control, customs, and international trade laws and regulations, including those relating to the transfer of goods, technology, software, and services across borders.

1.1.4 PROHIBITED TRANSACTIONS

Third Parties must ensure they do not engage in any transactions with restricted countries, entities, or individuals listed on applicable sanctions or denied party lists. This includes indirect dealings through intermediaries.

1.1.5 FINANCIAL INTEGRITY OBLIGATIONS

Third Parties must not engage in any activity that facilitates money laundering, terrorism financing, tax evasion, or other financial crimes. They must conduct business using only legitimate funds and through lawful financial channels.

1.1.6 KNOW YOUR CUSTOMER (KYC) STANDARDS

Where applicable, Third Parties are expected to have KYC processes in place and be able to demonstrate the origin of funds used in transactions with TAQA.

1.2 ETHICAL BUSINESS PRACTICES

1.2.1 ANTI-BRIBERY AND CORRUPTION

TAQA has zero tolerance for bribery and corruption in any form. Third Parties are strictly prohibited from offering, giving, requesting, or receiving bribes, kickbacks, facilitation payments, or anything of value intended to improperly influence decisions or gain an unfair advantage.

1.2.2 INTEGRITY AND TRANSPARENCY

TAQA expects Third Parties to conduct business ethically and transparently. This involves refraining from engaging in any form of bribery, kickbacks, corruption, or any other unethical practices. Third Parties must maintain integrity and honesty in their dealings with TAQA and other entities.

1.2.3 FAIR COMPETITION

Third Parties should uphold fair competition principles, avoiding anti-competitive behavior or practices that might restrict fair and open markets.

1.2.4 TRANSPARENCY OF DOCUMENTATION

Third Parties should maintain transparent documentation and records, allowing for clear traceability and accountability. This includes maintaining and providing necessary certifications, licenses, permits and other documents as required by local and international law.

1.2.5 CONFLICT OF INTEREST

Third Parties must conduct business in a manner that avoids actual, potential, or perceived conflicts of interest in their dealings with TAQA. Any potential or actual conflicts must be disclosed in writing to TAQA's Compliance Team at the earliest opportunity. TAQA reserves the right to assess the materiality of the disclosed conflict and determine appropriate mitigation steps, which may include recusal, reassignment, or in serious cases, termination of engagement.

1.2.6 GIFTS & BUSINESS COURTESIES

Third Parties must ensure that any gifts, hospitality, or entertainment offered to TAQA employees, representatives, or other stakeholders are lawful, modest in value, infrequent, and not intended to influence business decisions, secure an advantage, or affect the scope or outcome of work. Cash or cash equivalents are strictly prohibited. All such exchanges must be transparent, and TAQA reserves the right to request disclosure, justification, or to reject any offers that do not align with its ethical standards or policies.

1.2.7 ETHICAL AND COMPLIANCE CAPABILITY

Third Parties are expected to maintain adequate internal systems, policies, and capabilities to uphold ethical business practices and compliance with applicable laws and regulations. This includes having appropriate procedures, training, and oversight mechanisms to prevent and detect misconduct, ensure regulatory adherence, and support a culture of integrity in all dealings related to TAQA.

1.2.8 WORKFORCE RIGHTS

Third Parties are obliged to respect the rights of their workforce, ensuring fair wages, safe working conditions, and reasonable working hours. Compliance with internationally recognized labor standards, such as those outlined by the International Labor Organization (ILO), is paramount. Forced labor and child labor are prohibited.

1.2.9 DIVERSITY AND INCLUSION

Third Parties should promote diversity, equal opportunity, and fair treatment of all employees, irrespective of race, gender, religion, ethnicity, age, or any other characteristic protected by law.

1.3 DATA CONFIDENTIALITY AND PROTECTION**1.3.1 HANDLING INFORMATION**

Third Parties are expected to handle any confidential information provided by TAQA with the highest level of confidentiality. This includes trade secrets, proprietary information, and any sensitive data entrusted to them.

1.3.2 DATA SECURITY

Third Parties must implement robust data protection measures to ensure the security, integrity, and confidentiality of any data exchanged with TAQA, complying with relevant data protection laws and regulations.

1.3.3 INTELLECTUAL PROPERTY

Third Parties must respect TAQA's intellectual property rights and protect any proprietary or confidential materials, data, designs, systems, or technical knowledge shared as part of the business relationship.

1.3.4 UNAUTHORIZED USE OR DISCLOSURE

Third Parties shall not use TAQA's intellectual property for any purpose beyond the agreed contractual terms and shall not share such information with third parties without prior written approval from TAQA.

1.4 BUSINESS RESILIENCE**1.4.1 CONTINUITY PLANNING**

Third Parties are expected to maintain adequate business continuity and disaster recovery plans to ensure the uninterrupted delivery of goods and services to TAQA. These plans should address potential disruptions such as natural disasters, cyber incidents, labor issues, or supply chain failures.

1.4.2 RISK MITIGATION

Third Parties should proactively assess risks that may impact their ability to fulfill contractual obligations and implement controls to minimize service disruptions. TAQA may request evidence of such plans or conduct reviews as part of its risk management and assurance processes.

1.4.3 SUBCONTRACTOR ACCOUNTABILITY

Third Parties are responsible for ensuring that their subcontractors, agents, and affiliated entities engaged in delivering goods or services to TAQA comply with the standards outlined in this Code. This includes ethical conduct, legal compliance, data protection, labor rights, and environmental responsibilities.

1.4.4 SUPPLY CHAIN DUE DILIGENCE

Third Parties are expected to conduct appropriate due diligence on their own supply chains and subcontractors, and to implement mechanisms that monitor and address non-compliance. TAQA reserves the right to request details of subcontracting arrangements and may impose restrictions that were deemed necessary.

1.5 QUALITY & HSE

1.5.1 COMMITMENT TO SAFETY AND SUSTAINABILITY

Third Parties must comply with all applicable health, safety, and environmental laws and regulations. They are expected to maintain a safe and healthy work environment, manage hazardous materials responsibly, and minimize environmental impact.

1.5.2 SAFETY STANDARDS

Prioritizing the safety of products, services, and working environments is essential. Third Parties must adhere to safety standards and regulations applicable to their industry, ensuring the safety of their products, services, and operations.

1.5.3 ENVIRONMENTAL COMMITMENT

Third Parties should demonstrate a commitment to environmental sustainability. This involves minimizing their environmental footprint, adopting environmentally friendly practices, reducing waste generation, conserving resources, and complying with relevant environmental laws and regulations.

1.5.4 PRODUCT / SERVICE QUALITY

Third Parties should deliver products and services that meet agreed-upon quality standards. Continuous improvement in product quality and reliability is encouraged.

1.5.5 CONTINUOUS IMPROVEMENT

Third Parties are encouraged to actively seek opportunities for continual improvement in environmental performance, such as implementing energy-efficient practices and reducing greenhouse gas emissions.

REPORTING VIOLATIONS

Third Parties are encouraged to report any concerns, suspicions, or violations related to this Code of Conduct, unethical behavior, or any form of misconduct through TAQA's designated whistleblower hotline. The hotline provides a confidential and anonymous channel for reporting, ensuring protection against retaliation or victimization for those who report in good faith.

TAQA's whistleblower hotline is accessible through:

- Submitting a report via TAQA's Whistleblower Hotline www.taqasa.ethicspoint.com
- Contacting TAQA's Compliance team on compliance@tq.com

TAQA guarantees confidentiality for whistleblowers and prohibits any form of retaliation or discrimination against individuals reporting in good faith. Reports made through the whistleblower hotline will be promptly and thoroughly investigated.

In case of any reported concerns or violations, Third Parties are expected to fully cooperate with TAQA in any resulting investigations. This includes providing necessary information, access to relevant records, and cooperation with investigators to resolve the matter effectively.