



The Company is keen to abide by regulatory regulations including the Corporate Governance Regulations, and further abides by the Kingdom's government approved policies, legislations and measures

#### **Ethics and Regulatory Compliance**

The Company is committed to operate with integrity and has developed a code of professional conduct to guide its business and daily decision-making in an ethical and transparent manner. The Company is currently launching a mandatory training program that will introduce its employees to the Code of Professional Conduct. Moreover, the Company has also completed the implementation of a comprehensive corporate governance framework, within which fair and transparent reporting mechanisms have been adopted. This includes a whistle-blowing

policy, which allows employees to report in good faith problems and concerns experienced thereby without fear of repercussions. A new position has been created within the Company dedicated to Governance, Risk and Compliance, which will be responsible for tracking, monitoring and reporting on governance and compliance initiatives, including environmental, social and governance commitments within the Company.

#### **Confidentiality and Information Security**

Through its IT and communications department, the Company has taken a number of overall security measures to protect information (companies, customers and employees). Ever since the onset of the year until now, no complaints/ security incidents or violations have been reported.