

1. PREAMBLE:

Tamkeen Technologies Company is committed to the highest ethical and legal standards in the manner in which we conduct our business. Tamkeen expects and requires that all parties who are doing business with Tamkeen acknowledge and agree to abide by the values, policies and principles set forth in Tamkeen's Supplier Code of Ethics and Conduct and the Tamkeen Code of Conduct (collectively referred to herein as the "**Code**").

The Code applies to all parties who provide goods or services to Tamkeen, its subsidiaries, affiliates, divisions and operating entities, (collectively referred to herein as " Tamkeen ").

2. LEGAL COMPLIANCE:

a) Tamkeen's suppliers, vendors, service providers and contractors including their respective employees (in relation to the contract with Tamkeen) and agents (collectively referred to herein as "Suppliers") are obligated, in all of their business related activities, to comply with the applicable local and international laws, rules and regulations.

3. ETHICS

Suppliers are to uphold the highest standards of ethics including:

a) Conflict of Interest

Suppliers shall not enter into a contract or agreement or assume an obligation that will, in any manner, interfere or represent a conflict of interest with their duties to Tamkeen. If Suppliers have any concern about a potential conflict of interest, it is the Suppliers responsibility to inform Tamkeen of the conflict at the earliest moment it has become aware of the conflict or of the potential for a conflict.

Examples of conflicts of interest include but are not limited to:

- Financial interests: Owning shares or having any financial interest in a competitor of Tamkeen Technologies.
- Personal relationships: Having a close personal relationship with an employee of Tamkeen Technologies who is involved in the vendor registration or selection process.
- Other business relationships: Having any existing business relationships with Tamkeen Technologies that could create a conflict.

b) Bribery and Anti-Corruption

The highest standards of integrity are expected in all business interactions. Suppliers shall abide by all applicable anti-corruption regulations and laws. It is the responsibility of the Suppliers to implement monitoring and enforcement procedures to ensure conformance with this Code and all applicable laws.

Suppliers shall not offer to any Tamkeen employee a kickback, favor, gratuity, entertainment or anything of value to obtain favorable treatment from Tamkeen.

Tamkeen employees are similarly prohibited from soliciting or offering such items to the Supplier.

c) Intellectual Property

Intellectual property rights are to be respected; transfer of technology and know-how is to be done in a manner that protects intellectual property rights. Tamkeen's logos, marks and strap lines shall not be used by the Suppliers without Tamkeen's prior written approval.

d) Offering/Accepting Business Courtesies

To maintain ethical business practices, Tamkeen Technologies prohibits the offering or accepting of gifts or entertainment that could be construed as bribes or undue influence. Any gift or entertainment given or offered to a company employee or contractor as a reward or encouragement to gain preferential treatment is strictly prohibited.

Partners and vendors should exercise caution to ensure that any gifts offered to or received by Tamkeen Technologies employees or third parties align with ethical business practices. Gifts and entertainment should be reasonable and offered or accepted in the ordinary course of business.

Company employees may give or accept modest gifts or entertainment that are provided or given without the intent to gain favor. Such gifts must have an aggregate market value of less than SAR 250 in any fiscal year and should not be given or accepted on a frequent or recurring basis.

e) Antitrust and Competition

An agreement with a customer, competitor, partner, or vendor not to conduct business with any other customer, competitor, partner, or vendor is unlawful. All forms of price-fixing among market participants are forbidden. Generally, price fixing is defined as an agreement between participants on the same side in a market to buy or sell a product or service only at a fixed price, or maintain the market conditions such that the price is maintained at a given level by controlling supply and demand.

Partners/Vendors must not accept, read, or use information about products and plans of market participants which is identified as confidential information unless the partner/vendor is authorized by the other market participant to do so.

f) Human Rights and Labor Standards

Partners/Vendors have to respect their employees' essential rights at work, and they should support their duty in all business activities with Tamkeen Technologies, such as:

- Freely Chosen Employment.
- Non-Discrimination.
- Child Labor Avoidance.
- Compliance with local Working Hours, Wages and Benefits requirements.
- Humane Treatment.

4. RESPONSIBILITY FOR COMPANY RESOURCES:

Partners/Vendors are expected to preserve Tamkeen Technologies' resources which include assets (including technology assets), intellectual property, trade secrets and other confidential, proprietary or sensitive information while performing work for Tamkeen Technologies. Use of Tamkeen Technologies' resources without proper approvals or for anything other than to perform work activities related to Tamkeen Technologies is prohibited.

a) Confidential Information

Partners/Vendors may possess confidential information related to Tamkeen Technologies only if they need to do so to perform work activities. Partners/Vendors should share this information without approval from Tamkeen Technologies.

b) Trademarks

Partners/Vendors are expected to respect Tamkeen Technologies' trademarks. Partners/Vendors are not allowed to grant sublicenses.

c) Data Privacy

Partners/Vendors should observe applicable data privacy standards. Materials that contain confidential information or which are protected by privacy standards should be stored securely and should be shared only internally with those employees with a "need to know".

d) Monitoring

Tamkeen Technologies holds the right to monitor its assets and work environments in compliance with applicable local law. We monitor to investigate alleged misconduct and security violations, and for other business reasons.

5. MITIGATION OF CONFLICTS:

I agree that Tamkeen Technologies may require me to take steps to mitigate any identified conflicts of interest. Such steps may include, but are not limited to:

- Recusal from certain decision-making processes.
- Divestment of conflicting financial interests.
- Implementation of internal controls to manage conflicts.

6. ONGOING OBLIGATION:

I agree that my obligation to disclose and manage conflicts of interest is ongoing and continues throughout my company's relationship with Tamkeen Technologies.

7. REPORTING CONCERNS AND RAISING QUESTIONS:

The standards of conduct described in this Tamkeen Technologies' Code of Business Conduct and Ethics are critical to the ongoing success of Tamkeen Technologies' relationship with its partners/vendors. If you have questions or concerns about compliance or ethics issues or want to report illegal or unethical activities, send an email to VM@tamkeentech.sa.

All information will be maintained as confidentially as practical in light of the need to conduct an investigation and implement remedial measures. Anonymity will be granted upon request by the reporting person.

8. SUPPLIER ACKNOWLEDGEMENT:

a) The undersigned Supplier hereby acknowledges and agrees that any and all of its subsidiaries, divisions, affiliates, operating entities, employees, officers, directors, agents, representatives and subcontractors doing business with Tamkeen and/or any of its subsidiaries, affiliates, divisions, operating entities has received and read the Code and will abide by each and every term herein. Suppliers acknowledge that finalization of any contract might be contingent on passing the Tamkeen Know Your Counterparty process, which includes passing a due diligence check.

b) ACKNOWLEDGEMENT:

I, hereby acknowledge and agree to abide by the policies and principles of the Code and shall ensure that the employees, officers, directors ,agents, representatives are aware of and shall abide by such policies and principles in the process of preparing and submitting bids, proposals, or other business related communications for Tamkeen, for provision of goods and services to Tamkeen and during the performance and administration of all contracts entered into with Tamkeen for such purposes.