

	<h2>Conflict of Interest Policy</h2>	Rev. No.	1
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PURPOSE

The purpose of the policy is to ensure, to the extent possible, that all directors, officers, and employees of the Company are aware of and understand the Company's position regarding conflicts of interest.

SCOPE

A conflict of interest arises when personal interests interfere, or appear to interfere, with an individual's ability to perform their job effectively and without bias. Directors, officers, and employees of the Company should avoid any action, association, interest, or investment in which a conflict of interest might arise.

RESPONSIBILITY

This policy applies to all directors, officers, and employees of Maridive and its subsidiaries and affiliates (the "Company") and any third-party conducting business on behalf of the Company.

POLICY

Employees are expected to deal openly and honestly, to act in good faith and with integrity, and to act in the Company's best interest at all times. Employees also must never promote a third party's attempts to act contrary to the Company's best interests. It is important that employees understand how conflicts of interest can arise, who you can talk to and how to report a conflict of interest or potential conflict of interest.

The following are examples of **prohibited** conflicts of interest:

- Obtaining a significant direct or indirect financial or beneficial interest in a supplier, customer, or competitor.
- Engaging in a personal business transaction involving the Company for your own profit or personal gain (or for the profit or personal gain of a family member or close personal relations).
- Participating in or attempting to influence a bid, negotiation, or contract between the Company and a third party in which you have an interest or that is owned or operated by a family member or someone with whom you have a close personal relationship.
- Accepting money (whether cash, a gift card, or any other form), gifts of other than nominal value, excessive hospitality, loans, guarantees of obligations, or any other special treatment from a supplier, customer, or competitor.
- Participating in any sale, loan, or gift of Company property without obtaining written approval.
- Disclosing a corporate opportunity to a family member, close personal relation, or any third party without first offering it to the Company.
- Directly or indirectly (e.g., through a family member or close personal relation) investing in or otherwise taking advantage of a corporate opportunity without first offering it to the Company.
- Using Company property, information, or your position for personal gain, during any outside activities, or to support outside employment.

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- Competing with the Company in any way.
- Using Company insider information for personal gain or disclosing such information to a family member, close personal relation, or any third party.
- Hiring, supervising, reporting to, or having influence over a family member or person with whom you have a close personal relationship. For additional guidance please refer to Employment of Relatives Policy HR-PO-007 which shall prevail.
- Seeking additional outside employment opportunities for yourself with Company suppliers, customers, or competitors and seeking employment opportunities with Company suppliers, customers, or competitors for your family members or close personal relations.
- Offering or providing employment opportunities with Company to government officials, representatives of suppliers, customers, or competitors, or their family members or close personal relations. This may create a conflict of interest for the third party and, in the case of a customer and/or government official, may create a corruption risk for Company.

If you become aware of a conflict, a potential conflict, or the appearance of a conflict affecting you, disclose it immediately to your Manager, Sector Head or the Legal Department. If it is determined that a violation exists, the director, officer, or employee must take immediate steps to correct the situation or obtain proper approval as set forth herein.

Any exception to this policy requires the prior written approval of the Executive Vice President Legal and the Chief Executive Officer.

If any violations of this policy come to the attention of the Company, a disciplinary action may be taken against the persons involved, up to and including termination. In addition, individuals involved in the conflict of interest may be exposed to civil and criminal penalties.



Chief Executive Officer
Mohamed El Gamal