

## GOVERNANCE POLICY

SIC is committed to upholding the highest standards of good governance internally and externally. We are devoted to creating a transparent, accountable, and ethical work environment where all employees are empowered to act with integrity. We also prioritize building and maintaining robust relationships with governments, suppliers, and advisors, ensuring that our business practices align with the highest ethical governance standards. Strong governance practices are essential for fostering trust and ensuring the long-term success of our operations.

Our firm endorses international corporate governance standards, developed by international finance institutions, which highlight measures to ensure accountability and transparency in our firm's internal and external affairs. This notably includes the IMF's Code of Good Practices in Fiscal Transparency, the IMF's Code of Good Practices in Monetary and Financial Policies, and the OECD's Principles of Corporate Governance. We also embrace SDG #17 on creating partnerships to help advance sustainable development.

This policy applies to all aspects and sectors of our firm, as well as holding our portfolio companies, contractors, advisors, and partners to the same standards to deliver our clients high quality work.

### Commitments:

1. **Corporate Governance:** To announce and comply with all mechanisms, processes, and regulations of our firm and subject them to periodic review to improve and innovate
2. **Employee Rights:** To ensure the right to human resources accessibility, bargaining, negotiation of wages, working conditions, collective benefits, and an inclusive workplace
3. **Business & Investment Ethics:** To conduct conflict of interest reporting for all opportunities and investments to ensure ethical and legal business practices
4. **Public Sector Engagement:** To adhere to our Anti-Bribery and Corruption Policy, promote the highest standards of transparent governance practices and apolitical decision-making when collaborating with government ministries, and enforce a strict zero-tolerance stance on any form of bribery or corruption
5. **Compliance:** To embrace and respect all local, national, and international regulations pertaining to governance, reporting, or workers' rights in the landscapes in which SIC has assets and operations

### Implementation:

1. Institute periodic internal audit policies of our corporate governance to ensure that employee rights are being respected and embraced, and thus reported
2. Communicate our values on corporate governance and Anti-Bribery and Corruption with our employees, partners, and portfolio companies to ensure compliance
3. Report our track record of accountability, integrity, and transparency on corporate governance and business ethics to our clients and stakeholders

14<sup>th</sup> January 2025, in Dubai, UAE

A blue ink signature of Rabeaa Fattal, consisting of stylized, overlapping loops and lines.

**Rabeaa Fattal**  
CEO and Managing Partner of SIC