



United Electronics Company

Code of Ethics and Anti-Corruption Policy

United Electronics Company (eXtra)

Saudi Listed Company



United Electronics Company

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United Electronics Company

Purpose

This Policy sets out eXtra's commitment to ethical conduct, anti-corruption practices, and sustainability principles. It also defines the expectations applicable to all relevant stakeholders to ensure adherence to the Company's values and to promote trust, integrity, and professionalism.

Policy Scope

This Policy applies to all employees, executive management, Board members, contractors, and business partners acting on behalf of eXtra.

Ethical Conduct

At eXtra, we are committed to maintaining the highest standards of professional and ethical conduct. Accordingly, all individuals are expected to:

- Act with integrity and transparency.
- Conduct themselves responsibly and professionally.
- Use Company resources solely for business purposes.
- Avoid internal conflicts and any negative conduct or behavior.
- Refer to the Company's values and Code of Conduct when making decisions.

Anti-Corruption and Anti-Bribery

All forms of corruption are strictly prohibited, including:

- Bribery: Offering or accepting anything of value in exchange for preferential treatment.
- Favoritism: Giving preferential treatment to relatives or friends in employment or contracting matters.
- Forgery: Falsifying documents or qualifications.
- Coercion: Using threats or pressure to obtain improper gains.
- Conflict of Interest: Situations where personal interests influence professional decisions.

Expectations:

- Promptly report any suspected corruption or unethical conduct.
- Avoid any situations that may compromise impartiality.
- Consult the Legal Department in cases of doubt.



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Gifts and Hospitality

Gifts may only be offered or accepted where they:

- Are of nominal and reasonable value and consistent with local customs.
- Are not intended to influence professional decisions or create a conflict of interest.
- Would not cause embarrassment to the Company or the individual if publicly disclosed.

Value Limits and Approval Requirements

Cumulative value per employee during the financial year

- Up to SAR 1,000 or equivalent: permitted without prior approval.
- From SAR 1,001 to SAR 5,000 or equivalent: subject to line manager approval.
- Above SAR 5,000 or equivalent: subject to written approval from the Chief Executive Officer.

In case of any doubt or ambiguity, the Company's Legal Department must be consulted.

Equality and Prevention of Harassment

We are committed to maintaining a work environment free from discrimination and harassment.

- Discrimination is strictly prohibited on the basis of gender, color, religion, disability, age, marital status, or appearance.
- Harassment in all its forms, whether verbal, physical, or psychological, is unacceptable.
- All complaints will be handled confidentially and with the utmost seriousness.

Confidentiality and Information Protection

All employees must protect:

- Customer data.
- Employee information.
- Business records and non-public information.

Confidential information may not be shared or stored except through approved systems or where required by law.

Whistleblowing Policy

All employees are encouraged to report any violations or unethical conduct without fear of retaliation.

Reporting Channels:



United Electronics Company

- Hotline: 0138299625
- Email: Whistleblowing@extra.com

All reports will be handled confidentially and with due seriousness, and will be investigated fairly.

Responsibilities

All employees and business partners are expected to:

- Comply with this Policy and the Code of Conduct.
- Report any violations or misconduct.
- Participate in ethics and sustainability-related training programs.

Leaders and managers are expected to lead by example and encourage their teams to uphold and comply with these standards.

Implementation and Inquiries

Any breach of this Policy may result in disciplinary action, as required under the applicable laws and regulations.

For any inquiries or clarification, please contact:

- Phone: 0138299600 Ext. 3997
- Email: compliance@extra.com

Policy Review and Update

This Policy shall come into effect and be binding on the Company as of the date of its approval.

This Policy will be reviewed periodically by the Compliance Department to ensure its alignment with evolving regulatory requirements and applicable business practices.