



United Electronics Company

eXtra Supplier Code of Conduct

United Electronics Company (eXtra)
Saudi Listed Company



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Purpose

Conducting business with integrity, respect, and professionalism is one of the core values we uphold. We expect our suppliers, their employees, subsidiaries, agents, and subcontractors to adhere to these principles.

The eXtra Supplier Code of Conduct sets out the minimum standards expected from any supplier identified under our contractual agreements.

Compliance with Laws and Regulations

Suppliers must fully comply with all applicable laws and regulations, as well as all requirements set out in the **eXtra Supplier Code of Conduct**, and the contractual obligations and terms specified in their agreements with eXtra.

Environmental, Health, Safety, and Sustainability Practices

Suppliers must ensure that their operations and facilities comply with all applicable environmental, health, and safety laws and regulations.

Suppliers are also expected to conduct their business in a sustainable and environmentally responsible manner, and to provide a safe and healthy working environment for their employees.

Ethical Business Practices

Suppliers must conduct their business in accordance with the highest standards of ethical conduct at all times. Suppliers are expected to maintain business ethics policies supported by comprehensive training programs for all employees.

Such policies should cover key areas, including conflicts of interest, bribery and corruption, gifts and entertainment, fraud and other unethical conduct, as well as reporting procedures and whistleblower protection.

Suppliers are also expected to comply with the following highest ethical standards:

Anti-Corruption

Suppliers must establish policies that prohibit all forms of corruption, bribery, extortion, embezzlement, fraud, kickbacks, or any unethical or unlawful conduct in their business activities.

Suppliers must also prevent any form of payments, loans, privileges, benefits, or transfers of value, whether directly or indirectly, to eXtra, its employees, or their family members, where such actions are intended, or appear to be intended, to secure an improper or unethical advantage, or to influence the objective judgment of the Company, its employees, or its representatives. Such actions are not permitted without eXtra's prior written approval or authorization.

Fair Business Practices, Antitrust, and Competition Protection

Suppliers must refrain from engaging in any unfair or unlawful business practices, including, without limitation, collusive bidding, price discrimination, or any practices that are unfair or that undermine fair competition.

Suppliers must comply with all applicable antitrust and competition laws and regulations, and must not participate in any agreements or practices that violate such laws.



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Gifts

Suppliers must not offer or accept gifts that may create, or appear to create, a conflict of interest. Any gifts must be transparent and of limited value to avoid any perception of improper conduct.

Fair Employment Practices and Human Rights

Suppliers must ensure fair employment practices for their workforce, including employees and contractors, by preserving their dignity, respecting their privacy, fulfilling their rights, and refraining from practices including, without limitation:

- Unlawful discrimination.
- Child labor or forced labor.

Confidentiality

Suppliers must comply with the following:

- Respect the intellectual property rights of others, including eXtra, such as patents, trademarks, service marks, copyrights, and trade secrets.
- Maintain and protect eXtra's trade secrets, proprietary information, and other confidential information from unintended or deliberate disclosure.
- Refrain from inducing or encouraging any current or former eXtra employee to disclose any confidential information, proprietary information, trade secrets, or any other information for any purpose whatsoever.

The supplier acknowledges that eXtra considers any breach of confidentiality or unauthorized disclosure of intellectual property, confidential information, proprietary information, or related materials as grounds for disqualifying the supplier or terminating the relationship with the supplier.

Conflicts of Interest

Suppliers must communicate with eXtra in a fair and transparent manner. Suppliers must also promptly and proactively report and disclose to eXtra any interests or circumstances that may conflict, or may appear to conflict, with eXtra's interests.

This includes, for example, any personal, financial, or family relationship between the supplier or any of its employees and any eXtra employee. Suppliers must cooperate with eXtra in addressing any actual or potential conflict of interest.

Monitoring

eXtra reserves the right to conduct reviews or audits of suppliers to monitor their compliance with this Code. Such reviews may include questionnaires and the assessment of necessary information to evaluate the supplier's compliance with the Supplier Code of Conduct.

Suppliers must cooperate with any review or monitoring process. Where any deficiencies are identified, suppliers are required to take prompt and effective corrective actions.



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The supplier acknowledges that eXtra's assessment of its compliance with the Supplier Code of Conduct is an important factor in performance evaluation. The Company may use supplier performance assessments as one of the factors considered in selecting bidders for procurement activities, and may also take such assessments into account when determining whether to exclude suppliers from future business opportunities with the Company.

Compliance and Reporting Violations

Suppliers must promptly notify eXtra of any actual or potential violations of the **Supplier Code of Conduct** through the designated reporting email:

Whistleblowing@eXtra.com

Or through the hotline:

013 829 9625

Suppliers must also cooperate with eXtra in responding to any inquiries, review procedures, or any other investigation that eXtra considers necessary in relation to any suspected violation of this Code, regardless of whether the supplier has previously reported such violation