



Gulf Gate Real Estate Company (GRC) **Ethics & Compliance Policy Statement**

Dear Colleagues,

Gulf Gate Real Estate Company (GRC) promotes a culture that mandates and encourages ethical behavior.

Ethics & Compliance is not an abstract concept but rather a code of behavior that applies to everyone. It is applicable to every employee, whether an officer, director, or senior manager within GRC.

Ethics & Compliance means acting with integrity, honesty and observing GRC's core values, policies, and ethical framework always. Maintaining measurable objectives has ensured effective implementation, monitoring, and continuous improvement of our corporate behaviors.

We conduct our business in a manner that adheres strictly to regulatory principles and is compliant with all applicable laws in the countries we operate in. The global and diversified nature of GRC 's business activities mean we must apply procedures that support best practices.

By strictly applying our Ethics & Compliance Manual, we can avoid significant risks to GRC, its reputation, as well as preserving the interests of stakeholders, customers, partners, suppliers and the wider GRC family. By respecting the needs of society including the protection of human rights and the environment, GRC ensures its long-term sustainability and development.

Applying GRC's Ethics & Compliance Manual always is essential for the success of our business and maintaining our pride in working for GRC. Staying alert to the changing regulatory landscape, best practices and innovative technologies is and will continue to be critical to our business going forward.

GRC does not and will not engage in any business activity that would only be possible by violating the law or company policies.

Our Ethics & Compliance Manual reflects not only the legal frameworks we must comply with but also the principles which have always governed our business activities: expertise, fairness, and reliability.

I ask every one of you to maximize your efforts in implementing and applying our Ethics and Compliance Manual in your daily activities. Let us continue to work together to uphold GRC's well-deserved reputation for ethical and compliant corporate behavior.

Tamer A. M

Tamer Mohamad
Chairman & Chief Executive Officer
Gulf Gate Real Estate Company (GRC)