



Conflict of Interest Policy Statement

PURPOSE

The purpose of this Conflict of Interest Policy Statement is to ensure compliance with AD Ports Group's Conflict of Interest Policy and to promote ethical behaviour by all Relevant Persons. This Statement supports the Policy in identifying, disclosing, and managing conflicts of interest, thereby safeguarding the organisation's transparency, integrity, and trust in all business dealings.

SCOPE

This policy applies to all Relevant Persons within the AD Ports Group, including employees, directors, and third-party representatives. It encompasses all situations where conflicts may arise, such as personal relationships, financial interests, and external business engagements.

The scope extends to all subsidiaries, affiliates, and joint ventures of the AD Ports Group, ensuring that conflicts of interest are addressed consistently and in alignment with both local regulations and the Group's governance standards.

POLICY STATEMENT

- **Avoidance of Conflicts:** All Relevant Persons must avoid situations where personal or external interests' conflict with the interests of the AD Ports Group.
- **Mandatory Disclosure:** Relevant Persons are required to disclose any actual, potential, or perceived conflicts of interest promptly using the prescribed channels within the Group.
- **Risk Management:** The Risk and Compliance Unit will assess, manage, and mitigate identified conflicts of interest. This includes maintaining a Conflict of Interest Register and enforcing necessary measures to safeguard the organisation.
- **Disciplinary Actions:** Non-compliance with the policy, including failure to disclose conflicts, will result in disciplinary actions, which may include warnings, suspension, termination of employment, or legal actions.
- **Whistleblowing Protection:** The organisation guarantees protection against retaliation for individuals reporting conflicts of interest in good faith.

This Policy Statement ensures that AD Ports Group operates with the highest ethical standards and effectively mitigates risks associated with conflicts of interest.

Mohamed Juma Al Shamisi
MD & Group CEO - AD Ports Group

Document Classification: Public
Ref# RC-CG-GEN-POL-024
Ver. 01/ Jan-2025