

Governance Policy



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	1	10/10/2023	Chief Executive Officer	1

Governance Policy

Overview

We view good governance as essential to creating and preserving value for our shareholders and other stakeholders. This includes a sound approach to corporate governance that complies with all applicable laws, rules, regulations and policies as well as unwavering adherence to our values.

Holding Ourselves Accountable.

Corporate Governance:

We have an effective Board of Directors with three committees: Audit, Nomination & Remuneration, and Investment. We promote board independence and embrace board diversity in all its facets, including skills, experience, gender, ethnicity, and race. Our Corporate Governance Guidelines outline key principles and rules to help our Board of Directors exercise its responsibilities and serve the interests of the company and its stockholders.

Transparency:

We believe in holding ourselves publicly accountable to our ESG commitments. We publish information about our ESG performance on a regular basis via our website, investor presentations, Annual Board of Directors Report, and annual Sustainability Report.

Doing what's Right.

Ethics:

- Our directors and all employees, including senior management, conduct themselves in accordance with the highest moral and ethical standards, informed by a robust Code of Business Conduct.

- We are committed to ensuring a fair workplace for our employees as well as partners with whom we do business. We have strict policies to protect against unlawful discrimination and harassment.

- We encourage honest and direct communication to resolve issues and concerns in an expeditious manner.

- We also have an Ethics Hotline that provides an alternative and anonymous method of reporting suspected compliance violations, unlawful or unethical behaviour, or fraud.

Human Rights:

SADAFCO holds human rights to be an essential component of our business. We support internationally recognized human rights principles that promote and protect human rights. The Policy applies to our operations and affiliates in all assets we own and operate.

SADAFCO will make this Policy available to the public and all stakeholders.

This Policy, supported by Legal & Governance, will be applied to all business operations and services carried out by SADAFCO.

SADAFCO requires all employees and stakeholders to fully conform with this Policy to ensure it achieves its goals and objectives.

SADAFCO CEO signed this Policy in recognition of his responsibility for SADAFCO's Governance practices.

Patrick Stillhart
Chief Executive Officer

Public

