



REFAI GROUP UK LTD

## COMPLIANCE & REPORTING CHARTER

REFAI GROUP UK LTD is fully committed to upholding the principles of legal compliance, corporate governance, and responsible reporting across all departments. This charter affirms our adherence to transparent and ethical practices, while ensuring every operational function aligns with regulatory and accountability standards. We commit to the following practices as part of our compliance and reporting framework:

- Complying with all applicable local and international laws, standards, and regulations
- Establishing internal systems for ethical oversight and structured reporting
- Enhancing transparent communication between departments and senior management
- Encouraging safe and anonymous reporting of any misconduct
- Monitoring compliance performance and executing corrective actions where necessary

This document is issued as an official part of our commitment to integrity, transparency, and accountability in all business operations within REFAI GROUP UK LTD.

Location: London, United Kingdom Issued: 08 April 2025

Hussein H. Fawaz

Chairman of the Board

