

ADGM CODE OF CONDUCT



1. LETTER FROM THE CEO

ADG Mobility (ADGM) is a value-based company and we strongly believe our values should be lived in the ADGM community. All ADGM employees are citizens of the ADGM community and are treated as such.

ADG Mobility strongly believes in that integrity, good business ethics and compliance to all applicable legislation are key to the sustainability of our business.

ADG Mobility is committed to the following:

- a. Respect towards our people's rights and dignity.
- b. Adhering to good employment practices that is fair and in line with legislation.
- c. Professional behaviour from our employees at all times.
- d. Compliance with all applicable laws, regulations and other relevant statutory requirements.
- e. Open and transparent communication with our employees, clients and suppliers.
- f. Taking full responsibility for the quality and safety of our products.
- g. We are responsible citizens in the community in which we conduct business and will not harm the environment.



Dr Stefan Nell
CEO


2. MANAGEMENT ACCEPTANCE



Francois Grobler
CFO



Chris Giliomee
CTO




Constacia Molope
Manager: HR



Andy Hodgson
Executive Manager: Business Development



Erno Fekken
Executive Manager: Engineering



Billy Becker
SHEQ Manager