

## EXCELLENCE POLICY

At Secure Resources Group (SRG), excellence is the standard by which we define all aspects of our performance, not as an aspiration, but as a commitment built into the foundation of our operations. Across every division and discipline — from engineering and project delivery to trading, logistics, and compliance — we hold ourselves accountable to delivering with clarity, consistency, and credibility.

Excellence at SRG is driven by discipline. It is reflected in the way we prepare, the way we operate, and the way we respond to complex environments. We believe that excellence is not achieved through one department or process — it requires cross-functional coordination, strong leadership, shared accountability, and a clear understanding of expectations at every level of the organization.

This policy represents our collective approach to quality, performance, and continuous improvement. It is implemented across the entire SRG business framework through the following key practices:

- Embedding excellence into operational planning, execution, and performance tracking from the initial stages of each project or engagement.
- Establishing clearly defined objectives, performance metrics, and quality benchmarks aligned with client requirements, contractual obligations, and regulatory standards.
- Ensuring proactive risk identification and mitigation through structured reviews, operational foresight, and scenario-based planning.
- Holding all employees and stakeholders to a professional standard of conduct, technical accuracy, and decision-making integrity.
- Promoting a culture of ownership where each person is responsible for the outcome, not just the output, of their work.
- Leveraging data, internal reporting, and project learnings to strengthen systems and address inefficiencies in real time.
- Regularly reviewing processes, resources, and delivery models to ensure they remain competitive, cost-effective, and aligned with our commitment to performance excellence.
- Supporting a learning mindset at every level, through targeted development programs, technical training, and open knowledge exchange.

Every employee, partner, and contractor engaged with SRG is expected to understand and uphold this policy. Excellence is not abstract — it is measurable, visible, and tied directly to how we plan, act, and lead. SRG management is responsible for providing the tools, structure, and governance that support the application of this policy in all business units.

The policy is reviewed periodically to ensure it continues to reflect evolving client needs, industry benchmarks, and SRG's corporate direction.

### Authorized Signatory

Ayman Bekdash

