

**Notice of Consequences for Providing Kickbacks to Customers**

Dear Channel Partner,

We hope this letter finds you well. We are writing to you as a valued channel partner registered with Us. Sobha LLC and its affiliates (“**We**”, “**Us**”, “**Our**”) are committed to maintaining the highest standards of integrity and ethics in all our business practices, it is our duty to ensure that all Persons with whom we engage strictly abide by these standards. We take a zero-tolerance approach to bribery and corruption and are committed to acting professionally, fairly and with integrity in all our business dealings and relationships.

- I. In an event a kickback or bribery is offered to any prospective purchaser(s), and/or any form of illicit behavior is found, We shall be taking the following actions:
  - a) any service provider, broker company, agents, contractors, external consultants, third-party representatives and business and channel partners, etc. (“**Broker(s)**”, “**You**”, “**Yours**”) who breach these standards, and any terms and conditions of the Agreement may have their “Agreement” terminated with immediate effect.
  - b) if the Broker is unaware that its employee(s) and/or personnel have committed violation of Our policies, we shall intimate the Broker of such violations with requisite proofs/evidence via a written communication and such Broker shall take immediate action of terminating such employee(s) and/or personnel within thirty (30) days from the date of such intimation/written communication. If such Broker fails to terminate such employee(s) and/or personnel or fails to provide the required documentation of the termination to Us, we shall terminate the Agreement with the Broker immediately.
- II. Upon termination of the Broker and/or any of its employee(s) and/or personnel who have violated the kickback or bribery policy, we shall enforce/impose the following restrictions including but not limited to:
  - a) such Broker and/or any of its employee(s) and/or personnel will be strictly prohibited from visiting and/or entering Sobha LLC and its affiliates premises at all times;
  - b) no booking or business transaction shall be recorded, concluded or accepted by Us in the name of such Broker and/or any of its employee(s) and/or personnel either directly or through another Broker;
  - c) any corporate entity recently incorporated or associated with such Broker and/or any of its terminated employee(s) and/or personnel shall be barred from registering or doing business with Us;

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- d) if such Broker and/or any of its terminated employee(s) and/or personnel is/are found to be associated with any other Broker which is/are already registered with Us, We shall notify such Broker regarding such Broker and/or any of its terminated employee(s) and/or personnel who has been barred by Us due to violation of Our policies and decision of continuation of the employment of such barred employee(s) and/or personnel shall be left at the discretion of such Broker. For avoidance of doubt, such barred Broker and/or any of its terminated employee(s) and/or personnel shall be prohibited from conducting any business with Us.

In addition to above, we hereby inform you that all forms of kickbacks or bribery are strictly prohibited in all and any type of dealings with Us. If you are unsure about whether a particular act constitutes a kickback or bribery, please raise it with Us for clarification.

We strongly emphasize the importance of maintaining a transparent and fair business environment for the benefit of all stakeholders involved. By strictly adhering to ethical business practices, we can ensure continued mutual growth and success.

We trust that you will continue to uphold the principles and values that have made our partnership successful thus far, together, we can build a strong and reputable business community.

Yours Sincerely,  
**Sobha Realty**