COMPLIANCE POLICIES & PROCESS

MEAPOINT Expert Network

Company	MEAPOINT LLC-FZ, Meydan Free Zone, Dubai, United Arab Emirates
Version	1.0 – September 2026
Applies to	MEAPOINT team members, Experts in the MEAPOINT Expert Network, and every Consultation arranged by MEAPOINT
Owner	Compliance Officer – compliance@meapoint.com
Review	At least once a year, and whenever laws, client requirements or our services change
Related documents	Expert Terms & Conditions · Privacy Policy · Terms of Use · Expert Compliance Training

1. Why compliance matters to us

MEAPOINT connects consulting firms, investors, corporates and professionals with first-hand experts across the Middle East and Africa. Our clients hold themselves to the highest standards of confidentiality and compliance, and so do we. A transparent, trustworthy and ethical service is what protects our clients, our experts and MEAPOINT itself.

This document sets out the rules that apply to every Consultation, and the process MEAPOINT follows before, during and after each one. It is written to be read by experts, clients and our own team alike.

2. Our compliance principles

Principle	What it means in practice
Confidentiality	Experts never share confidential information belonging to an employer, former employer, client or any other party. Everything learned from a Client during a Consultation stays confidential.
No inside information	No material non-public information (MNPI) is ever requested, offered or discussed.
No conflicts of interest	Experts only take part in Consultations they are free to take part in, with no actual or perceived conflict of interest.
Integrity	No bribes, improper payments or gifts intended to influence anyone. Experts describe their background accurately.
Transparency	Clear rules, accepted in writing, reviewed regularly, with a named contact for any question or concern.

3. Key definitions

Term	Meaning
Expert	A professional who has joined the MEAPOINT Expert Network and accepted the Expert Terms & Conditions.
Client	An organisation or individual that engages MEAPOINT to consult with one or more Experts.
Consultation	Any discussion or exchange between an Expert and a Client arranged by MEAPOINT: calls, video calls, in-person meetings, written answers, surveys or short-term placements.
Confidential Information	Any non-public information about the business, finances, customers, people, products, processes or plans of an organisation, or information that an organisation has designated as confidential or is required by law or contract to keep confidential. It includes anything derived from such information.
Material Non-Public Information (MNPI)	Information about a company or its securities that has not been made public and that a reasonable investor would consider important when deciding to buy, sell or hold that company's securities.
Conflict of interest	Any situation in which an Expert's duties, relationships or interests could conflict, or appear to conflict, with taking part in a Consultation.

4. Expert eligibility

Experts are responsible for checking that they are free to join the network and to take part in each Consultation. Before joining, they should review any employment agreement, consulting agreement, non-disclosure agreement, code of conduct or employee handbook that may restrict outside consulting, and obtain their employer's consent where required.

An Expert may take part in a Consultation only if doing so would **not**:

- create an actual or perceived conflict of interest;
- breach any agreement with, or duty owed to, a current or former employer, or any person or entity the Expert works or has worked for;
- breach any policy or code of conduct that applies to the Expert;
- lead to the disclosure of Confidential Information that the Expert does not own;
- lead to the disclosure of MNPI about any company or security;
- breach any law, rule or regulation.

> **If any of these conditions is not met, the Expert must decline the Consultation, or stop it, and tell MEAPOINT why.** An Expert who stops a Consultation for compliance reasons will not be penalised for doing so.

5. Restricted situations

Some roles and situations carry a higher risk of conflict. The table below sets out the rules MEAPOINT applies. When in doubt, the Expert should ask before accepting a Consultation.

Situation	Rule
Current company	No Consultation about a company where the Expert is currently an employee, director, officer, trustee or board member, or holds a similar role.
Former employer – finance roles	An Expert who worked in finance or accounting at a company does not consult about that company for 12 months after leaving.
Competitors	No Consultation for a Client that is a direct competitor of the Expert's current employer or a company where the Expert holds a board or officer role.
Public company transactions	An Expert who holds a role at a listed company involved in a pending takeover, tender offer or IPO declines all Consultations until the transaction is completed or made public.
Government employees	Not eligible where their government prohibits outside consulting. Otherwise, no Consultation on matters regulated by their agency, or on laws, regulations or policies they can vote on or influence.
Auditors and lawyers	No Consultation about current audit clients or companies audited in the last 12 months. Lawyers do not discuss current clients or anything covered by professional duties. No legal or audit services are provided during a Consultation.
Clinical trials	No disclosure of confidential trial information, including patient data and results, until published. Members of a data safety monitoring board or steering committee do not discuss an ongoing trial.
Investment advice	Experts do not give investment advice, including views on whether to buy, sell or hold a security, or on its value.

6. Confidential information and MNPI

What an Expert can share

- Information that is already public and entered the public domain lawfully.
- Their own general knowledge, experience and opinions about an industry, a market, a technology or a function.
- Information they developed independently, without using anyone's Confidential Information.

What an Expert must never share

- Confidential Information of a current or former employer, client or any other organisation, even if it was learned informally or after leaving.
- MNPI, even if it is only a rumour or unconfirmed.
- Anything learned from a Client during a Consultation, including the Client's identity, questions and areas of interest.

Typical examples of MNPI

- Unannounced mergers, acquisitions, disposals or major contracts, or the loss of a major customer.
- Unpublished financial results, forecasts or significant changes in financial position.
- Planned dividends, share buy-backs, share issues or changes in debt.
- Significant litigation or regulatory developments that are not public.
- Changes in senior management or control that have not been announced.

7. Integrity and anti-bribery

- No one acting for or with MEAPOINT may offer, give, request or accept a bribe, a facilitation payment or any other improper advantage.
- Gifts and hospitality are accepted or offered only if they are modest, occasional and could not be seen as an attempt to influence a decision.
- Experts describe their experience, roles and knowledge accurately and do not overstate them.
- Any request for an improper payment, from anyone, is refused and reported to compliance@meapoint.com.

8. Non-circumvention

For 24 months after an Expert's last Consultation with a Client introduced by MEAPOINT, the Expert does not solicit, negotiate with or work for that Client, directly or through anyone else, for services similar to those arranged through MEAPOINT, without MEAPOINT's prior written consent. Any request of this kind from a Client, including requests for additional work, is passed to MEAPOINT so that it can be properly agreed and paid.

9. Our compliance process

MEAPOINT applies compliance checks at each stage of the relationship with an Expert.

#	Stage	What happens
1	Recruitment	MEAPOINT identifies and screens potential Experts for the relevance of their background and for any obvious eligibility issue.
2	Registration	The Expert provides an up-to-date profile and payment details, and accepts the Expert Terms & Conditions in writing.
3	Training	Before a first Consultation, the Expert completes the MEAPOINT Expert Compliance Training and confirms they have understood it. The training is renewed every 12 months.
4	Project screening	For each project, MEAPOINT checks the Expert's eligibility against the topic and the Client, including current and former employers and competitors, and shares any Client-specific compliance requirements.
5	Consultation	The Expert receives the Consultation details together with a compliance reminder. The Expert may decline any question, or stop the Consultation, at any time for compliance reasons.
6	After the	MEAPOINT asks for feedback, including on any compliance concern.

#	Stage	What happens
	Consultation	Payment is made in line with the Expert Terms & Conditions.
7	Annual review	Experts are asked to update their profile, renew the training and confirm their acceptance of the Expert Terms & Conditions once a year.

Client-specific requirements

Clients may set additional rules for a project, for example lists of companies whose current or former employees may not be consulted, or specific screening questions. MEAPOINT records these requirements, applies them when selecting Experts and passes the relevant rules to the Expert before the Consultation.

10. Reporting concerns and handling breaches

- Experts, Clients and team members report any actual or suspected breach, or any concern, to compliance@meapoint.com. Reports are handled confidentially.
- MEAPOINT reviews every report, speaks to the people involved and records the outcome.
- Depending on the seriousness of the breach, outcomes range from a written reminder to suspension from projects or removal from the network. MEAPOINT informs the Client concerned where appropriate, and cooperates with any legal or regulatory authority where required.

11. Inside MEAPOINT

- Team members are bound by confidentiality obligations and do not share Client or Expert information outside the needs of a project.
- Team members do not trade, or encourage anyone else to trade, on information learned through their work.
- Access to Client and Expert information is limited to the team members who need it, using company accounts and systems.
- Personal data is handled in line with the MEAPOINT Privacy Policy.
- Team members complete this compliance training when they join and review it every year.

12. Contact

Any question about this policy, a specific Consultation or a possible conflict: **compliance@meapoint.com**. When in doubt, ask before the Consultation, not after.

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