

Code of Ethics and Principles of Conduct

1. Purpose

The purpose of this document is to define the ethical values adopted by our company in conducting its activities and to establish the standards of conduct expected from employees. Our company is committed to conducting business in accordance with ethical values by adhering to the principles of integrity, trust, respect, and responsibility in all its activities.

2. Scope

This policy applies to:

- All employees of our company,
- Managers,
- Members of the Board of Directors,
- All business partners acting on behalf of the company.

Our company expects all stakeholders to act in accordance with these ethical principles.

3. Fundamental Principles

Integrity and Trust

Company activities are conducted based on the principles of integrity and trust.

Compliance with Laws and Regulations

All activities are carried out in compliance with applicable laws, regulations, and company policies.

Prevention of Conflicts of Interest

Employees shall avoid situations that may cause their personal interests to conflict with the interests of the company while performing their duties.

Anti-Bribery and Anti-Corruption

No tolerance shall be shown toward bribery, corruption, or any practice that may result in unethical gain.

Protection of Company Assets

Company assets and resources shall be used responsibly and solely for legitimate business purposes.

Confidentiality

Commercial information, employee information, and other sensitive data belonging to the company shall be protected in accordance with the principle of confidentiality.

Respect and Professionalism

Mutual respect, trust, and professionalism shall form the basis of the working environment.

4. Responsibilities

- The Board of Directors and Senior Management support the development of an ethical culture within the company.
 - Managers ensure that ethical behavior is encouraged within their teams.
 - Human Resources and relevant departments support the implementation of ethical standards.
 - All employees are required to act in accordance with these ethical rules.
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5. Effective Date

This document shall become effective upon approval by the Board of Directors and shall be binding on all employees within the scope of the company's activities. The Code of Ethics shall be reviewed periodically and updated whenever deemed necessary.