

HUMAN RIGHTS POLICY

Our fundamental human resources policy can be summarized as the creation of highly committed, value-creating, motivated, and innovative employees and teams within the framework of the company's values and culture. Additionally, our company continues to operate in compliance with ISO 45001 Occupational Health and Safety, ISO 14001 Environmental Management System, and ISO 27001 Information Security Management System standards, in addition to IATF 16949 and ISO 9001 Quality Management Standards.

Taking into account the Universal Declaration of Human Rights and relevant laws, and considering the "United Nations Global Compact," our company safeguards employee rights and, particularly our employees, ensures the protection of the rights and freedoms of all our stakeholders, promotes fairness, opposes forced labor, and raises awareness on these matters. The company complies with the prohibition of child labor beyond the limits allowed by legislation and ensures its implementation throughout the value chain. We pay attention to maintaining a balance between work and personal life in the practices related to the work schedule.

Training programs aimed at the development of employees' knowledge, skills, and behaviors are conducted, and development plans are formulated. Information sessions and surveys are conducted to gather employee opinions on matters such as the company's financial status, compensation and benefits, career opportunities, training, and company practices, with prior notification given. Decisions or developments concerning employees are communicated to them or their representatives, and relevant unions are consulted in such matters.

We adopt the principle of providing equal opportunities to individuals under equal conditions when recruiting and planning careers. Gender-based lower pay for the same or equivalent work is not permissible.

Salaries (overtime, fringe benefits, etc.) are paid in compliance with laws and collective labor agreements. Leave rights are respected, and their lawful utilization is ensured. Working hours and rest periods comply with labor laws and collective labor agreements.

Job descriptions and distribution, as well as performance and reward criteria for employees, are communicated. When determining the compensation and other rights given to employees, their contributions and impact on the company's goals are considered.

No discrimination based on race, belief, language, gender, sexual orientation, ethnic origin, political opinion, or disability is tolerated, and measures are taken to protect employees from physical, mental, and emotional mistreatment within the company. Special conditions of minority groups (women; ethnic, religious, and linguistic minorities; children; disabled individuals; immigrants) are considered. Diversity approach is observed in recruitments. The freedom to form associations, unionization, and effective recognition of collective bargaining rights are supported. All necessary measures stipulated by laws are taken to ensure the health and safety of employees and any other individuals present in the workplace due to any reason. Security services are provided respecting the dignity, privacy, and reputation of each individual. Necessary measures are taken in accordance with the Personal Data Protection Law to protect employees' personal information.

The social and environmental impacts in the relevant region are taken into account in investment decisions. Preservation of forests and water resources is considered, and investments causing forced displacement of inhabitants are avoided.

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In case of non-compliance with this policy and the published Code of Ethics, an ethics hotline (etik@bayraktar.com) has been announced for employees and stakeholders to report any misconduct.

All Bayraktar Holding employees and managers are obligated to adhere to this policy. We expect compliance with this policy from our suppliers across all Bayraktar Holding subsidiaries and take necessary steps for its implementation.

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