

ETHIC CODES

Respect for Human Rights: Respect for human rights is our fundamental value. No one should be discriminated because of their race, ethnic origin, colour, gender, sexual orientation, language, religion, sect or political views.

Respect for Personal Rights: Employees of our company should attention to the personal rights of their colleagues and the protection of the privacy of their private lives. They should not take part in humiliating and unclear rumors about others. They should avoid making unclear rumors. Our employees in managerial and supervisory positions should avoid oppression, insults and threatening behaviour.

Courtesy and Respect: Employees of our company should act in accordance with the rules of courtesy and respect in the relations with their colleagues and other people representing the company. Employees should behave in accordance with reputation and trust of their duties.

Honesty: Honesty is our most important value. All employees should act in accordance with the truth in the relations with their managers and colleagues while performing their duties. They should avoid wrong and misleading behaviour.

Loyalty: Employees of our company should demonstrate their commitment to the company with all policies and procedures of the group while performing their duties.

Compliance with Occupational Standards: Members of our company members should always update their knowledge, fulfill the standards set for their professional expertise, should not compromise on the standards for life and property safety and should aim to perform their duties to the best of their ability.

Not Using Duties and Powers for Benefit: Members of our group should avoid providing unfair benefits in favour of themselves or third parties (fraud) by using their titles and powers.

Avoiding Conflicts of Interest: Conflict of interest, affecting or giving the impression that our company employees perform their duties in accordance with the interests of the institution and objectively; means all kinds of benefits provided to themselves, their relatives, friends or the people or organizations they are in contact with. Our employees should pay all necessary attention to avoid any conflict of interest, avoid conflicts of interest, report the situation to their superiors as soon as they become aware of the conflict of interest, and distance themselves from interests that fall within the scope of conflict of interest.

Transacting with the Company: Employees of our group companies should inform their managers if for themselves or their relatives enter a commercial relationship with the company's services and products outside of company practices. Insider information trading and information misuse is against the law and there is punishment such as prison and fines. Bayraktar Group employees if they quit should take care to protect confidentiality and comply with the confidentiality obligation.

Using Company Resources Correctly: Employees should use all kinds of rights, which is by the company themselves given for the purpose of providing support or motivation, and authorities in accordance with their purpose. The company should avoid waste and extravagance by taking care that its resources are not used outside its purpose.

Protection of Privacy: Our employees should keep their company's trade secrets and unpublished information (turnover and profitability figures, new investment decisions, company goals, new product development studies, etc.) confidential and should not be used for any other purpose. Information about the company should only be shared with the public and media by company spokespersons. Except for company spokespersons, our employees should not make any information to the public or to the media.

Protection of the Rights and Benefits of the Company: Members of our companies must carefully protect the commercial and corporate reputation, intellectual or material assets of the company.

Economic Sanctions and Export Control: Employees should take into consideration all kinds of economic sanctions and export controls in the context of international and inter-country relations, while performing their duties.

Accuracy of Financial Data: Companies should keep the financial data they have in accordance with the legally, report it and fulfill their tax responsibilities.

Struggle with Imitation Part: Existing trademark rights for the company should be protected, the presence of counterfeit parts in the supply chain should be avoided and if found, reported to the necessary institutions. If the manufactured products are scrapped, it should be ensured that the products cannot be reused.

Reporting of Inappropriate Behaviour: If there is a violation of the code of ethics within the company, notifications can be sent anonymously to the etik@bayraktar.com email address. These reports are evaluated by the Vice Chairman of the Holding's Board of Directors and the Head of the Human Resources and Sustainability Group, and actions are taken when necessary. The reporting process does not require any approval, employees or third parties can report directly to the ethical violation line. An incident within this scope is reported in good faith and the employee is subjected to ill-treatment (disciplinary punishment, dismissal, threats, mobbing, etc.) cannot be exposed.

Ethics Violation Report Line;

Ege Endüstri employees, business partners, suppliers, dealers and customers can report issues that they think do not comply with the Group's Ethical Values and Rules regarding the group employees and practices, to the Internal Audit and Process Management Department via the Ethical Violation Notification Line.

- Any employee who has encountered a situation that is the subject of a report or has been exposed to an ethical violation may file an Ethical Violation Report.
- The parties to the action that caused the notification; The manager may be another employee or group of employees.
- The employee can make a notification to the relevant e-mail address (etik@bayraktar.com) to report the issue.