

KİMTEKS POLİÜRETAN SANAYİ VE TİCARET A.Ş.

STAKEHOLDER POLICY

1. Purpose

The purpose of Kimteks Polyurethane Industry and Trade Inc. ("Kimpur or the Company") is to define the principles and procedures for safeguarding the rights of stakeholders.

2. Scope

Stakeholders include the Company's shareholders, employees, creditors, customers, suppliers, public institutions, intermediaries, potential investors, various non-governmental organizations, and other individuals, institutions, or interest groups that have a stake or interest in the Company's objectives or activities.

3. Protection of Stakeholders' Rights

We strive to establish written contracts whenever possible to regulate the relationships between stakeholders and our Company.

Our Company ensures the protection of stakeholders' rights, as defined by legislation and mutual agreements, in its transactions and operations. In any circumstances of any violation of stakeholders' rights protected by legislation and contracts, effective and prompt corrective measures are taken to restore those rights.

In cases where stakeholders' rights are not specifically addressed by legislation or agreements, their interests are safeguarded within the framework of good faith principles, taking into account the rights, resources, and reputation of our Company. We play a leading role in resolving and finding solutions to any disputes that may arise between Kimpur and stakeholders. In situations where conflicts of interest arise among stakeholders or when a stakeholder belongs to multiple interest groups, we strive to maintain a balanced approach to protect the rights, aiming to preserve each right independently.

4. Stakeholders' Information Disclosure

Our Company embraces the principles of equality, accuracy, impartiality, and consistency in informing both shareholders and stakeholders. Within this framework, it is crucial to provide announcements and disclosures in a timely, accurate, complete, understandable, and easily accessible manner, while also taking into account the rights and interests of our Company.

Stakeholders are kept informed through various means such as special disclosures, general assembly meeting minutes, activity reports, financial statements, public disclosure platforms, and the Company's website (www.kimpur.com). Performance evaluation meetings conducted within the framework of open communication serve to inform employees about the Company's objectives and activities. Furthermore, our corporate portal serves as an internal sharing system, ensuring that information is easily accessible to all employees.

The Board of Directors, Corporate Governance Committee, and Investor Relations Unit are responsible for stakeholder information disclosure in accordance with our Company's information disclosure policy. Our Company's information disclosure policy can be accessed on our website (www.kimpur.com). Unless specifically assigned, company employees are not authorized to respond to inquiries from capital market participants.

5. Participation of Stakeholders in Governance

Our Company's articles of association do not include provisions regarding the participation of stakeholders in corporate governance. However, to ensure the fair treatment of minority shareholders and other stakeholders, independent members are included in the Board of Directors.

Active employee participation in decision-making is facilitated through the "HR-OnAir: We Listen to You" system. Meetings are held monthly, either face-to-face or online on the 15th of each month, to listen to employees' opinions, requests, and suggestions, which are gathered by the Human Resources team. These inputs are evaluated by the Company's management, and prompt and effective corrective measures are taken to address

any concerns or suggestions. This system aims to improve working conditions and enhance employee satisfaction, and the adjustments made are communicated back to the employees.

In addition, as part of the annual communication plan, cross-departmental process meetings are conducted to analyze ongoing improvement needs. Open-door meetings with the CEO foster internal communication, and regular management meetings at various levels are held to promote an agile work culture. Shareholder meetings are also organized, where newly joined employees can present their experiences to the CEO. Furthermore, annual project presentations are held for the CEO, focusing on corporate project topics determined within the company.

To evaluate employee suggestions, our Company has implemented the Kimpur Suggestion System (Önercem). Employees can share their ideas and improvement suggestions by filling out suggestion forms and placing them in suggestion boxes located in the offices. These suggestions are evaluated by the Önercem Board on a monthly basis, and decisions regarding recognition and rewards for employees are made accordingly.

The Önercem system considers a wide range of topics, including:

- Increasing productivity
- Improving quality
- Reducing costs
- Enhancing the work environment
- Improving processes
- Social responsibility and enhancing corporate reputation
- Increasing customer satisfaction
- Improving occupational health and safety practices
- Information security
- Energy conservation / Improving energy management systems
- Environmental issues / Environmental management system

6. Human Resources Policy

The rights, responsibilities, working conditions, and other employment rights of our employees are defined within the framework of our Human Resources Policies. All HR policies and procedures of the Company are kept up to date within the Quality Management System, accessible to employees through QDMS.

Our Company's human resources policies are also available on our website (www.kimpur.com).

7. Customer and Supplier Relations

Our Company prioritizes customer satisfaction in the sale and marketing of the goods and services within its scope of activities. We strive to establish and maintain lawful relationships with our customers and suppliers, taking necessary measures to adhere to international and industry standards in the provision of goods and services. Regular meetings and discussions are held with our significant stakeholders, including customers and suppliers.

We prioritize the confidentiality of customer and supplier information. Establishing and maintaining good relationships with our customers and suppliers, free from unfair advantages, and adhering to agreed-upon terms are essential principles.

Customer requests regarding purchased goods and services are promptly addressed. Through our implemented risk management processes, we continuously monitor and take necessary actions to mitigate risks that may cause delays in product or service delivery. Customer satisfaction surveys are conducted at regular intervals, and the results are evaluated in collaboration with the relevant departments to determine required actions.

Within the scope of supply chain processes, our Company ensures the evaluation, development, mutual improvement, and continuous and regular measurement of the core competencies of suppliers. We share evaluation and performance results with our suppliers to ensure continuous improvement, foster collaboration, and enhance partnership opportunities.

Our Company is committed to conducting its activities in a manner that goes beyond providing quality services, encompassing environmental consciousness, and respecting the rights of customers, suppliers, and employees, in alignment with evolving global conditions.

8. Ethics and Social Responsibility

The "Code of Ethics" of our Company is published on our website (www.kimpur.com).