

SUPPLIER CODE OF ETHICAL CONDUCT

The AKS Code of Ethical Conduct defines the ethical working principles we must adhere to in our operations, promotes these principles, establishes a common behavioral standard, and serves as a fundamental guide in our work and decision-making processes.

We kindly ask our valued stakeholders to confirm that you agree to comply with this code of ethics in your current and future collaborations with AKS.

Prevention of Corruption and Bribery

Our company does not tolerate any form of corruption, bribery, or undue influence. No gift received or given affects contracts or decisions made on behalf of the company. Employees are advised to give/receive only commonly accepted promotional items in the business world (e.g., pens, promotional materials, business meals, etc.).

Prevention of Discrimination, Equal Opportunity, and Freedom of Association

Our company rejects all forms of discrimination and physical or psychological harassment (mobbing). No discrimination is made among employees, customers, suppliers, or other stakeholders based on religion, language, race, health status, gender, origin, or political opinion. All our employees act fairly and equally, avoiding prejudiced behavior.

We ensure that all practices such as recruitment, promotion, transfer, rotation, performance management, compensation, rewards, social rights, training, etc., are fair.

Our company respects employees' rights to form or join trade unions and to engage in collective bargaining.

Customer Orientation

The priority of our company and its employees is customer satisfaction. We strive to consistently provide quality and stable services, while also offering effective solutions to meet evolving customer needs and deliver value to our clients.

Transparency

Our company maintains transparency and openness in its relationships with employees, customers, suppliers, and all stakeholders. We provide clear and accurate information in a timely and complete manner across all our operations.

Confidentiality

Our company and employees:

- Protect financial and commercial secrets belonging to customers, suppliers, employees, and other stakeholders, as well as any proprietary information that may reduce the company's competitive power.
- Protect employee rights and information, and agreements with business partners, acting

with an awareness of "confidentiality."

- Do not share information acquired through work or held documents with unauthorized internal or external parties, nor use them for speculative purposes (directly or indirectly).
- Do not use or share any non-public information about partner companies, their customers, or other associated persons or companies beyond its intended purpose or without permission.

Compliance with Laws and Regulations

Our company conducts all its activities in accordance with applicable laws and regulations. We closely follow current legislation, take necessary measures to ensure compliance, and carry out all operations—both domestic and international—within the framework of Turkish laws and international legal standards. We provide accurate, complete, and comprehensible information to regulatory institutions and organizations in a timely manner.

We regulate working hours and overtime in line with relevant legislation.

• Prevention of Child Labor and Protection of Young Workers

Our company does not employ child labor and complies with all regulations concerning the employment of young workers.

• Prevention of Forced Labor

Our company opposes all forms of forced labor.

• Supply Chain

We share our ethical code with our suppliers and require them to commit to adhering to these standards. We expect our suppliers to communicate these rules to their own subcontractors and ensure their dissemination throughout the supply chain.

• Employee Awareness and Protection

Our company informs employees about their responsibilities and rights.

Compliance with Environmental and Occupational Safety Regulations

As AKS and its employees, we aim to add value to society and the economy through all our activities.

We use energy efficiently, aim to reduce waste generated by our activities, and promote recycling or proper disposal to minimize waste. We comply with all environmental and occupational health and safety regulations, raise employee awareness through continuous training, and improve practices through risk assessments to prevent accidents.

• Suggestion and Complaint Mechanism

Our company operates a system to evaluate complaints and suggestions from employees, stakeholders, and other relevant parties.

Stakeholder Declaration:

We hereby declare and undertake that we will comply with the requirements of the Ethical Code of Conduct of AKS Anahtar Kontak San. ve Tic. A.Ş.

Name Surname:

Position:

Date:

Signature and Company Stamp:

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