

OUR ETHICS POLICY

As Özgörkey Holding, Caring for Our Business, Caring for Our Environment, and Caring for People are our priority values in all business processes. Our Ethics Policy, which we will adhere to in our relations with each other, our business partners, our customers, our suppliers, and all third parties with whom we interact within the scope of our corporate duty and to achieve our company's corporate goals, is built based on these values.

Özgörkey Holding A.Ş. does not employ child labor or use forced labor. It works under the laws and regulations applicable within the borders of the Republic of Turkey. It does not discriminate among its employees based on race, color, gender, ethnic group, religion, or disability.

Özgörkey Holding A.Ş. does not force its employees to give up unionizing and does not restrict the right to organize and bargain collectively.

Özgörkey Holding A.Ş. provides all employees with all necessary health and safety trainings in a timely manner so that they can work in a clean and safe environment.

Özgörkey Holding employees perform their work with honesty and integrity. They observe full compliance with company policies and relevant legal regulations. They provide the necessary support and care to create an ethical understanding and professional working environment. They avoid conflicts of interest and refrain from using the company's name and power for personal gain.

Özgörkey Holding's understanding of business is based on an ethical, fair, and practical knowledge of competition. It does not accept any form of behavior that defames its competitors, is anti-competitive, or is unfair.

At Özgörkey Holding, offering or giving bribes or kickbacks is strictly prohibited and constitutes a criminal offense. It has a zero-tolerance policy against bribery, corruption, theft, and other misconduct.

Özgörkey Holding's reputation as an honest company, reliability and superior service quality in the areas it serves are the key elements of its reputation.

Özgörkey Holding is committed to sharing accurate and valid information about the Company with the public and relevant legal authorities in a timely manner, following all legal regulations.

Özgörkey Holding respects the confidentiality and protection of the private information of employees, customers, suppliers, and other relevant persons and organizations.

Özgörkey Holding is committed to fair and transparent business conduct in its relations with all stakeholders. It is strictly forbidden for Özgörkey Holding's executives, employees and business partners to make any payment, give any gift, offer any payment or gift or make any commitment for similar purposes to obtain any benefit contrary to laws and regulations, to influence the decisions of any person or institution in its relations with state institutions as well as in its relations with other stakeholder groups.

Özgörkey Holding Code of Ethics includes our corporate and social responsibility perspective and our commitments under the United Nations Global Compact. You can access our [Code of Ethics](#) on our website.