

ANADOLU ILERI URETIM TEKNOLOJILERI A.S.**(ANADOLU ADVANCED MANUFACTURING TECHNOLOGIES INC.)****CODE OF CONDUCT**

This policy highlights the behavioral rules and principles of ANADOLU ADVANCED MANUFACTURING TECHNOLOGIES INC., emphasizing their importance and priority for management, employees, and all our stakeholders.

Our top priority is to conduct business with high ethical standards and integrity in our relationships with employees, customers, and business partners. This not only means complying with laws and regulations but also acting as a role model in how we conduct business and behave. As ANADOLU ADVANCED MANUFACTURING TECHNOLOGIES INC., we aim to manage the economic, ecological, and social impacts of our principles and activities responsibly.

Legal Compliance

Compliance with applicable laws is of utmost importance to the company. Every employee must comply with the legal regulations applicable to their area of work. Under no circumstances do we tolerate violations of laws.

In the event of any legal violation, the employee will face penalties imposed by law and sanctions due to breach of employment contract obligations.

1 Human Rights and Working Conditions

We act honestly, fairly, and transparently in all our activities, respecting Human Rights.

We behave sensitively and compatibly with the traditions and cultures of Turkey and the countries where we operate, comply with all legal regulations, and do not engage in any unethical activities.

We promote an inclusive work environment that values the diversity of our employees. We adopt the principle of positive discrimination for our female employees. Apart from this, we do not discriminate nor tolerate discrimination based on language, race, color, gender, political opinion, belief, religion, sect, sexual orientation and identity, physical disability, or similar reasons.

We believe all employees have the right to work in conditions that respect human dignity and intellectual property, in a healthy and safe environment, and we continue our activities accordingly.

We strive to implement occupational health and safety principles at a high level for our employees.

We ensure the full and proper use of employees' personal rights. We comply with all national laws and regulations regarding working hours, including breaks, overtime, and paid leave.

We do not employ child labor or forced labor at any stage of production. We do not purchase materials or services from companies that violate this condition.

2 Ethical Business Conduct

We expect the highest level of honesty in all business activities and relationships. We strictly oppose all forms of corruption, bribery, extortion, and misconduct.

We strive to avoid working with companies involved in the arms industry.

We comply with laws and regulations related to conflict and extended minerals such as tin, tungsten, tantalum, gold, cobalt, and mica. We guarantee that our products do not contain metals or derivatives sourced from minerals originating in conflict zones or that directly or indirectly finance or benefit armed groups.

We provide our suppliers with fair contract terms and fees.

3 Conflict of Interest

Employees do not offer or provide unjust benefits to others during commercial activities, whether in cash or other forms.

Gifts taken for promotional purposes toward business partners' employees are selected to avoid any inappropriate situations for the recipients.

Employees contracting with third parties such as consultants and representatives are obliged not to gain or provide unjust benefits.

We avoid activities that could lead to conflicts between personal interests and the interests of the company.

We ensure that decisions taken on behalf of the company are for the company's benefit and comply with ethical principles.

Anadolu Advanced Manufacturing Technologies Inc. engages in business with clients, consultants, and partners whose funds are legal and who comply with the law. All employees must strictly comply with anti-money laundering laws.

4 Protection of Company Resources and Information

We use the company's physical and digital assets, resources, and information solely for business purposes.

We protect trade secrets, customer information, and confidential data, and do not share them with unauthorized persons.

Information obtained from suppliers, customers, consultants, and other third parties that is not public is protected according to legal and contractual requirements. Employees are not permitted to create any recordings, files, images, or audio without prior authorization from their supervisors.

Confidentiality obligations continue even after the termination of the employee's contract.

5 Behavior in the Work Environment

We maintain a zero-tolerance policy toward harassment, mobbing, and any form of mistreatment in the workplace.

We expect respectful and cooperative attitudes among all employees.

In social media and external communications, inappropriate behaviors that could negatively affect the company should be avoided.

6 Environmental Responsibility

We manage the environmental impacts that may arise from all our activities with a sense of responsibility.

We identify and implement all necessary improvements and developments to reduce and prevent harmful environmental effects and to use and protect environmental resources efficiently and responsibly.

7 Gifts and Hospitality

Our employees do not accept gifts or hospitality from business partners that would provide unethical advantages.

Only symbolic and reasonable gifts are acceptable.

8 Reporting Violations and Protection

Employees or business partners of ANADOLU ADVANCED MANUFACTURING TECHNOLOGIES INC. are required to report behaviors they know or suspect violate this code through official reporting channels.

Retaliation against those who report such violations in good faith is strictly prohibited.

Actions taken and sanctions applied against employees who violate the rules may include dismissal and legal prosecution.