	<b>Quality Management System</b>	Document No.	QA.POL.03
		Issue Date	01.08.2018
		Revision Date	22.06.2026
		Revision No.	2
<b>Subject</b>	<b>Code of Ethics and Conduct Policy</b>		

As KORMAS Electric Motor Industry and Trade Inc., we are committed to conducting all our activities in accordance with the principles of integrity, transparency, fairness, accountability, and adherence to ethical values.

This policy has been established to ensure that our employees, managers, suppliers, subcontractors, and business partners act in compliance with ethical standards, to prevent bribery and corruption risks, avoid conflicts of interest, and protect our corporate reputation.

This policy applies to all employees, managers, consultants, interns, suppliers, subcontractors, and all parties acting on behalf of KORMAS.

### **Our Fundamental Principles Ethical and Honest Conduct**

KORMAS employees act with integrity, impartiality, transparency, and in accordance with company values in all business processes. They prioritize the interests of the Company over personal interests and perform their duties in compliance with applicable laws and regulations.

No employee shall engage in any activity that may damage the Company's reputation, undermine trust, or constitute unethical behavior.

### **Anti-Bribery and Anti-Corruption**

KORMAS adopts a zero-tolerance approach against all forms of bribery, corruption, improper gain, and unethical relationships.

No employee or business partner may, directly or indirectly:

- Offer or accept bribes;
- Provide or receive improper advantages;
- Influence business processes;
- Attempt to alter decision-making processes;

for the purpose of obtaining business or securing an unfair advantage.

All relationships with public institutions, customers, suppliers, and third parties shall be conducted transparently, be traceable, and comply with applicable laws and regulations.

### **Gifts and Benefits**

Employees are prohibited from accepting gifts, hospitality, discounts, privileges, or personal benefits that may influence the impartial performance of their duties.

Except for symbolic and reasonable promotional items provided within the scope of corporate courtesy, gifts shall not be accepted. In cases of doubt, Human Resources and senior management shall be informed.

### **Prevention of Conflicts of Interest**

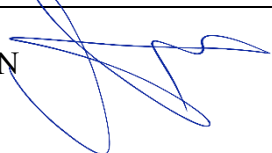
Employees are required to avoid situations where personal interests may conflict with the interests of the Company.


Any circumstances arising from family relationships, business partnerships, financial interests, or personal connections that could affect objective decision-making shall be openly disclosed to management.

### **Prevention of Discrimination and Harassment**

KORMAS does not tolerate discrimination based on language, religion, race, gender, age, ethnic origin, political opinion, disability, or any similar grounds.

A zero-tolerance approach is applied against physical, psychological, verbal, sexual harassment, and workplace bullying (mobbing). It is essential that all employees work in a safe, respectful, and inclusive environment.

<b>Prepared by:</b> Bekir Furkan YAYLA EHS Executive	<b>Approved by:</b> Arda Selman GÜLTEKİN General Manager 
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### Confidentiality and Information Security

Trade secrets, technical information, customer data, employee information, and all confidential information belonging to the Company shall be protected.

Employees shall not:

- Disclose company information to unauthorized persons;
- Make statements or social media posts that may harm the Company's reputation;
- Use confidential information for personal benefit.

### Reporting and Violation Management

Employees may confidentially report suspected ethical violations, bribery, corruption, harassment, conflicts of interest, or non-compliance to their managers, the Human Resources Department, or senior management.

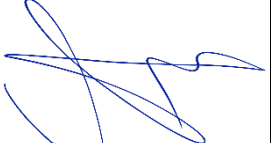
No pressure, discrimination, or retaliation shall be exercised against individuals making reports in good faith. All reports shall be handled in accordance with the principle of confidentiality.

### Implementation and Responsibilities

This policy is binding on all employees and business partners. Violations of this policy may result in disciplinary actions, termination of employment, and, where necessary, legal proceedings.

KORMAS management is responsible for promoting an ethical culture, increasing employee awareness, and continuously improving the implementation of this policy.

KORMAS is committed to conducting all its activities in accordance with ethical values and to maintaining a reliable, transparent, and sustainable corporate governance approach.

Prepared by: Bekir Furkan YAYLA EHS Executive	Approved by: Arda Selman GÜLTEKİN General Manager 
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