

KORDSA
STATEMENT ON CODE OF BUSINESS ETHICS

Kordsa Teknik Tekstil A.Ş., its subsidiaries and affiliated companies (all together “**Company**”) require its suppliers, consultants, contractors and business partners to operate in accordance with the principles in the code of business ethics stated below and may be updated from time to time (“**Code of Business Ethics**”).

The Code of Business Ethics and this statement outlines the Company’s expectations for the undersigned conduct regarding labor and human rights, personal data protection, health and safety, environmental protection, ethics, and management practices.

By signing this statement, the undersigned hereby undertakes:

- (i) To manage its activities in compliance with general ethics and moral principles expected from a prudent businessman,
- (ii) To endeavor to ensure all of its related sub-contractors to comply with the Code of Business Ethics,
- (iii) To comply with any and all applicable laws, rules and legal regulations in the countries which it operates and to maintain a system to monitor compliance with such laws, rules and legal regulations,
- (iv) To comply with all applicable antitrust laws, trade practice laws and any other laws, rules and regulations dealing for example with monopolies, unfair competition, restraints of trade and competition and relationships with competitors and customers and not to enter into any agreement with competitors and other acts, which may unfairly impact competition, including, but not limited to, price fixing or market allocations,
- (v) To comply with all applicable anti-corruption and money-laundering laws and regulations of the countries in which it operates and applicable international anti-corruption conventions,
- (vi) Not to engage in corruption, extortion, embezzlement, or bribery and in any act to obtain an unfair or improper advantage including the excessive gifts and entertainment,
- (vii) To comply with all international trade sanctions and export control laws and regulations and not to have any dealing with the restricted parties against the laws and regulations,
- (viii) Not to discriminate against any worker or candidate based on age, disability, ethnicity, gender, marital status, national origin, political opinion, race, religion, sexual orientation, gender identity, union membership, or any other status protected by country law, in employment practices,
- (ix) To commit to a workplace free of harassment, abuse and any conduct against equality and respect the human rights of all employees,
- (x) Not to hire forced, slave labor or child labor and comply with all local and international laws and regulations on slavery, human trafficking and child employment,
- (xi) To comply with applicable employee health and safety laws and regulations and provide a safe and healthy working environment that supports accident prevention and minimizes exposure to health risks to its employees,
- (xii) To comply with applicable laws and regulations on environmental protection and preserve resources and protect the environment as much as possible,
- (xiii) To comply with applicable laws concerning protection of confidential information relating to commercial affairs and personal data, to enlighten employees in this regard,
- (xiv) To respect the intellectual property rights of the Company and other entities and natural persons and to manage technology and know-how in a manner that protects intellectual property rights,
- (xv) To ensure affiliates, executives, employees and consultants’ compliance with Code of Business Ethics.

When differences arise between the Code of Business Ethics and legal requirements, the stricter standard shall apply, in compliance with applicable law.

This statement is essential for the business relationship between the Company and the undersigned. Any non-compliance may result in termination of the business relations by the Company. For questions or to raise any

concerns regarding possible violations, the undersigned may directly contact the Global Ethics Compliance Officer through the following e-mail address of etik@kordsa.com.