

## BUSINESS ETHICS AND CODE OF CONDUCT POLICY

As Koramic Building Chemicals Industry and Trade Inc., a company engaged in the production of construction chemicals, we are fully aware of our responsibilities toward all stakeholders, including our customers, suppliers, internal customers, society, and the environment. In fulfilling these responsibilities, it is our primary duty to establish, implement, and continuously update business ethics and ethical working principles as part of our corporate culture. To achieve these goals, we commit to:

- **Ethical Principles:** Ensuring that all our operations comply with applicable laws and regulations, keeping all records accurate and up to date, and strengthening the principle of honesty among all our internal and external stakeholders; handling all written and unwritten confidential information of our company with a full sense of responsibility and reinforcing this awareness among stakeholders; competing with our rivals only within legal and ethical boundaries, avoiding unfair competition and situations that may pose conflicts of interest; not accepting or offering bribes or gifts in any form for the purpose of gaining advantage; and taking necessary measures to combat corruption in collaboration with all stakeholders.
- **Fair and Equal Treatment:** Providing equal opportunities during recruitment, employment, and separation processes; refraining from any discrimination based on age, race, belief, skin color, gender, language, nationality, marital status, sexual orientation, seniority, political opinion, military status, perceived or actual disability, religion, or any other legally protected characteristic; ensuring a working environment where employees, stakeholders, and partners are valued and respected; and showing zero tolerance toward harassment, mobbing, or any form of mistreatment.
- **Child Labour and Employment:** Ensuring that no employees are below the legal minimum age; not employing child labor within the scope of Article 138 of the International Labour Organization Convention; safeguarding young workers from any risks that may harm their social, physical, or emotional development and health; and ensuring that their access to education is not hindered.
- **Right to Information:** Believing that the achievement of our objectives in Quality, Occupational Health and Safety, and Business Ethics Policies is possible only through conscious and well-informed employees; therefore ensuring that all employees are informed—starting from the recruitment stage and throughout their employment—about their personal rights, company rules, working conditions, and processes.
- **Working Hours and Compensation:** Ensuring that all employees have legal work permits and employment contracts in accordance with legislation; implementing and improving overtime practices, compensation, and paid leave applications as defined by labor laws; providing fair wages; ensuring that payments are made regularly and on time; and offering all additional benefits within the legal framework.
- **Supplier Relations:** Informing all suppliers and customers about our Business Ethics and Code of Conduct Policy, encouraging them to adopt these principles, fulfilling all our responsibilities toward them completely and on time within the legal framework, and acting in good faith in all collaborations.
- **Requests and Complaints:** Recognizing that providing a harmonious, healthy, and positive working environment for our stakeholders is our priority; developing processes through which stakeholders can express their suggestions and complaints; ensuring that these are conveyed to the appropriate parties; and resolving them promptly.