

Ege Endüstri

EQUALITY, DIVERSITY AND INCLUSION POLICY

As Ege Endüstri, we view diversity not just as a goal but as a fundamental element that strengthens our corporate culture and values. We value the individual differences of our employees, suppliers, customers, and other stakeholders, utilizing this richness as a creative advantage in our organizational processes. We are committed to creating and sustaining a corporate climate where every individual can freely express their ideas and realize their potential.

We define all human relations within the framework of rights, fairness, and ethical principles, with respect for individuals as our foundation. While ensuring the preservation of employees' freedoms and dignity, we prioritize values such as integrity and kindness in all our processes. We take all necessary measures to prevent discrimination and unconscious bias in areas such as recruitment, promotion, and professional development. We tolerate no discrimination based on factors like gender, age, ethnicity, marital status, belief, or disability.

We aim to establish partnerships with suppliers and business associates that promote diversity and prioritize inclusivity. We actively support employment for disadvantaged groups and play a role in fostering balance in the workplace.

At Ege Endüstri, we see diversity as a resource that enhances organizational wealth and encourages innovative thinking. Our goal is to share this perspective with all our stakeholders and embed it permanently into our corporate structure.

Within this framework, as Ege Endüstri, we:

- Commit to creating an environment where every individual is valued equally and can fully realize their potential, regardless of race, colour, gender, age, nationality, religion, gender identity or expression, marital status, citizenship, disability, or other legally protected factors.
- Adopt the principle of offering fair and equal opportunities to all employees, candidates, business partners, and stakeholders throughout our business processes and value chain, while acting in accordance with human rights to create a positive social impact.

Ege Endüstri ve Ticaret A.Ş.

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- Ensure that our employees are part of a culture grounded in equality, diversity, and inclusion principles, where fair and equal opportunities are provided, human rights are respected, and a sense of trust prevails. We treat everyone with whom we establish a professional relationship with respect for human dignity and rights.

At Ege Endüstri, we support diversity and inclusivity as a core business priority:

- We foster a work environment where employees feel secure and can express their authentic identities freely.
- We aim to make the unique qualities of our customers and business partners visible by offering inclusive service principles.
- We add value to our customers, business partners, shareholders, and other stakeholders by encouraging diversity in decision-making processes through a variety of perspectives, ideas, and viewpoints.
- Through our leaders, we promote equality, diversity, and inclusion policies, ensuring that these values are embraced across the organization.
- By supporting role models who represent diversity in leadership, business functions, and positions, we contribute to challenging the "glass ceiling" perception in society.

In case of non-compliance with this policy or our published Code of Ethics, employees and stakeholders are encouraged to report incidents through the ethics hotline (etik@bayraktar.com). All Ege Endüstri employees are obliged to comply with these policies, and we expect our suppliers and business partners to act in alignment with these principles and take necessary steps to ensure compliance.

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