

With this policy, it is aimed to define the main topics of Core Suppliers Sustainability policy for Mata Otomotiv. Policy topics are to make understand the basic rules that must be followed and to prevent any conflicts and conflicts of interest that may arise between commercial relation between Mata and its core suppliers.

General Principles

- a. MATA Otomotiv's business ethics rules have been prepared by adhering to universal values and beliefs, taking into consideration the laws , regulations and Corporate Social Responsibilities (CSR-RBA) regulations.of our country and the countries in which we operate. Mata Otomotiv and its core suppliers should act in such a way that they do not undermine the credibility of the Company by taking into consideration the fundamental principles contained in this document in all relations and works. Suppliers should act on the basis of care and commitment under the conditions and conditions not covered by these rules. It should avoid any personal behavior and attitude that may harm the image and reputation of the Company or outside the Company.

Suppliers are supposed to maintain that their employees are approached honestly and fairly, providing a non-discriminatory, safe and healthy working environment. Main process for recruitment, promotion, transfer, compensation, wages and benefits, working hours, rewarding, social rights are presented to all employees fairly. Employees' individual development activities are supported and efforts are to be foreseen to improve themselves.The company practices regarding employment and working life are in compliance with all applicable laws and regulations in force.

- b. Suppliers should provide full occupational health and safety at work and at work. The physical working environment and conditions of the workplace are ensured to be healthy and safe for all employees. Necessary measures are taken for physical safety of employees. Occupational health and safety is the common responsibility of all employees. For this purpose, each employee has responsibilities. Employees must comply with health and safety regulations. He / she knows that he / she should be able to come to work without the influence of alcohol, drugs or stimulants which are considered to be damaging to safe and conscious work.

Child labor * and Young workers ** cannot be employed in any of Mata Otomotiv's Suppliers. The principles and procedures of the working conditions based on this Principe

are made by taking into account the principles of the definition of young and child labor in the "Regulation on the Procedures and Principles of Employment of Child and Young Workers" prepared by Article 71 of the Labor Law numbered 4857.

** Child Labor; who have completed the age of 14- have not completed the age of 15- and have completed their primary education*

*** Young Worker; who have completed the age of 15, but have not completed the age of 18*

- c. Suppliers are supposed to be the ideal institution that provides sustainable growth, creates value-added successful and competent professionals, is the most preferred and the most ideal company to be a part of everyone. The necessary environment for people with beliefs, opinions and opinions to work harmoniously. It is not acceptable to make concessions or compromise in terms of benefits such as gender, religion, language and race. Without discrimination, it offers equal opportunities for all employees and job applicants and offers equal opportunities for employment and development, regardless of their marital status, with a different religion, language, opinion, opinion and equal opportunity.
- d. Besides physical, sexual and emotional immunity of employees, all kinds of immunities are observed. The purpose of this practice is to ensure that employees work in a peaceful work environment where physical, sexual and emotional immunities are protected. Any breach of physical, sexual or emotional harassment by employees in the workplace or any other place of employment is in violation of the law and the code of ethics. Violation of a person's inviolability or the sexual harassment of a person without physical contact or the conduct of any behavior that may be so defined is prohibited. People who complain or report any harassment, or those who are helpful during the investigation, are not tolerated.

If suppliers' employee are exposed to discrimination or physical, sexual or emotional harassment, or if it had been discovered that another employee has been discriminated or harassed, it should be informed to managerial level and the notification is to be kept confidential. The incident is to be urgently questioned and the necessary measures are to be taken immediately. All necessary precautions and practices are to be implemented by Labor Law No. 4857 and Mata ethical rules.

- e. Confidential and proprietary information includes information that may be disadvantageous with respect to Mata Otomotiv's competitiveness, agreements with business partners, trade secrets, financial and other information not yet publicly

disclosed, information on personnel rights and information under third party confidentiality agreements. All information of the Company is confidential and disclosure of such information is prohibited. It shall not disclose directly or indirectly any unauthorized persons or authorities outside the organization, except for the authorities which are legally authorized by law, whether or not it is related to the duty or not. As Mata Otomotiv employees, we take care to protect the confidentiality and private information of our customers, employees and other related persons and organizations. All confidential and sensitive information is regulated by the European law on personal data protection GDPR, prepared separate documentation and rules of application.

Related records, "Confidential Information", including but not limited to the brand, intellectual property such as patents, trademarks, copyrights, and trade secrets , including all kinds of innovation, employees, including found, developed, or implemented databases, computer software, printed communication materials, license files , research, marketing and sales information, supplier names and addresses, prices and conditions from suppliers, future requirements plans, workplace reviews and their results, processes, know-how, specifications, advertising, product packaging and label designs, plans (marketing all kinds of written, graphical or machine-readable information, such as product, technical, business strategies, strategic partnerships and information on partners, financial information, personnel data and information, fees and benefits, customer lists, potential and identity of real customers.

This information may not be disclosed or shared to third parties unless required by official authorities and unless required by law.

In the event that information is shared with third parties or companies in the interests of Mata Otomotiv, a confidentiality agreement is signed for the sharing of information in order to guarantee the security and protection of the shared information.

The protection of suppliers and customers' information within the principles of confidentiality is as important as protecting our company's information. It should be noted that the legal rules of confidentiality have not been violated during the acquisition and sharing of the information given to us by third parties.

- f. Company land Conflict of Interest ve may occur when the name and facilities of the Company for our own personal, family, social, material or political interest are used. In addition, employees' behavior and decisions that damage the name or image of the

company is defined as conflict of interest. Even if there is no conflict of interest, creating an impression in this direction may damage the reputation of the individual or the company. Employees should avoid conflict of interest. The personnel cannot use his / her duties and powers in a way that will benefit him / herself, his / her family or the benefit of third parties.

It should make every effort to avoid conflicts of interest in relations with customers. In case of conflicts of interest, customers should be treated fairly and impartially. Personnel cannot make their personal investments in a way that creates any potential conflicts of interest with their duties and responsibilities in the company.

- g. During activities, we should pay special attention to bribery and corruption. Public servants should not be paid, gifts or services with the intention of affecting their decisions or perceived as such. There are laws in our country that inform public officials that it is forbidden to give or receive any kind of payment or a gift or directly or indirectly to influence a formal transaction or decision, or to retain or retain a job.
- h. Competition laws are an arrangement aimed at securing the free market. Although it is difficult to summarize, these laws and regulations prohibit the cooperation between companies to prevent competition and the functioning of the free market. In order to prevent the occurrence of illegal or irregular agreements and the slightest impression in this respect, our company prohibits.
- i. We must act responsibly to the needs of the society in which we live. It is important for us that life and health are getting better in our country and our environment. The awareness of the environmental problems is approached and the employees are expected to act accordingly. Our activities, environmental and human health, which will have a negative impact on the nature of the issues that will harm and the necessary measures are taken. Our employees should use natural resources and energy resources in the most efficient and economical way. The right to land and natural resources is as much a collective right as an individual right. Indeed, in many parts of the world, land and natural resources are commons whose use, access and management are socially defined and organized in a collective way. Thus, the collective dimension is crucial in order to effectively secure the individual enjoyment of this right.
- j. GHG emissions, energy efficiencies and renewable energy should be considered in higher level; water quality and consumption analysis should be followed regularly. Company should pay attention to related chemical waste and its diminution to ensure air quality and to decrease environmental pollution. The four pillars of building

decarbonization – **energy efficiency, electrification, renewable energy, and smart grid enabled programs** – are all also strategies to make homes high-performing and resilient against both rising energy costs and climate change.

- k. The most effective way to reduce waste is to not create it in the first place. Making a new product emits greenhouse gases that contribute to climate change. So reduction and reuse are the most effective ways you can save natural resources, protect the environment and save money. Recycling is the process of collecting and processing materials that would otherwise be thrown away as trash and turning them into new products. Products should only be recycled if they cannot be reduced or reused.
- l. Modern slavery is one of the most complex and important human rights challenges of our time. According to the International Labour Organization (ILO), the term modern slavery covers a set of legal concepts, including forced labor, debt bondage, and human trafficking. With operations and supply chains spanning the globe, suppliers are committed to improving the working conditions of people who are connected to our business and recognize the need to monitor for conditions that put workers at risk of modern slavery.
- m. Collective bargaining is a fundamental right that means through which employers and their organizations and trade unions can establish fair wages and working conditions. It also provides the basis for sound labour relations. The objective of these negotiations is to arrive at a collective agreement that regulates terms and conditions of employment. Collective agreements may also address the rights and responsibilities of the parties thus ensuring harmonious and productive industries and workplaces. Suppliers are to enhance the inclusiveness of collective bargaining and collective agreements is a key means for reducing inequality and extending labour protection.
- n. The WHO policy is rooted in the following underlying approach: staff members have an obligation to report wrongdoing; the Organization has a duty to protect whistleblowers against retaliation; the Organization has a duty to address wrongdoing by instituting remedies and taking disciplinary action as appropriate; and retaliation constitutes misconduct. Non-staff members are also encouraged to report any suspicious wrongdoing to WHO.
- o. Private or public security forces refers to the commission or use private or public security forces to protect the business project if, due to a lack of training or control on the part of the company, the deployment of the security forces may lead to violations of human rights.

- p. The financial reports and other information that Mata maintains internally and the financial information it provides to shareholders, regulators and other stakeholders must be accurate and complete. Procedures and processes must be in place to ensure that underlying transactions are properly authorised and accurately recorded.
- q. Total disclosure of relevant information by businesses helps investors make informed decisions. It decreases the sentiment of mistrust and speculation and increases investor confidence as they feel fully prepared to make investment decisions with transparency in information at hand.
- r. Counterfeit products are defined as being those that are misrepresented in their origins or quality. Material whose origin, age, composition, configuration, certification status or other characteristic (including whether or not the material has been used previously) has been falsely represented by; • misleading marking of the material, labelling or packaging. • misleading documentation; or • any other means, including failing to disclose information. except where it has been demonstrated that the misrepresentation was not the result of dishonesty by the supplier or external provider within the supply chain.
- s. Economic and trade sanctions programs may prohibit transactions with certain countries, institutions, and individuals in order to accomplish foreign policy and national security goals.
- t. Animal welfare refers to the state of the animal; the treatment that an animal receives is covered by other terms such as animal care, animal husbandry, and humane treatment. Protecting an animal's welfare means providing for its physical and mental needs.
- u. Life on land. It is to protect and restore terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and stop biodiversity loss. Healthy ecosystems and the biological diversity they support are a source of food, water, medicine, shelter and other material goods. They also provide ecosystem services – the cleaning of air and water – which sustain life and increase resiliency in the face of mounting pressures.
- v. The EU Soil Strategy for 2030 sets the vision to have all soils in healthy condition by 2050 and to make protecting, restoring and sustainably using soils the norm. It also announces that the Commission will table a new Soil Health Law, providing a comprehensive legal framework for soil protection. Soil also filters and purifies our water, reduces flooding, regulates the atmosphere and plays a crucial role in driving the carbon and nitrogen cycles. It is also key to tackling climate change as it captures

and stores vast amounts of carbon. Soil is also one of the most biodiverse habitats on Earth.

- w. Noise pollution adversely affects the lives of millions of people. Studies have shown that there are direct links between noise and health. Problems related to noise include stress related illnesses, high blood pressure, speech interference, hearing loss, sleep disruption, and lost productivity. No environmental factor has caused so much confusion regarding its effect on workers efficiency and workers health as industrial noise. Noise in industry originates from processes causing impact, vibration or reciprocation movements, friction, and turbulence in air or gas streams. Noise emission standards have only an indirect control over the noise radiated by a machine. They state maximum permissible sound levels in work places; acceptable daytime and nighttime levels in residential, commercial, and industrial areas; and maximum permissible noise crossing industrial and construction site boundaries.
- x. Finally Mata Suppliers are requested to maintain their own sustainability requirements for their own tier 1 suppliers as well. They are requested to check and confirm the sustainability requirements regularly.

Supply Chain Management
MATA AUTOMOTIVE A.S.