

COMPLAINT POLICY

As stated in the Ethical Principles, Park Elektrik strives to meet corporate governance standards with best practices towards all stakeholder groups. The purpose of this policy is to provide a mechanism for employees to responsibly and effectively report any misconduct. The topics covered by this policy are set forth below, and our Company will treat all reports under this policy confidentially and sensitively.

Complaints may report directly to the Ethics Committee, bypassing their supervisor. Ethical whistleblowing is reviewed by the Ethics Committee to ensure fair evaluation and prompt action.

Reports under the Policy may be submitted to etik@parkelektrik.com.tr.

Scope of the Policy

This policy is designed to protect employees who report misconduct that breaches laws, regulations, the Company's corporate governance policies and ethical principles. These are as follows:

- Corruption,
- Fraud, embezzlement, theft,
- Fraud to benefit oneself or others,
- Hazardous practices for occupational health and safety and the environment,
- Intentional actions that cause damage or loss to the Company,
- Serious breaches of ethical principles,
- Contributing to conduct that violates laws, regulations, the Company's corporate governance policies and ethical principles, concealing or helping to conceal conduct after it has occurred, etc.

Confidentiality and Due Diligence

This policy is designed to instill confidence that whistleblowing will be taken seriously and that employees will not be intimidated for raising genuine concerns in good faith and that their identity will always remain confidential. However, employees should exercise due diligence to ensure the accuracy of the information before making a report.

Protection of Whistleblowing Employees

The Company shall not discriminate against any of its employees, contractors or subcontractors by reason of position, type of work, transfer of employment, or by reason of suspension, threat, interference with work, termination of employment or unfair conduct toward such persons.

- Those who provide information, cooperate or assist with regard to the breach of laws, regulations, the Company's corporate governance policy and ethical principles
- Those who makes statements, provides evidence or testifies during an investigation involving a suspected violation of law, regulation, the Company's Corporate Governance Policy or ethical principles.

The identity of a whistleblower, information about the report and the conduct of the investigation will be kept confidential by all parties involved. However, in some cases, employee information may be disclosed in accordance with Company policies when required by law or litigation. However, disciplinary and/or legal action may be taken against anyone found to have willfully disclosed confidential information.

False Accusations

If an employee makes a deliberately false or malicious accusation against the accused person, this will be considered a serious breach of ethical principles and the employee will be subject to disciplinary action in accordance with the Company's rules and regulations.