

ETHICAL PRINCIPLES

Park Elektrik's Code of Ethics is a set of rules and norms that shed light on how to move forward in accordance with the Company's values, manage relationships with stakeholders, and create a corporate culture. The Code of Ethics has been established in order to improve the quality of the Company's services, to use resources efficiently, to ensure equality, justice and trust, to prevent unfair competition and to regulate relations with employees. At the same time, it is the most important building block for enhancing the Company's reputation, regulating relations among the Company's employees and with society, and establishing an internal culture of behavior that ensures stability and trust within the Company.

Park Elektrik monitors compliance with the following ethical rules and ensures that audits are conducted to determine compliance. The Ethics Committee is responsible for implementing the Code of Ethics. The Ethics Committee shall be formed by the Company's management from relevant individuals and may be revised as necessary. Complaints on ethical issues are evaluated by the committee and every effort is made to resolve them in a timely manner with a fair evaluation.

Whistleblowing regarding behaviors contrary to the Code of Ethics can be made to etik@parkelektrik.com.tr.

Legislation;

- Transparency and protection of stakeholders' rights are essential.
- Ensure compliance with laws, all national and international rules and regulations, and internal policies.
- All reports and records are maintained in accordance with national and international accounting standards.
- All applicable laws, regulations and rules will be complied with in relations with shareholders. Shareholder rights are protected.

Employees;

- Create a fair, healthy and safe work environment.
- Employees are treated equally in hiring, career development, and performance evaluation without discrimination.
- Care is taken to ensure that the number of employees is appropriate to the intensity of the work, that working hours are not exceeded, and that regular leave is taken.
- The rights of employees are respected and the balance between work and personal life is maintained.
- Care is taken to ensure the timely and complete fulfillment of employees' rights under the laws to which they are subject.
- Employee compensation systems are established and financial provisions are made for employee benefits.

Corporate Governance Principles;

- In all services and transactions, information is provided to stakeholders in a manner that is understandable, accurate, clear, timely and complete. Ensure equal access to information.
- Compliance with corporate governance principles is carefully monitored.
- Information disclosed to the public is subject to the principle of transparency.

Sector;

- Careful attention is paid to the development of the energy and mining sector in Turkey, the protection of common interests and the continuity of confidence in the sector.
- Act honestly and fairly when competing, and comply with competition rules and laws.

Conflicts of Interest;

- A Conflict of Interest is a situation in which the interests of the Company and personal interests, customer or supplier interests are in conflict, and in such cases employees are expected to put the interests of the Company first and protect them.
- Company name, resources and task force shall not be used for personal gain.
- Every effort is made to avoid conflicts of interest.
- Employees shall not enter into a relationship of interest, demand, or debt-credit with any party with whom they have a business relationship.
- Regulations have been established to prevent the crime of information misuse.

Social Responsibility and the Environment;

- All activities are carried out in accordance with social benefits and respect for the environment.
- All activities are carried out with environmental protection in mind, regular audits are carried out and final reports are made available to the public.

All employees;

- Selected from among people who are honest, trustworthy, ethical and moral, and who have certain knowledge, experience and a sense of responsibility.
- Oversee the enhancement of the Company's value and perform their duties to the best of their ability.
- Always represent the Company in the best possible manner. Uses entertainment expenses for clients and business meetings. Uses entertainment expenses only in the areas to which they apply.
- Act in accordance with laws and internal policies.
- Work meticulously, organized, disciplined and dedicated.
- Strive to improve their professional skills and increase their experience.

- Comply with the procedure developed by the Company regarding the misuse of information.
- Those who have access to the Company's inside information are informed by the Company of the legal consequences of unauthorized disclosure of inside information. Those with regular access to inside information are identified and updated in accordance with the criteria set forth in the Company's Disclosure Policy.
- Strive for the proper and effective use of Company assets and resources and prevent their use for personal gain.
- Except the members of the Board of Directors and senior executives, are not engaged in any other business outside the Company.
- Pay the utmost attention to compliance with the Code of Ethics and contact the appropriate authorities to take the necessary action in the event of non-compliance.
- Behave with moderation and care in their relationships with each other.
- Assist the auditors in continuing their work and provide them with the necessary facilities and assistance as required.

Board of Directors;

- The members of the Board of Directors undertake to act in accordance with the laws, regulations and rules in their relations with the Company and its shareholders.
- All employees, including members of the Board of Directors, must not submit to pressure that could have consequences for shareholders and must not accept material benefits such as gifts, special discounts, free vacations, etc. that could put them under an obligation.
- Public disclosures, all reports and documents provided to the public are full, fair, accurate, timely and understandable. On the other hand, confidential and/or trade secret information about the Company shall not be disclosed to the public. The Disclosure Policy is used as the basis for public disclosures.
- All information, documents, electronic records and data related to the Company's activity, which can be known and obtained only by a certain number of people, which should not be known by competitors and should not be disclosed to third parties and the public, which is of great importance for the success and efficiency of the Company, are all information that fall within the scope of trade secrets.
- Employees and executives apply the principles of the Code of Ethics in all their work. These rules apply to all internal and external company communications with the media, including the Internet and e-mail.