

KONRUT TARIM A.Ş.

CODE OF ETHICAL CONDUCT

All managers and employees of Konfrut Tarım A.Ş. and its subsidiaries ("Konfrut") operate with an awareness of their responsibilities toward domestic and international customers, suppliers, official institutions, society, and the environment, ensuring full compliance with the following code of ethical conduct.

1. INTEGRITY

- Adhering to the principles of honesty and integrity in all business processes and activities.
- Refraining from offering or accepting bribes, informal commissions, or high-value gifts within the framework of business relations with customers, suppliers, and official institutions.

2. CONFIDENTIALITY

- Protecting the private and confidential information of all employees, customers, suppliers, official institutions, and all other persons or organizations.
- Ensuring such information is never shared with third parties.

3. RESPONSIBILITIES TOWARD EMPLOYEES

- Fulfilling all legal obligations toward employees in their entirety.
- Providing a safe and healthy working environment where equal rights are recognized for all staff.
- Maintaining a personnel management approach based on the principles of fairness, integrity, and non-discrimination.
- Respecting the private lives of employees and maintaining the confidentiality of all personal information.
- Offering career and training opportunities to support the professional development of employees.
- Implementing a compensation policy based on Labor Law No. 4857, with severance and notice pay distributed accordingly.

4. RESPONSIBILITIES TOWARD CUSTOMERS

- Responding to customer needs and demands in the most accurate and timely manner.
- Prioritizing customer satisfaction through a solution-oriented, honest, and respectful approach in all products and services.

5. RESPONSIBILITIES TOWARD SUPPLIERS

- Fulfilling obligations on time while maintaining fair and honest conduct toward suppliers.

6. LEGAL RESPONSIBILITIES

- Acting in accordance with the laws of the Republic of Türkiye and international legal principles.
- Meeting all requirements set forth by applicable laws and regulations.
- Maintaining accurate, complete, and honest records for all financial and business matters.
- Ensuring all mandatory legal notifications are made on time.

7. COMPETITION

- Avoiding unfair competition and competing only within legal boundaries.
- Acting fairly and honestly when competing against rivals.

8. SOCIAL AND ENVIRONMENTAL AWARENESS

- Operating with sensitivity toward society and the environment in all activities.
- Engaging in activities for the benefit of society and the environment with a sense of social responsibility.

9. CONFLICT OF INTEREST

- Acting within the framework of ethical rules to avoid behaviors that may lead to a conflict of interest.
- Prohibiting any behavior aimed at providing personal benefits or interests to employees.