

Code of Ethics

Consus Enerji İşletmeciliği ve Hizmetleri A.Ş. ("Consus") Code of Ethics constitutes an essential set of rules aimed at enhancing service quality, efficient utilization of resources, prevention of unfair competition, and improving effectiveness in regulating internal relationships among all employees, including the Board of Directors, and the Company's relationships with all stakeholders.

Subject and Scope;

The Code of Ethics encompasses the rules employees should adhere to while performing their duties and regulations within the scope of the work environment. The purpose of these principles is to outline the framework of fundamental rules to be followed and to prevent any disputes and conflicts of interest that might arise between employees, business partners, customers, and the Company.

Regarding the Legislation;

- Ensures the highest compliance firstly with the legislation and with all national and international rules and internal company regulations,
- Ensures that every report, financial statement, or record prepared by the Company is maintained accordingly with national and international accounting principles.
- Acts in accordance with all laws, regulations, and rules concerning relations with investors and shareholders without discrimination.

Regarding the Employees;

- Provides a safe, healthy, and suitable working environment for its employees.
- Acts fairly regarding employees in areas such as training, career development, recruitment, and promotion, providing equal opportunities.
- Pays attention to employing an appropriate number of staff for each task, ensuring awareness of working hours. Ensures usage of regular annual leave, taking into account the significance of each employee's annual leave.
- Pays attention to fulfilling employees' rights arising from the legislation promptly and completely.

Regarding Corporate Governance Principles;

- Informs employees about corporate governance principles, ensures their adoption within the Company, and oversees full compliance with these principles.
- Ensures that all information disclosed to the public is clear, accurate, transparent, timely, and complete.

Regarding the Industry and Competitors;

- Acts meticulously to foster the sector's development, considers mutual interests, and maintains a continuity of trust within the industry.
- Observes fair competition conditions in relationships with competitors in the sector.

Prevention of Conflict of Interest;

It is prohibited for any Consus employee, their relatives, or associates to benefit personally from the employee's position within the Company, make decisions based on confidential information from which they could benefit, or establish close relationships with individuals or organizations that could benefit from their decisions. Employees strive to protect the Company's interests throughout their duties and refrain from any action or behavior that could lead to personal gain for themselves or their relatives. A conflict of interest arises when there is a conflict between an employee's personal interests and Consus' interests. Taking advantage of one's position for personal gain is also considered a conflict of interest. No employee can personally benefit from Company operations for themselves, their relatives, or any associates; they cannot use company assets, information, or positions for personal gain, nor can they engage in competition with the Company. Consus employees may accept/receive gifts from individuals, institutions, and/or organizations they are related to only within the framework of rules determined within the Company.

Public Disclosure Principles:

All meetings with investors, financial analysts, press members, and similar groups are conducted within the framework of the Company's "Disclosure Policy." Except for departments authorized, no employee can make oral or written statements on behalf of Consus.

Consus Board of Directors and Company Executives;

- Will operate with honesty and candor, including assessing conflicts of interest arising between personal relationships or financial or commercial interests and responsibilities towards Consus in an ethical manner.
- Will not succumb to pressures that may result in consequences adverse to shareholders and will not accept material benefits.
- Will not disclose confidential and/or trade secret information related to the Company to the public.
- Will ensure that all reports and documents sent to capital markets regulators or disclosed to the public contain complete, fair, accurate, timely, and understandable explanations.

Date of Effect:

By the decision of the Company's Board of Directors, this Code of Ethics document, dated 29.12.2022 and numbered 98, has been approved and entered into effect.