



ŞİŞECAM GROUP ANTI-RETALIATION POLICY

This policy supports voluntary participation in compliance efforts and creation of a working environment that encourages a culture of reporting violations of Şişecam Group's Code of Conduct, relevant policies, as well as illegal behavior and suspicious situations, to company managers and/or the Ethics Hotline without any concern.

Retaliation may include negative actions such as exclusion, harassment, discrimination, threats, bullying, limitation of career opportunities, job change, negative performance evaluations, and increased supervision over the employee. Therefore, Şişecam Group ensures that persons who raise concerns or report potential or actual violations are not subject to retaliation.

Şişecam Group provides a fair and confidential environment for employees and third parties to raise their concerns. Retaliation against whistleblowers or employees is not tolerated.

In accordance with the Code of Conduct, Şişecam Group embraces the fundamental principle that victims and witnesses to victimization can make necessary notifications without any worries in order to ensure compliance with these rules. The Group undertakes that whistleblowers under any circumstances will not be subject to discrimination or to sanctions such as negative performance assessment due to notifications made to the Ethics Committee and/or the Ethics Hotline.

Based on this point of view, the Şişecam Board of Directors ensures that persons who report and lodge a complaint about violations contrary to applicable law or regulations, business ethics, and internal regulations will not suffer any damage. As the identities of the whistleblowers are kept strictly confidential, any damage arising from whistleblower complaints and reports is prevented. The Ethics Hotline practices include mechanisms where it is possible to file a report anonymously or confidentially.

If an employee believes there has been retaliation against them after reporting an issue or has witnessed retaliation against another employee, that person must report it immediately, in person, confidentially, orally, or in writing, to their manager or to the Ethics Hotline. Intimidation, threats, pressure, discrimination, or retaliation against whistleblowers is an action subject to the provisions of Şişecam Group's Disciplinary Regulations.

The aforementioned protective provisions under Şişecam Group's Code of Conduct and Anti-Bribery and Anti-Corruption Policy support this Anti-Retaliation Policy.