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|  | <b>POLICY</b> | Policy No : K1.4.POL.1     |
|                                                                                   |               | Revision No. : 0           |
|                                                                                   |               | Approval Date : 11.05.2026 |
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| <b>HWS TÜRKİYE CORPORATE POLICY</b>                                               |               |                            |

### **Hailo Wind Systems Türkiye Corporate Policy**

Hailo Wind Systems operates globally through its organizational structure across four continents and its international customer network. The Corporate Policy forms the basis of the organization's values, management approach and day-to-day decision-making processes, and ensures consistent communication of the corporate culture.

Our primary objective is to secure our competitive position in the market and create long-term value through an economically sound, growth-oriented and sustainable approach.

HWS Türkiye adopts the principles of the Hailo Wind Systems Group Corporate Policy and implements them in accordance with the scope and activities of its Türkiye operations.

### **Customer Focus, Safety and Quality**

HWS Türkiye manufactures safe access solutions for wind turbines in accordance with the principles of quality, occupational safety and reliability.

Our activities are founded on fully and consistently meeting customers' technical requirements, quality expectations and delivery commitments.

Drawing on the Hailo Wind Systems Group's engineering expertise in access and safety technologies, the İzmir site carries out the production, assembly and quality assurance processes for products developed by the Group. Our aim is to ensure the continued availability of products that provide safe, durable and reliable performance in the field.

Taking into account developments in the wind energy sector and changes in customer expectations, we continually improve quality performance, process effectiveness and delivery reliability in compliance with legal requirements and Group standards.

### **Process-Oriented Management and Process Improvement**

HWS Türkiye manages its production and operational processes in line with Group standards and on the basis of the process approach. It aims to sustainably manufacture safe, high-quality products for the wind energy sector.

Process performance is regularly monitored and improved through:

- standardized work instructions,
- traceability practices,
- quality control activities, and
- performance indicators.

The accurate, consistent and controlled implementation of design and engineering outputs provided by the Group is one of the key elements of our operational excellence approach.

To ensure sustainable quality, a preventive approach is adopted at every stage of the production, purchasing, logistics and quality control processes, with the aim of systematically eliminating root causes.

Risk-based thinking is used to safeguard processes, strengthen cross-functional cooperation and support continual improvement.

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| <b>HWS TÜRKİYE CORPORATE POLICY</b>                                               |               |                            |

### Corporate Compliance and Responsible Business Conduct

HWS Türkiye conducts its activities in accordance with the Hailo Wind Systems Group's principles of corporate compliance and responsible business conduct.

Full compliance with applicable national legislation and relevant international regulations is essential in all activities.

Our organization acts with an awareness of its responsibilities toward:

- its employees,
- its customers,
- its suppliers,
- its business partners,
- society,
- the environment, and
- the relevant regulatory authorities and legal requirements.

A safe and healthy working environment is provided in accordance with legislation concerning occupational health and safety, the environment and working life. A culture of open communication and feedback is encouraged, and employees are supported in reporting errors, risks and opportunities for improvement. This approach is regarded as a fundamental management principle that improves process performance and strengthens organizational resilience.

The principles of corporate conduct, ethics and compliance are defined in K1.4.POL.2 HWS Türkiye Principles of Ethics, Compliance and Conduct and are binding on all employees and relevant stakeholders. HWS Türkiye also expects its suppliers and business partners to act in accordance with these principles.

### Management Commitment

This Corporate Policy has been approved by the top management of HWS Türkiye and reflects the organization's strategic direction, quality approach and understanding of corporate responsibility. The implementation, maintenance and continual improvement of this policy are the shared responsibility of all managers and employees.

**Factory Manager**  
Hasan Tatlı