

C O D E O F E T H I C S

Our Approach

MV GROUP's operations are based on a responsible, transparent, and respectful approach to business and people. All employees are responsible for acting ethically and complying with this Code in all activities and markets.

1. We organize our activities in accordance with the following principles:

- We comply with applicable laws and internal policies.
- We act honestly and reliably.
- We make decisions based on high ethical standards.

3. We build cooperation on professionalism and transparency:

- We promote open, constructive, and respectful collaboration.
- We avoid conflicts of interest and ensure they are transparently disclosed.
- We use our positions and access to information responsibly, avoiding personal gain.

5. We maintain zero tolerance for corruption:

- We do not offer, accept, or facilitate bribes.
- Our gift-giving practices are based on clear principles defined in internal policies.
- We do not engage in influence peddling or trading in influence.
- We do not participate in financing political parties or political campaigns.

7. We responsibly manage the resources entrusted to us:

- We use company assets only for lawful and business-related purposes.
- We strive for efficient and responsible use of resources.
- We comply with competition law requirements.

9. We care about a safe and healthy work environment:

- We provide employees with safe and healthy working conditions.
- We comply with occupational health and safety requirements.

2. We foster a respectful and professional work environment:

- We ensure respectful, inclusive, and non-discriminatory communication.
- We do not tolerate harassment, violence, or degrading behavior.
- We respect employees' privacy and handle personal data responsibly.
- We avoid actions that may damage the reputation of MV GROUP.

4. We conduct our activities with integrity:

- We do not tolerate misleading information.
- We adhere to the principles of fair competition.
- We ensure accurate financial reporting and responsible fulfillment of tax obligations.

6. We make sound and well-founded decisions in our daily activities:

- We take responsibility for our actions and decisions.
- We protect confidential information.
- We honor our commitments to colleagues, partners, and other stakeholders.

8. We pursue quality and continuous improvement:

- We continuously strengthen our professional knowledge and competencies.
- We perform our tasks with quality and on time.
- We take into account the needs of customers and partners in pursuit of sustainable solutions.

10. We encourage responsibility and openness in reporting potential violations:

- We provide channels for reporting potential non-compliance or violations.
- We ensure the confidentiality and protection of whistleblowers.

**OUR CORE VALUES:
RESPONSIBILITY. TRANSPARENCY. TRUST.**