

Policy Statement on Social Media and Traditional Media

POL.23

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POLICY STATEMENT ON SOCIAL MEDIA AND TRADITIONAL MEDIA

We prioritize identifying risks associated with social media use and ensuring compliance with national and international legal requirements and our business ethics codes. We commit to the following:

- We use all forms of social media for business purposes only.
- We implement procedures for personal use of social media, inform stakeholders about usage rules, and monitor compliance.
- We avoid social media use that may breach our policies, affect the company's interests, or damage its reputation.
- We respect privacy, intellectual property, and commercial rights in our social media posts.
- We designate and authorize individuals to express opinions on behalf of the company through social media or traditional media.
- We avoid posting anything that may damage the company's reputation or endanger its trade secrets, confidential information, or intellectual property.
- We do not post personal data on our official social media accounts without consent, in line with our Main Policy on Protection of Personal Data.
- We identify risky situations that may breach this policy and take necessary preventative measures.
- We provide training for employees to raise their awareness and avoid activities that may breach this policy.
- We ensure confidential reporting of policy breaches or concerns via available we•speakup reporting channels and wespeakup@wesoda.com. We evaluate reports from an ethical and legal perspective and protect whistleblowers from reprisals.
- We enforce disciplinary actions, up to employment termination, for policy breaches by employees.

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