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Human Rights Policy

I. Context and Purpose of the Policy

This policy reflects PRO TV's commitment to internationally recognized human rights, both within its current operations and in the development of future projects. In this regard, PRO TV is committed to conducting its activities in accordance with the principles of the Universal Declaration of Human Rights, the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct, the ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy, the ILO Declaration on Fundamental Principles and Rights at Work, and the ILO's core labor standards conventions.

PRO TV takes all necessary precautions to ensure it does not directly or indirectly contribute to any human rights abuses, and instead contributes—through its specific means of activity—to combating such violations.

Through this policy, PRO TV aims to:

- clearly outline its human rights commitments and affirm that the company understands its responsibility to respect and support human rights protection.
- ensure that, by establishing the principles described below, it conducts its operations both centrally and at all working points with respect for human rights.

II. Principles

Human rights are the fundamental rights and freedoms to which all people are entitled, regardless of race, gender, nationality, ethnicity, language, religion, or any other status.

PRO TV acknowledges international and local labor standards and is committed to respecting human rights in the workplace, both at its own sites and in its business relationships. PRO TV seeks to engage only with entities that share its principles and values.

In the event of conflicting requirements, PRO TV will strive to uphold internationally recognized human rights principles.

PRO TV's workplace human rights principles include:

1. Prohibition of Forced or Compulsory Labor

Everyone has the right to choose where, for whom, and in what position they work, and to leave a job when they wish.

To this end, PRO TV:

- concludes written individual employment contracts with all employees, stipulating the terms and conditions of employment;
- ensures a proper notice and exit process;
- ensures employees read, understand, and sign their employment contracts;
- allows employees to terminate their contract in accordance with the law;
- except where required by law, does not ask employees to provide a security deposit or surrender original identity or personal documents.

Any form of forced or involuntary labor is prohibited at PRO TV. Such practices violate human rights and hinder the development of skilled, quality human resources needed in the labor market.

2. Prohibition of Child Labor

PRO TV does not tolerate the use of child labor in ways that are illegal, socially unacceptable, or that deprive children of educational opportunities. These practices endanger the future of society and upcoming generations.

PRO TV strictly adheres to both national and international labor laws regarding the minimum working age. Where national legislation is insufficient, it refers to international standards. The company also uses appropriate mechanisms, such as identity verification, to confirm age during recruitment or in child-involving activities.

3. Prohibition of Any Form of Discrimination

PRO TV values all employees and their contributions, committing to equal opportunity and a balanced work environment, free from discrimination or harassment (physical or verbal) based on race, gender, color, national or social origin, religion, age, sexual orientation, political opinion, HIV status, disability, or union affiliation.

To this end, PRO TV:

- Provides recruitment, training, and promotion opportunities based on qualifications, skills, and experience;
- Ensures that its policies and practices do not disadvantage certain individuals or groups;
- Does not tolerate any form of discrimination, abuse, or workplace intimidation;
- Avoids discriminatory or harassing questions during recruitment and evaluation (e.g., questions about family planning or HIV status);
- Ensures fair and non-discriminatory compensation among employees doing the same or comparable work with similar performance;
- Offers equal recruitment opportunities, including necessary measures to employ qualified individuals with disabilities;
- Ensures that employees who report discrimination or harassment are protected from retaliation;
- Takes all necessary steps and implements effective procedures to prevent and address harassment, ensuring a safe and inclusive work environment for all employees.

4. **Fair and Competitive Compensation and Working Conditions**

PRO TV ensures that employees receive fair compensation for their work, reasonable working hours, and paid leave.

To this end, PRO TV:

- Complies with labor legislation across the organization (e.g., working time provisions);
- Provides competitive salaries in line with employees' skills, qualifications, and experience;
- Offers development and promotion opportunities where possible, aligned with business strategies;
- Ensures transparent salary calculation, clearly reflected in understandable pay slips.

5. **Freedom of Association and Collective Bargaining Rights**

PRO TV respects its employees' right to associate and choose their representatives without fear of intimidation, coercion, or external pressure. Where employees are represented, PRO TV is committed to maintaining genuine dialogue with freely elected representatives, allowing both employees and management to understand and resolve issues collaboratively.

In practice, this means that PRO TV:

- Allows unions to exist within the company or among its employees;
- Does not attempt to influence union membership decisions;
- Permits employee representatives to carry out their activities under legal conditions, organize meetings, and communicate with staff;
- Treats employee representatives equally regarding hiring, employment, and termination matters.

6. **Health and Safety at Work**

PRO TV recognizes that ensuring a safe and healthy work environment is fundamental to productivity and competitiveness and encourages employees to voice their opinions on these matters.

The company continuously strives to improve its working conditions, prevent accidents, injuries, and exposure to health and safety risks at the workplace and other company locations.

PRO TV also cooperates with employees to maintain a workplace free from violence, threats, harassment, intimidation, and other deviant behaviors, ensuring employees are and feel safe (providing necessary protective equipment when required).

7. **Community Engagement**

Large companies like PRO TV can have a significant impact on local communities. Often, this is a positive impact—creating jobs, building skills, offering training, and stimulating the local economy. PRO TV has a responsibility to the people it employs and to the communities it operates in, ensuring

decisions are not arbitrary and that community impact is considered.

In practice, this means that PRO TV:

- Understands its impact on the local community;
- Assesses community impact when making strategic decisions;
- Informs local community representatives and takes necessary steps to mitigate any negative effects of strategic decisions;
- Responds to community concerns.

III. Responsible Collaboration with Suppliers

PRO TV continuously seeks to work with suppliers that share its values and conduct their business in compliance with this Human Rights Policy.

Policy Review

To ensure its continued effectiveness, relevance, and alignment with evolving best practices, this policy will be reviewed periodically. Any necessary changes will be made and approved by the appropriate stakeholders as required.

IV. Mandatory Nature. Sanctions

The provisions of this Policy are mandatory for all PRO TV employees. Compliance is essential for the company's operations to align with its human rights commitments.

Intentional or negligent non-compliance that causes negative consequences for PRO TV's operations or reputation constitutes disciplinary misconduct and will be sanctioned according to the Internal Regulations and applicable labor law.

If PRO TV employees encounter difficulties in applying the measures within this Policy, they must report these situations to the Human Resources Department, which will then take appropriate corrective action or provide clarification.

V. Monitoring and Control

This policy is subject to the following monitoring and control mechanisms:

- Direct observation by each line manager and the HR department;
- Management-level oversight;
- Periodic management evaluations.

VI. Final Provisions

This Policy will be communicated to company employees by the HR Department through the company's standard communication channels (e.g., People Place, dedicated folders on internal servers, etc.). PRO TV will also publish this Policy in an internal public space so that each employee can read and consult it when needed. The provisions of this Policy will be complemented by relevant sections of the CME Group Code of Business Conduct, other internal PRO TV procedures (e.g., Whistleblower Policy, Diversity, Equity, and Inclusion Policy), and applicable legislation.