CORPORATE SUSTAINABILITY POLICY

PURPOSE

The purpose of this policy is to ensure that our company manages the sustainability approach across all its operations within a systematic, measurable and open-to-continuous-improvement structure.

SCOPE

The policy covers the goals of reducing environmental impacts, using natural resources efficiently, protecting employee rights, strengthening occupational health and safety, developing an ethical business culture, making the supply chain responsible and low-carbon and creating sustainable value with all stakeholders.

RESPONSIBILITIES

Responsibilities of the Board of Directors

The Board of Directors is the highest executive and supervisory authority for sustainability activities.

The Board of Directors;

- Approves the sustainability strategy.
- Determines long-term sustainability goals.
- Reviews climate change, human rights, ethics and environmental risk assessment reports and integrates them into strategic decisions.
- Periodically reviews sustainability performance.
- Ensures the allocation of necessary resources to support the achievement of sustainability goals.
- Supports the dissemination of corporate sustainability culture.
- Monitors the implementation and effectiveness of the policy.
- Sets the strategic direction for sustainability-focused innovation and R&D activities, and approves necessary resource/budget allocation.
- Evaluates annual sustainability performance results.

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Responsibilities of the Sustainability Committee

The Sustainability Committee is responsible for coordinating sustainability activities on behalf of the Board of Directors.

The Committee;

- Defines ESG (Environmental – Social – Governance) priorities, goals and strategy with the aim of further integrating sustainability into the Company's strategy and operations.
- Establishes policies and procedures to reduce the Company's environmental and social impact.
- Supervises and coordinates the implementation of the Company's ESG initiatives.
- Reviews and approves the Carbon Declarations and Net Zero Roadmap prepared by the working group, and presents them to the Board of Directors.
- Identifies risks related to environmental, social and governance issues, including climate change, biodiversity loss, resource scarcity and social impacts.
- Evaluates opportunities arising from sustainability practices through initiatives such as cost savings, innovation, eco-friendly products or the circular economy.
- Integrates ESG risks and opportunities into the Company's risk management.
- Assists the Audit Committee of the Company in fulfilling its relevant audit responsibilities.
- Identifies, monitors and reports on key performance indicators (KPIs) to track the Company's progress toward sustainability and recommends necessary improvements.
- Tracks and audits regulatory compliance processes within the scope of sustainability.
- Evaluates and approves strategic compliance and action plans prepared for regulatory changes, risks and customer expectations followed by the Sustainability Working Group.
- Determines the certificates to be obtained within the scope of sustainability.

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- Strategically determines and approves the national and international sustainability reporting frameworks (GRI, TSRS, CDP, etc.) to which the Company will be subject.
- Guides the Company toward continuous improvement in sustainability topics.
- Ensures the development and implementation of sustainability policies.
- Increases sustainability awareness within the Company and informs all stakeholders on this matter.
- Encourages the planning and supports the budgeting of training programs to foster internal sustainability culture.

Responsibilities of the Sustainability Working Group

- Follows up on the targets, indicators, and action plans related to the sustainability issues for which they are responsible.
- Supports the processes of collecting, verifying and reporting data regarding ESG (Environmental, Social and Governance) performance.
- Monitors developments in legislation, customer expectations, and international sustainability standards, and prepares necessary action proposals.
- Regularly monitors national/international legislation and customer expectations in the field of sustainability; informs relevant internal departments (Procurement, HR, Production, etc.) about upcoming obligations and risks, and prepares action plans.
- Carries out the Company's Carbon Declaration (Greenhouse Gas Inventory) calculations, implements Net Zero roadmap projects in the field, and prepares draft reports in accordance with determined reporting frameworks (GRI, TSRS, CDP, etc.).
- Organizes and executes training, information and awareness programs for employees to disseminate sustainability awareness and culture within the Company.
- Identifies sustainability risks and opportunities in their areas of responsibility, conducts preliminary analyses and reports them to the Committee.
- Carries out projects aimed at achieving annual sustainability goals.

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Regularly reports performance results regarding their responsibility areas to the Sustainability Committee.
Complete the analyses, studies and projects requested by the Committee.

MANAGEMENT'S COMMITMENT

Our company aims to conduct its activities in the industrial kitchen equipment sector with a sustainable growth approach; it views sustainability not only as an area of corporate responsibility, but also as a fundamental building block of its long-term value creation strategy.

While carrying out our activities, we adopt a balanced approach among economic success, environmental responsibility and social benefit, aiming to create long-term value for all our stakeholders through our broad supplier network and operations in international markets.

We consider sustainability principles as an integral part of our strategic decision-making processes; we act with an understanding of continuous improvement in business ethics, anti-corruption, human rights, environmental protection, occupational health and safety, product responsibility and social development areas. We commit to disseminating these principles not only within our own operations, but also across our supply chain.

The Board of Directors supports the establishment of the organizational structure necessary to integrate the sustainability approach into all business processes, the allocation of the necessary resources, and the regular monitoring of performance. In this context, ISO 9001 Quality Management System, ISO 14001 Environmental Management System, ISO 50001 Energy Management System, ISO 27001 Information Security Management System and ISO 45001 Occupational Health and Safety Management System form the core management framework of our company.

Our company adopts a continuous improvement approach by taking international frameworks as reference, such as the United Nations Sustainable Development Goals (SDGs), UN Global Compact, ILO labor standards, and OECD guidelines - in addition to full compliance with national legislation.

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UN GLOBAL COMPACT AND INTERNATIONAL COMPLIANCE

Our company adopts compliance with international sustainability standards and universal principles as a corporate priority and responsibility. Accordingly, we commit to positioning the 10 basic principles of the UN Global Compact at the center of our business strategy and operations.

While conducting our operations;

- Under Human Rights and Labor Standards; we observe full compliance with International Labor Organization (ILO) conventions and OECD Guidelines, offering a fair, safe and diversity-supporting work environment.
- Under Environment; we adopt preventive approaches to encourage practices that reduce our ecological footprint and support the circular economy.
- Under Anti-Corruption; in line with our business ethics principles, we follow a zero-tolerance policy against all forms of bribery, corruption and unfair competition.
- Our company considers these international frameworks not merely as compliance items, but as the fundamental guides of our continuous improvement mechanism.

OUR STRATEGY

Our company's sustainability strategy is based on creating a balanced structure among economic success, environmental responsibility and social benefit. Our sustainability approach is an integral part of our corporate decision-making processes. Sustainability criteria are taken into account in all our investments, operations and business development activities.

The main elements of our strategy are as follows:

Corporate Governance

We aim to operate with a transparent, accountable and ethical management approach. We secure sustainable growth by integrating ESG risks and opportunities into our risk management processes.

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- **Environmental Sustainability**

We aim to increase energy and water efficiency, reduce carbon emissions and support the circular economy model by minimizing waste at its source.

- **Social Responsibility**

We support the development and diversity of our employees, offer a work environment that fully respects human rights and occupational health and safety (OHS) and develop projects that provide social benefits.

- **Responsible Production and Consumption**

We adopt eco-design principles to optimize resource usage in all processes from product design to the end of life cycle, enabling our customers to save energy and resources.

- **Innovation**

By adopting new technologies, digital solutions and sustainable business models, we continuously improve our environmental and social performance.

- **Sustainable Supply Chain Management**

We consider sustainability criteria in our procurement processes; we encourage our suppliers to act in accordance with ESG principles, and regularly evaluate and monitor them.

Our sustainability strategy is reviewed annually by the Sustainability Committee and updated in line with changing global standards and stakeholder expectations.

ETHICS MANAGEMENT and OUR CODE OF BUSINESS ETHICS

Our company bases all its business processes on honesty, transparency, accountability and fair competition. Our ethical commitments cover all unit managers, production facilities, operational functions of our company, and all payroll (blue and white-collar) employees, including board members acting on behalf of the company.

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We adopt an uncompromising zero-tolerance approach against all unethical practices, including bribery, corruption, embezzlement, fraud, money laundering, conflicts of interest, and violations of fair competition. Accordingly, bribery or facilitation informal payments in relations with third parties are strictly prohibited; conflict of interest that employees may gain personal benefit from is not tolerated, and all financial transactions are recorded under the principle of transparency.

Governance, Investigation and Assurance Mechanisms

- **Management and Division of Responsibility:** The responsibility for overseeing, executing and auditing business ethics rules is assigned by senior management to the Ethics Committee, Disciplinary Board and Internal Audit departments.

- **Formal Investigation Mechanism:** This policy and related risk scenarios are regularly reviewed and updated by the Ethics Committee at least once a year in line with legal requirements.

- **Secure Reporting and Non-Retaliation Assurance:** We maintain an "Ethics Helpline" mechanism through which our external stakeholders, including employees and suppliers, can report ethics violations with confidentiality and anonymity guarantees. We strictly guarantee that no stakeholder or employee reporting in good faith will be subjected to any pressure, sanction or retaliation.

To increase awareness of business ethics and anti-corruption, we carry out regular and continuous training programs for all our employees, making ethical awareness part of our corporate culture. Current employees working in our company and newly hired personnel are obliged to mutually sign a commitment stating that they have read and understood the detailed Ethics Handbook.

In case of violation of policy principles or corporate ethics rules, objective disciplinary penalties and sanctions defined within the scope of the Disciplinary Regulation, including warning, reprimand, title change and termination of employment contract without severance pay depending on the severity of the violation, are applied strictly. When necessary, a criminal complaint is filed with legal authorities.

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HUMAN RIGHTS AND EMPLOYMENT

Our company bases all its activities on fundamental conventions of the International Labor Organization (ILO), the Universal Declaration of Human Rights, and national legislation. We aim to offer our employees a safe, healthy, respectful work environment worthy of human dignity, and commit to the following principles in this regard:

Equality and Non-Discrimination: We base the principle of equality in all human resources processes, including recruitment, promotion, training, remuneration and dismissal; we do not allow discrimination for any personal characteristic, such as age, gender, ethnic origin, religion, language, disability status or any other personal feature.

Equal Pay for Equal Work: We manage our remuneration policies with the principle of "equal pay for equal work" based on the nature of the work performed, performance, and competencies, independent of gender or other personal characteristics.

Prohibition of Child and Forced Labor: We show zero tolerance against all forms of child labor, forced labor, debt bondage and human trafficking; we require that no such practices exist in our supply chain.

Anti-Harassment and Anti-Bullying: We strictly prohibit all forms of psychological harassment (mobbing), sexual harassment, verbal or physical bullying, and ill-treatment in our workplace environment.

Employee Representation and Participation: We encourage an open, transparent and participatory communication and dialogue environment supporting employee representation.

Fair Working Conditions and Work-Life Balance: We manage working hours, overtime practices, paid leave and rest rights in full compliance with legal limits and international standards, supporting the balance between our employees' work and family life.

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Employee Development: We ensure equal access for our employees to development and training opportunities that will increase their professional competencies, knowledge and skills.

OCCUPATIONAL HEALTH AND SAFETY

Our company considers the health and safety of its employees and visitors across all its operations as the highest priority. Within the framework of the ISO 45001 Occupational Health and Safety Management System, we commit to the following principles in line with the goal of "zero work accidents and zero occupational diseases":

Proactive Risk Management: We regularly perform risk assessments across all our production and operational areas, adopting a proactive and preventive approach by eliminating hazards at their source.

Employee Participation and Representation: We take the views of our employees and their representatives into account in planning and implementing OHS processes, supporting their active participation (consultation and involvement) in these operations.

Safe Working Environment and PPE: We fully provide Personal Protective Equipment (PPE) for our employees compliant with relevant standards and create ergonomic, healthy and safe working areas.

Continuous Training and Emergency Management: We provide regular OHS and awareness training for all employees, and keep our emergency plans dynamic through periodic real-time drills.

Incident Analysis and Root Cause Analyses: We systematically analyze all occupational accidents, occupational diseases and near-miss incidents, promptly implementing corrective actions to eliminate root causes and prevent recurrence.

Value Chain Safety: We make it mandatory for all subcontractors, contractors and suppliers operating on our sites to comply fully with our company's OHS standards and legal regulations.

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ENVIRONMENTAL AND NATURAL RESOURCE MANAGEMENT

Our company considers environmental sustainability as a core element of all its operations and overall strategy. Within the framework of the ISO 14001 Environmental Management System, we aim to minimize environmental impact and achieve continuous improvement across all processes from product design to the end of the life cycle. To this end, we commit to the following principles:

Energy and Climate Change: Developing efficiency projects to reduce energy consumption, investing in renewable energy sources, and reducing our greenhouse gas emissions in line with our Net Zero Roadmap.

Circular Economy and Waste Management: Prioritizing waste prevention at the source, recycling generated waste under a "zero waste" philosophy, and minimizing disposal rates.

Hazardous Substances and Chemicals Management: Safely managing chemicals and hazardous substances used in production in accordance with legal standards, promoting environmentally friendly alternative materials, and reducing our chemical footprint.

Water and Wastewater Management: Optimizing water consumption in production processes, implementing rainwater harvesting, and adopting alternative methods to reduce discharged wastewater volume.

Biodiversity: Taking proactive measures to prevent harm to ecosystems and biological diversity in the areas where we operate.

Product Life Cycle and Eco-Design: Optimizing resource usage across the design, production, logistics and after-sales service processes of our industrial kitchen equipment, committing to developing eco-friendly products that enable energy and water savings during the usage phase.

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PRODUCT AND QUALITY MANAGEMENT

Our company considers customer satisfaction and product safety as core elements of sustainable success. In line with the principles of the ISO 9001 Quality Management System and the ISO 27001 Information Security Management System, we aim to maintain the highest standards at every stage of our value chain and commit to the following principles:

Standardization and Continuous Improvement: Ensuring traceability in all our design and production processes, minimizing defect rates, and continuously improving our quality performance.

Sustainable R&D and Innovation: Developing innovative, energy- and resource-efficient, eco-friendly products aligned with circular economy principles at our Ministry-certified R&D Center.

Product Safety and User Safety: Guaranteeing that our products carry no risks to human health, food safety or occupational safety during use, while ensuring full compliance with international safety standards (CE, etc.) and food-contact material regulations.

Product Lifetime and Accessibility: Offering durable products with long service lives and high repairability to our customers, while supporting the product life cycle through an extensive service network and spare parts availability.

Confidentiality of Customer Data: Protecting all corporate and personal data, as well as information assets belonging to our customers and business partners, at the highest level in accordance with information security standards.

SUSTAINABLE SUPPLY CHAIN MANAGEMENT

Our company considers the supply chain as a critical component of sustainability performance and expects all suppliers to comply with environmental, social and governance (ESG) standards. Accordingly, our suppliers are regularly evaluated not only on quality, delivery and cost criteria, but also in terms of their sustainability performance.

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Through ESG audit mechanisms and supplier scorecard practices applied according to risk levels, we aim to promote a sustainability culture across our value chain and support the continuous development of our suppliers.

Within the scope of this approach, we adopt the following principles:
Supplier Code of Conduct: We mandate that all our suppliers accept and sign the "Öztiryakiler Supplier Code of Conduct" agreement, which defines essential boundaries regarding respect for human rights, occupational health and safety, ethical business practices, anti-corruption and compliance with environmental legislation.

Carbon Management in Value Chain: We consider reducing carbon emissions originating from our supply chain as a strategic priority. In this context, we encourage and support our suppliers to track their energy consumption, measure Scope 1 and Scope 2 emissions, share Scope 3 data where applicable, and establish science-based emission reduction targets.

Responsible Sourcing of Raw Materials and Conflict Minerals: We account for environmental and social impacts in the procurement of raw materials and components used in our production processes; we exercise due diligence to ensure that conflict minerals originating from regions linked to human rights violations are not included in our supply chain.

COMMUNITY DEVELOPMENT

Our company considers contributing to projects that support education, employment, and social inclusion as a requirement for sustainable growth. We aim to support local development in our areas of operation, increase social welfare and create sustainable value with our stakeholders; in line with this, we commit to the following principles:

Equal Opportunity in Education and Scholarship Programs: We support the academic development of young people through scholarship programs for university students, prioritizing equal opportunity in education as well as supporting disadvantaged groups and female students.

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Youth Employment and Talent Development: To contribute to preparing young people for professional life with high-caliber qualifications, we offer internships, practical training, mentorship and on-the-job learning opportunities.

Academic and Sectoral Collaborations: By developing strategic partnerships with vocational high schools, universities and relevant educational institutions, we conduct seminars, workshops and joint projects aimed at transferring industry knowledge and technical competencies.

Qualified Workforce and Sectoral Growth: By establishing sustainable partnerships with educational institutions, we pioneer the training of the qualified and technical workforce needed by the industrial kitchen sector.

Inclusivity and Ethical Values: We manage all projects and corporate donations aimed at social development processes in line with ethics, transparency, equal opportunity and inclusivity principles.

Collaborations with NGOs and Communities: To make a lasting contribution to social development and social responsibility areas, we regularly strengthen our partnerships with non-governmental organizations (NGOs) and local stakeholders.

TRAINING AND AWARENESS DEVELOPMENT

Our company considers developing the competencies and awareness of its employees as a core element of a sustainable corporate culture.
To internalize our sustainability principles across all organizational levels, we commit to the following principles:
Continuous and Regular Trainings: We provide regular trainings for all our employees on sustainability, business ethics, anti-corruption, competition law, human rights, environmental management and occupational health and safety (OHS), and continuously raise their awareness levels.

Onboarding Programs: We ensure that all new hires entering our company are trained on our sustainability commitments, corporate policies and ethical principles from their initial onboarding processes.

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Role-Based and Specialized Expertise Trainings: In line with operational risks and departmental needs, we organize role-specific, in-depth training programs, such as sustainable supply chain for procurement personnel, environmental/OHS risks for production personnel, and business ethics and competition law for management teams.

SUSTAINABILITY-ORIENTED INVESTMENTS AND TECHNOLOGY

Our company places technology and infrastructure investments at the center of sustainability to reduce our environmental footprint, increase resource efficiency and achieve operational excellence.

In line with this, we commit to the following investment and technology principles:
Renewable Energy and Low-Carbon Infrastructure: To enhance our energy supply security and support our decarbonization targets, we prioritize investments in renewable energy (solar energy systems, etc.), energy-efficient machinery-equipment retrofits, and low-emission/electric logistics vehicle transitions in our production facilities.

Resource and Process Innovation: In our investment decisions, we prioritize technologies that support water recycling (rainwater harvesting, etc.), waste reduction at the source, leak/loss management and circular economy models.

Digital Transformation and Artificial Intelligence: In our industrial kitchen manufacturing and administrative processes, we encourage digital applications, automation systems and AI-driven efficiency solutions to achieve paperless office operations and resource optimization.

Investment Screening (ESG Assessment): In all large-scale capital expenditures (CAPEX) within the company, we evaluate environmental and social impacts (energy, water, waste, and carbon impact) as a decision criterion alongside financial feasibility.

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PERFORMANCE MONITORING AND CONTINUOUS IMPROVEMENT

Our company maintains a transparent and measurable monitoring mechanism to guarantee the execution of its sustainability commitments and the continuous improvement of its performance. In line with this, we commit to the following processes:

Key Performance Indicators (KPI) Monitoring: Our sustainability performance is regularly measured, tracked via digital systems, and verified through strategic KPIs determined across key areas, including energy and water consumption, waste management rates, work accident and near-miss frequencies, employee training hours, supplier ESG compliance rates, and Scope 1-2-3 greenhouse gas emissions.

Governance and Review Frequency: Sustainability Working Groups consolidate data within their areas of responsibility and report to the Sustainability Committee periodically. The Committee evaluates these performance results at least twice a year, analyzes deviations from targets, determines necessary corrective and preventive actions, and submits them for approval to the Board of Directors as the highest supervisory body.

Transparency and Public Reporting: We transparently present our measured sustainability performance for the review of the public and all stakeholders through annual sustainability reports compliant with international reporting standards (GRI, TSRS, etc.).

OUR WORKING GROUPS

Management Area	Working Groups
HUMAN AND EMPLOYEE DEVELOPMENT	YELLOW GROUP
ENVIRONMENT	BLUE GROUP
ENERGY	GREEN GROUP
SOCIAL RESPONSIBILITY AND COMMUNICATION	PINK GROUP
SUPPLY CHAIN AND MANAGEMENT SYSTEMS	PURPLE GROUP
CORPORATE GOVERNANCE AND RISK MANAGEMENT	ORANGE GROUP

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COMMUNICATION

Our sustainability report - published annually in compliance with GRI (Global Reporting Initiative) and TSRS Standards - along with our Ethics Handbook, policies, investments, events, certificates, Water Footprint, and Carbon Footprint reports are presented for the information of all our stakeholders on our sustainability website: https://oztiryakilersurdurulebilirlik.com.

ENFORCEMENT

This policy is binding on all our stakeholders and entered into force on 20 December 2024, upon approval by the CEO/MD.

ANNEXES

UN SUSTAINABLE DEVELOPMENT GOALS SUPPORTED BY OUR POLICY

ENVIRONMENT	
LABOR AND HUMAN RIGHTS	
ETHICS	
SUSTAINABLE SUPPLY CHAIN	

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ÖZTİRYAKİLER SUSTAINABILITY TARGETS

Our company commits to achieving the short-, medium-, and long-term targets established as part of its sustainability strategy. Our targets are regularly monitored and reported in line with global standards.

OUR ENVIRONMENT-BASED TARGETS

In line with our sustainability approach, we commit to reducing our environmental impact and ensuring the efficient use of natural resources.

Reduction of Water Withdrawal: We target sourcing 10% of our total water consumption from non-traditional water sources by 2031 compared to the 2025 baseline year. *(SDG 6)*

Renewable Energy Use: To establish a decarbonized structure across our production operations, we target reaching a 20% share of renewable energy in our total electricity consumption by 2030 compared to the 2023 baseline year. (SDG 7)

Improving Energy Efficiency: We target continuously improving energy efficiency by systematically reducing the energy consumed per unit of production (Total Electricity Consumed / Total Stainless Steel Consumed in tons). (SDG 7)

Industry, Innovation and Infrastructure: We commit to enhancing resource efficiency by advancing digitalization across our processes. *(SDG 9)*

Hazardous Waste Management: We aim to minimize our environmental impact by continuously reducing the annual volume of hazardous waste (kg/year) generated from our manufacturing activities. (SDG 12)

Reducing Production Scrap Rates: To enhance resource efficiency, we target minimizing raw material scrap rates in our production processes compared to the 2025 baseline year. (SDG 12)

Sustainable Packaging: To reduce environmental impact during product shipments, we target incrementally increasing the proportion of recycled materials used in our packaging during each reporting period. (SDG 12)

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Product Efficiency and Use (Product Use): To support food safety and energy savings, we target prioritizing eco-design projects that increase the energy efficiency of our manufactured industrial kitchen equipment during its use phase, and continuously developing our product portfolio accordingly. (SDG 12)

Product Recyclability (End of Product Life): To contribute to the circular economy, we aim to ensure that our designed devices are easily demountable at the end of their life cycle and manufactured using modular, highly recyclable materials (stainless steel, etc.). (SDG 12)

Prevention of Environmental Accidents: We target maintaining the number of environmental accidents occurring in our operations at zero (0) during each reporting period. (SDG 12)

Reducing Greenhouse Gas Emissions (Scope 1 and 2): We target reducing our Scope 1 and Scope 2 greenhouse gas emissions by 30% by 2030 compared to the 2023 baseline year. (SDG 13)

Reducing Greenhouse Gas Emissions (Scope 3): To measure and manage indirect emissions originating from our value chain more accurately, we target incrementally improving our data collection processes and establishing collaborative mechanisms to systematically reduce carbon emissions across the supply chain. (SDG 13)

Use of Eco-Friendly Gases: We target increasing the proportion of eco-friendly alternative gases with low global warming potential used in our production processes and products by at least 3% compared to the previous year. (SDG 13)

Life on Land: We commit to supporting biodiversity conservation, contributing to afforestation activities, and raising environmental awareness among our employees. In this context, we target maintaining afforestation projects by planting at least 150 saplings each year, encouraging employee participation, and expanding social responsibility initiatives aimed at protecting local ecosystems. (SDG 15)

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OUR LABOR AND HUMAN RIGHTS-BASED TARGETS

Respecting employee rights, ensuring safe working conditions and promoting equality are our core priorities.

Occupational Health and Safety: We commit to advancing our occupational health and safety culture and maintaining a safe working environment. We target annually reducing work accident frequency and severity rates. (SDG 3)

Training and Development: We commit to supporting employee development and fostering a culture of continuous learning. In this context, we target achieving an 85% efficiency rate for training programs. *(SDG 4)*

Gender Equality: In line with our principles of equal opportunity, diversity and inclusivity, we commit to maintaining our female employee ratio within the 10%-15% band, supporting hiring, career development, and training practices that encourage female employment. We aim to create an inclusive and fair workplace by encouraging women's participation in the workforce.

Employee Satisfaction: We aim to increase employee satisfaction and strengthen employee engagement. In this context, we aim to increase employee satisfaction rate by 4% by 2030, based on the year 2025 baseline. (SDG 8)

OUR ETHICS-BASED TARGETS

Ethical values and transparency are fundamental principles in our business processes.

Prevention of Ethics Violations: To strengthen our ethical culture and ensure transparency in business processes, we commit to managing ethics violation notices effectively. We target evaluating 100% of ethics violation reports and implementing necessary corrective actions. (SDG 16)

Ethics Training: We aim to increase ethical awareness among employees. In this context, we target raising the ethics training participation rate for all employees to 95% and providing ethics training to 100% of new hires. *(SDG 16)*

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Anti-Corruption and Anti-Bribery: A zero-tolerance policy is applied throughout our business processes as part of our efforts to combat corruption and bribery. We aim to completely prevent corruption and bribery incidents and maintain the number of cases at zero. In this context, we target providing anti-corruption and anti-bribery training to all employees at least once a year. (SDG 16)

OUR SUSTAINABLE SUPPLY CHAIN-BASED TARGETS

Digitalization and Innovation: We target accelerating digital transformation in our supply chain to increase transparency, efficiency and sustainability. (SDG 9)

Supplier Policy: We target promoting sustainability principles across our supply chain. In this context, we aim to increase the proportion of suppliers that approve our supplier code of conduct policy to 80% by 2028 compared to the 2025 baseline year. (SDG 12.17)

Sustainability Assessment: We aim to improve sustainability performance in our supply chain and target achieving a 95% response rate by conducting an annual ESG stakeholder survey with our suppliers. (SDG 12.17)

Stakeholder Engagement: To strengthen communication with stakeholders, we target holding stakeholder meetings at least once a year, ensuring regular dialogue on sustainability topics and reinforcing long-term business relationships. (SDG 17)

GOVERNANCE, MONITORING AND REVIEW

- All targets are tracked by the responsible functional managers.
- Performance indicators are monitored on a monthly basis.
- Results are periodically evaluated.
- Targets are reviewed and revised at least once a year.

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