SUSTAINABILITY POLICY

1) Purpose

The purpose of the Sustainability Policy (hereinafter referred to as the "Policy") is to define the principles adopted by Erciyes Çelik Halat A.Ş. (hereinafter referred to as the "Company") in the activities it carries out and will carry out within the sector in which it operates, with the aim of leaving a better world and a better environment for future generations.

2) Scope

2.1) This Policy covers:
Members of the Company's Board of Directors,
Employees of the Company,
Companies from which goods and services are procured and their employees,
Other persons, including those with whom the Company has commercial relationships—such as customers—and individuals and entities acting on behalf of the Company, including consultants, attorneys, advisors, and external auditors (collectively referred to as "Business Partners").

3) Principles and Guidelines

The Company aims to continuously develop and improve the technologies used in its business processes with an innovative approach and, accordingly, to enhance product quality.

The Company takes into consideration its corporate culture and corporate governance principles in all its activities and investments, while also evaluating environmental, social, and economic impacts.

In line with Türkiye's 2053 net zero target within the scope of combating climate change, the Company aims to achieve net zero emissions by 2053. In this context, it calculates greenhouse gas emissions arising from its operations and supply chain on an annual basis and publicly discloses the results.

With a Zero Waste approach, the Company develops and implements circular economy solutions in all its activities in accordance with the waste hierarchy, prioritizing waste prevention, reduction, reuse, recycling, recovery, and disposal, respectively.

Being aware of the depletion of global water resources, the Company regularly monitors its water management performance and undertakes improvement efforts.

The Company identifies the impacts of its activities on biodiversity and aims to protect the diversity of species, habitats, and ecosystems, as well as the integrity of ecological functions.

To provide a safe working environment for its employees, the Company monitors and discloses its occupational health and safety performance and acts in line with the principle of continuous improvement.

The Company adopts the principles of equal opportunity, diversity, and inclusion, and ensures equal rights and opportunities for all employees in processes such as compensation, rewards, promotion, and performance evaluation.

The Company contributes to gender equality, aims to provide equal opportunities for women in business life, and seeks to increase female employment.

The Company supports youth participation in employment and promotes competency development through education and internship programs.

The Company establishes working environments that enable employees to regularly enhance their professional and technical skills through training programs.

The Company contributes to the social and economic development of local communities in its areas of operation and prioritizes local employment and procurement.

The Company respects employees' rights to representation and collective bargaining.

The Company has zero tolerance for bribery and corruption and complies with all relevant legal regulations, the Code of Ethics Policy, and the Anti-Bribery and Anti-Corruption Policy.

The Company aims to establish a sustainable supply chain and sets up the necessary mechanisms in line with this objective. It carries out initiatives to increase suppliers' awareness of sustainability and to improve sustainability performance throughout the entire supply chain.

When determining its sustainability goals and targets, the Company takes into account the expectations and priorities of its internal and external stakeholders.

The Company annually discloses its sustainability performance and management practices to the public in accordance with international standards and frameworks.

The Company aims to align its sustainability strategy and investments with the United Nations Sustainable Development Goals (SDGs) and to contribute to the SDGs and their sub-targets.

The Company aims to embed sustainability principles as an integral part of its corporate culture.