

## IC İBRAHİM ÇEÇEN YATIRIM HOLDİNG A.Ş.

### **STAKEHOLDER ENGAGEMENT POLICY**

As IC İbrahim Çeçen Yatırım Holding A.Ş. (IC Holding), we ensure that all our internal and external stakeholders, who are affected and may potentially be affected by our activities are accurately informed about our activities, and we attach importance to their contribution through consultation or participation in decisions that may have an impact on the relevant stakeholders. We consider the opinions of our stakeholders as an important feedback tool that we actively use to improve our sustainability performance and contribute to our continuous improvement.

As IC Holding, with this Stakeholder Engagement Policy, we adopt the principles below as a general framework:

- Acting with the awareness of our responsibilities towards both our employees, who are our internal stakeholders, and all external stakeholders with whom we interact during our activities,
- Adopting an approach based on transparency, integrity and loyalty to foster stable relationships that build trust with all our stakeholders,
- Creating a fair and efficient system to find sustainability-conscious stakeholders with solid competence and integrity,
- Providing clear, accessible and constructive communication that is easily understood by our stakeholders and tailored to the needs of target groups,
- Providing information prior to decision-making through consultation activities and acting in line with the expectations of our stakeholders,
- Organizing events, seminars and social activities by periodically convening with our stakeholders,
- Establishing a two-way communication system that offers both sides the opportunity to exchange views and information, to learn about and grasp the issues,
- Ensuring respect for local traditions, languages and decision-making processes and representation of all views, regardless of religion, sect, race, gender, political opinion, age, physical disability, including those of vulnerable and/or minority groups,
- Establishing clear and accessible mechanisms to respond to the concerns, suggestions and/or complaints of our stakeholders, and providing feedback at every stage,
- Establishing a feedback system that makes it possible to receive opinions and complaints from our stakeholders on issues such as environmental and social performance and sustainability,
- Setting targets for improvement in areas with low satisfaction rates and high dissatisfaction rates, and following up on these targets,
- Supporting stakeholders and programs that contribute to sustainable development and create shared value,
- Continuously identifying areas for improvement by comparing our stakeholder engagement performance with best practices,
- Collaborating with our stakeholders to identify emerging trends and develop solutions to future

problems,

- Fulfilling our social and environmental responsibilities towards the society in the regions where we operate, in harmonious cooperation with all our stakeholders.

### **Objective of the Policy**

This policy aims to understand our stakeholders and their needs, to provide sufficient opportunity for them to express their views and opinions at all stages of the relevant activity, to establish a positive and trust-based working relationship with our stakeholders, and to continuously improve our work in this area.

### **Scope of the Policy**

This policy covers our employees, business partners, customers, investors, loan providers, suppliers, subcontractors, legal authorities, non-governmental organizations and relevant international organizations, universities, and local and national government agencies.

### **Implementation of the Policy and Relevant Legislation**

This policy is committed to comply with and implement the applicable laws, regulations and principles in Türkiye. In the event that the region of activity is outside the borders of Türkiye, the more restrictive of the policies and legislation will prevail, provided that compliance with the legislation applicable in that country is observed. In case of any incompatibility between the applicable legislation and this policy, IC Holding accepts that the applicable legislation will prevail.

### **Enforcement of the Policy**

This policy is reviewed periodically and updated when deemed necessary. Directorate of Corporate Governance and Sustainability is responsible for updating the policy. The policy entered into force on October 24, 2022 upon the approval of the Board of Directors.

Murad BAYAR

CEO