

IC İBRAHİM ÇEÇEN YATIRIM HOLDİNG A.Ş.

SUSTAINABILITY POLICY

As IC İbrahim Çeçen Yatırım Holding A.Ş. (IC Holding), we are proud to continue to contributing to the development of our country for more than 50 years, and we shape our work around the “Development and beyond” motto. In our sustainability journey, which we set out to always do better, we have determined our sustainability approach as “Impact of development”. We consider sustainability as an integral part of our corporate approach, and we accept and undertake to implement and enforce all our priorities and principles that we have identified in terms of sustainability, aiming for continuous improvement with the participation of our Group Companies and employees.

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

- Becoming a permanent supporter of the United Nations Sustainable Development Goals (SDGs) by conducting all our activities in line with all SDGs, especially gender equality, decent work and economic growth, industry, innovation, infrastructure and climate action,
- Complying with the highest ethical standards in all sectors and regions in which we operate, acting in accordance with the local legislation in force in the relevant regions and all relevant international standards and corporate governance principles,
- In order to contribute to the fight against climate change, carrying out activities to increase the share of renewable energy sources in total energy supply, reducing our energy use through energy efficiency practices, measuring our greenhouse gas emissions in all areas in which we operate, setting targets for reduction and implementing projects, playing an active role in the green transformation of our country,
- Continuously controlling and improving our processes and contributing to the circular economy in order to protect the environment and biodiversity by reducing our ecological footprint throughout our value chain,
- Taking all measures in the light of the best health and safety standards to provide a working environment with decent conditions,
- Preventing discrimination in all our processes and creating opportunities for the employment of women, youth and disadvantaged groups,
- Offering equal opportunities to our employees in every field, conducting recruitment, career development and promotion processes in a transparent and fair manner,
- Regularly evaluating the opinions and suggestions of our employees in order to keep their satisfaction levels at the highest level, and taking the necessary remedial actions,
- Increasing our product and service quality with a perspective of continuous improvement, and taking remedial actions to ensure customer satisfaction, one of our highest priorities,
- Together with IC İbrahim Çeçen Foundation, within the scope of our corporate social responsibility projects, supporting the society and our stakeholders, especially in the fields of education, health, sports and arts collaborating with different institutions and organizations in

the regions where we operate, and undertaking training and development activities to raise awareness and develop competencies in the field of sustainability,

- Adopting sustainable supply chain practices in our procurement processes and supporting the development of our suppliers in this regard,
- Regularly reviewing our activities and processes in the field of sustainability, setting goals and targets in the light of identified risks and opportunities, and regularly communicating our sustainability performance with all our stakeholders in the light of international standards' transparency and accountability principles .

Objective of the Policy

This policy aims to set IC Holding and Group Companies' approach and commitments regarding sustainability.

Scope of the Policy

This policy covers all our stakeholders, including our employees, subcontractors, suppliers, visitors, local communities.

Implementation of the Policy and Relevant Legislation

This policy was formulated by concretizing and regulating the rules set forth by the legislation in force and international standards relevant to our company's practices. In case of any incompatibility between the applicable legislation and international standards 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