



SUSTAINABILITY COMMITTEE POLICY

PURPOSE and SCOPE

Article 1: The purpose of this regulation is to determine the duties and working principles of the Sustainability Committee to be formed by the General Manager of -3Teks Tekstil. Following the principles in the medical device legislation, by following the developments in Turkey and the world regarding sustainability, to create the company's sustainability strategy, carry out studies that determine the policies and procedures within the company, develop the social, environmental, and economic needs of the company within the framework of a corporate and systematic structure, to review the sustainability management, policies and procedures and effectiveness of sustainability within the company, the Sustainability Committee must ensure that it can be directed effectively and healthily and to present its opinions and suggestions to General Manager.

FORMATION AND STRUCTURE

Article 2: The Committee consists of at least six members determined by the General Manager from among the company's personnel. Members whose term has expired may be re-elected. The General Manager may change the members of the committee, or appoint a new member to complete the term of office in case of dismissal, resignation, or death, and the number of members may be reduced/increased.

WORKING PRINCIPLES Article 3: The Committee convenes every 3 months. Committee meetings can be held by the gathering of members, as well as by technological communication facilities.

Article 4: The decisions taken at the committee meetings are put in writing. Decisions signed by committee members are kept in an orderly manner. The Committee submits to the General Manager the findings and suggestions it has reached regarding its field of duties and responsibilities. The committee convenes and takes decisions in the presence of an absolute majority of its members, and dissenting opinions, if any, are recorded. The decisions of the Committee are recommendations to the General Manager.

Article 5: All resources and support required for the Committee to fulfill its duties shall be provided by the General Manager. The committee may invite the manager they deem necessary to its meetings and get their opinions. In addition, they can benefit from





independent expert opinions on the issues they deem necessary regarding their activities. The cost of the consultancy services required by the committee is covered by the company.

DUTIES AND RESPONSIBILITIES

Article 6: The duties and responsibilities of the Committee are stated below.

Committee;

- To ensure the preparation of the Company's sustainability strategy and policy and to present them to the General Manager,
- To follow up on current national and international developments related to sustainability and to make recommendations to the General Manager for the development of existing strategies, policies, and practices in this direction,
- To monitor the current processes, practices, and projects for the implementation of the sustainability and environmental strategy and policies of the company approved by the General Manager regarding sustainability, to monitor the necessary audits, to set targets for performance measurement, and to ensure that the data and information provided by the relevant units are reported to the General Manager,
- To ensure that the sustainability strategy, policy, and practices are adopted by all stakeholders of the company, to ensure that the necessary trainings are organized, and to coordinate stakeholder participation on the issues deemed necessary,
- To ensure that the company's products are identified, measured, monitored, recorded, audited, reported reviewed and improved regarding the environmental, social, and economic risks and impact dimensions including climate change, and to make suggestions on matters under the authority of the General Manager,
- To check whether the company complies with the legal obligations published on sustainability and to prepare and submit the reports requested by the General Manager,
- To prepare the "sustainability draft target and roadmap" in line with the accepted strategy and policy to be proposed to the General Manager,
- To supervise that sustainability strategies, policies, and targets are communicated and trained with all stakeholders, that all necessary procedures, studies, and practices are carried out, and that all data within this scope are submitted to the General Manager,
- To prepare examples of sustainable service options by addressing the environmental and social impacts and value creation potential of the company's services,





- It is responsible for creating suggestions regarding the updating of the sustainability strategy, policy, and targets by the General Manager and following the updating efforts.

MISCELLANEOUS

Article 7: The Committee shall act within its own authority and responsibility and shall make recommendations to the decision-making mechanisms where it deems necessary; however, the final decision-making responsibility always rests with the General Manager.

EFFECTIVE

Article 8: The Committee reviews and evaluates the adequacy of these Operating Principles and submits the relevant amendment proposals to the General Manager for approval. This regulation regarding the duties and working principles of the Committee and the related amendments shall enter into force with the decision of the General Manager.

General Manager

