

COMPLIANCE

SUSTAINABILITY POLICY

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Egebant is aware that we are living in a period in which the entire world must collectively strive to ensure the healthy continuation of human existence on a sustainable planet together with all elements of nature. With this understanding, all business activities are evaluated based on the three core principles that form the foundation of Egebant's Purpose Statement: **Inclusive – Safe – Efficient**, decisions are made accordingly, and the value creation process is managed with consideration of these dimensions.

The Egebant Sustainability Policy has been prepared as the Company's business constitution, in alignment with Egebant's values, fundamental working principles, business ethics, and global goals. This Policy serves as a guiding framework for all activities and decision-making processes and covers all global stakeholders across the entire value chain with whom Egebant interacts directly or indirectly.

1. Inclusive Business Approach

"Egebant adopts a sustainable business approach aligned with global goals in every sector in which it operates, together with all its employees, business partners, and stakeholders, and believes that economic development should encompass not only humanity but also all elements of the planet.

Within this scope, Egebant's inclusive-focused business approach includes the following commitments:

- Conducting all activities in alignment with the United Nations Sustainable Development Goals (SDGs),
- Complying with the 10 Principles of the United Nations Global Compact, to which Egebant is a signatory,
- Allocating resources to research and development activities in all sectors of operation,
- Enabling the use and development of innovative technologies that contribute to sustainable development,
- Supporting stakeholder engagement in decision-making processes by considering stakeholder needs and expectations,
- Promoting sustainability as a core part of corporate culture and raising awareness among both employees and stakeholders,
- Sharing sustainability efforts and experience with all stakeholders and the global community through international partnerships and active initiatives,
- Enabling all necessary efforts to ensure sustainability throughout the supply chain,
- Measuring and evaluating the economic, environmental, and social impacts of all activities and taking improvement actions to reduce negative effects,
- Regularly publishing sustainability reports in compliance with international standards,
- Acting transparently, in line with fundamental business ethics principles, and actively combating corruption.

2. Safe Business Approach

Egebant conducts all activities and business processes based on protecting human health, supporting human development, and ensuring equal opportunities. It focuses on establishing innovative, reliable, and accessible business and living environments that support sustainable human development.

Egebant believes that sustainability can be achieved through the development of social structures, employee engagement, and continuity, and that individuals must perceive the social environment in which they exist with all its elements and consider their own existence together with the health of society.

Within this scope, Egebant's Safe business approach includes the following:

- Through both sectoral and social initiatives, in all areas and geographies of operation, special attention is given to ensuring and protecting equal opportunities, promoting access to quality education, and safeguarding public health,
- Developing and implementing practices that improve occupational health and safety is considered an integral part of business operations,
- Working conditions are improved to enhance employee engagement and well-being,
- Equal rights are ensured in employment, career management, compensation, performance evaluation, and similar areas by preventing all forms of discrimination,
- Efforts are made to increase female employment at all levels by supporting the development and qualified active participation of women in the workforce.

3. Efficient Business Approach

While carrying out its activities, Egebant prioritizes the protection of all elements of the planet and the reduction of environmental impacts together with all business partners and stakeholders. Respect for the environment is accepted as a fundamental value, and Egebant seeks to identify and eliminate potential environmental risks in advance by investing in R&D and product development.

Within this scope, Egebant's Efficient business approach includes the following:

- Environmental impacts are measured and reported across all areas of operation, sector-based targets are set, and improvement actions are implemented,
- The development and implementation of environmentally friendly products and services are encouraged,
- Efforts are made to increase the use of renewable energy sources in energy consumption,
- Projects are developed and supported to raise awareness among all stakeholders, starting with employees, to promote efficient water use,
- Emissions resulting from activities are calculated and monitored in order to combat climate change.