# SUSTAINABILITY POLICY

## PURPOSE

The purpose of TEKFEN Sustainability Policy is to clearly communicate our sustainability approach to all our stakeholders, explain how we integrate sustainability into our business strategies and operations, and define its effectiveness and implementation framework and alignment with our other policies.

## SCOPE

TEKFEN's Sustainability Policy, which constitutes the principles of sustainability approach, covers all our group companies and employees.

## STRATEGY

As a Group with historical roots serving the welfare and development of societies, TEKFEN recognizes its primary responsibility to be at the heart of a sustainable future. In our sustainability journey, we recognize sustainability not only as a goal, but also as an integral part of all our corporate strategies and operations. We consider R&D, innovation and digitalization as a facilitator of sustainability and shape our strategy accordingly.

In the light of all national and international initiatives to which we are a party, we disclose and report our performances resulting from all our activities, which we manage with transparent, fair, responsible and accountable principles, and we strive to carry them further. We utilize nationally and internationally recognized standards to improve our social, environmental and economic performance while conducting our operations.

## SUSTAINABILITY MANAGEMENT STRUCTURE AND RESPONSIBILITIES

We carry out our activities in accordance with the sustainability management structure established at all levels of our organization, use transparent and healthy communication models, conduct comprehensive audit processes and actively manage our sustainability processes with the relevant committees under the Board of Directors.

| Responsible Person/Board/Committee | Responsibility |
|---|---|
| President of Group Companies | Chairing the Sustainability Committee. |
| BoD Corporate Governance Committee | Evaluating and reviewing the actions taken by the Sustainability Committee. To review the Sustainability Report and submit it to the BoD after the compliance check and approval and to carry out the approval process. |
| Group Companies Sustainability Directorate | Coordinating the work of the Sustainability Working Groups, reporting the outputs of the working groups to the Sustainability Executive Committee, overseeing the implementation of the Sustainability Policy. |
| Sustainability Working Groups | Creating, monitoring and developing the sustainability roadmap and preparing reports on progress. |

## RISK AND OPPORTUNITY MANAGEMENT

We ensure strong risk management by integrating EGS risks and opportunities into Enterprise Risk Management. Within the scope of these efforts, we attach importance to being a solution-generating stakeholder in achieving the Sustainability Development Goals (SDGs) announced by the United Nations.

You can find details about our organization and risk studies regarding Corporate Risk Management in our Sustainability and Annual Reports and the Early Detection of Risk Committee Duties and Working Principles in the "Corporate Governance" section of our website.

## OUR SUSTAINABILITY PRINCIPLES

- In all countries where we operate, we attach importance to providing an environment that respects fundamental human rights and employee rights, and we are committed to our ethical values, anti-corruption, compliance principles and oppose all forms of discrimination. We promote equal opportunities and diversity.
- With the responsibility of our leading position in the field of occupational health and safety, we continuously improve ourselves and continue our efforts to shape the business world at local and global level.
- We conduct our activities in accordance with our code of ethics in line with the principles of accountability, transparency, fairness and equality, which are the basic principles of corporate governance. We consider anti-corruption and anti-bribery as our fundamental responsibility.
- We comply with the legal regulations in all countries in which we operate and, where possible, comply beyond the minimum legal requirements.
- We protect the confidentiality, integrity and accessibility of information and raise the awareness of our stakeholders on information security.

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- We consider equal opportunity as one of the foundations of social sustainability and ensure equal and effective participation of women in business life.
- We support the abolition of forced and compulsory labor and child labor, and we acknowledge and protect all fundamental rights of our employees, such as the right to organize, unionize and collectively bargain, arising from constitutional and international agreements.
- We ensure that there is no discrimination in recruitment and placement.
- We take a responsible attitude towards our employees when it comes to balancing work and private life.
- We support the development of our most important capital – our employees. We attach importance to talent management and work to improve employee satisfaction and loyalty.
- We attach importance to stakeholder participation and regular communication, and include stakeholder views in our decision-making processes.
- We shape and execute our contribution to society in line with our social responsibility strategies.
- In order to minimize our environmental impacts across the entire value chain, we regularly monitor our environmental performance and work with the principle of continuous improvement. (Our environmental principles are included in our Environmental Policy).
- We embrace innovation and R&D as part of our corporate culture.
- We attach importance to local employment in the regions where we operate and work for the development of the local economy.
- As we continue our growth, we care about contributing to the socio-economic development of society by responding to its basic needs. To this end, we support social development through various social investment projects, including education, culture, arts, sports and the protection of natural assets.
- We work to provide superior quality with the principle of operational excellence for high customer satisfaction, and we adopt customer-oriented continuous improvement.
- We work with our suppliers to improve the environmental, social and economic conditions in our supply chain. We attach importance to our suppliers adopting the principles in our sustainability policy.

**Hakan Göral**
**President, Tekfen Group Companies**

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