



ANADOLU GROUP

AG ANADOLU GRUBU HOLDING A.Ş. DUTIES AND WORKING PRINCIPLES OF SUSTAINABILITY STEERING COMMITTEE

1. Purpose and Scope

AG Anadolu Grubu Holding A.Ş. ("AGHOL") Sustainability Steering Committee ("Committee") is established to monitor and make necessary decisions regarding the environmental, social and governance performance of AGHOL and its Group Companies ("Anadolu Group"). The AGHOL Duties and Working Principles of Sustainability Steering Committee ("Duties and Working Principles") regulate the principles and operational procedures of sustainability within Anadolu Group.

2. Composition and Structure

The Committee, chaired by AGHOL CEO, consists of senior management of Anadolu Group. The Committee members are appointed and authorized by AGHOL CEO. Corporate Affairs, Communications and Sustainability President of Anadolu Group determines the Committee's agenda, while Corporate Communications and Sustainability Manager of Anadolu Group manage coordination.

3. Working Procedures and Principles

The Committee meets at least two times per annum. Meetings are convened with the participation of the majority of the Committee members. The Committee decisions are made by a majority vote of attending members. In case of a tie, the Committee Chairperson's vote counts as two.

The responsible authority for the Committee coordination, prepares minutes including agenda items, decisions made during meetings, meeting location, time, and attendee information. Meeting minutes, are signed by all members including the Committee Chairperson no later than one (1) month from the Committee meeting date and kept in the corporate records of Anadolu Group Corporate Affairs, Communications, and Sustainability Presidency.



The Committee is tasked with the following responsibilities:

- Monitor progress in line with the overarching sustainability strategy and goals of Anadolu Group.
- Promote initiatives that advance environmental, social and governance performance, foster sustainability culture within Anadolu Group and enhance employee competencies.
- Ensure exemplary sustainability practices in geographical areas where sustainability initiatives operate.
- Monitor and oversee alignment of sustainability initiatives, projects, policies and programs with AGHOL business objectives.
- Decide on establishing thematic and temporary working groups tailored to specific needs within the framework of sustainability strategy implementation, authorize and coordinate these groups, evaluate their financial and non-financial requests and approve them when appropriate.
- Coordinate and align AGHOL Group Companies' own goals and roadmaps with Anadolu Group's overarching sustainability strategy, providing guidance to AGHOL Group Companies lacking sustainability strategies and goals.
- Identify areas where AGHOL can support AGHOL Group Companies' progress towards sustainability objectives.

4. The Structure of the Working Groups

The Committee may establish working groups ("Working Groups") linked to Anadolu Group's sustainability strategy and/or based on specific needs or topics. The Working Groups may include personnel from relevant units of Anadolu Group or, when necessary, external expert consultants specializing in specific topics. The Working Group participants, duration of work and focus areas are determined by the Committee.

5. Responsibilities and Working Principles of the Working Groups

- The Working Group prepares a work plan aligned with their objectives and conduct activities accordingly.
- The Working Groups are responsible for fulfilling all tasks assigned by the Committee and regularly report their activities to Anadolu Group Corporate Affairs,



Communications and Sustainability Presidency through respective Working Group leaders.

6. Entry into Force

The Duties and Working Principles of the Sustainability Steering Committee and related amendments shall enter into force upon the approval of AGHOL CEO.