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## GÜLSAN HOLDING SUSTAINABILITY POLICY

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*Gülsan Holding has established itself as a leader in its sector through innovation and adherence to core principles. To align with our principles, ensure continuous success, maintain competitiveness, and balance micro and macro factors, we adhere to environmental, social, and business ethics. We adopt a sustainability-oriented approach that considers our stakeholders. In line with this commitment, our Gülsan Holding Sustainability Management Policy aims to achieve the following objectives.*

1. We adhere to the principles outlined in the United Nations Universal Declaration of Human Rights.
2. We aim to contribute to the Sustainable Development Goals established by the United Nations and other global and national organizations.
3. We undertake various initiatives to combat climate change and continuously enhance our processes to address this challenge.
4. To ensure a cleaner environment for current and future generations, we focus on the efficient use of natural resources, pollution prevention, protection of human and environmental health, and the promotion of renewable energy.
5. We approach sustainability from economic, social, environmental, and managerial perspectives, aiming to enhance our positive impacts while minimizing negative effects. We treat sustainability as a strategic priority, establishing systems and targets for effective management.
6. We are committed to enhancing environmental, social, managerial, and economic values, taking into account associated risks and opportunities.
7. We actively engage in activities that benefit society, our contributions to society include corporate social responsibility projects, support for entrepreneurship, sponsorships, and donations.
8. We prioritize contributing to the circular economy and implementing effective waste management practices.
9. We emphasize research and development, advanced technology utilization, digitalization, and the enhancement of product and production technologies.
10. We value the training and development of our employees, our value chain and society, additionally offer opportunities to support their growth.
11. We focus on stakeholder management and work to extend our positive impact throughout our entire value chain.
12. We engage with our stakeholders based on ethical principles.
13. We ensure fairness and transparency in all human resources processes, from recruitment to evaluation, avoiding discrimination and placing employees in appropriately qualified roles. We emphasize and provide opportunities for the professional, technical, social, and personal development of our employees.
14. We support gender equality and implement practices that promote it.
15. We publish our Sustainability Management Policy on our website to inform, raise awareness, and engage all our stakeholders.
16. While all employees contribute to the effective implementation of the Sustainability Management Policy, ultimate responsibility rests with our Sustainability Committee.
17. We commit to reviewing and updating our policy at least annually to ensure its relevance and effectiveness.

***Chairperson of the Board of Directors***

*Mustafa TOPÇUOĞLU*

*25.09.2023*