



ALKİM KAĞIT SANAYİ VE TİCARET A.Ş.

DUTIES AND WORKING PRINCIPLES OF THE SUSTAINABILITY COMMITTEE

1. PURPOSE AND SCOPE

This document sets out the duties, working procedures, and principles of the Sustainability Committee ("Committee") of Alkim Kağıt Sanayi ve Ticaret A.Ş. ("Company"). The Committee has been established to develop, monitor, and improve the Company's sustainability strategies and activities. In this context, it aims to enhance sustainability performance across environmental, social, and economic dimensions. The Committee is responsible for integrating the concept of sustainability into the Company's business and processes in alignment with the United Nations Sustainable Development Goals (SDGs), defining sustainability strategies within an environmental, social, and governance (ESG) framework, and creating, implementing, and monitoring a sustainability roadmap by designating responsible parties and reporting to the Board of Directors.

2. STRUCTURE OF THE COMMITTEE

The Committee shall consist of three (3) members, including two (2) Independent Board Members and the General Manager, appointed and authorized by the Board of Directors. One of the Independent Board Members shall be appointed by the Board of Directors as the Chairperson of the Committee.

3. WORKING PROCEDURES AND PRINCIPLES

The Committee shall meet at least four (4) times a year, at predetermined intervals and whenever deemed necessary. Meetings are held in accordance with the agenda set by the Committee Chairperson. Meeting dates and agendas shall be communicated to members at least one week in advance. A meeting shall be held with the participation of at least two (2) Committee Members. The Committee shall adopt decisions related to Company-wide sustainability matters by simple majority vote. All decisions taken during the meetings shall be recorded in minutes and approved by the signatures of the members.

4. AUTHORITIES AND RESPONSIBILITIES

- To establish and update the overall sustainability strategy of the Company,
- To identify, update, and monitor sustainability-related risks and opportunities,
- To monitor environmental, social, and governance (ESG) practices in line with legal regulations and industry developments,
- To ensure that the Company's production facilities operate in compliance with environmental sustainability principles, to coordinate among relevant departments for this purpose, and to take necessary actions,
- To organize awareness-raising projects and training programs on sustainability for employees,
- To evaluate risks and opportunities within the scope of sustainability,



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- To monitor sustainability performance indicators and submit an annual summary report to the Board of Directors.

5. BUDGET

All necessary resources and support required for the Committee to fulfill its duties shall be provided by the Board of Directors.

6. ENFORCEMENT

These Duties and Working Principles of the Sustainability Committee have entered into force with the resolution of the Board of Directors.