

ANATOLİA TANI VE BİYOTEKNOLOJİ ÜRÜNLERİ ARAŞTIRMA GELİŞTİRME SANAYİ VE TİCARET A.Ş.

SUSTAINABILITY COMMITTEE DUTIES AND WORKING PRINCIPLES

1. ESTABLISHMENT

With the amendment made on the Corporate Governance Communiqué (II-17.1) ("Communiqué") on October 02, 2020, Anatolia Tanı ve Biyoteknoloji Ürünleri Araştırma Geliştirme Sanayi ve Ticaret Anonim Şirketi ("Company") dated 16/01/2023 and numbered 03 at the Board of Directors meeting, the Sustainability Committee ("Committee") was established in order to determine the sustainability strategy in the fields of environmental, social and corporate governance, to create policies, targets and implementation plans in the field of sustainability, to execute, monitor and audit and to fulfill the tasks of improvement and development.

2. SCOPE

Working principles defined by the committee, the duties, managers and employees involved in each step of all processes, consultants, dealers, business partners and suppliers serving Anatolia Tanı ve Biyoteknoloji Ürünleri Araştırma Geliştirme Sanayi ve Ticaret Anonim Şirketi, the management in compliance with the sustainability principles and rules.

3. DUTIES AND WORKING PRINCIPLES

- 3.1. To create the company's sustainability strategy, goals and policies,
- 3.2. To follow national and international developments in sustainability,
- 3.3. To ensure that reviews and improvements are carried out regarding the determination, measurement, follow-up, recording, auditing, reporting and public disclosures of environmental, social and economic risks and impact dimensions regarding all activities in which the Company is involved,
- 3.4. To ensure that all employees are informed in line with the sustainability strategy and targets of the Company, to work towards internalization of the employees, to organize necessary trainings on related issues,
- 3.5. Communicating with company stakeholders regarding Sustainability and coordinating stakeholder engagement,
- 3.6. To support the transition to a low-carbon economy within the scope of combating climate change and to ensure that projects are carried out to reduce carbon emissions in business processes,
- 3.7. To carry out studies to ensure compliance with the principles in the Sustainability Principles Harmonization Framework announced by the CMB, to prepare reports on sustainability stipulated by the Capital Markets Legislation and to submit to the approval of the Board of Directors to be announced to the public.

4. STRUCTURE OF THE COMMITTEE

- 4.1. The committee consists of at least 2 (two) members, with the chairman being an independent member of the board of directors.
- 4.2. If the committee consists of two members, both of them, and if there are more than two members, the majority of the members must be non-executive board members. Chief executive officer/general manager cannot take part in the committee.
- 4.3. Persons who can contribute to the operation of the Company and who have sufficient knowledge and experience about the Company may be elected to the Committee. When necessary, experts who are not members of the board of directors are also assigned duties in the Committee.
- 4.4. All kinds of resources and support required for the Committee to fulfill its duties are provided by the Board of Directors. The committee may invite any manager it deems necessary to its meetings and take their opinions. The Committee benefits from the opinions of independent experts on the issues it deems necessary regarding its activities. The cost of consultancy services required by the Committee is covered by the Company.
- 4.5. When the new board of directors is elected at the ordinary general assembly meeting, the relevant board of directors determines the members of the Committee in parallel with the tenure. The duties of the former Committee members continue until new ones are elected in their place.
- 4.6. The committee convenes with the participation of one more than half of the members and takes decisions with the majority of the attendees. In case of equality of votes, the decision is taken in line with the vote of the Chairman of the Committee. The decisions taken by the committee are put in writing and the committee suggestions are submitted to the board of directors by keeping a record.
- 4.7. The decisions of the Committee are advisory to the Board of Directors, and the final decision maker on related matters is the Board of Directors.
- 4.8. The Committee prepares an annual evaluation report regarding the activities carried out in the previous year and presents it to the board of directors in January of each year, to serve as the basis for the annual report of the Company.
- 4.9. The committee meets as often as required by the task assigned to it. Committee meetings can be held at the Company headquarters or any other place where Committee members have easy access.

5. ENFORCEMENT

This regulation and related amendments regarding the duties and working principles of the Committee enter into force with the decision of the board of directors.