

ARTICLE 1 – PURPOSE

1.1. The purpose of the **Sustainability Policy** (hereinafter referred to as the “Policy”) is to define the principles adopted by **Beta Enerji ve Teknoloji A.Ş.** (hereinafter referred to as the “Company”) in its operations within the industry it operates, with the aim of leaving a better world and a better environment for future generations through its past and ongoing efforts.

ARTICLE 2 – DEFINITIONS

2.1. This section briefly explains the specific terms and concepts used in the Policy:

Company: Beta Enerji ve Teknoloji A.Ş.

Policy: Sustainability Policy.

Employee: Company’s managers and employees.

Sustainability: In alignment with the United Nations’ definition, sustainability refers to meeting our own needs without compromising the ability of future generations to meet their own needs.

Greenhouse Gas Emissions: Refers to the emission of gases such as Carbon Dioxide (CO₂), Methane (CH₄), and Nitrous Oxide (N₂O), which trap solar radiation reflected from the Earth and contribute to global warming.

Net Zero: Refers to the balance between the amount of greenhouse gas emissions produced by an organization, community, or country and the amount that is offset or absorbed.

Zero Waste: Refers to a waste prevention approach that includes preventing waste, using resources more efficiently, reducing the amount of waste generated, establishing efficient collection systems, and recycling waste.

Supply Chain: Refers to the entire system of companies, people, technology, activities, and resources involved in the movement of a product or service from the supplier to the customer.

ARTICLE 3 – SCOPE

3.1. This Policy applies to;

- a) The Company's General Manager,
- b) Company Employees,
- c) Companies and their employees from whom goods and services are procured,
- d) Other individuals and entities acting on behalf of the Company—including consultants, lawyers, advisors, and external auditors—as well as customers and other parties with whom the Company maintains commercial relationships ("Business Partners").

ARTICLE 4 – PRINCIPLES AND GUIDELINES

4.1. The Company aims to continuously develop and improve the technologies in its business processes with an innovative approach, and to enhance product quality in line with this goal.

4.2. The Company considers environmental, social, and economic impacts in all of its activities and investments while adhering to the corporate culture and corporate governance principles.

4.3. In line with its goal to combat climate change, the Company aims to achieve net zero emissions by 2053 in alignment with Turkey's national target. In this context, it calculates and publicly discloses its greenhouse gas emissions from its operations and supply chain on an annual basis.

4.4. The Company develops and implements circular economy solutions based on the Zero Waste approach, following the waste hierarchy, which includes waste prevention, reduction, reuse, recycling, recovery, and disposal.

4.5. The Company regularly monitors its water management performance in awareness of the decreasing global water resources and takes actions to improve it.

4.6. The Company aims to preserve the diversity of species, habitats, ecosystems, and the integrity of ecological functions by identifying the impacts of its operations on biodiversity.

4.7. The Company tracks and reports its performance in occupational health and safety, and acts with the principle of continuous improvement to provide a safe working environment for its employees.

4.8. The Company adopts the principles of equal opportunity, diversity, and inclusion, and ensures equal rights and opportunities for all employees in processes such as compensation, rewards, promotion, and performance evaluation.

4.9. The Company contributes to gender equality, providing equal opportunities for women in the workforce and aiming to increase female employment.

4.10. The Company supports the employment of young people and their skill development through training and internship programs.

4.11. The Company creates working environments that enable employees to regularly enhance their professional and technical skills through training.

4.12. The Company contributes to the social and economic development of the local community in its areas of operation and prioritizes local employment and procurement.

4.13. The Company respects employees' rights to representation and collective bargaining.

4.14. The Company does not tolerate bribery or corruption and complies with all relevant legal regulations, the Ethical Conduct Policy, and the Anti-Bribery and Anti-Corruption Policy.

4.15. The Company aims to establish a sustainable supply chain and implements the necessary mechanisms in the Sustainable Supply Chain Policy in line with this goal. It works to increase sustainability awareness among suppliers and improve sustainability performance across the supply chain.

4.16. The Company considers the expectations and priorities of both internal and external stakeholders when setting sustainability goals and objectives.

4.17. The Company annually reports its sustainability performance and management in accordance with international standards and frameworks.

4.18. The Company aligns its sustainability strategy and investments with the United Nations Sustainable Development Goals (SDGs) and aims to contribute to the SDGs and their sub-targets.

4.19. The Company aims to make sustainability principles an integral part of its corporate culture.

ARTICLE 5 – DUTIES AND RESPONSIBILITIES

5.1. General Manager

5.1.1. The General Manager is responsible for the high-level oversight of the effective operation of the **Sustainability Committee**, the **Management Systems and Sustainability Department**, and their notification, investigation, and sanction mechanisms in cases of violations or suspected breaches of the principles and guidelines outlined in the Policy.

5.2. Sustainability Committee

5.2.1. The Sustainability Committee is responsible for ensuring the creation, implementation, and updating of the Policy on behalf of the General Manager.

5.2.2. The Sustainability Committee is responsible for overseeing all strategies and projects created by the Company in alignment with its sustainability goals.

5.2.3. The Sustainability Committee is responsible for establishing the necessary communication channels to report violations or suspected breaches of the principles and guidelines in the Policy, and for investigating reported violations and suspected breaches.

5.2.4. The Sustainability Committee carefully reviews complaints and reports received and initiates investigations when necessary. If a violation is identified, the Committee presents the matter to the Internal Audit Department with the necessary evidence and documentation. The Committee also takes measures to prevent the recurrence of the same violation and establishes the necessary mechanisms.

5.3. Management Systems and Sustainability Department

5.3.1. The Management Systems and Sustainability Department is responsible for tracking all strategies and projects created by the Company in line with its sustainability goals.

5.3.2. The Management Systems and Sustainability Department is responsible for reporting the Company's sustainability performance and management annually in accordance with international standards and frameworks.

5.3. Employees

5.3.1. Employees are responsible for ensuring compliance with this Policy, adherence to both internal and external legislation, and reporting any behavior, attitude, action, process, decision,

activity, or practice that violates the Policy to the Sustainability Committee via the provided email or address.

ARTICLE 6 – COMMUNICATION

Email: surdurulebilirlik@betaenerji.com

Address: Hacı Sabancı Organize Sanayi Bölgesi, Çanakkale Cad. No:11 / B, Sarıçam, ADANA, Turkey

ARTICLE 7 – ENFORCEMENT

7.1. This Policy was enacted by the decision of the General Manager dated April 4, 2025, and shall remain valid and in force until a new announcement is made.

ARTICLE 8 – REVIEW

8.1. This Policy is reviewed annually by the Ethics Committee, based on checks related to process or technical infrastructure changes. The revised and updated version of this Policy is approved by the General Manager.

ARTICLE 9 – RELATED POLICIES AND PROCEDURES

Climate Change Mitigation and Adaptation Policy

Environmental Policy

Occupational Health and Safety Policy

Biodiversity Policy

Ethical Conduct Policy

Human Rights Policy

Human Resources Policy

Anti-Bribery and Anti-Corruption Policy

Sustainable Supply Chain Policy

Sustainability Committee Terms of Reference and Organizational Principles



SUSTAINABILITY POLICY

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