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1. PURPOSE AND SCOPE

This document has been prepared to define the duties and responsibilities of the Sustainability Committee (the "Committee"), whose establishment was deemed appropriate pursuant to the resolution adopted at meeting no. 2216 of the Board of Directors of Teknosa İç ve Dış Tic. A.Ş. (the "Company") held on November 9, 2023.

The Sustainability Committee has been established to determine the Company's sustainability strategy in the environmental, social, and governance (ESG) areas; to develop and implement policies, targets, and action plans relating to sustainability; to monitor, oversee, review, and improve them; and to support the Board of Directors, when necessary, through reports, research, and similar studies.

2. DUTIES AND RESPONSIBILITIES

The Committee's duties and responsibilities are as follows.

- Ensure that the concept of sustainability is integrated into all business processes of the organization and that all employees are involved in sustainability processes.
- Encourage the development of sustainable products, services, and business opportunities; ensure the creation of economic, environmental, and social value; and raise sustainability awareness throughout the business community, particularly in the retail sector.
- Ensure the design of the corporate sustainability strategy, the monitoring of processes and practices, the follow-up of audits, and reporting to the Board of Directors when necessary.
- Determine the Company's sustainability performance indicators and targets and provide support regarding the resources required to achieve these targets.
- Ensure that the Company's ESG-related areas of impact, challenges, risks, and opportunities are identified, monitored, recorded, and reported.
- Ensure the implementation of projects aimed at reducing carbon emissions as part of efforts to combat the climate crisis and support the transition to a low-carbon and circular economy.
- Contribute to the development of the Company's ESG standards.
- Assist the Board of Directors in its decision-making while fulfilling its sustainability-related governance and oversight responsibilities.
- Implement, monitor, audit, and regularly review the policies, targets, practices, operating principles, and management systems within the scope of sustainability; monitor legal regulations; and submit them for the approval of the Board of Directors when necessary.

3. AUTHORITY

The Committee's authorities are set out below.

- The Committee adopts resolutions when necessary and informs the Board of Directors of such resolutions.
- The Committee may invite relevant executives and/or employees to meetings when it deems necessary.

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Bu dokümanın içeriği TEKNOSA' nın mülkiyetinde olup, sahibinin yazılı izni olmadan kopya edilemez, çoğaltılamaz ve üçüncü şahıslara açıklanamaz.

Hazırlayan	Onaylayan	Yürürlük Onayı
Yaren Firdevs Tanyeli	Muhammet Çağrı Fidan, Mustafa Öget Kantarcı	Mustafa Öget Kantarcı

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- Where it deems appropriate, the Committee may work with or obtain support from external consultants on ESG and sustainability matters in order to fulfill the duties and responsibilities set out above.

4. COMMITTEE COMPOSITION AND STRUCTURE

The Committee members have been approved by the Board of Directors and are listed in the table below.

Title	Role
CEO	Committee Chair
Chief Human Resources & Sustaunability Officer	Deputy Committee Chair
Chief Financial Officer	Member
Chief Commercial Officer	Member
Chief Marketing Officer	Member
Chief Technology Officer	Member
Iklimsa Business Unit, Chief Operation Officer	Member
Sustainability and Occupational Safety Manager	Committee Rapporteur
Sustainability Manager/Specialist	Committee Rapporteur

Where necessary, units such as Corporate Communications; Strategy, Innovation and Entrepreneurship; Construction and Design; Legal; and Treasury and Investor Relations may participate in the Committee by invitation.

4.1Committee Members' Duties

4.1.1. Committee Chair and Deputy Chair

The CEO serves as the Committee Chair, while the Chief Human Resources & Sustaunability Officer and Sustainability serves as Deputy Chair. The Chair's duties and responsibilities are as follows:

- Chair Committee meetings.
- Manage the flow of information between the Board of Directors and corporate committees.
- Provide the necessary direction for implementing the resolutions adopted at meetings.
- Request the participation and/or support of employees, consultants, or other experts at meetings when deemed necessary.
- Report meeting resolutions to the Board of Directors.

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4.1.2. Committee Members

The Committee members' duties and responsibilities are as follows:

- Attend and contribute to Committee meetings and fulfill assigned duties.
- Communicate Committee resolutions to the relevant units and ensure that the necessary actions are taken.
- Provide opinions on the sustainability agenda, trends, issues, and developments.
- Make efforts to build sustainability awareness throughout the organization.

4.1.3. Committee Rapporteurs

The rapporteurs' duties and responsibilities are as follows:

- Obtain members' views on the meeting agenda and set the agenda.
- Organize the meeting.
- Communicate meeting resolutions to members in writing.
- Periodically inform Committee members of the implementation status of meeting resolutions.
- Support the Committee Chair in reporting and implementation processes relating to meeting resolutions.

5. MEETING AND REPORTING PROCEDURES

The Committee meets at least twice a year. Meetings are held with the participation of at least two-thirds of the Committee members. Committee resolutions are adopted by a simple majority. In the event of a tie, the Committee Chair's vote counts as two votes.

Meeting outcomes are recorded by the rapporteurs by completing the attached meeting minutes template and are shared and retained digitally.

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Hazırlayan	Onaylayan	Yürürlük Onayı
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