

Besler Gıda ve Kimya SANAYİ VE TİCARET A.Ş.

THE DUTIES AND WORKING PRINCIPLES OF THE SUSTAINABILITY COMMITTEE

I. Purpose and Scope

The Sustainability Committee was established to determine the sustainability strategy of Besler Gıda ve Kimya Sanayi ve Ticaret A.Ş. by increasing the value created by the company's environmental, social and corporate governance activities and to execute, monitor and audit policies, goals and practices in sustainability. The Sustainability Committee reports to the Board of Directors.

The purpose of this document is to determine the duties and working principles of the Sustainability Committee (the Committee) of Besler Gıda ve Kimya Sanayi ve Ticaret A.Ş. (the Company).

II. Establishment and Structure of the Committee

The Committee is established and granted authorization with the approval of the Board of Directors.

The Sustainability Committee consists of 9 members, Company's CEO, Besler & Oil Business Unit COO, Besler & Oil Business Unit Chief Marketing Officer, Besler & Oil Business Unit CFO, Besler & Oil Business Unit Human Resources Director, Besler R&D Director, Oil Business Unit R&D Director, Besler & Oil Business Unit Factory Directors, and Sustainability Manager.

The Committee is chaired by the CEO. The coordination of the Committee is the responsibility of the COO. The Secretary of the Board is carried out by the Sustainability Manager. Sub-Working Groups are responsible for executing the decisions made by the Committee.

II.I. Structure of the Sub-committee

The Sub-working groups operates directly under Sustainability Committee.

Sub-Working Groups and Focus Areas;

- Climate
 - Net Zero Target
 - Emission Reduction Projects
 - Energy Efficiency
 - Renewable Energy
- People
 - Diversity, Equity, and Inclusion
 - Employee Engagement
 - Employee Satisfaction
 - Employee Development
 - Employee Safety and Well-being
- Agriculture & Society
 - Sustainable Agriculture
 - Women Stars of Agriculture
 - Responsible Procurement

Sustainability Committee - Duties and Working Principles

April 2022 -v1

March 2024 -v2

May 2025 – v3

- Innovation
 - Sustainable and New Products
 - Food Waste Reduction
 - Sustainable Packaging
- Sustainable Supply
 - Palm Oil and Traceability
 - Responsible Procurement

III. Working Principles and Procedures

The Committee meets at least twice a year as well as when required. Meeting is held with the minimum participation of at least half of the members of the Committee. Committee decisions are taken with absolute majority vote. In the event of equality, the vote of the Chairperson of the Committee is counted as two votes.

The Committee Secretariat records the decisions taken in the Committee in written form, including meeting venue, time and attending members, and archives the information after taking the signatures of the committee members.

The Committee is responsible to report the decisions taken to the Board of Directors through the Chairperson of the Committee.

IV. Duties and Responsibilities

- Carrying out works with the purpose of integrating sustainability into the structure of the Company and develop related projects,
- Following up of national and international developments in sustainability,
- Establishing the short, medium and long term sustainability strategy, goals, road maps and policies,
- Guiding the Company's sustainability strategy and policy by proactively managing risks in terms of social, environmental and corporate governance,
- Supporting the development and enable the implementation of projects towards mitigation of carbon emissions from the work processes as part of the fight against climate change,
- Monitoring the road map of the Company in sustainability and the developments in practices, setting goals, defining performance criteria by communicating with all relevant business units, auditing performance in line with the goals and enabling active engagement of all related departments of the Company throughout the process.
- Ensuring that roles and responsibilities are defined at the operational level,
- Authorizing and coordinating the Sub-working groups established within the Company as part of the activities,
- Promoting sustainability awareness and culture throughout the organization
- Regularly reviewing, revising, executing, monitoring and auditing the sustainability policy, goals, practices, working principles, and management systems, and submitting to the approval of the Board of Directors, if required,
- Providing information to all Company employees in line with Company's sustainability policy and goals and working towards adoption of these policies by the employees,

- Enabling stakeholder engagement of all stakeholders about the Company's sustainability strategy, policy and practices,
- Communicating with stakeholders in accordance with the sustainability strategy,
- Ensuring that work outputs correspond to the Company's sustainability policies and expectations are among the Committee's duties and responsibilities.

V. Responsibilities and Working Principles of the Sub-working groups.

- The Sub-working groups are established to support the implementation of the decisions taken by the Committee.
- The Sub-working groups are liable to execute all the duties given by the Committee.
- The Sub-working groups are liable to determine goals in relation to the decisions taken by the Committee, enable, monitor, revise, if required, the implementation of all sustainability activities and report to the Chairperson of the Committee and the Committee.
- The members of the Sub-workin groups participate in and contribute to the activities of the Committee on behalf of their departments.
- The Sub-Working Groups convene four times a year, once every three months."
- Decisions made during these meetings are reported to the Sustainability Committee.

VI. Enforcement

This document here and related amendments regarding the Duties and Working Principles of Sustainability Executive Committee come into effect pursuant to the approval of the CEO and as of the date of approval.