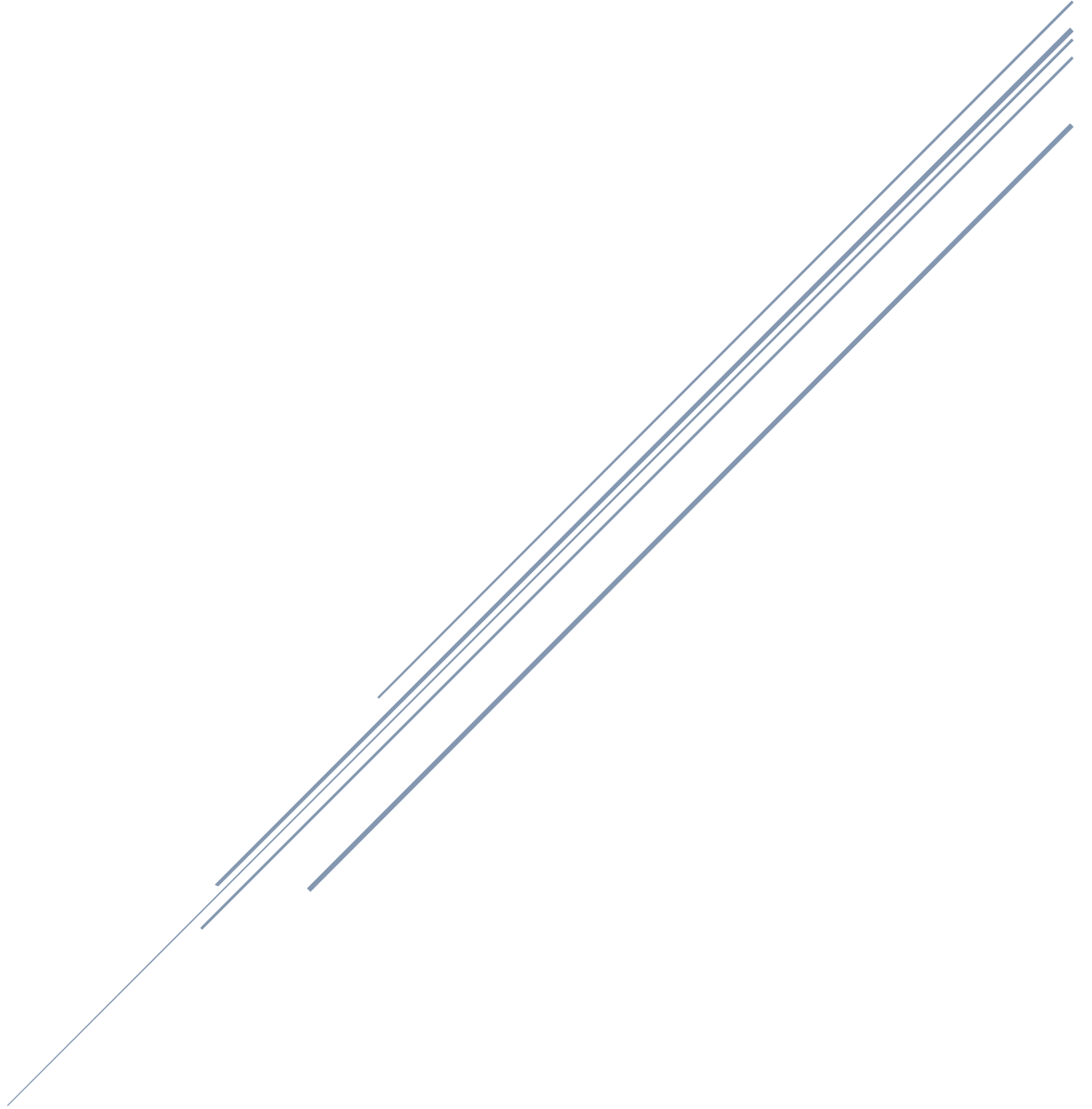


SUPPLEMENTARY ESG DISCLOSURES FOR 2023
SASA POLYESTER SANAYİ A.Ş.



E-WASTE REDUCTION

We have procedures in place for the disposal of equipment categorized as scrap among our fixed assets, and for handling electronic waste. These procedures include workflows for both restoring equipment that has reached the end of its technical life to a functional state, and managing equipment that has technically reached the end of its life but cannot be made functional again. Additionally, the procedures outline how electronic waste, which has reached the end of its technical life, will be disposed of in compliance with environmental health and information security standards.

Below are the actions we have taken concerning electronic waste in alignment with our sustainability and environmental policies:

- Instead of setting up new systems that could generate electronic waste, we focus on maintaining and updating our existing systems to extend their economic life, provided this aligns with legal obligations and does not adversely affect our business continuity from a financial or operational standpoint. All equipment that has completed its depreciation life but remains functional is continued to be used under this framework.
- Throughout its lifecycle, from procurement to disposal, we prioritise the selection of equipment that complies with energy efficiency and waste management regulations. We also implement measures and adjustments during its use to ensure compliance with energy efficiency processes, such as enabling screen saver and low-power modes and reducing paper consumption.
- We replace parts on all equipment approaching the end of its economic life to extend its usable lifespan.
- We maintain our inventory in a way that minimizes hardware needs. We reduce the number of equipment with similar functions located in nearby areas.
- For equipment that has reached the end of its technical life and is considered scrap, we send them to licensed recycling companies, with the approval of the General Manager, at most once a year. To avoid unnecessary energy and fuel consumption, we do not initiate the scrapping process until the number of scrap equipment reaches a certain threshold.

STAFF TRANSPORTATION IMPACT REDUCTION

As SASA, we provide shuttle service for our employees instead of individual vehicles to reduce carbon emissions caused by commuting. To encourage employees to use the shuttle service, arrangements are made to ensure they can access it at the "nearest location" to their direct address. In order to further

reduce emissions from the shuttles, route optimization is carried out, ensuring that the routes are designed to minimize fuel consumption. The size and routes of the shuttle vehicles are optimized by considering the changing number of employees. To reduce transportation-related emissions within the facility, employees are encouraged to use electric scooters and bicycles.

EMPLOYEES WITH DISABILITIES

Percentage of disabled employees for 2023: 3%.

INTERNAL PROMOTION

As SASA, we do not discriminate under any circumstances on the basis of language, race, color, gender, political opinion, belief, religion, sect, age, physical disability, or similar reasons in matters of recruitment, compensation, access to training, and promotion. We support internal promotion opportunities to encourage the career development and progression of our employees. As outlined in the Promotion Procedure, promotions are based on the employee's contribution and performance and are conducted once a year in January.

TRAINING COSTS TOTAL

We have invested 533,548.9 TL in the training of our employees throughout the year 2023.

POLICY EXECUTIVE COMPENSATION PERFORMANCE/POLICY EXECUTIVE COMPENSATION ESG PERFORMANCE

We operate an effective performance evaluation system in which managers regularly monitor the performance of employees in an open communication environment and assume development responsibilities. Our basic principles in the management of remuneration policies of all our employees include transparency, fairness, maintaining a policy that encourages sustainable success and is in line with long-term goals. In order to keep our company targets at a certain level, to direct employees towards a common success goal and to create an equitable reward mechanism based on business results, we apply a performance-based variable remuneration policy for all employees including executives. Variable remuneration is calculated based on both individual performance and the actual performance of the company. The criteria used in this calculation are evaluated by comparing the level of achievement of the financial and operational targets set for the company at the end of the year. Corporate targets are set to ensure sustainability of success and improvement compared to previous years. In addition to corporate targets, individual performance is determined by considering factors such as finance, customer

satisfaction, processes, technology, long-term strategies and sustainability. Individual performance of executives is measured in parallel with corporate performance, considering the principle of long-term sustainable development in non-finance areas.

SHAREHOLDER APPROVAL SIGNIFICANT TRANSACTIONS / EXPANDED CONSTITUENCY PROVISION

According to the securities regulations, significant transactions such as M&As, issuance of golden or preferred shares, sale of a significant portion of company assets etc. should be decided in the general assembly meeting, where supermajority rule (2/3 affirmative votes out of total) applies. The shareholders who attend the meeting and cast negative votes for the transaction are entitled to appraisal right. Please see Capital Markets Board's Communiqué no II-23.3 for detail. (<https://mevzuat.spk.gov.tr/>)

FAIR PRICE PROVISION

Articles 24 and 27 of the Capital Markets Law have assured the shareholders' right to sell shares for a fair price in the event of a change in control of the company. Shareholders are entitled to a fair price for their shares in the event of change in control given that they oppose and get their opposition recorded at the General Assembly. (<https://www.borsaistanbul.com/files/87.pdf>)

LIMITATIONS OF REMOVAL OF DIRECTORS

There are no limitations on the shareholders right to remove board of members.