

SUSTAINABILITY POLICY

Purpose and Scope

This Sustainability Policy has been established to define the sustainability approach of CFN Kimya San. ve Dış Tic. A.Ş. ("CFN Kimya" or the "Company"), integrate environmental, social and governance (ESG) principles into all its activities and continuously improve its sustainability performance.

The Policy covers all Company operations, products and services. It requires CFN Kimya employees and managers to act in accordance with these principles and expects suppliers, business partners and other stakeholders to take them into account. Accordingly, CFN Kimya regards the efficient use of natural resources, the reduction of environmental impacts, the provision of a safe and inclusive workplace and the promotion of ethical business practices as fundamental responsibilities. The Company commits to taking the necessary steps to ensure compliance with these principles.

Our Sustainability Approach

CFN Kimya regards sustainability as an integral part of its business model. Through innovation, efficiency and responsible production, the Company aims to reduce its environmental impacts, provide employees with a safe and inclusive workplace and create long-term value for stakeholders.

At CFN Kimya, we aim to conduct our activities in alignment with the United Nations Sustainable Development Goals (SDGs). In line with our area of activity and sustainability priorities, our sustainability strategy focuses primarily on Clean Water and Sanitation (SDG 6), Affordable and Clean Energy (SDG 7), Decent Work and Economic Growth (SDG 8), Industry, Innovation and Infrastructure (SDG 9), Responsible Consumption and Production (SDG 12) and Climate Action (SDG 13). We also prioritize contributions to Good Health and Well-being (SDG 3), Quality Education (SDG 4), Gender Equality (SDG 5), Life on Land (SDG 15), Peace, Justice and Strong Institutions (SDG 16) and Partnerships for the Goals (SDG 17). We commit to supporting these goals by increasing resource efficiency, optimizing energy and water use, improving responsible production practices and implementing measures that contribute to climate action.

In line with our sustainability approach, we pursue continuous improvement across environmental, social and governance matters. We aim to contribute to climate action by increasing energy efficiency and implementing measures to reduce carbon emissions. We support the efficient use of water resources by optimizing consumption and expanding water recovery practices. Reducing waste generation, promoting recycling and integrating circular economy principles into our operations are among our key environmental priorities. We also aim to provide a safe and healthy workplace, strengthen our occupational health and safety culture and foster an organizational culture that supports diversity, equity and inclusion. Our priorities include upholding ethical business principles, improving responsible supply chain practices and supporting collaboration with all stakeholders to create long-term, sustainable value.

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We commit to continuously improving CFN Kimya's sustainability performance, reviewing established targets regularly, monitoring performance indicators and communicating transparently with stakeholders.

International Framework

Our Policy is aligned with the following international principles:

- United Nations Sustainable Development Goals
- United Nations Global Compact
- Universal Declaration of Human Rights
- Fundamental Conventions of the International Labour Organization (ILO)
- Paris Agreement

Governance Structure

Function	Responsibility
Senior Management	Define the sustainability vision, policy and strategy; approve short-, medium- and long-term targets; allocate the necessary human, financial and technological resources; review performance regularly; and guide continuous improvement.
IMS / Sustainability Team	Ensure that sustainability and Integrated Management System (IMS) data are collected, verified and analyzed; monitor and report key performance indicators (KPIs); track compliance with applicable legislation and standards; prepare internal and external reports; coordinate improvement actions; and ensure integration with the relevant departments.
Production / HSE Department	Optimize energy and raw material consumption; reduce waste and production loss rates; operate in line with environmental performance indicators covering energy, efficiency and emissions; and develop improvement proposals.
Maintenance	Improve equipment energy efficiency; prevent resource waste by reducing unplanned downtime; control leaks and environmental risks involving oil, gas and chemicals; and implement preventive maintenance plans in alignment with sustainability targets.

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Human Resources	Plan and deliver sustainability awareness training; increase employee participation; support the occupational health and safety culture; and monitor social sustainability indicators covering training, diversity and employee satisfaction.
Procurement	Ensure sustainable supply chain management; select suppliers in accordance with environmental and social criteria; maintain traceability for critical raw materials; and evaluate lower-carbon and environmentally preferable alternatives.
Ethics Committee / Compliance Officer	Assess matters involving ethics and compliance in relation to anti-corruption and anti-bribery, conflicts of interest, the prevention of money laundering and fraud, gifts, hospitality and sponsorships, fair competition, the use of Company resources, social media and communication, responsible information management, legal and regulatory compliance, occupational health and safety and human rights. Review allegations of ethical misconduct confidentially, impartially, transparently and fairly, in compliance with personal data protection legislation and the principle of non-retaliation; determine the necessary corrective and preventive actions and monitor their implementation; and coordinate with Human Resources, the HSE Department, Procurement, the relevant operational departments and senior management as needed.
All Employees	Observe the ESG principles set out in the Policy in daily business processes; comply with Company policies and procedures; contribute to a culture of resource efficiency, occupational health and safety, ethical business conduct and responsible production; promptly report sustainability risks, nonconformities, environmental incidents, occupational health and safety risks or suspected ethical misconduct to the relevant manager, the IMS / Sustainability Team, the HSE Department, the Ethics Hotline or the Compliance Officer at https://cfnkimya.etikmerkezi.com/ ; and participate in relevant training and awareness activities.

OUR STRATEGY

1. ENVIRONMENTAL POLICY

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This Environmental Policy has been established to control the environmental impacts arising from the activities of CFN Kimya San. ve Dış Tic. A.Ş., ensure the efficient use of natural resources, continuously improve environmental performance and integrate sustainable production into all business processes. The Policy covers all processes, products and services arising from CFN Kimya's activities or within its control, including production, raw material use, energy and water consumption, emissions, waste management, the product life cycle and stakeholder engagement. CFN Kimya employees and managers must act in accordance with this Policy. CFN Kimya expects its suppliers and business partners to comply with the principles set out in the Policy and aims to support such compliance through relevant contracts, undertakings, supplier assessment processes and applicable Company procedures.

Legal Compliance and Management Systems

- conduct all our activities in accordance with applicable environmental legislation, environmental obligations arising from agreements to which the Company is a party and relevant standards adopted by the Company;
- continuously monitor the effectiveness of our Environmental Management System, improve its performance and manage it in accordance with the principle of continuous improvement;
- recognizing that resources are finite, take action to reduce, prevent and, where possible, eliminate our environmental impacts, taking relevant national and international standards and best practices into account; and
- integrate the Environmental Management System into our business processes and strategy, identify environmental risks and opportunities, plan and implement the measures required to mitigate those risks and continuously improve our environmental performance.

Energy Consumption and Greenhouse Gas Emissions

- develop projects to improve energy efficiency and reduce energy consumption;
- track our greenhouse gas emissions in accordance with applicable legislation, standards and internal sustainability targets, improve measurement and monitoring processes and take action to reduce emissions; and
- continue our efforts to reduce our carbon footprint as part of climate action and promote low-carbon production practices.

Water Management

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- support the efficient use of water resources;
- develop practices to reduce water consumption;
- assess water-related risks in view of the nature of our activities, available data and applicable legislation, and plan preventive and mitigating actions to address those risks; and
- work to reduce wastewater and implement reuse and recovery practices where technically and operationally feasible and legally compliant.

Air Quality

- implement technical and operational controls to manage air emissions arising from our activities;
- make the technical and operational improvements required to prevent and reduce air pollution; and
- monitor emissions regularly against environmental permits, measurement results and applicable limit values, and comply with regulatory limits.

Materials Chemicals and Waste Management

- control the use of raw materials and chemicals in accordance with relevant Company procedures, taking environmental impacts into account;
- reduce waste generation at source;
- increase recycling and recovery to the extent technically and operationally feasible;
- identify leakage and spill risks arising from our operations and develop the control and response processes required to prevent soil, groundwater and surface-water contamination; and
- implement practices that support a circular economy to the extent technically, operationally and economically feasible.

Product Use and Product Life Cycle

- consider environmental impacts in product development and improvement processes;
- promote the use of more environmentally preferable raw materials;
- assess environmental impacts in all investments and consider technologies and good practices that are technically and economically feasible for the relevant process to reduce those impacts; and
- assess and work to reduce potential environmental impacts throughout the product life cycle, within CFN Kimya's knowledge, influence and control.

End of Product Life

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- assess recovery or recycling opportunities at the end of a product's useful life, taking into account the nature and use of the product and the available recovery infrastructure; and
- develop solutions to improve resource efficiency in accordance with circular economy principles.

Customer Health and Safety

- support the safe use of our products with regard to human health and safety, in accordance with their intended conditions of use and the safety information and instructions provided with them; and
- take the necessary measures to comply with classification, labelling, packaging and safety data sheet requirements, as well as national and international standards on product safety and chemical management.

Stakeholder Engagement and Environmental Awareness

- conduct training and awareness activities to increase employees' environmental awareness;
- collaborate with suppliers and other stakeholders to improve environmental performance;
- define policies and responsibilities for environmental management and sustainability and make the necessary internal arrangements and assignments; and
- support projects that increase public environmental awareness and align with Company priorities.

Emergency Preparedness

- identify potential environmental emergency risks; and
- prepare for potential environmental incidents and regularly review and, where necessary, improve response processes.

At CFN Kimya, we commit to operating with an environmentally responsible and sustainable production approach and to continuously improving our environmental performance.

2. HUMAN RIGHTS AND SUSTAINABLE EMPLOYMENT POLICY

1. Purpose and Scope

At CFN Kimya, we regard respect for human rights and support for their protection as a fundamental responsibility in conducting our activities. Our human rights approach is based on international human rights standards, particularly the United Nations Universal Declaration of

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Human Rights, the United Nations Global Compact and the fundamental conventions of the International Labour Organization (ILO).

The purpose of this Human Rights and Sustainable Employment Policy is to set out CFN Kimya's core principles and implementation framework for respecting human rights and supporting their protection. The Policy applies to all CFN Kimya employees and managers and sets out the Company's human rights approach and expectations for suppliers, business partners, subcontractors and all stakeholders directly or indirectly affected by Company activities. CFN Kimya expects its suppliers, business partners, subcontractors and relevant stakeholders to act in accordance with this Policy and supports the creation of a business environment that respects human rights.

CFN Kimya commits to providing a fair, safe and inclusive workplace while respecting the rights of its employees, suppliers, business partners and the communities in which it operates. The Company conducts risk-based internal assessment and control processes to prevent, identify and remedy human rights violations and implements the necessary corrective and/or preventive actions.

Employees and all stakeholders may report suspected human rights violations through the Ethics Hotline, either anonymously or by identifying themselves. CFN Kimya commits to assessing reports effectively in accordance with the principles of confidentiality, impartiality, personal data protection and non-retaliation.

2. Core Principles

CFN Kimya applies the following core principles in its human rights approach:

Employee Health and Safety

We commit to providing a safe and healthy workplace for all employees and subcontractor personnel working at our sites, managing occupational health and safety risks effectively and continuously improving our performance.

Working Conditions

We commit to providing employees with decent, fair and legally compliant working conditions and implementing fair remuneration practices.

Social Dialogue

We commit to respecting employees' freedom of association and right to collective bargaining and maintaining open, transparent and constructive communication with employee representatives.

Career Management and Training

We commit to providing employees with equal access to training, development and career opportunities and supporting their continuous development.

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Child Labour Forced Labour and Human Trafficking

We oppose all forms of child labour, forced labour and human trafficking. We commit to preventing these practices in our own operations and supporting awareness, assessment and compliance processes intended to prevent them among our suppliers and business partners.

Discrimination and Harassment

We adopt zero tolerance for all forms of discrimination, harassment and mistreatment in the workplace and commit to providing all employees with an equitable, respectful and inclusive working environment.

3. Human Rights in the Supply Chain

At CFN Kimya, we also promote respect for human rights throughout our supply chain.

Accordingly, we commit to:

- considering suppliers' approach to human rights compliance in selection and assessment processes;
- supporting contractual commitments, supplier communication and, where necessary, corrective or preventive action processes intended to prevent child labour, forced labour and human trafficking in the supply chain; and
- monitoring human rights risks among suppliers through risk-based assessment processes and, where necessary, audits.

4. Grievance Mechanism and Reporting Process

Employees and business partners may report human rights violations through the Ethics Hotline at <https://cfnkimya.etikmerkezi.com>, either anonymously or by identifying themselves. Where identifying information is provided, it is processed solely to assess the report and conduct the necessary procedures, in accordance with the principles of confidentiality and personal data protection.

The system ensures that reported violations are handled and independently assessed in accordance with the principles of confidentiality, impartiality and non-retaliation.

5. Monitoring and Continuous Improvement

The effectiveness of the Policy is assessed regularly.

Accordingly:

- internal and external audits are conducted;
- human rights risks are monitored;
- necessary corrective and preventive actions are implemented; and
- the Policy is reviewed at regular intervals and updated where necessary.

6. Our Commitment

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At CFN Kimya, we regard respect for human rights as a fundamental element of our corporate sustainability approach. We expect our employees, suppliers and all business partners to act in accordance with this Policy and commit to fostering a business culture that respects human rights.

3. ETHICS POLICY

1. Purpose and Scope

This Ethics and Human Rights Policy has been established to ensure that all activities of CFN Kimya and its affiliates comply with human rights, ethical principles and corporate values. CFN Kimya makes respect for human rights fundamental to the way it conducts business, prevents unethical conduct and manages potential violations effectively. All stakeholders may submit anonymous reports through the Ethics Hotline at <https://cfnkimya.etikmerkezi.com>.

The purpose of this Policy is to establish a shared understanding of ethics within CFN Kimya, prevent reputational risks and guide employees and business partners in complying with the law and Company principles.

Within the Company's environmental, social and governance (ESG) approach, the Policy covers environmental management, human rights, ethical business practices and sustainable supply chain principles.

The Policy applies to all employees, managers, suppliers, business partners and subcontractors. CFN Kimya expects all stakeholders to act in accordance with these principles, embraces a sustainable, ethical and transparent business culture and commits to ensuring compliance with these principles.

This Policy is reviewed at least annually in light of changes in legal requirements, international standards, sustainability targets and Company needs, and is updated where necessary. Senior management monitors and assesses the Policy's implementation and effectiveness.

2. Core Principles and Values

CFN Kimya acts in accordance with its corporate values and ethical standards:

- **Integrity: Act honestly and fairly in all decisions and activities.**
- **Respect for people and society: Respect the rights of employees, customers and communities.**
- **Courage and responsibility: Take action in response to unethical conduct.**
- **Continuous development: Support organizational and personal development.**
- **Determination and perseverance: Focus on ethical and sustainable success.**

Ethical Principles:

- Act fairly, impartially and equitably.
- Ensure accountability and transparency.
- Protect employee rights and provide a healthy workplace.

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3. Implementation Principles

3.1 Anti-Corruption and Anti-Bribery

CFN Kimya does not tolerate corruption or bribery in any form and requires its employees, managers, suppliers and business partners to refrain from such conduct. It is prohibited to offer, receive, give or request any gift, benefit or advantage that is intended, or could be perceived as intended, to improperly influence a business decision, process or commercial relationship.

Off-the-books payments, false records and the provision of improper benefits through third parties are also prohibited.

We commit to complying with applicable national and international anti-corruption and anti-bribery legislation and taking the necessary measures to ensure full compliance with these principles.

3.2 Conflicts of Interest

We commit to ensuring that employees avoid situations that could create a conflict between their personal or family interests and those of the Company; do not use their duties, authority or position for personal gain; and report potential conflicts of interest promptly and transparently to the Compliance Officer and the Ethics Committee. Examples of situations that may create a conflict of interest include personal relationships with suppliers, customers or competitors; close family members working for organizations with which the Company has a business relationship; and employees engaging in additional commercial activities that could affect Company operations. We commit to taking all necessary measures to prevent and manage such situations effectively and preserve ethical business conduct.

3.3 Anti-Money Laundering and Fraud

CFN Kimya does not establish business relationships with any individual or legal entity that public authorities have determined to be involved in criminal activity or to have obtained proceeds through illegal means. If the Company becomes aware of such information, it commits to reviewing the existing business relationship and taking the necessary action. The Company seeks to prevent activities intended to conceal the origin, ownership or intended use of proceeds obtained through illegal or dishonest means by presenting them as part of legitimate economic activity. We therefore commit to conducting transparent, traceable and legally compliant business processes. We also commit to establishing and effectively implementing the controls required to prevent fraudulent transactions, forgery, fraud and unrecorded practices.

3.4 Occupational Health and Safety and Human Rights

We adopt zero tolerance for noncompliance with occupational health and safety requirements and commit to ensuring that employees understand workplace risks and act in accordance with relevant Company policies, procedures and rules. We commit to monitoring applicable local legislation and relevant standards on occupational health and safety and human rights, and to protecting employees in accordance with the principles of equality, safety, human dignity and fair working conditions.

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3.5 Responsible Information Management

We commit to ensuring that information obtained for business purposes is collected, processed and stored in accordance with data security and confidentiality principles, and that all confidential information is protected. This includes Company and trade secrets, intellectual property rights, employee and customer information, information belonging to business partners, personal data and third-party information obtained for business purposes. We commit to ensuring that employees use confidential information only within the scope of their duties and authority, do not share it with unauthorized persons and continue to comply with confidentiality obligations after the employment relationship ends. We also commit to complying with applicable legislation, particularly the Turkish Personal Data Protection Law, and with relevant Company policies and procedures when protecting confidential information, processing personal data and ensuring information security.

3.6 Use of Company Resources

Company resources include cash and cash equivalents, intellectual and industrial property rights, technological infrastructure, equipment, raw materials, trade secrets and other tangible and intangible Company assets. We commit to protecting and managing these resources sustainably. We require employees to safeguard the Company resources entrusted to them, use them efficiently and refrain from using them for purposes other than those intended. We commit to using Company resources in accordance with the Company's interests, ethical principles and business requirements.

3.7 Gifts Hospitality and Sponsorships

We commit to ensuring that employees neither accept from nor provide to persons or organizations with which the Company has a business relationship any gift, benefit or advantage that could affect decision-making, impartiality or the commercial relationship. Non-cash corporate gifts offered in good faith and within reasonable limits may be considered on an exceptional basis. Cash and cash-equivalent benefits may not be accepted.

We commit to ensuring that representation, hospitality, travel, accommodation and similar activities undertaken on behalf of the Company arise from a legitimate business relationship, remain within reasonable limits and comply with relevant Company policies and procedures. Such activities must not improperly influence decision-making, compromise impartiality or create the appearance of an improper benefit. Employees must not obtain personal gain from seminars, conferences or similar activities attended on behalf of the Company.

We commit to ensuring that sponsorships, donations and similar support provided on behalf of the Company comply with Company policies, procedures and authorization rules. Support for non-profit institutions and organizations must be transparent, ethical and consistent with the Company's interests. Employees must protect the Company's reputation and impartiality in their activities with civil society organizations and similar bodies.

3.8 Fair Competition

We commit to complying with applicable legislation, particularly the Turkish Law on the Protection of Competition, and to refraining from conduct that is inconsistent with fair competition in our relationships with competitors, customers, suppliers and other third

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parties. We avoid practices that prevent or distort competition or could create market dominance. We commit to ensuring that information about markets and competitors is collected only through lawful methods and publicly available sources.

3.9 Social Media and Communication

We commit to ensuring that employees recognize that content they share, including through personal social media accounts, may be associated with the Company and that they avoid content that could harm the Company's reputation, business relationships or confidentiality obligations. Employees must not make misleading, harmful or inappropriate statements about the Company's customers, suppliers, business partners or competitors. We also commit to ensuring that Company-provided information technology infrastructure and equipment are used in accordance with relevant Company policies and rules.

3.10 Legal and Regulatory Compliance

We commit to ensuring that employees comply with Company policies and rules and applicable legislation and refrain from conduct that may violate the law, ethical principles or the provisions of this Policy. We also commit to ensuring that Company activities are conducted in accordance with applicable legal requirements and the principles of integrity.

4. Training and Awareness

- All employees receive training on the Ethics and Human Rights Policy when they join the Company and at defined intervals thereafter.
- The training is intended to embed an ethical culture, protect the Company's reputation and strengthen trust with stakeholders.

5. Effective Date

- This Policy takes effect on the date it is approved by the Board of Directors.
- The Compliance Officer prepares required updates, which are approved by the Ethics Committee and submitted to the Board of Directors for final approval.

4. SUPPLY CHAIN SUSTAINABILITY POLICY

Purpose and Scope

This Supply Chain Sustainability Policy has been established to define CFN Kimya's sustainability approach in its supply chain processes, integrate environmental, social and governance (ESG) principles into all supply chain activities and continuously improve performance in these areas.

The Policy covers supply chain activities conducted by CFN Kimya or within its control, from the sourcing of raw materials and production and logistics processes to supplier selection and assessment and delivery to customers. CFN Kimya employees and managers must act in accordance with this Policy. CFN Kimya expects its suppliers and business partners to comply with these principles and aims to support such compliance through relevant contracts, undertakings and applicable Company procedures.

1. Sustainability and Environmental Awareness

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CFN Kimya aims to reduce the environmental impacts arising from its activities and support the efficient use of natural resources. In accordance with applicable legislation and internal procedures, the Company works on green logistics, energy efficiency, waste management and carbon-footprint reduction. We commit to promoting sustainable practices throughout our supply chain and helping to increase stakeholders' awareness of environmental responsibility.

2. Environmental Practices for Suppliers

In supplier selection and assessment processes, CFN Kimya considers environmental impacts alongside traditional criteria such as price, quality and delivery performance.

Suppliers are expected to comply with environmental legislation and fulfil responsibilities such as using resources efficiently and reducing emissions and waste. In line with this approach, CFN Kimya commits to considering environmental criteria when selecting suppliers and assessing existing suppliers, thereby helping to reduce environmental risks arising from the supply chain and promote sustainable production.

3. Social Practices for Suppliers

CFN Kimya supports respect for human rights, fair working conditions and ethical business practices throughout its supply chain.

Suppliers are expected to comply with applicable labour legislation and the occupational health and safety, human rights and working-condition obligations that bind them; observe recognized international standards on fundamental labour rights; protect employee rights; and adopt zero tolerance for discrimination, child labour and forced labour. We commit to considering suppliers' management of social matters, including working hours, remuneration policies and occupational health and safety, in supplier assessment processes.

4. Reliable Supplier Relationships

We prioritize long-term, trust-based supplier relationships that support continuity of supply and processes that reduce supply-related risks. We commit to developing sustainable collaboration with reliable suppliers to create quality, efficiency and mutual value.

5. Efficiency and Cost Optimization

We aim to optimize costs by increasing efficiency at every stage of our supply chain. We commit to improving cost optimization, time management and operational efficiency through continuous improvement. Cost-optimization processes must take account of quality, legal compliance, occupational health and safety, environmental responsibilities and ethical business practices.

6. Digitalization and Data-Driven Management

Through digitalization, we establish a responsive, flexible and data-driven supply chain infrastructure. We commit to improving performance by monitoring our processes in real time

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in compliance with applicable legislation and obligations relating to data security, confidentiality and personal data protection, and to strengthening decision-making through data analytics.

7. Transparency and Traceability

Within CFN Kimya's access and control, we establish mechanisms that support transparency and traceability in supply chain processes and work to maintain high quality standards. We monitor processes through performance indicators, identify areas for development and commit to planning the actions required for continuous improvement.

8. Risk Management

We assess factors such as raw material price fluctuations, continuity of supply, logistics disruptions and sustainability risks. We adopt and commit to maintaining a risk-management approach that identifies and monitors supply chain risks in advance and plans the necessary preventive or mitigating actions.

9. Customer Focus

We aim to maintain the highest level of customer satisfaction. We commit to establishing a supply chain that provides responsive, reliable and sustainable solutions to meet customers' needs and expectations in accordance with contractual obligations, quality standards, applicable legislation, sustainability commitments and ESG principles.

In accordance with this Policy, CFN Kimya commits to achieving its corporate objectives by developing sustainable and efficient supply chain solutions that comply with environmental, social and governance (ESG) principles.

COMMUNICATION AND REVIEW

This procedure has been prepared to ensure that internal and external communications at CFN Kimya are conducted effectively, transparently and in a controlled manner within the Integrated Management System. It defines the methods, authorities and responsibilities for communications with employees, customers, suppliers, visitors, public authorities and other relevant parties.

Internal communication takes place through email, Company-approved instant messaging applications, meetings, notice boards, telephone and radio. Employee participation in Integrated Management System activities is encouraged, and necessary information is provided through these channels.

External communication with customers, suppliers, public authorities and other stakeholders takes place through email, telephone, official correspondence and publications such as the sustainability report. Correspondence with public authorities is conducted in accordance with internal authorities and responsibilities and, where necessary, with senior management approval. The procedure also defines the rules for information security, confidentiality, personal data protection, document sharing, internet use and visitor management.

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All documents within CFN Kimya's Integrated Management System are reviewed at least annually. Applicable legislation and legal compliance registers are reviewed at least every six months to ensure that regulatory changes are monitored effectively. The department that owns each document is responsible for reviewing it and keeping it up to date.

Accordingly, communication activities at CFN Kimya are conducted in line with transparency, ethical values, information security and legal requirements, and we commit to ensuring compliance with these principles.

UN SUSTAINABLE DEVELOPMENT GOALS SUPPORTED BY OUR POLICY

BUSINESS ETHICS	  
EMPLOYMENT AND HUMAN RIGHTS	  
ENVIRONMENT	      
PRODUCTS	  
SUPPLY CHAIN	  
COMMUNITY DEVELOPMENT	  

SUSTAINABILITY TARGETS

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SDG	Target Description	Performance Indicator	2035 Target	Department
SDG 6	Reduce water withdrawal	Water withdrawal per unit of production (m ³ /tonne)	1.47 m ³ /tonne	Production
SDG 6	Increase water recovery	Total volume of water recovered	33,600 m ³	Production
SDG 7	Increase the use of renewable energy	Share of renewable energy in electricity consumption	100%	Production & Maintenance
SDG 13	Reduce Scope 1 emissions	Direct fuel-related CO ₂ emissions	2,023 tCO ₂	Operations
SDG 13	Reduce Scope 2 emissions	Electricity-related CO ₂ emissions	Net zero	Operations
SDG 12	Reduce and recover waste	Big bag recovery rate	9.24%	HSE
SDG 12	Prevent chemical risks and spills	Number of chemical spills	0	HSE
SDG 15	Prevent environmental incidents	Number of environmental incidents (e.g. soil or water contamination)	0	HSE
SDG 16	Prevent information security breaches	Number of information security breaches	0	IT
SDG 16	Prevent corruption and bribery and strengthen the ethical culture	Train 100% of employees on conflicts of interest by 2035. Employees completing ethics training (%)	100%	HR / Legal
SDG 16	Strengthen the ethical culture	Record and assess 100% of ethics reports	100%	HR / Legal
SDG 3	Complete 100% of annual permit, measurement and limit-value monitoring for air emissions	Measure VOC / dust emission intensity (kg/tonne)	100% legal compliance	Production / HSE
SDG 9	Increase sustainability investments	Sustainability investments as a share of total investments	>25%	Sustainability
SDG 9	Increase R&D investments	R&D expenditure as a share of total investments	>15%	R&D
SDG 12	Increase customer satisfaction	Customer satisfaction rate	>95%	Quality & Sales
SDG 17	Sustainable supply chain	Suppliers assessed (%)	100%	Procurement
SDG 17	Ensure that 100% of active suppliers sign the CFN Kimya Supplier Code of Conduct	Number of signatory suppliers / number of active suppliers	100%	Procurement
SDG 17	Provide all suppliers with environmental information at least once a year	Suppliers informed / current suppliers (%)	100%	Procurement
SDG 17	Provide all suppliers with human rights information at least once a year	Suppliers informed / current suppliers (%)	100%	Procurement

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SDG	Target Description	Performance Indicator	2035 Target	Department
SDG 8	Reduce occupational accidents	Occupational accident frequency rate	0	HSE
SDG 8	Improve process safety performance	PSM score	80%	HSE
SDG 5	Increase the proportion of women employees	Women employees (%)	35%	HR
SDG 4	Support employee development	Training hours per employee	>30 hours/year	HR

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APPROACH TO CONFLICT MINERALS

CFN Kimya commits to conducting its activities in accordance with the principles of respect for human rights, ethical trade and responsible supply chain management. Accordingly, the Company aims to avoid the direct or indirect use of conflict minerals such as tantalum, tin, tungsten and gold (3TG) that are mined in conflict-affected areas and may contribute to the financing of armed groups.

To increase transparency and traceability in the supply chain, CFN Kimya expects its business partners and suppliers to act in accordance with international standards, the OECD Due Diligence Guidance for Responsible Supply Chains and applicable legislation. Suppliers are encouraged to exercise due diligence in sourcing conflict minerals responsibly and to provide relevant information when requested.

We commit to improving supplier assessment processes, raising awareness and supporting responsible sourcing practices to manage conflict-mineral risks.

GENERAL MANAGER

CFN KİMYA SAN. ve DİŞ TİC. A.Ş.