



**ODİNE SOLUTIONS TEKNOLOJİ TİCARET VE SANAYİ A.Ş.**

**SUSTAINABILITY POLICY**

Our company, **Odine Solutions Teknoloji Ticaret ve Sanayi A.Ş. (“the Company”)**, is committed to supporting social, environmental and economic sustainability in a manner consistent with our core corporate values and ethical standards. Recognising that the protection of people, society and the environment is a fundamental priority in our operations and investments, we adhere to the following core principles:

- Together with all our employees, stakeholders and business partners, we conduct our commercial activities within a framework of ethical, transparent and accountable corporate governance, in full compliance with legislation without compromise, and aim to work towards a more liveable world and a sustainable way of life.
- We monitor relevant legislation on corporate governance, apply mandatory principles, endeavour to implement non-mandatory principles wherever possible, and explain the reasons for not applying voluntary principles where this is not feasible.
- In all the regions where we operate, we fulfil our social and environmental responsibilities towards society through harmonious cooperation with our shareholders, employees, the public, civil society organisations and other stakeholders.
- In our commercial activities, we comply with legal obligations and national and international standards, and we combat all forms of corruption.
- To ensure a sustainable environment, we work to minimise our waste output by raising environmental awareness amongst our employees and stakeholders to support recycling.
- Health and safety at work is one of our top priorities; we ensure that a culture of health and safety is maintained in our operations and that all necessary measures are taken to promote this culture amongst both our employees and stakeholders.
- We embrace volunteering as a means of creating a better society and a better environment.
- Recognising the importance of human resources in sustainability, we conduct all our interactions with our employees by offering equal opportunities without discrimination on the grounds of gender, language, religion, race or age; we act fairly and respectfully; and we work to improve working standards.
- We ensure full compliance with relevant legislation regarding the protection of personal data and data security.

As a company, we are committed to defining the environmental, social and corporate sustainability objectives related to our operations, as well as the organisational responsibilities required to implement the processes necessary to achieve these objectives; and to continuously improving our sustainability compliance programme by raising awareness of corporate sustainability amongst our stakeholders.

The annual activity report for the relevant period includes a section assessing the Company’s position in terms of sustainability principles.

The Board of Directors is responsible for the implementation, development and monitoring of this Sustainability Policy, in accordance with the recommendations and decisions of the Corporate Governance Committee.

This Sustainability Policy came into force by virtue of Board of Directors’ Resolution No. 2024/15 dated 22 July 2024 and is also disclosed to the public via the Company’s corporate website. Any amendments to the Sustainability Policy shall be subject to the same procedure.

This Sustainability Policy has been prepared in both Turkish and English. In case of any discrepancy or inconsistency between the Turkish and English versions, the Turkish version shall prevail. The English translation has been provided solely for the convenience of international stakeholders and does not have legal binding.