



## **Kontrolmatik Teknoloji Enerji ve Mühendislik A.Ş.**

### **SUSTAINABILITY POLICY**

The purpose of this Sustainability Policy (the "Policy") is to create a guide that reflect the approach of Kontrolmatik Technology Inc. and its subsidiaries to sustainability in line with the "Planearth" Sustainability Strategy, and in this way, to reduce the adverse environmental and social impacts for the employees, stakeholders, business partners, customers, and communities in all geographies where it does business, to get its approach and governance towards increasing positive influence adopted and to emphasize its importance.

All companies and employees of Kontrolmatik Technology Inc. are obliged to act in accordance with this Policy. Every Kontrolmatik Technology Inc. and employee expects all its stakeholders and business partners to act in accordance with this Policy to the extent applicable to the relevant party and/or transaction, and to take the necessary steps to ensure this.

#### **GENERAL PRINCIPLES**

Since the day it was founded in 2008, Kontrolmatik Technology Inc. has adopted the principle of providing services in a way that will contribute positively to the environment, employees, society and the country's economy in all its activities, and has made it a corporate principle to develop sustainable technology and products with the mission of leaving a habitable healthy planet and society for future generations.

The Sustainability Policy of Kontrolmatik Technology Inc.is complemented by the following policies:

-  Environmental Management Policy
-  Occupational Health and Safety Policy
-  Human Rights and Human Resources Policy
-  Quality Policy
-  Customer Satisfaction Policy
-  Sustainable Procurement and Supply Chain Policy
-  Business Ethics Policy
-  Anti-Corruption and Anti-Bribery Policy
-  Diversity, Inclusion and Equity Policy

Kontrolmatik Technology Inc.'s strategies, procedures and standards on sustainability management is determined by the Sustainability and Environment Department under the coordination of executive board of Kontrolmatik Technology Inc.

All companies of Kontrolmatik Technology Inc. carry out their activities in a transparent manner in line with this Policy, taking into account industrial expectations and needs in their offices and project areas.

### **CODE of PRACTICE of THE POLICY**

We as Kontrolmatik Technology act in line with the principle of responsible production and service in all our production facilities, processes, activities, services, and technologies that we develop within the framework of the "Planearth" sustainability strategy, which is compatible with the global goals.

We undertake to carry out all our activities within the framework of applicable laws and regulations, to comply with all the standards determined by our company, and to strive to exceed the expectations of those including but not limited to our stakeholders and project partners.

We carry out our activities within the framework of the following basic principles in line with the Sustainability Policy of Kontrolmatik Technology Inc. that:

1. assesses, monitors, measures the environmental and social impacts and risks of its activities, and manages it by reducing or preventing it at its source by using the cutting-edge technologies.
2. provides safe, sustainable and highest quality service in all its activities; develops technology and products that are environmentally friendly and beneficial to humans In line with its **Quality policy**.
3. designs and produces all of its products with a sustainable and environmentally friendly responsibility, in a way that will never give harm to human health, ecosystem and biodiversity.
4. promise to produce or develop innovations for people and industries, that will never encourage anyone to use of weapons, commit a crime or go in conflict, and also are never incentive to addictive harmful substances-use such as alcohol and tobacco.
5. embraces 360° sustainability approach through all operating units of the company. Takes all environmental and social dimensions into account, consider all the risks, opportunities resulting from sector dynamics and regulatory changes. Thus, the Sustainability Governance is applied in all projects and in all strategic decision-making processes, in the

determination of investor relations and in investment budget planning, with effective sustainability approach, values, principles and policy.

6. offers transparent and accountable services and technologies in the shortest time and in the most accurate way to its customers, partners and stakeholders in line with **Business Ethics** and **Customer Satisfaction Policies**. It presents a vision of continuous and reliable growth by giving importance to continuity, making responsible production with the aim of sustainable profitability, keeping in regular and high-quality communication with its customers.
7. respects the right to live in a healthy ecological and a balanced biosystem of all livings, and continues its activities within the framework of this principle.
8. adheres to the code of practice of **Environmental Management Policy** when managing environmental impact of its business activities in line with the principle that environmental pollution is global, but its impacts should be managed more strongly in local.
9. considering adverse impacts of climate change on environmental and social welfare, it takes into account the risks it may pose on all business activities, plays a leading role in the global fight against climate change by meeting the changing industry dynamics with the neutral carbon target and zero-waste principle in all its new operations and the low emission principle in its new products in line with the principles of its **Environmental Management Policy**.
10. within the frame of legal regulations and practices related to occupational health and safety, it shows preventive, corrective and protective approaches to its employees by providing a healthy and safe work environment, and improves its processes in this regard by continuously following its **Occupational Health and Safety Policy**.
11. approaches with the awareness that every person has the right to live a healthy, social and economic life; In line with the principles of **Human Resources Policy** provides an equitable and safe working environment for all its employees, partners, stakeholders and customers, respecting human rights, social justice and working rights; thereby increases consciousness and awareness.
12. adopts **Diversity, Equality and Inclusion Principle** across all business; support gender equality, rejects any form of discrimination and employ individuals independent of gender,

language, religion, sect, race, color, political thought, any belief, origin and ethnicities, sexual orientation, physical or mental disabilities, age, culture/social class.

13. adopts the principle of '**Equal Opportunity**' and to train all its employees on this basis and promote fair opportunity in labor to ensure fair treatment for all and aims to eliminate inequalities.
14. believes that its sustainable growth is powered by diversity in all its activities, and contributes to the socio-economy by creating employment, providing services and technology, both in its own country and in different parts of the world, especially in geographies of disadvantage.
15. owns the principle of creating healthy societies, principle of improving the welfare and living quality of societies, and principle of creating a sustainable ecosystem for societies. It carries corporate social responsibility awareness on how to create a healthier and better environment for future generations, how to leave a sustainable heritage, and how to preserve the balance of ecosystems and biodiversity. With this awareness, it constantly seeks and evaluates opportunities to support working groups, and already negotiates and cooperates with leading non-governmental organizations, national and international platforms and global organizations.
16. believes in the positive power of the influence created by the women workforce in the energy and technology sector on sustainable communication, sustainable work, healthy economic growth, decrease in poverty and increase in social welfare and education. It supports women employees especially at the management and senior management levels, and works to increase the number and effectiveness of the female workforce at the board level in order to support making the women workforce effective and visible globally.
17. it does not tolerate bribery and corruption under any circumstances; in this regard, acts within the framework of its **Anti-Corruption and Anti-Bribery Policy**.
18. while executing its purchasing activities, it prefers to work with suppliers that comply with the principles of the **Sustainable Procurement and Supply Chain Policy**, consider environmental health, align with Kontrolmatik Technology's sustainability approach and business quality requirements. It aims to adopt its own sustainability approach to its suppliers, and makes necessary improvements.

19. continuously develops its sustainability approach and its related practices, takes as principle to regularly adopt and share these developments with its partners, customers and stakeholders. Similarly, controls the risks of sustainability approaches of its suppliers, customers and partners, supports them by conducting improvements and implementing best practices when necessary.
20. in order to adopt and internalize the sustainability approach and to raise awareness of sustainable employee engagement, the Sustainability Committee has been established and actively conducts relevant workshops and trainings. Committee is comprised of executive board members and department representatives and relevant workshops and trainings are held.
21. The sustainability committee works for improvement and ensuring the business continuity with best quality by evaluating all risks and opportunities within the scope of the company's strategy, vision and goals in the field of sustainability, establishing relevant policies, integrating them into all business activities, following and complying with national and international legislation and innovations, keeping up brand values reputation, sustainable finance and investment management.

## **POWERS and RESPONSIBILITIES**

All Kontrolmatik Technology Inc. companies and employees are obliged to comply, adopt and develop this Policy in a transparent manner. Kontrolmatik Technology Inc. also expects its Business Partners to comply with this Policy in a transparent manner to the extent applicable to the relevant party and/or transaction, and takes the necessary steps accordingly. In case of a difference between this Policy and the local legislation applicable in the countries where Kontrolmatik Technology Inc. operates, the more restrictive policy or legislation will apply, to the extent that the relevant application does not contradict the local legislation. The Sustainability and Environment Department of Kontrolmatik Technology Inc. is the unit responsible for the implementation of this Policy. If you become aware of any action that you consider to be contrary to this Policy, applicable legislation or Community procedures and standards, you may consult or report this matter to your supervisor or the Sustainability and Environment Department.