

# SUSTAINABILITY POLICY

As Pimsa Otomotiv, we are fully aware of our environmental, economic, and social responsibilities. Our commitment to the well-being and development of future generations is being reshaped and strengthened through a sustainability approach centered on respect for nature, economic viability, and fostering resilient communities. With this awareness and determination, we aim to:

1. To support sustainable development, we actively contribute to economic, social, and environmental progress. In line with this commitment, we shape our company's operations around sustainability principles, aiming to create positive value for society, the environment, and the economy.
2. In alignment with sustainable development goals, we actively work to extend the reach of our economic, social, and environmental initiatives across a broad audience, including our entire supply chain. We encourage our business partners to adopt best governance practices and provide the necessary guidance to integrate sustainability principles into all business processes effectively.
3. We embrace sustainability as the cornerstone of our business model. All our products and services are developed in line with these principles, adopting a responsible approach to production and consumption. We optimize the use of raw materials and natural resources, conduct our operations with a strong emphasis on environmental protection, and focus on continuously developing innovative solutions to achieve our sustainability goals.
4. As a company committed to avoiding human rights violations, we uphold strong commitments in alignment with our human rights policy. We support these commitments through our practices, prioritizing the protection and promotion of human rights across all our business processes.
5. We place special emphasis on protecting the rights of individuals who may be at higher risk due to exclusion, vulnerability, or other circumstances. We consider it a fundamental responsibility to prevent any adverse impact on the rights of minority groups, including indigenous people, human rights defenders, migrants, women, children, the elderly, and persons with disabilities. In this regard, we implement measures across all processes to safeguard the rights of these groups and embed respect for human rights at the core of our business model.
6. At Pimsa Otomotiv, we uphold the highest standards of mutual respect, equality, occupational health and safety, working hours, fair wages, and the prevention of forced labor and child labor among all employees. Through our practices and agreements, we integrate Pimsa's sustainability principles into all our operations, embedding these values as fundamental pillars of our corporate culture.
7. We prioritize the prevention of conflicts of interest and demonstrate the utmost diligence in matters of confidentiality, information leakage, intellectual property, and information

security. By adhering to our company's ethical values in these areas, we aim to maintain stakeholder trust and foster sustainable business relationships. Through continuous training and awareness initiatives, we ensure that all employees internalize these principles and uphold them in their daily activities.

8. We strictly prohibit bribery and all other forms of corruption. As a company, we promote transparency and integrity, prioritizing ethical conduct in all our business processes. This approach, based on the principles of reliability and accountability, aims to strengthen our relationships with stakeholders.
9. We grant full authority to worker representatives in matters such as employee rights and communication with management, and we respect their efforts to protect workers' rights. This approach aims to create a fair and effective communication environment by considering the views of our employees and strengthens the role of worker representatives. In doing so, we facilitate active collaboration in the protection and improvement of employee rights.
10. In alignment with fair trade principles, we exercise the utmost diligence in areas such as product sourcing, fair competition, anti-corruption efforts, compliance with commercial regulations, and the fight against money laundering. By promoting ethical conduct in these areas, we aim to foster a transparent and fair business environment. By adhering to these principles across all our operations, we strive to develop sustainable business relationships and raise industry standards.
11. Companies must operate in full compliance with tax laws and regulations in the countries where they conduct business, adhering not only to legal provisions but also to the underlying principles and objectives of these regulations. We view tax management and compliance as critical elements of comprehensive risk management and audit systems. In this context, while fulfilling our legal obligations, we prioritize transparency and accountability, aiming to establish a sustainable business model.
12. Our employees are committed to avoiding negative environmental impacts on communities and society at large. By addressing such impacts, we are dedicated to contributing to sustainable development goals. We shape our activities to minimize environmental effects and create a positive impact on society, integrating sustainability principles into all our processes.
13. We identify the negative environmental impacts, including those caused by Pimsa's operations. By addressing these environmental effects, we establish measurable goals, objectives, and strategies to improve our environmental performance. We implement these goals, validate and monitor them where possible, ensure continuous improvement, and regularly review our progress. In this way, we effectively fulfill our commitments to environmental sustainability.
14. Through our emergency action plans, we take the necessary measures to prevent, mitigate, and control any serious damage that may arise from environmental and health-related activities. In this regard, we have effective mechanisms in place to promptly notify the relevant authorities in case of potential incidents. We continuously review and update these plans to ensure we are prepared for any potential risks.

15. We are committed to developing and providing products and services that can be disposed of in a durable and safe manner in accordance with their intended use. By utilizing natural resources sustainably, we create environmentally responsible production processes. Additionally, we aim to minimize energy and material inputs, as well as reduce pollution, greenhouse gas emissions, and waste generation (particularly hazardous waste) to the lowest possible levels. In this context, we strive to integrate sustainability principles at every stage of our business processes.
16. To conserve natural resources and minimize environmental impact, we adopt effective recycling practices across all our operations. We aim to reduce waste, utilize recyclable materials, promote circular economy initiatives, and integrate sustainability into our business processes.
17. We are committed to providing meaningful and accurate information about environmental impacts, such as greenhouse gas emissions, resource efficiency, and other environmental issues. Additionally, we conduct various training and awareness activities to increase our customers' understanding of the environmental impacts of using our products and services. Through this, we aim to promote sustainability awareness and encourage environmentally friendly choices.
18. We are continuously working with a methodology of continuous improvement to reduce our emissions, tracking and validating these processes on an annual basis. Additionally, we are committed to achieving carbon neutrality across our entire value chain by 2050. In line with this goal, we continue to develop strategies to minimize our environmental impact by integrating sustainable practices into our business processes.

As the Pimsa Family, we sincerely commit to our dedication to sustainability policies in order to achieve higher standards in corporate, environmental, economic, and social aspects, and to enhance our quality. We present this commitment to all our stakeholders for their attention.

**EMRE İNCEKARA**  
**General Manager**