

## **Sustainability Committee**

Our Sustainability Committee consists of 19 members holding the following titles, updated as of December 31, 2024:

- Group CEO
- General Manager
- Finance and Administrative Affairs Director
- Marketing Director
- E-Commerce Director
- Human Resources Director
- Supply Chain Director
- Planning, Analysis, and Investor Relations Director
- Regional Operations Directors
- Textile Director
- CEO Office Director
- Internal Control, Risk Management, and Internal Audit Director
- UK Country Director
- Information Technology Director
- Trade Director
- Marketing Manager
- Corporate Communications and Sustainability Manager
- Sustainability Specialist

Projects developed are implemented by the company upon approval from the Sustainability Committee. Decisions are made by a majority vote of attending members. In the case of a tie, the Group CEO's vote counts as two if present; otherwise, the General Manager's vote counts as two. The Committee meets at least six times a year, with a scheduled frequency of every six weeks. Meetings require a simple majority of members to proceed and are convened by the Committee Chair (Group CEO). The meeting agenda is set by the Chair and the Corporate Communications and Sustainability Unit. The Committee Secretariat records decisions in writing, including details of location, time, and attending members. Additionally, the Secretariat prepares a summary of discussions, which is shared with members and relevant units alongside formalized decisions.

Where necessary, the Committee consults external experts to inform its decisions. Decisions requiring Board of Directors' approval, particularly those shaping the company's sustainability strategy, are submitted directly to the Board by the Committee Chair.

## Responsibilities of the Sustainability Committee

- We conduct initiatives and develop projects to integrate sustainability into our business practices.
- We identify priority sustainability focus areas, establish our sustainability strategy, set short-, medium-, and long-term goals, define roadmaps, and develop policies. These are disclosed publicly upon Board approval.
- We monitor national and international sustainability developments.
- We proactively manage risks in environmental, social, and governance (ESG) areas, guiding our sustainability strategy.
- We track progress on our sustainability roadmap and initiatives, define performance metrics, and oversee performance evaluations.
- We support the transition to a low-carbon economy to combat climate change, promoting projects to reduce carbon emissions in our operations.
- We regularly review, enhance, implement, monitor, and audit our sustainability goals, policies, practices, operating principles, and management systems. At least annually—and within the deadlines for public disclosure of annual activity reports—we submit our work for Board approval.
- We ensure all employees are informed about our sustainability strategy and goals, fostering internalization through targeted initiatives.
- We facilitate stakeholder input on our sustainability strategy, policies, and practices.
- We decide on national and international memberships and partnerships to support the success of our sustainability strategy and goals.
- We align with the Sustainability Principles Compliance Framework outlined by the Capital Markets Board (SPK), preparing and submitting sustainability reports required by capital markets legislation for Board approval and public disclosure.