

Privacy	Unclassified
Document No	POL.SUS.001
First Release	Jan. 2022
Revision No	0.2
Revision Date	06.01.2026
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SUSTAINABILITY POLICY



1.0 PURPOSE

The purpose of this policy is to define the sustainability-related commitments and targets of Naturel Holding A.Ş. and its Group Companies in relation to their climate technologies investments and operations.

2.0 SCOPE

This policy covers all our activities, employees, offices, and sites.

3.0 PRINCIPLES AND PRACTICES

The Sustainability Policy consists of the following principles:

3.1 We recognize sustainability and the key principles that support it—transparency, accountability, equality, inclusivity, collaboration, and innovation—as our core corporate values.

3.2 For the sustainability of our planet and our country, we adopt the United Nations Sustainable Development Goals as our objectives, and we take into account international agreements, as well as applicable domestic and international laws and regulations, in order to remain aligned with the global economy.

3.3 We closely monitor national and international developments in sustainability and ESG (Environmental, Social, and Governance) practices, aim to integrate best practices into our KPIs, strategies, procedures, and processes, and take action across all corporate units in line with our corporate values.

3.4 In order to ensure business continuity, we develop business continuity and crisis management approaches that take into account operational, environmental, social, and governance-related risks, establish business continuity plans aligned with our sustainability objectives, and regularly review them.

3.5 Within the scope of our corporate values of equality and inclusivity, we become signatories to international principles such as the UN Global Compact (UNGC) and the UN Women's Empowerment Principles (UN WEPs), and we set our sustainability goals and take actions in accordance with these principles.

3.6 While prioritizing our goals, we involve our stakeholders in the decision-making process, and in line with our values of collaboration and innovation, we aim to establish partnerships and collaborations with all stakeholders to develop projects that contribute to our sustainability objectives.

3.7 In line with our corporate values of transparency and accountability, we periodically share our sustainability and ESG-related actions and targets with our stakeholders through sustainability reports and ESG disclosures.

3.8 We strive to ensure that sustainability is a focal point of our corporate culture by designing webinars and training programs for our internal stakeholders and by developing joint projects related to social responsibility.

3.9 In order to increase sustainability awareness among all our stakeholders, we communicate the steps we take through various channels in line with our corporate communication strategy and keep our stakeholders informed.

Prepared by:	Controlled by:	Approved by:
SUSTAINABILITY	QUALITY MANAGEMENT	CEO
PINAR KARAMAN	DEMET DİKMEN	TOLGAY BENDERLİ

Bu doküman NATUREL HOLDİNG'in fikri malıdır. Kalite Yönetimi'nin yazılı izni olmadan çoğaltılması ve başkalarına verilmesi yasaktır.

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3.10 We establish the necessary corporate infrastructure and transformation to ensure effective and efficient sustainability management systems.

3.11 We engage consultants and expert teams to support our sustainability activities.

3.12 We aim to effectively monitor, manage, and report our sustainability risks.

4.0 REVIEWING OF POLICY

We review this Policy with Sustainability Committee once a year, evaluate its effectiveness and make necessary improvements.

5.0 REVISION HISTORY

Revision No	Rev. Date	Revised Titles	Explanations
00	--	--	Initial release
01	27.01.2025	3.0	The sections have been reviewed and updated.
02	06.01.2026	3.0	Item 3.4 has been added.

Prepared by:	Controlled by:	Approved by:
SUSTAINABILITY PINAR KARAMAN	QUALITY MANAGEMENT DEMET DİKMEN	CEO TOLGAY BENDERLİ

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