BİM BİRLEŞİK MAĞAZALAR A.Ş.
SUSTAINIBILITY COMMITTEE
OPERATING PRINCIPLES

PURPOSE AND SCOPE

The Sustainability Committee (“Committee”) was established to work under the Board of Directors for the execution, implementation and follow-up of the Environmental, Social, Corporate Management (ESG) studies of BİM Birleşik Mağazalar A.Ş. (“Company”), based on the decision of the Board of Directors dated 18 March 2021.

The Committee determines the Company's strategy, policy and goals in the field of ESG, ensures their execution and monitors their implementation.

This document aims to determine the Working Principles of the Sustainability Committee of the Company.

STRUCTURE OF THE COMMITTEE AND MEETINGS

The Committee members are chosen from Board of Directors Members, and Senior Management.

The chairman of the committee is elected by the committee among the members.

Independent experts can be consulted during the execution of the committee activities.

The Committee meets at least twice a year.

Investor Relations and Sustainability Department carries out the secretariat of the Committee.

Committee takes decisions regarding implementation. When necessary, The Committee
submits the decisions to the Board of Directors.

While carrying out the work, the Committee consults the relevant units of the Company when necessary.

DUTIES AND RESPONSIBILITIES

Determines the material sustainability issues, when necessary reviews them based on the feedbacks of the stakeholders and submits them to the approval of the Board of Directors.

Creates the sustainability strategy, policy, goals, practices, working principles, management systems, regularly reviews and reorganizes, executes, monitors, obtains the approval of the Board of Directors when necessary, and informs the Board of

Directors at least once a year about their work.

Follows the developments in the company's sustainability roadmap and applications, sets goals, determines performance criteria accordingly, monitors performance in line with the targets.

Proactively manages risks and opportunities in ESG issues and ensures the integration of the Company's business strategy and sustainability strategy.

Follows up-to-date developments in sustainability and ensures the development of existing strategies and policies in this direction.

Ensures the implementation of projects to reduce carbon emissions in business processes within the scope of combating climate change, supports the transition to a low-carbon economy.

Ensures that all Company employees are informed in line with the Company's sustainability policy and targets, and works to ensure that employees internalize these policies.

Allows the participation of all stakeholders in the decision-making processes of the company's sustainability strategy, policy and practices.

SUSTAINABILITY WORK GROUPS DUTIES AND RESPONSIBILITIES

The Committee appoints working groups for the effective management of sustainability issues.

There are four working groups: Sustainability Strategy Management & Corporate Management, Customer Experience & Products & Supply Chain, Employees and Environment.

Professional managers and employees from units related to the subject take part in the working groups.

Working groups are obliged to fulfill all duties assigned by the Committee.

Working groups meets at least four times a year.

Working groups inform the Committee about the activities carried out in the fields they are assigned and make recommendations.

Unit responsible for the committee secretariat is also responsible for the coordination of the working groups, keeping the meeting minutes and reporting the working outputs of the working groups to the Committee.

VALIDITY

The Sustainability Committee Working Principles were approved and put into effect at the Board of Directors meeting held on 27 May 2021. The Policy has been revised and republished on 19 September 2025.