

Annual Report 2025

TURNING COMMITMENT INTO IMPACT

Arkem Kimya San. ve Tic. A.Ş.

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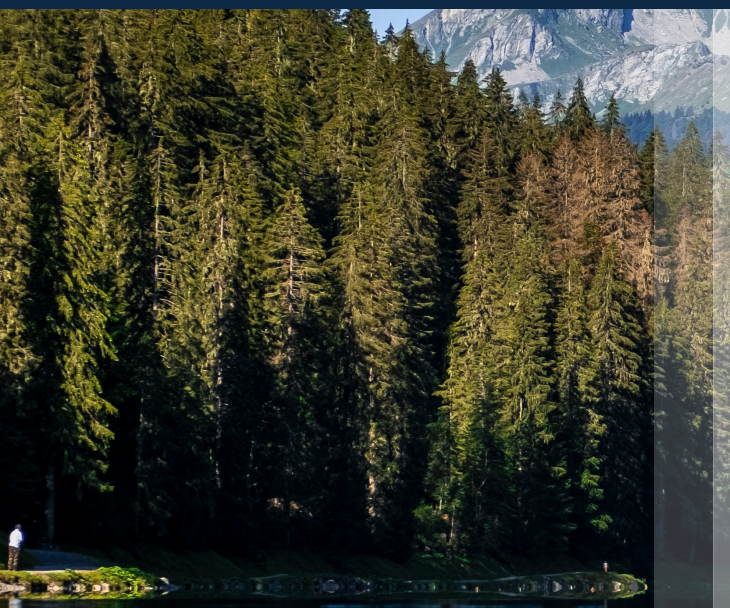
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INTRODUCTION



About this Report

Who We Are

- Global Presence
- About Our Business Segments
- Sectors We Serve
- Our Organization
- Board Members

Sustainability Highlights

ABOUT THIS REPORT

This Annual Report presents a comprehensive overview of Arkem Kimya's environmental, social, and governance (ESG) performance for the period from January 1 to December 31, 2025. As the inaugural edition of our sustainability disclosures, it outlines the strategic direction we have defined and the key initiatives undertaken to integrate sustainability into our operations. This Annual Report reflects our contributions to the United Nations Sustainable Development Goals (SDGs), while reaffirming our commitment to the Ten Principles of the United Nations Global Compact, to which we are a proud signatory.

This report reflects both our enthusiasm and our firm commitment to embedding sustainability at the heart of our business practices. This report has been prepared with the intent to provide transparent, accurate, and reliable information to all our stakeholders. It marks the beginning of an ongoing process to improve our sustainability performance and reporting capabilities in line with global standards.

WHO WE ARE

Arkem Kimya is a leading global distributor of high-quality specialty chemicals across various categories. In addition to delivering premium products from wellknown global brands, we place great emphasis on the quality of our logistics and value-added services to ensure a consistently high level of customer satisfaction.

903
Unique Suppliers

1,165
Customers

642
Enhanced products

22
Countries served

7
Ports and warehouses

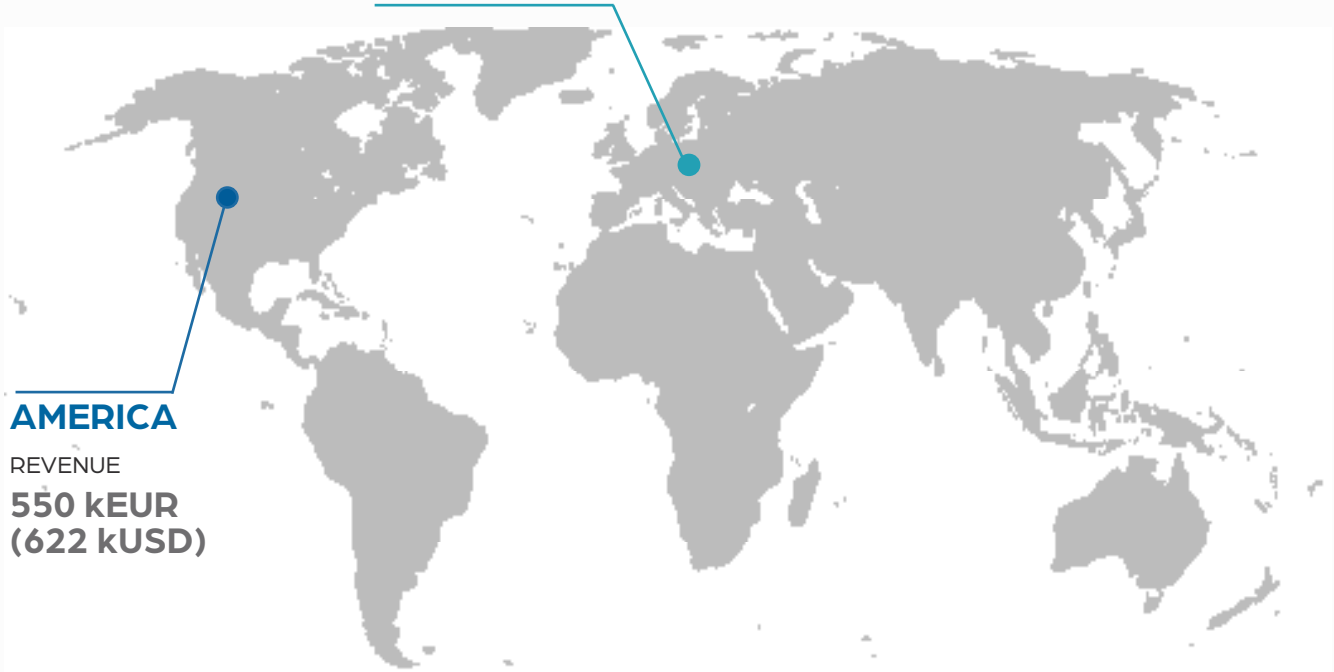


GLOBAL PRESENCE

Arkem Kimya's total sales reached 182,428 kEUR (206,216 kUSD) in 2025.

TR: 91.37% **BG:** 0.75% **BAE:** 0.37%
GR: 3.68% **AZ:** 0.51% **ABD:** 0.30% **All Other:** 1.4%
EG: 0.97% **IT:** 0.40% **GE:** 0.25%

EMEA
REVENUE
181,877 kEUR (205,593 kUSD)



AMERICA
REVENUE
550 kEUR (622 kUSD)

ABOUT OUR BUSINESS SEGMENTS

Essential Chemicals

Essential Chemicals form the foundation for a wide range of industrial and everyday materials. Our products are in high demand in the following areas:

Plastics and Polymers: Key raw materials for polyester, polyurethane, and other types of polymers.

Coatings: Provide durability, corrosion resistance, and aesthetic finishes for various surfaces.

Adhesives: Enhance bonding strength and flexibility for industrial and consumer applications.

Packaging: Support the production of sustainable, lightweight, and durable materials for food, consumer goods, and industrial packaging.

Performance Chemicals

Performance chemicals are high-value-added products designed to meet specific industrial needs. Key application areas include:

Water Treatment: Solutions for cleaner and more sustainable water resources.

Concrete and Construction: Improve durability and contribute to energy efficiency through concrete additives.

Coatings and Paints: Provide surface durability, gloss, and protection through specialized chemicals.

Surfactants

We hold a significant position in the international trade of chemical products. Our company in the import and export of surfactant group products, which are indispensable components in both industrial and everyday applications.

Personal Care and Cosmetics: Essential ingredients in shampoos, soaps, liquid hand soaps, body cleansers, and other personal care products.

Household Cleaning: Key components in laundry detergents, dishwashing liquids, and surface cleaners.

Industrial Applications: Used in oil and gas industries as demulsifiers, in the textile industry for dyeing processes, and in the paper industry to facilitate operations.

Agriculture and Food: Employed as additives in pesticide formulations and food processing.

SECTORS WE SERVE

We proudly supply high-quality chemical raw materials to global markets, guided by our commitment to sustainability and environmental responsibility.

Our diverse product portfolio supports a wide range of industries and is integrated into countless manufacturing processes worldwide. We prioritize not only customer satisfaction but also the health of people and the planet by aligning our operations with environmental, social, and governance (ESG) principles.

We conduct our activities in alignment with international sustainability frameworks.

In doing so, we promote transparency in our supply chain and continuously improve our environmental and social impact by fostering responsible sourcing, product stewardship, and stakeholder collaboration.



BOARD MEMBERS

Our Board of Directors consists of 5 members who are experienced in the chemical trade sector. Being the highest decision-making authority at the center of our corporate governance approach, Our Board of Directors guides the implementation of our strategic goals and the transparent, fair and accountable management of our sustainability strategy

Levend Kokuludağ
Executive Chairman of the Board

Gökhan Kokuludağ
Vice Chairman of the Board

Bilkan Kokuludağ
Board Member

Erkut Erkek
Board Member

Gazi Özkan
Board Member

OUR ORGANIZATION

Arkem Kimya operates through an integrated organizational structure designed to support efficient, responsible, and sustainable business operations. Our organization brings together key functions including Sales, Logistics, Human Resources, Accounting, Finance, Financial Control and Reporting, Legal, Information Technologies, HSE-Q and Sustainability, and Bulk Chemicals Operations. Through close collaboration across these functions, Arkem Kimya aims to ensure operational excellence, financial discipline, regulatory compliance, employee well-being, and sustainable value creation for its stakeholders.

11
Key functions

OUR KEY FUNCTIONS

Performance Chemicals
Purchasing & Sales
Customs Operations & Logistics

Bulk Chemical Operations

Financial Affairs
Finance
Accounting

Human Resources &
Corporate Communication

Essential Chemicals
Purchasing & Sales
Customs Operations & Logistics

HSE-Q and Sustainability

Financial Control and Reporting

Legal

Information Technologies



SUSTAINABILITY HIGHLIGHTS 2025

ECOVADIS: 2025 SILVER RATING

At Arkem Kimya, sustainability is an integral part of our business strategy and long-term vision. Guided by our commitment to environmental responsibility, ethical business practices, human rights, and responsible supply chain management, we continuously strive to strengthen our sustainability performance and create lasting value for our stakeholders.

Our efforts which strated in 2022 were recognized in 2024 with the EcoVadis Bronze Medal, reflecting the progress we made in embedding ESG principles throughout our organization. Building on this achievement, we continued to improve our management systems, enhance performance monitoring, and advance responsible business practices across our value chain.

In 2025, our commitment to continuous improvement was rewarded with the EcoVadis Silver Medal. This milestone demonstrates the maturity of our sustainability approach and reinforces our commitment to operating responsibly while creating long-term value for our customers, employees, suppliers, and business partners.

UNGC: 2025 COP REPORTING

Since 2024, Arkem Kimya has been a signatory of the United Nations Global Compact (UNGC), reaffirming its commitment to responsible business practices and the principles of sustainability, human rights, labor, environmental responsibility, and anti-corruption. As part of this commitment, Arkem Kimya continues to fulfill its annual Communication on Progress (CoP) reporting, transparently sharing its progress and ongoing efforts towards the UNGC principles. Through this continued engagement, the Company aims to strengthen its ESG approach and contribute to sustainable and responsible growth.

RESPONSIBLE CARE: CONTINUOUS COMMITTMENT

Arkem Kimya is committed to the Responsible Care® initiative, reinforcing its dedication to continuously improving its performance in health, safety, environmental protection, and responsible chemical management. Through the Responsible Care commitment, the Company strives to uphold high standards across its operations, promote a culture of safety and environmental responsibility, and contribute to the sustainable development of the chemical industry. This commitment forms an integral part of Arkem Kimya's broader ESG approach and its ongoing efforts to operate responsibly and sustainably.

GPTW: BEST SMALL 50-99

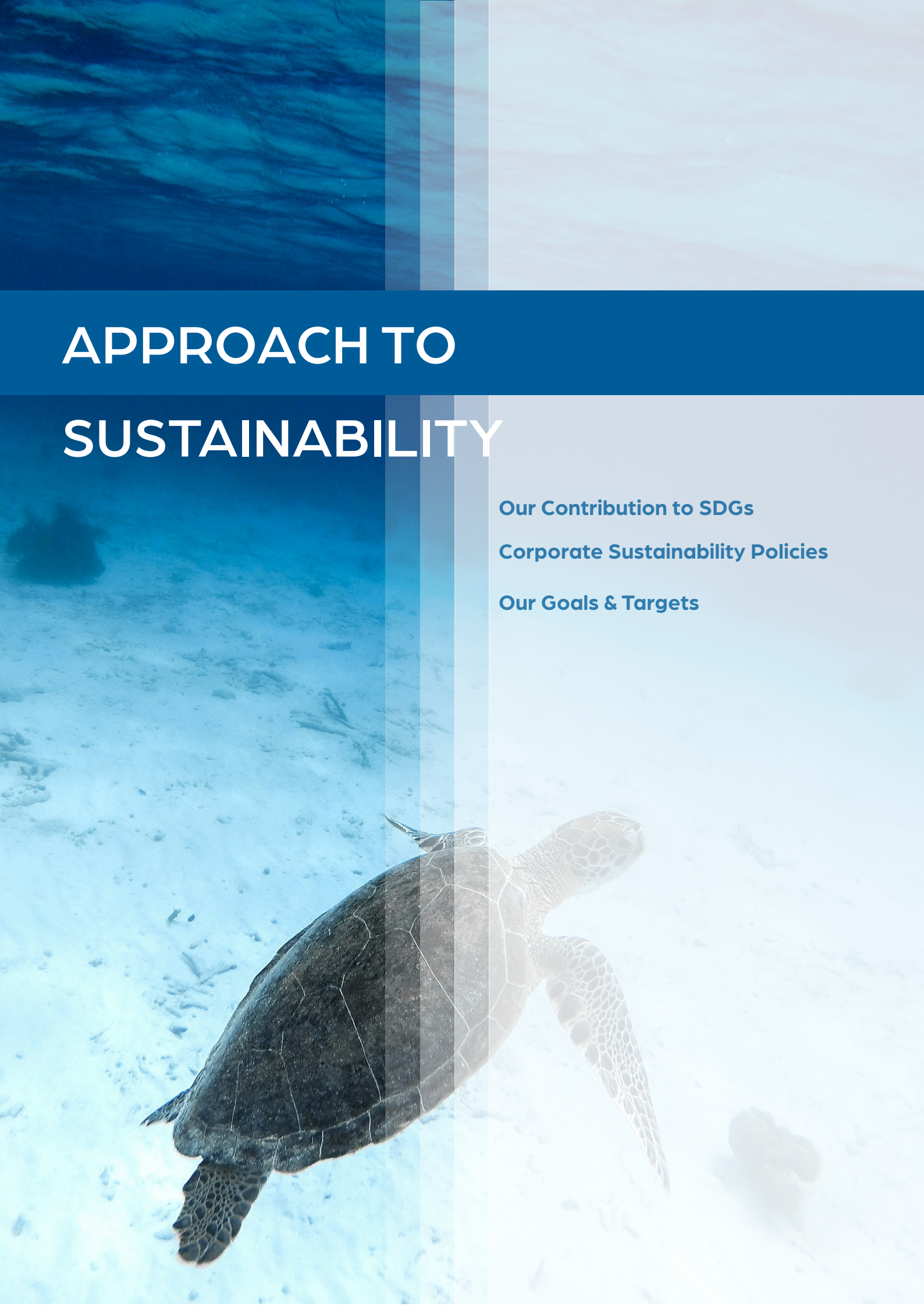
Arkem Kimya participated in the Great Place to Work® evaluation, reflecting its commitment to fostering a positive, inclusive, and supportive workplace culture. In the Best Small Workplaces™ category for organizations with 50–99 employees, Arkem Kimya ranked 18th, recognizing its ongoing efforts to strengthen employee experience, engagement, trust, and a positive working environment. This achievement reinforces the Company's commitment to developing a workplace where employees can grow, contribute, and thrive

APPROACH TO SUSTAINABILITY

Our Contribution to SDGs

Corporate Sustainability Policies

Our Goals & Targets



OUR CONTRIBUTION TO SDGS

Our Contribution to the United Nations Sustainable Development Goals (SDGs)

In aligment with our sustainability vision, we integrate the United Nations Sustainable Development Goals (SDGs) into our core strategies and operations. Recognizing the critical role of the private sector in advancing these global priorities, we are committed to creating long-term value by managing our environmental, social, and governance (ESG) impacts responsibly.

We focus on the following SDGs, where we believe our business can make the most significant and measurable contribution.



ENVIRONMENT

We are committed to minimizing our environmental impact by improving resource efficiency, reducing emissions and waste, and promoting sustainable practices across our operations and value chain.



PARTNERSHIP

We create lasting value through responsible partnerships, working collaboratively with our suppliers, customers and stakeholders to advance sustainability and drive positive impact across our value chain.



PEOPLE

We prioritize our people by fostering a safe, inclusive and respectful workplace, supporting employee development, well-being and equal opportunities.







OUR CORPORATE SUSTAINABILITY POLICIES

At Arkem Kimya, sustainability is integrated into the foundation of our business strategy. As a distribution company, we recognize our responsibility to operate in a way that respects the environment, safeguards human rights, promotes occupational health and safety, and upholds ethical standards across our entire value chain.

To ensure our operations are sustainable and responsible, we have established a comprehensive set of corporate policies. These include our Environmental Policy, Occupational Health and Safety (OHS) Policy, Information Security Policy, Human Rights Policy, and Sustainable Procurement Policy. Each policy outlines our specific commitments and guiding principles designed to minimize our environmental impact, protect our people, and contribute positively to society.

- **Environmental Policy:** We are committed to combat climate change and reduce our environmental footprint by improving resource efficiency, minimizing waste, and supporting practices that promote a low-carbon future.
- **Occupational Health and Safety Policy:** We prioritize the safety and well-being of our employees, contractors, and visitors. Our proactive approach ensures compliance with OHS regulations and the continuous improvement of workplace conditions.
- **Information Security Policy:** As part of our digital responsibility, we safeguard company and stakeholder information through robust data protection measures, ensuring confidentiality, integrity, and availability.
- **Human Rights Policy:** We uphold and promote internationally recognized human rights standards throughout our operations and supply chain, including fair labor practices, non-discrimination, and zero tolerance for forced or child labor.

OUR TARGETS & GOALS

Time Horizons: Short 1–5 Years | Medium 6–10 Years | Long >10 Years

Strategic Area	GOAL	KPI or Target	Time Horizon	Base Year (2024)	Progress (2025)	SDG Alignment
GOVERNANCE AND REPORTING	Improve sustainability performance and external recognition	Achieve and maintain an EcoVadis Gold Medal or higher	Short	Bronze medal	Silver medal	
		Achieve a CDP score of B or higher	Medium	C (Climate change)	Not assessed	
	Strengthen climate commitments and transition planning through recognized initiatives and science-based targets	Set SBTi-aligned GHG reduction targets and seek validation	Medium	GHG reduction targets maintained; SBTi alignment not initiated	GHG reduction targets maintained; SBTi alignment not initiated	
		Commit to the SME Climate Commitment (Climate Change, Energy)	Short	Not started	Not started	
		Develop and periodically update the Climate Transition Plan in line with the company's climate targets and identified risks and opportunities	Medium	Not started	Not started	
	Strengthen the credibility, transparency and reliability of sustainability reporting	Obtain independent third-party verification of the corporate GHG inventory	Short	Not started	Not started	
		Obtain independent third-party assurance of ESG data and disclosures	Medium	Not started	Not started	
	Align sustainability reporting with recognized standards and regulatory requirements	Prepare the Sustainability Report in accordance with recognized international standards and frameworks (GRI, CSRD/ESRS, IFRS Sustainability and SASB)	Short	In progress	Report prepared according to GRI	
	Improve data quality and have advanced analytical capabilities	Use of digital tools to improve data collection, analysis and reporting processes	Long	Not started	Not started	
	Support our sustainability goals and reduce environmental impact by building "green financial partnerships	Use green bonds and sustainability-linked loans	Medium	Not started	Not started	
	Strengthen sustainability governance through recognized industry initiatives and commitments	Having "Responsible Care" certificate	Short	Achieved	Achieved and maintained	
		Having "Global Responsible Care" certificate	Medium	Not started	Not started	
	Strengthen stakeholder engagement, transparency and continuous improvement	Establish and maintain regular stakeholder communication and feedback mechanisms	Medium	Not started	Not started	
		Increase the stakeholder survey response rate on ethics and sustainability from the 2024 baseline of 34% to at least 50% by 2030	Medium	34%	Not assessed	
SUSTAINABLE PRODUCTS AND SERVICES	Strengthen sustainability performance across the supply chain through responsible supplier management	Evaluate 100% of active product and service suppliers based on defined CSR criteria, including environmental, social and ethical aspects by 2032	Medium	1%	2%	
		Obtain signature or digital acknowledgement of the Supplier Code of Conduct from 100% of suppliers by 2029	Short	1%	2%	
		Conduct independent third-party sustainability audits, including human rights and labor practices, covering at least 10% of critical and strategic suppliers by 2035	Long	0%	0%	
		Source at least 50% of our logistics services from providers holding a recognized Green or Sustainable Logistics Certificate by 2035	Long	1%	1%	
		Become a member of Together for Sustainability (TfS)	Short	Not started	In progress	
		Integrate environmental, labor, human rights and ethical requirements into 100% of applicable product and service supplier contracts by 2029	Short	Not started	In progress	

OUR TARGETS & GOALS

Time Horizons: Short 1–5 Years | Medium 6–10 Years | Long >10 Years

Strategic Area	GOAL	KPI or Target	Time Horizon	Base Year (2024)	Progress (2025)	SDG Alignment
SUSTAINABLE PRODUCTS AND SERVICES	Support responsible sourcing of palm oil and palm-derived products	Maintain active RSPO membership as a Supply Chain Associate	Short	Not started	Achieved	
		Increase the share of RSPO-certified suppliers for applicable palm-derived products to 100% by 2029	Short	Not started	In progress	
		Source 100% of applicable palm oil and palm-derived products from traceable, RSPO-certified or otherwise independently verified sustainable sources by 2029	Short	43%	58%	
	Raise awareness among our stakeholders while promoting good practices and new collaboration opportunities	Collaborate with at least 3 key suppliers to promote sustainability best practices and awareness across the value chain by 2032	Medium	0	0	
		Join at least 2 industry networks on sustainability to share resources and discuss best practices and collaborative opportunities with other businesses by 2029	Short	1	1	
	Promote diversity and women's empowerment across the supply chain	Integrate supplier diversity considerations, including women-led businesses, into applicable supplier sourcing and selection processes	Short	Not started	Achieved	
	Expand the portfolio with green products and services while promoting environmentally preferable alternatives to customers	Achieve at least 10% of products purchased for resale with certified materials, eco-labels or other recognized sustainability attributes by 2035	Long	0%	0%	
		Promote environmentally preferable product alternatives to customers where suitable options are available	Long	-	New	
	Integrate environmental sustainability criteria into internal procurement	Maintain 100% use of FSC-certified paper and environmentally preferable cleaning products in office operations each year through 2029	Short	100%	100%	
	Improve sustainable procurement performance by increasing the competencies of the purchasing team	Train 100% of employees in the procurement and logistics team on responsible sourcing, including environmental, social, labor, human rights and climate-related issues in the supply chain by 2029	Short	0%	95%	
ENVIRONMENT	Support ecosystem restoration and long-term conservation	Participate annually in at least two biodiversity, conservation or ecosystem restoration initiatives through employee volunteering and/or donations, through 2029	Short	2	Achieved	
	Combat climate change by reducing emissions with developed strategies	Reduce gross Scope 1 and location-based Scope 2 GHG emissions by 50% by 2030 compared with the 2024 baseline	Medium	334 tCO2e	-9% (2025:305 tCO2e)	
		Reduce gross Scope 1 emissions by 20% by 2030 compared with the 2024 baseline	Medium	232 tCO2e	-13% (2025:201 tCO2e)	
		Provide 100% of electricity consumption by renewable energy sources (I-REC, GOs etc.)	Short	100% with I-REC	97% with I-REC	
	Measure and reduce GHG emissions across the value chain	Calculate upstream and downstream transportation and distribution Scope 3 GHG emissions and establish a baseline	Medium	Not started	Not started	
	Improve water efficiency in office operations	Reduce water withdrawal per employee by 25% by 2029 compared with the 2024 baseline through water-efficiency measures	Short	25.33 m3/employee	-46% 13.68 m3/employee	
	Improve waste management and reduce disposal impacts	Reduce the amount of waste sent to landfill by 30% by 2035 compared with the 2024 baseline	Long	27.81 t	-16% (2025: 23.25 t)	
		Upgrade the current Basic Level Zero Waste Certificate obtained for our office operations to Platinum Level by 2030	Medium	Basic Level Certificate	Basic Level Certificate	

OUR TARGETS & GOALS

Time Horizons — Short 1–5 Years | Medium 6–10 Years | Long >10 Years

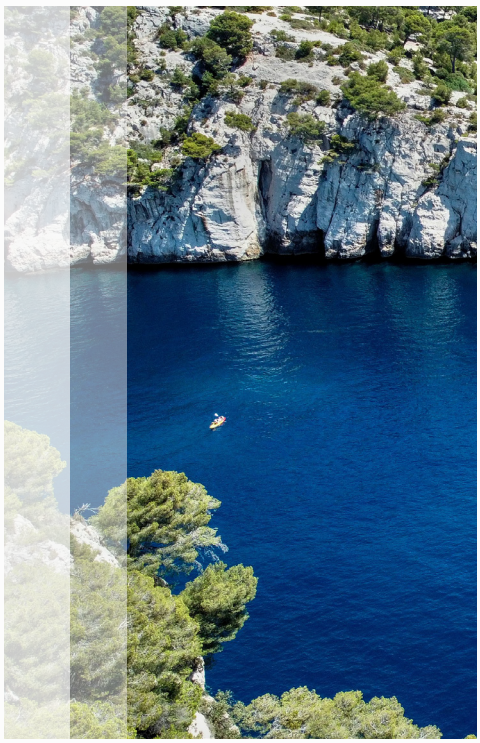
Strategic Area	GOAL	KPI or Target	Time Horizon	Base Year (2024)	Progress (2025)	SDG Alignment
ENVIRONMENT	Strengthen internal knowledge and practices in environmental and hazardous substance management	Provide at least 1 hour of toxic and hazardous substance management training per employee each year through 2029	Short	1.15	1.18	
		Provide at least 1 hour of environmental and sustainability training per employee each year through 2029	Short	1.34	0.68	
	Ensure effective management of customer health and safety risks associated with products	Engage and inform customers through at least 2 webinars, seminars or other awareness activities annually through 2029 on environmental sustainability and product-related health and safety topics	Short	"Achieved '3 programmes completed"	"Achieved and maintained '2 programmes completed"	
		Maintain up-to-date safety and regulatory information for 100% of applicable products and communicate it to customers annually through 2029	Short	Not started	100%	
SOCIAL	Support equal access to quality education through social responsibility initiatives	Support at least 2 educational institutions that promote equal access to quality education each year through 2029	Short	1 instituion is supported	1 instituion is supported	
	Strengthen employee skills and career development through continuous learning	Provide at least 15 hours of training per employee each year through 2029	Short	18.6	15.44	
		Maintain at least 30% of employee training programs focused on job-related knowledge and career development each year through 2029	Medium	32%	61%	
	Strengthen employee satisfaction and engagement	Conduct an annual employee satisfaction survey covering all employees	Short	Achieved	Achieved and maintained	
		"Achieve an employee satisfaction score of 90% by improving workplace culture, engagement, and support by 2030"	Medium	88%	80%	
		Maintain a 100% response rate to employee feedback and suggestions each year through 2029	Short	100%	100%	
	Strengthen employee performance and development through regular evaluation	Conducting regular performance reviews	Short	Not started	Achieved	
	Provide a safe, physically and mentally healthy working environment for employees	Provide at least 1 hour of ergonomics and psychosocial well-being training per employee at least once every two years through 2029	Short	2.1	0	
		Conduct regular OHS training for employees based on workplace risks and training needs	Short	Achieved	Achieved and maintained	
	Provide fair and supportive working conditions for employees	Maintain 100% private health insurance coverage for eligible employees	Short	100%	100%	
		Complete an annual compensation benchmarking review against market conditions	Short	Achieved	Achieved and maintained	
	Promote diversity and inclusive employment opportunities	Achieve at least 5% representation of employees with disabilities in the workforce by 2032	Medium	2%	2%	
		Achieve 100% employee participation in diversity, inclusion, discrimination and harassment awareness training by 2029	Short	60%	86%	
		Achieve at least 50% representation of women in senior management by 2032	Medium	0%	0%	
		Become a signatory to the Women's Empowerment Principles (WEPs) by 2029	Short	Not started	Not started	

OUR TARGETS & GOALS

Time Horizons — Short 1–5 Years | Medium 6–10 Years | Long >10 Years

Strategic Area	GOAL	KPI or Target	Time Horizon	Base Year (2024)	Progress (2025)	SDG Alignment
ETHICS COMPLIANCE & GOVERNANCE	Promote gender diversity in corporate governance	Achieve at least 25% representation of women on the Board of Directors by 2040	Long	0%	0%	
	Build a strong sustainability governance structure to continuously improve sustainability performance	Establish a Sustainability Committee and define its working principles	Short	Not started	Achieved	
	Promote an ethical working environment and effective management of ethics-related concerns	Resolve at least 90% of reported ethical violations or complaints within 30 business days each year through 2029	Short	No cases reported	No cases reported	
		Establish and maintain a whistleblower protection program with 100% employee awareness by 2029	Short	Not started	Achieved	
	Strengthen ethical conduct and compliance management across the organization	Achieve 100% annual employee completion of anti-corruption and ethical conduct training by 2029	Short	60%	88%	
		Conduct periodic bribery and corruption risk assessments across relevant business functions and operations	Short	Not started	Achieved	
	Strengthen information security governance and cyber resilience	Provide an average of at least 1 hour of information security and ISMS training per employee each year through 2029	Short	1.1	0.54	
		Conduct information security risk assessments covering 100% of applicable facilities, storage sites and logistics operations by 2030	Medium	Not started	In progress	
		Communicate data protection and information security requirements to 100% of applicable suppliers and service providers by 2029	Short	Not started	Not started	
		Increase Microsoft Secure Score to at least 80% by 2029	Short	58%	69%	
		Obtain ISO/IEC 27001 Information Security Management System (ISMS) certification	Short	Not started	In progress	
	Improve customer satisfaction through timely and effective resolution of IT-related service issues	Resolve at least 95% of IT-related customer complaints within 10 business days each year through 2029	Short	No complaints	No complaints	







ENVIRONMENT



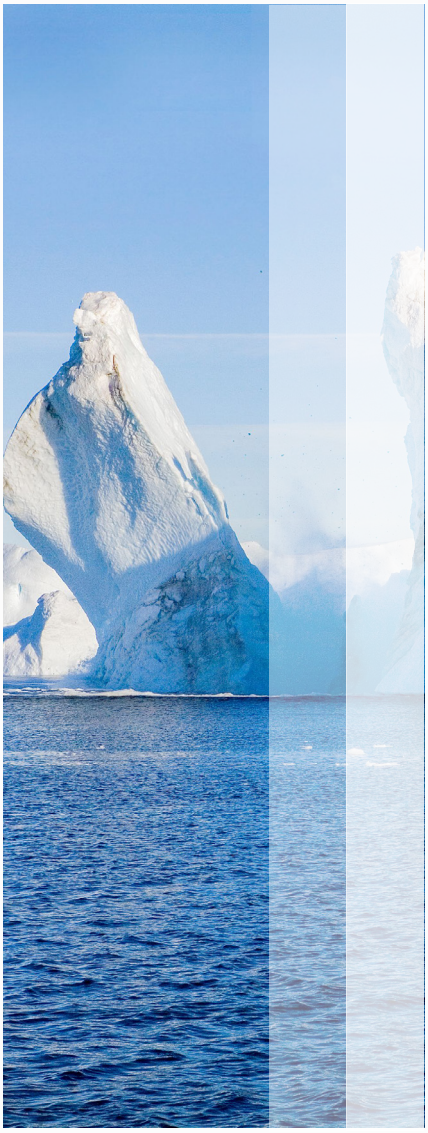
Climate Change & GHG Emissions

Energy Management

Water&Wastewater Management

Waste Management & Circular Economy

Biodiversity



GHG EMISSIONS AND CLIMATE CHANGE

OUR APPROACH

We recognize the far-reaching impact of climate change on our operations, supply chains, markets and society across our value chain.

As we develop our business strategies to include low-carbon products, we will work throughout our value chain to align these products with key megatrends such as renewable energy and circular economy practices. Our suppliers, operating in more than 50 geographical regions, have initiated the transition to low-carbon technologies and are advancing this transformation in line with their sustainability goals. We manage this process with our suppliers through effective communication.

We want to contribute to limiting global warming to 1.5°C. To this end, we are committed to complying with global frameworks such as the Paris Climate Agreement, the European Green Deal, the Border Carbon Adjustment Mechanism (CBAM) and the US SEC Climate Disclosure Rules within the scope of emission control and management.

Our focus is on developing and implementing innovative solutions to reduce the impacts of climate change and promote adaptation.

OUR TARGETS

As Arkem Kimya, we have determined our Greenhouse Gas Reduction (climate) Strategy for the short, medium and long term in order to achieve the Paris Agreement targets of limiting the global temperature increase to well below 2 degrees Celsius above pre-industrial levels. As part of this vision, in the regions where we carry out our operations in accordance with the Paris Agreement;

In accordance with the Paris Agreement, our greenhouse gas reduction strategy focuses on transitioning from fossil fuel-based activities to a lowcarbon economy using cleaner, sustainable energy sources. We are taking multiple steps to reduce both Scope 1 and Scope 2 emissions, identifying opportunities and aiming to reduce multiple environmental impacts in addition to reducing greenhouse gas emissions.

Our Emission Reduction Roadmap vs 2024 Baseline (Summary)

SCOPE 1 GHG EMISSIONS	SCOPE 1 & 2 GHG EMISSIONS	SCOPE 2 GHG EMISSIONS	SCOPE 3 GHG EMISSIONS
2030 Target:	2030 Target:	2030 Target:	2030 Target:
20%	**50%**	**100%**	**100%**
Gross operational emission reduction	Gross emission reduction	Renewable energy sources usage	Calculate upstream and downstream transportation and distribution scope 3 emissions

Our decarbonization efforts include identifying and developing best practices in our operations in joint ventures with suppliers, focusing on raw material sourcing, and engaging with our customers to deliver innovative solutions and optimal training to ensure the efficient use of our products.

Aware of the critical role played by SMEs in combating climate change, our comapny have aimed to sign the SME Climate Commitment by participating in the SME Climate Hub initiative. (Short-term strategic goal for 2025) Within the scope of our company's cooperation with SME Climate Hub, it is aimed to achieve significant gains in areas such as strengthening climate risk management, increasing stakeholder confidence, improving access to sustainability-focused financing, and integration into global sustainability platforms.

As per our commitment, reporting will be done every year through the SME Climate Hub platform and shared with the public in a transparent manner.

In this context, we will declare that we will adhere to the following principles. We will strengthen our imate commitments and transition planning through recognized initiatives and science-based targets

- Set SBTi-aligned GHG reduction targets and seek validation
- Commit to the SME Climate Commitment (Climate Change, Energy)
- Develop and periodically update the Climate Transition Plan in line with the company's climate targets and identified risks and opportunities

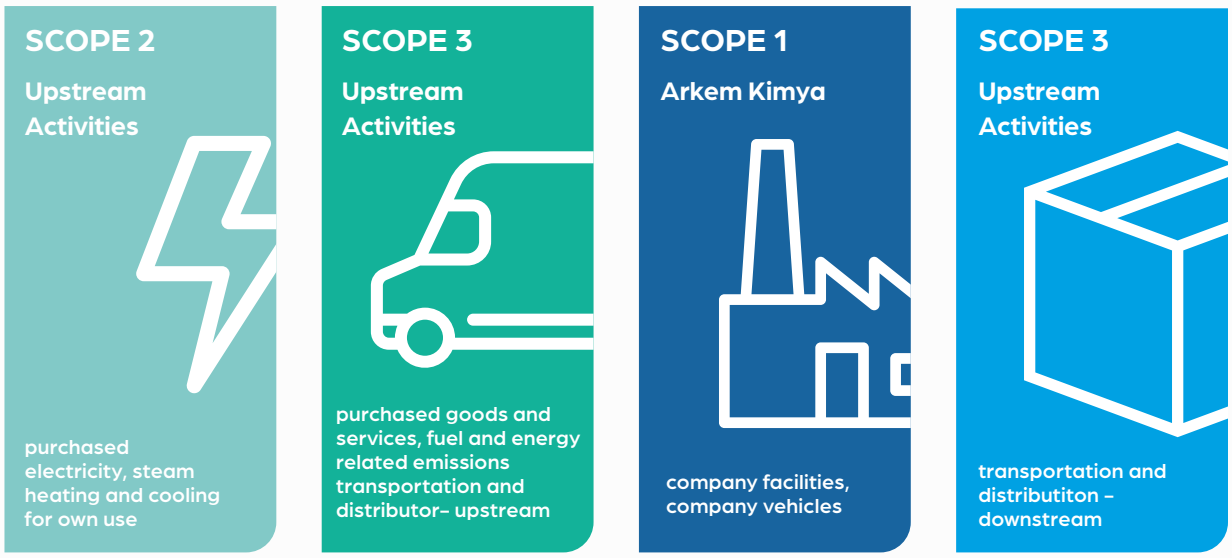
MONITORING

To support conscious decision-making processes, we have established a comprehensive and reliable data management infrastructure. This strengthens the monitoring, analysis and reporting of our environmental, social and governance (ESG) performance, providing a more transparent and accountable structure for our stakeholders. It also enables us to make data-driven strategic decisions to achieve our sustainability goals.

We measure and track the GHG emissions of our operations, regularly collect and report data in the QDMS digital program. – As we make progress in managing greenhouse gas emissions, we include digital tools (QDMS, calculation tools etc.) toeffectively implement our decarbonization roadmap.

In line with our GHG reduction and climate strategy, we as Arkem Kimya are committed to implement external emission verification mechanisms within the scope of our short-term targets up to 2030, in order to create a reliable basis and continuously improve the process. This process includes third-party verification and assurance, which we will expand in the coming years to reduce GHG emissions.

Transparency in our greenhouse gas and environmental data reporting is a key priority. Transparency plays a critical role in a sustainable transition, for effective stakeholder engagement and regulatory compliance. We are voluntarily reporting on climate risks and opportunities using the Task Force on Climate-related Financial Disclosures (TCFD) framework and have initiated enhanced reporting processes. Our commitment to transparency is further reinforced through our EcoVadis reports and made clearly available to our stakeholders.



DECARBONIZATION ROADMAP

We have developed an ambitious decarbonization roadmap to achieve our target of becoming net zero by 2050. As part of this plan, we aim to reduce our absolute Scope 1 and Scope 2 greenhouse gas emissions by 50% by 2030, using 2024 as the baseline year. This includes a targeted 20% reduction in our own Scope 1 operational emissions. Additionally, we plan to calculate Scope 3 greenhouse gas emissions related to downstream and upstream transportation and distribution by 2030. We also aim to supply 100% of our electricity consumption from renewable energy sources such as I-REC and GOs, contributing to our transition to a low-carbon future.

OUR PERFORMANCE

In line with our strategy to reduce climate impacts and greenhouse gas emissions, we have created programs to reduce carbon emissions in all our operations. Reduction target rates for all Scope 1,2 & 3 greenhouse gas emissions compared to the 2024 reference value have been determined.

GHG INTENSITY

GHG emissions intensity represents total Scope 1 and 2 GHG emissions calculated based on our total annual sales in U.S. dollars. Our starting year is 2024. This calculation effectively compares emissions across various business segments or regions within the company.

GHG Intensity (tCO_2e / K EUR)

0.002 Scope 1+2 GHG intensity (Location-Based)

0.001 Scope 1+2 GHG intensity (Market-Based)

GHG Emissions (tCO_2e)

Emission Category	Value (tCO_2e)
Scope 1	201.10
Scope 2 (Location-Based)	104.33
Scope 2 (Market-Based)	3.10
Scope 3 - Category 5 (Waste Generated in Operatons)	11.57
Scope 3 - Category 6 (Business Travel-Air)	24.19
Scope 3 - Category 7 (Employee Commuting)	48.53
Scope 1+2 (Location-Based)	305.43
Scope 1+2 (Market-Based)	204.20



SCOPE 3

Arkem Kimya continues to measure and monitor indirect greenhouse gas emissions associated with its activities and value chain. In 2025, Arkem's Scope 3 GHG inventory covers Category 5 – Waste Generated in Operations, Category 6 – Business Travel, and Category 7 – Employee Commuting.

These calculations support a better understanding of the indirect emissions associated with operational waste, employee mobility and business travel and contribute to the continuous improvement of Arkem's greenhouse gas inventory.

In 2025, in connection with the environmental impacts of air travel, Arkem donated 200 saplings to ÇEKUD, which were planted in Şanlıurfa as part of a reforestation initiative. Through this initiative, Arkem supported ecosystem restoration alongside its efforts to monitor and manage emissions associated with business travel.

As part of the continued expansion of its Scope 3 inventory, Arkem aims to calculate upstream and downstream transportation and distribution emissions and establish a baseline. This will improve the visibility of logistics-related emissions across the value chain and provide a basis for future emission management and reduction initiatives.

Arkem Kimya also seeks to improve the environmental performance of its logistics activities by integrating sustainability considerations into the selection and engagement of logistics service providers. In this context, we aim to source at least 50% of our logistics services from providers holding a recognized Green or Sustainable Logistics Certificate and to collaborate with key suppliers to promote sustainability best practices across the value chain.

Arkem Kimya organizes environmental and sustainability training every year to increase employees' environmental awareness and strengthen sustainability consciousness across the organization. The training covers topics including carbon footprint reduction, energy and resource efficiency, circular economy practices and climate change, supporting employees in integrating sustainable practices into both their work and daily lives. The annual training approach is also reflected in our environmental targets.

ENERGY MANAGEMENT

OUR APPROACH

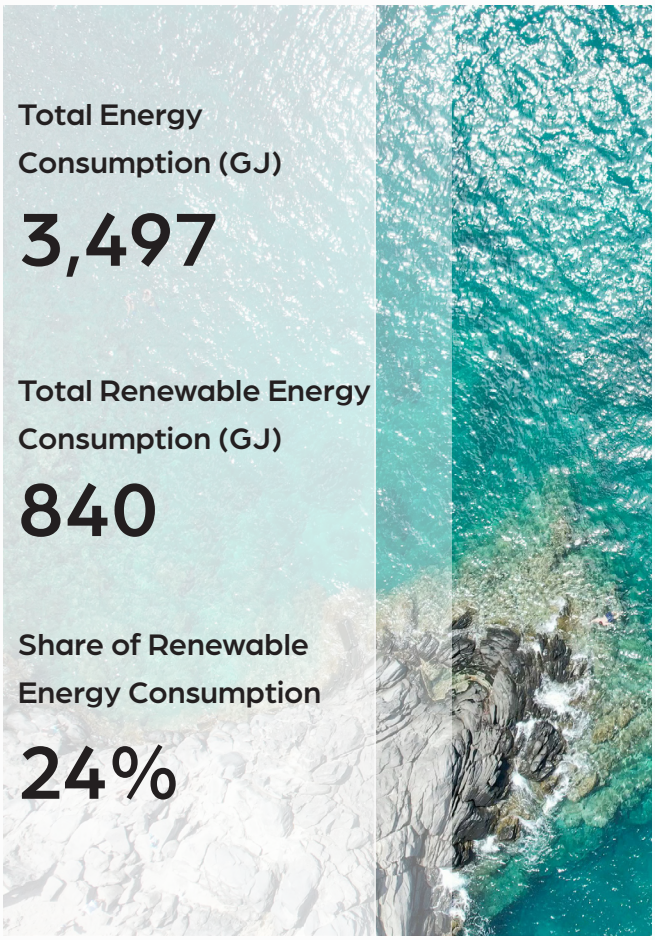
As Arkem Kimya, we have determined our Short-Medium-Long term Sustainability Strategic Goals in line with the goals of the Paris Agreement, which aims to limit the global temperature increase caused by human-induced greenhouse gas emissions to below 2 degrees Celsius compared to the pre-industrial period in the long term and to limit the increase to 1.5 degrees Celsius. This agreement has accelerated the global transformation in terms of energy management. According to IEA (International Energy Agency) reports, clean energy investments have accelerated after the Paris Agreement, and many countries have announced their net zero carbon targets for 2050.

Aware of the critical role played by SMEs in combating climate change, we have aimed to sign the SME Climate Commitment by participating in the SME Climate Hub initiative (Short-term strategic goal).

Within the scope of our Arkem Kimya's cooperation with SME Climate Hub, it is aimed to achieve significant gains in areas such as strengthening climate risk management, increasing stakeholder confidence, improving access to sustainability-focused financing, and integration into global sustainability platforms.

Our commitment to reducing energy consumption and greenhouse gases is clearly expressed in our Environmental Policy. This strategic approach underlines our commitment to sustainability and responsible production and service management and further strengthens our commitment to reducing our environmental impact and creating long-term value.

Our company resolutely aims to reduce energy consumption, increase the use of renewable energy resources and reduce carbon footprint in the short, medium and long term by structuring its energy management strategies in line with sustainability targets. In this context, we carry out effective studies to reduce natural resource consumption in our office; we systematically implement energy efficiency and savings practices. In addition, with the environmental and sustainability training we organize, we contribute to our employees acquiring sustainable habits in their business and daily lives and making these habits permanent.

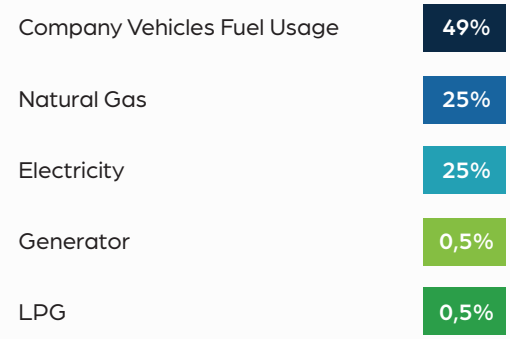


OUR PERFORMANCE

The Energy Consumption (GJ) data of our office where we carry out our operations are given in the table below.

Energy Consumption (GJ)

Energy Category	Value (GJ)
Natural Gas	868
LPG	2
Generator - Diesel	19
Vehicle Fuel - Diesel (on road)	383
Vehicle Fuel - Petrol (on road)	1,358
Vehicle Fuel - Petrol (off road)	0.8
Purchased Electricity - not dovered by I-REC certificate	26
Purchased Electricity - I-REC certified	840



ENERGY INTENSITY

Energy intensity is a measure of energy efficiency. Our energy intensity is calculated by dividing total energy consumption by the number of employees.

41.14 | Energy Intensity (GJ/employee)

MONITORING

Energy consumption data is checked annually by external third parties (sustainability consultants & ISO 14001 auditors) to ensure reliability and accuracy.

The energy data of our Arkem Kimya for 2025 has undergone a comprehensive assurance process (ISO 14001). These data have been comprehensively evaluated on EcoVadis.

In line with our energy consumption data for Arkem Kimya, we calculate greenhouse gas emissions (Scope 1 and Scope 2) resulting from office-related activities.

COMPLIANCE

In line with our policies, we consider compliance with applicable regulations, laws and standards as the highest priority. We actively cooperate with regulatory authorities to fully meet all legal requirements, obtain the necessary permits and licenses, effectively conduct audit processes and submit relevant reports on time.

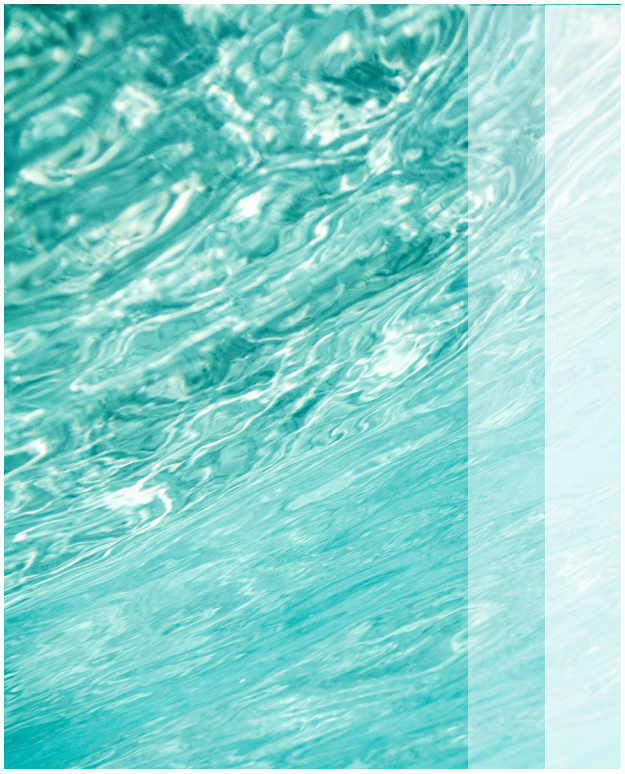
We use digital platforms in our company (Integrated Environmental Management System and OHS & Environmental Legislation Portal) to comply with regulatory requirements.

Our declarations on platforms such as ISO 14001, EcoVadis and CDP ensure compliance with our sustainable policies & strategic goals and reinforce regulatory compliance.

CHANGING ENERGY SOURCES

We support the transition of our energy sources from fossil fuels to cleaner alternatives such as renewable energy. We conduct studies on the use of renewable energy sources in our operations and research alternatives.

As part of the company's renewable electricity procurement strategy, I-REC (International Renewable Energy Certificate) certificates were purchased to cover 100% of its annual electricity consumption in 2025. However, due to the period-specific allocation of certificates (January–July and August–December), market-based Scope 2 emissions were calculated as 3.10 tCO_2e. Consequently, the achievement rate for the renewable electricity target was reported as 97% for 2025, despite the annual electricity consumption being fully covered by purchased I-REC certificates.



We try to provide natural lighting in the offices by using daylight as much as possible. Natural ventilation is provided by opening the windows as much as possible and we try to minimize the use of the air conditioning system.

Regular checks are carried out by security personnel at the end of the working day. During these checks, lighting, air conditioners, computers and other electrical devices left on are carefully checked and turned off.

We replace our office cooling equipment with new materials with lower global warming potential. We prefer white goods, air conditioners, lighting products and electronic devices with Class A energy consumption in our office. We replace expired lighting fixtures with environmentally friendly and long-lasting LEDs.

WATER AND WASTEWATER MANAGEMENT

OUR APPROACH

Access to freshwater is vital to the sustainability of human life and public health. In line with our commitment to the protection, efficient use and sustainable management of freshwater resources, we are determined to implement water management practices in line with the UN 2030 goals and to support efforts to improve access to water.

Increasing water stress on a global scale and the negative effects of climate change on the water cycle make effective and responsible water management more important than ever. With this awareness, we are committed to taking the necessary measures for the protection, efficient use and sustainability of water resources in all our operations. Aware of the vital connection of water with energy and food security, we are determined to develop holistic and responsible approaches in these areas.

Our Environmental Policy reflects our commitments and practices aimed at using water resources efficiently and reducing our impact on water resources in the regions we operate in with all our operations. In this context, we use water resources efficiently within the scope of ISO 14001 Environmental Management System (EMS) and regularly monitor our water management performance. Our water management performance indicators are systematically monitored and reported monthly.

Full compliance with all relevant laws, regulations and directives is one of the fundamental elements of our environmental responsibility approach. In this context, continuous and effective communication is maintained with local authorities, and all necessary permits and licenses regarding water use and wastewater discharge have been obtained.



We provide our employees and contractors with uninterrupted access to water, sanitation and hygiene (WASH) facilities. We ensure that the highest standards are maintained, recognizing that access to such facilities is an integral part of decent working conditions and a fundamental human right.

Our office we operate in is not located in an area experiencing water stress. Our employees have easy access to clean water, and their water needs are fully met in our office.

OUR PERFORMANCE

We have initiated training and awareness activities to reduce water consumption and increase water efficiency by setting water reduction target for our office. Supporting Sustainable Development Communities (SDCs) that carry out work to protect water resources is among our priority goals.

During the reporting period, we carried out activities on World's Environment Day with the Deniz Temiz Association/TURMEPA Civil Society Organization (SKT) and organized events to increase employee participation. We actively monitor and evaluate our water management performance and work on the integration of digital applications into these processes.

WATER MANAGEMENT AND USAGE

In our office where we operate, use tap water provided by local regulatory authorities. Our office meets the drinking water needs of its employees by processing tap water through additional purification processes. Drinking water quality is analyzed and regularly monitored at certain periods within the framework of relevant legal regulations. In line with this, the use of single use packaged water has been abolished. When deemed necessary, drinking water in glass packages is supplied.

Within the scope of in-house Environment and Sustainability face-to-face / distance training programs, our employees are regularly informed about the efficient and responsible use of water.

MONITORING, TRANSPARENCY AND DISCLOSURE

We have created and established the necessary data and measurement infrastructure to optimize the use of water resources to increase our water efficiency. This monitoring mechanism allows us to establish a basis for our water management practices and facilitate data-based decision-making processes.

Water consumption in our office is monitored and reported on monthly invoices. Water withdrawal measurements are checked and reviewed by external third parties every year to ensure the reliability and accuracy of the data. (ISO14001 EMS).

In our sustainability journey, transparency is key to effectively aligning and engaging with our stakeholders. As Arkem Kimya, we voluntarily report on our water risks and opportunities using the EcoVadis platform.

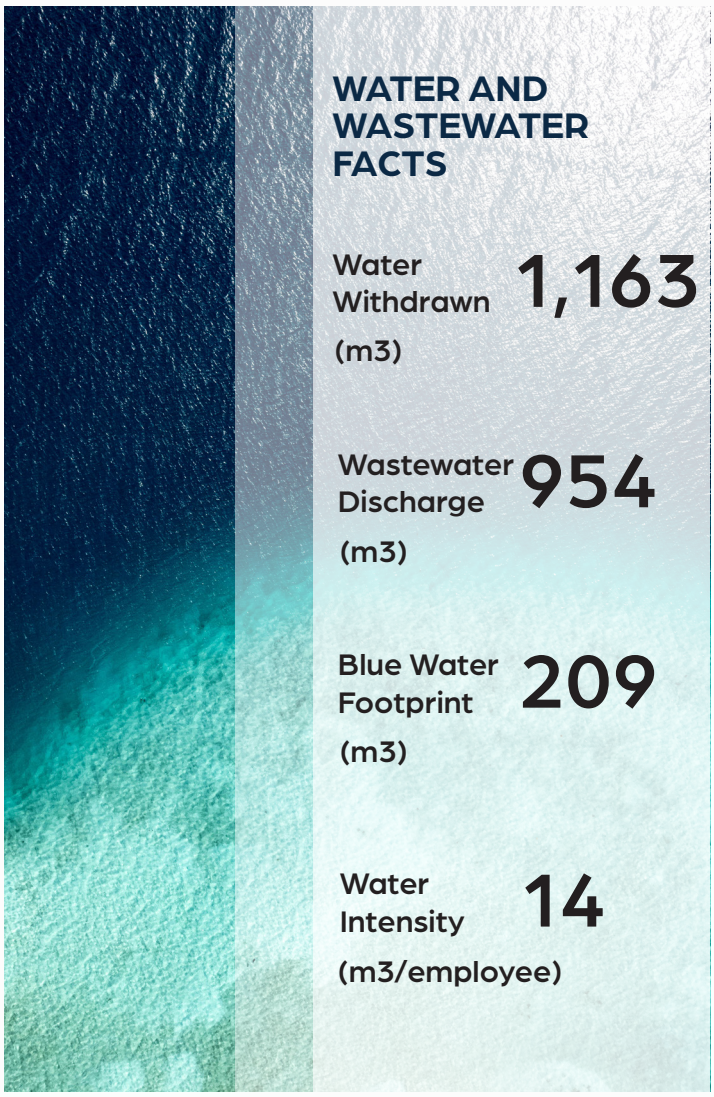
We improved our EcoVadis score in 2025 and won the Silver medal.

WASTEWATER

Our environmental policy also covers wastewater management. We implement a water quality management system and maintain high standards to ensure that wastewater is discharged responsibly and safely. Domestic wastewater is generated because of our employees using social areas in our office.

In our office, wastewater is safely discharged into the sewerage line of the legal authorities to which they are affiliated in accordance with local regulations. Wastewater discharged into the sewage is treated in the wastewater treatment plants of local regulators/ authorities.

We calculate our water outlet monitoring studies by accepting the annual water bill consumption.



OUR WATER FOOTPRINT

During the reporting period, direct municipal water consumption data was collected, and the blue water footprint was calculated in line with the ISO 14046:2014 Water Footprint Standard.

Blue water footprint refers to the total network water consumed within the scope of tap water usage in offices, cleaning activities, personnel needs (drinking water, sink usage), kitchen and similar services.

In this context:

- Monthly main water consumption data (m^3) were collected
- Annual total water consumption was analyzed,

Calculation approach

- Water use in offices was assessed only through direct consumption (tap water use).
- Within the scope of the door-to-door system, only water use directly related to our office operations was considered; upstream (sourced from suppliers) and downstream (sourced from customers) impacts were not assessed within the scope of this analysis.
- Water consumption data was obtained from billing information and measurement devices provided by the relevant municipalities.

WASTE MANAGEMENT

OUR APPROACH

We are aware of our responsibility to manage and minimize the environmental impacts of the products and services we supply and offer to the market, including the production processes (extraction, processing, material supply, product and service design, manufacturing, distribution) and the waste generated because of their consumption. We recognize that this responsibility is not limited to our own activities, but includes all stakeholders, both upstream and downstream of the value chain.

We are also aware of the environmental impacts of our activities on the ecosystems we interact with and the wider value chain we are a part of, and we are committed to minimizing these impacts for a sustainable future.

We are in a transformation process to redesign our operations from a life cycle perspective and in line with circular economy principles throughout the value chain. While contributing to the creation of sustainable products' market share on a global scale, we are also strengthening our sustainable transformation by rapidly developing our internal innovation processes.

By cooperating strongly with our suppliers operating in different countires around the world, we aim to be a pioneer in introducing environmentally friendly and sustainable products to the market in line with the principles of the circular economy.

Within the scope of extended producer responsibility, we strive to implement various actions in cooperation with our stakeholders both upstream and downstream of the value chain, including circularity measures, to prevent waste generation from our product and service offerings and effectively manage the environmental impacts of the waste generated.

We continue our efforts to strengthen sustainable and circular business models with determination. We carry out efforts to prevent and reduce waste generation both upstream and downstream of the value chain, and we effectively manage the environmental impacts of the waste generated. By implementing sustainable waste management in our office, we aim to minimize waste generation through reuse and recycling processes. In addition, we care about increasing the awareness of our employees through environmental and sustainability training and events and integrating sustainable practices into their daily business and private lives.

Our approach to hazardous and non-hazardous waste resulting from our office activities is in line with the principles stated in our Environmental Policy. We have "Zero Waste Certificate" given by the Republic of Türkiye Environment, Urbanization and Climate Change.

OUR APPROACH

We manage our hazardous and non-hazardous waste according to our waste hierarchy, local legislative requirements and our global EHS policy.

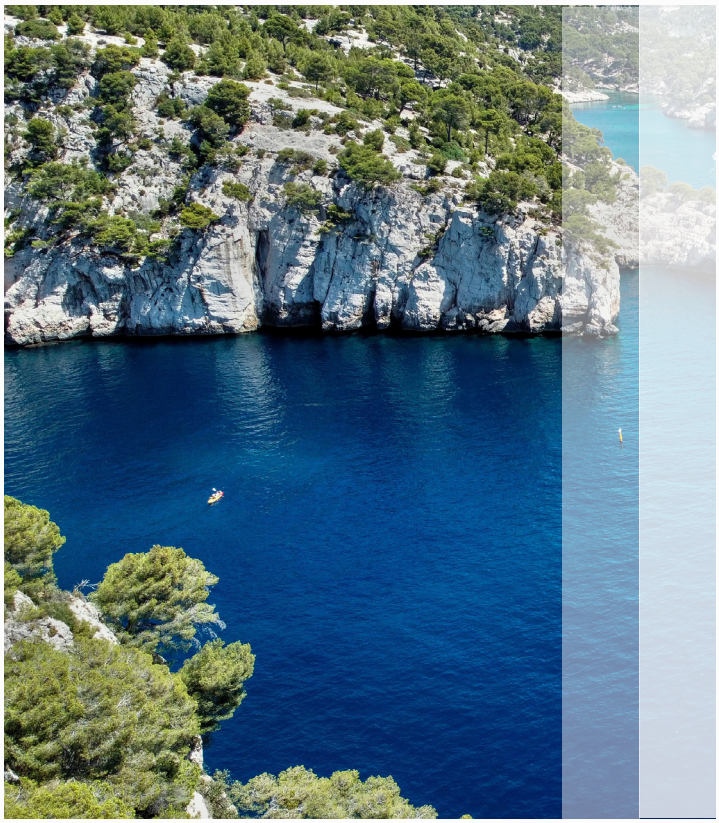
The hierarchy, which is based on international standards including the European Waste Hierarchy, aims to minimize raw material intake and divert as much waste as possible from landfills.

The hierarchy is structured to show that waste prevention is the highest priority and landfilling is the least desirable option.

1. Preventing waste through eco-design

Our purchasing teams source environmentally friendly, Eco-Label and FSC certified office supplies that are as recyclable as possible, contain recycled material content, and are EcoLabel and FSC certified. In addition, the purchase of single use packaged products has been restricted. However, we continue our efforts to increase employee awareness to encourage less purchasing of products and to promote productsharing, swapping, reuse and recycling practices.





2. Waste reduction through circular economy

We are working to effectively implement circular economy strategies. Our circular economy program aims to minimize external waste streams while facilitating the reuse of internal materials.

3. Recycling

Our primary choice is to recycle the waste generated throughout our activities and to bring it back into the economy. We are determined to take the necessary steps to increase the use of recycled materials in the products and packaging we supply and offer to the market.

4. Use of Waste for Energy Purposes

In the regions where we conduct our operations, we use waste-to-energy recovery methods through licensed waste suppliers and prioritize energy recovery methods whenever possible.

5. Storage

If the recovery potential is not possible, we continue our commitment to dispose of our waste responsibly through landfilling.

OUR TARGETS

In line with our environmental policy, we are committed to responsible waste management, compliance with legislation, increasing the amount of recycled waste and minimizing the amount of non-hazardous waste as well as hazardous waste.

We have set waste reduction targets to continuously improve our waste management performance.

Improve waste management and reduce disposal impacts

- Reduce the amount of waste sent to landfill by 30% compared with the 2024 baseline

- Upgrade the current Basic Level Zero Waste Certificate obtained for Arkem Istanbul office operations to Platinum Level by 2030

Strengthen internal knowledge and practices in environmental and hazardous substance management

- Provide at least 1 hour of environmental and sustainability training per employee annually

Our company develops and implements an internal waste management program aimed at reduction targets in line with our global policy and basic framework standards. This program is adapted to each company's specific waste streams, operational needs and local regulatory requirements.

OUR PERFORMANCE

This report includes waste data from our office, where waste management is directly conducted by the company and supported by reliable tracking systems. The company monitors waste generation and disposal processes at this location to ensure that relevant data is systematically recorded and tracked.

Waste and Hazardous Waste by Disposal Method (off-site)

Waste Category	Recycling (ton)	Recovery (ton)	Landfill (ton)
Hazardous Waste	0.05	0.19	0,00
Non-Hazardous Waste	2.17	0,00	23.26
Total	2.22	0.19	23.26

Total hazardous waste (ton)
0.24

Total non-hazardous waste (ton)
25.43

MONITORING

In our office, we track waste data and this data is checked and reviewed by external third parties every year to ensure reliability and accuracy (ISO 14001). This external assurance process increases the quality of our data. Waste data is tracked in the waste tracking table and recorded in the QDMS database.

COMPLIANCE

In line with our policies, we consider compliance with applicable regulations, laws and standards as the highest priority. We actively cooperate with regulatory authorities to fully meet all legal requirements, obtain the necessary permits and licenses, effectively conduct audit processes and submit relevant reports on time.

We use digital platforms in our office (EÇBS and İSG Environmental Legislation Portal) to comply with regulatory requirements.

Our Arkem Kimya Istanbul office undergoes an external comprehensive legal compliance audit, including waste management operations, once a year. During the audits, the compliance of our waste management system with legal processes is checked, and the licenses of waste processing and disposal facilities are checked. Our reporting period non-hazardous and hazardous waste declaration has been submitted to the Ministry via the EÇBS online portal.

Our declarations on platforms such as ISO 14001, EcoVadis and CDP ensure compliance with our sustainable policies & strategic goals and reinforce regulatory compliance.

CIRCULAR ECONOMY

In line with our sustainability strategic goals, in addition to reducing our environmental impact from our commercial activities, we are also investigating alternative raw material opportunities for customer needs and expectations and continuing our work on the supply of innovative materials.

We continue to minimize waste generation by implementing sustainable waste management in our office and through reuse and recycling processes



BIODIVERSITY

Biodiversity encompasses the diversity of organisms living in terrestrial, marine and aquatic ecosystems and the ecological complexes formed by these organisms. We are aware that these ecosystems are under threat of extinction due to human activities together with climate change. In light of these facts, we are committed to taking the necessary strategic steps to protect biodiversity and support sustainability in our operations and supply chain. The protection of biodiversity, a fundamental element of nature, is of critical importance in terms of ensuring both environmental and social sustainability. In the future, we will further strengthen our commitments in this regard and continuously develop our policies for the protection of ecosystems.

Considering our office activities and business model, it does not directly create a significant impact on biodiversity. Our office is not included in areas with significant impacts on biodiversity. However, we aim to fully comply with the Kunming-Montreal Global Biodiversity Framework of the Convention on Biological Diversity and local regulations.

The environmental impacts of our office activities are mainly in areas such as energy efficiency, waste management and water use. We have started to create "Biodiversity Awareness" among our employees. We aim to spread biodiversity awareness to all of our employees in the coming days.



SOCIAL

People & Culture

Diversity & Inclusion

Employee Health & Safety

Community Impact & Giving

Our Responsible Supply Chain

PEOPLE & CULTURE

OUR HUMAN RESOURCES POLICIES

As Arkem Kimya, we adopt respect for human rights, ethical business practices and responsible working principles as our core values, are represented and manage operations. We see protecting the rights of our employees, providing equal opportunities and supporting them at every stage of their careers as our priorities. In this regard, we take care to create a fair, safe and sustainable working environment by continuously improving our human resources policies.

We implement a zero-tolerance policy against human rights violations such as child labor, forced labor, modern slavery and human trafficking. In all our operations and supply chain, we act in full compliance with the United Nations Global Compact, International Labor Organization (ILO) standards, the United Nations Universal Declaration of Human Rights and relevant international agreements.



At the same time, we see it as our fundamental principle to work with business partners who support ethical values in our supply chain. It is of great importance that our suppliers adhere to national and international human rights norms and adopt a transparent and accountable business approach. In this context, we share our Supplier Code of Conduct (SCOC) document with our suppliers, expecting them to comply with our SCOC standards and encouraging them to adopt a business model that is sensitive to human rights.

Aware of our responsibility to protect human rights and ethical working principles, we resolutely continue our commitment to creating a fair, sustainable and inclusive working environment in all our business processes and supply chain.

45 employees



51% female

49% male

OUR RECRUITMENT PROCESSES

We adopt a success-oriented and innovative approach and base our human resources policies on this basis. In recruitment processes, transparency, equal opportunities and objective evaluations are always prioritized. The knowledge, skills and experience criteria used in candidate selection ensure an impartial and fair evaluation at every stage of the process.

Our company aims to employ professionals who are open to development, prone to teamwork, and adopt a participatory management approach. In this regard, all open positions are announced on our company's career portal and contracted career sites, and applications are received through these platforms.

The recruitment process begins with detailed preliminary assessments by our Human Resources department. Suitable candidates are then interviewed by relevant department managers, subjected to competency tests and reference checks. Not only the professional qualifications of the candidates, but also their ability to adapt to our company culture are taken into consideration.

After the job interview, candidates who are deemed successful are offered a job. Candidates whose applications are not deemed suitable are provided with feedback; this feedback is sent via the career portal, phone or e-mail.

After the recruitment process is completed, our new employees are given comprehensive information about the company's personnel policies, corporate principles and other rules that must be followed in the workplace. In addition, with the "Orientation Program" prepared specifically for each company, new employees receive the necessary training to quickly adapt to their jobs and get to know the company culture.

This process not only adds new employees to our team but also contributes to creating a working environment that is in line with our company values and success-oriented vision.

PRICING POLICY

Our company is committed to providing its employees with a fair, transparent and sustainable compensation policy. Our compensation processes are shaped in line with the principle of equal pay for equal work and are carried out by considering equal opportunities for all our employees.

Payment levels are determined by considering the job descriptions, competencies, experiences and performance of the employees and are regularly reviewed in line with sectoral analyses and market conditions. Pay increases are determined by the evaluation of the senior management based on the company's financial situation, inflation rates, sectoral trends and individual performance evaluations.

Our company aims to fully comply with local legal regulations and adopts the principle of offering its employees a wage above the minimum wage, in line with local living conditions and supporting living standards. Thus, it contributes to our employees having a sustainable standard of living.

Our compensation policy aims to increase the motivation and loyalty of our employees by supporting them with fringe benefits, performance-based bonus systems and incentive mechanisms. In this context, we aim to create a sustainable work culture in the workplace by prioritizing the material and spiritual well-being of our employees.

Our company sees contributing to the long-term development of its employees and increasing workforce loyalty as one of the fundamental elements of its sustainability strategy, with a fair and transparent compensation approach.

EMPLOYEE ENGAGEMENT

Our employees are not only a part of our workforce, but also our most valuable stakeholders who build up the sustainable success of our company. With our belief in the power of experience and intergenerational cooperation, we continue to be inspired by our valuable employees who have contributed to our company for many years. A significant proportion of our employees add great value to our company with the knowledge and experience they have gained over the years, and thanks to this continuity, the foundations of our business have become even stronger. This commitment and continuity constitute the greatest source of power for our company's success.

80% Employee Satisfaction Rate in 2025

Employee engagement not only provides job satisfaction, but also directly contributes to company success in key areas such as productivity, innovation and customer satisfaction. As Arkem Kimya, we offer transparent communication, trust, commitment to our values and career development opportunities to strengthen the commitment of our employees.

We meticulously monitor the expectations and needs of our employees through employee satisfaction surveys and feedback mechanisms that we organize every year, and we use this data to update and improve our strategies. The data we obtain allows us to develop innovative applications to ensure that our employees feel valued. This process not only increases the satisfaction of our employees but also strengthens their loyalty to our company.

With this understanding, we are proud to have received the prestigious certificate given by Great Place to Work. As Arkem Kimya, our 18th place in the Best Employers™ 2025 – Best Small 50 – 99 list in 2025 is an important achievement that once again reinforces the trust and general satisfaction of our employees in our workplace. This award is a prestigious indicator that reflects not only the quality of our work environment, but also the strength of our company culture and our employee-oriented approach.

OPEN, FAIR AND RELIABLE COMMUNICATION CULTURE

Our company adopts a transparent, fair and twoway communication approach with all its employees; it aims to create a work environment where employees can freely express their opinions and where their ideas are valued. We offer various feedback mechanisms for our employees to share their thoughts and contribute to the improvement of processes.

All feedback sent through suggestion boxes, direct communication with managers, Human Resources and Corporate Communications departments is carefully evaluated. Notifications made by specifying names are transparently shared with the employee once the process is completed.

Secure Reporting and Protection Against Retalitaion

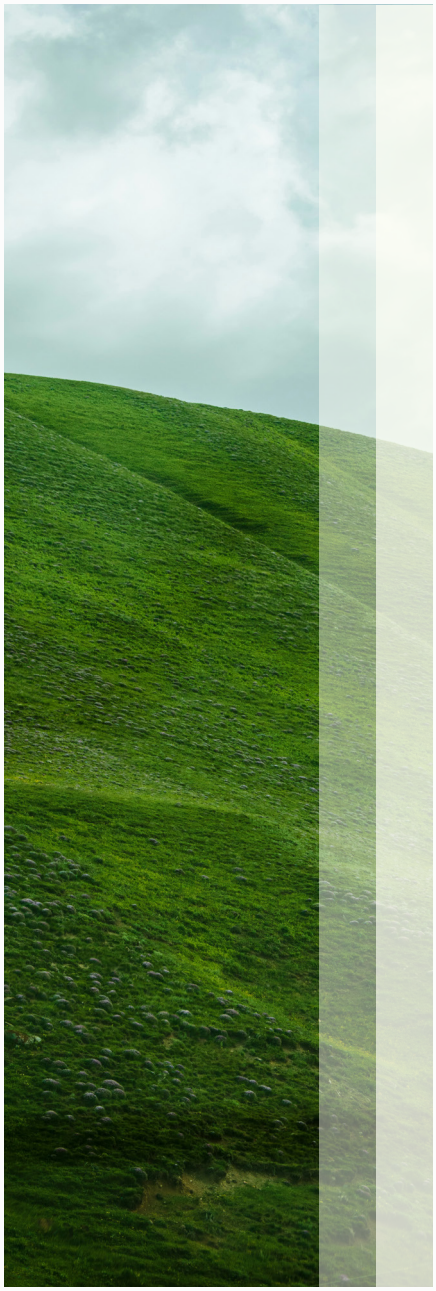
When our employees want to get information about the company's operations, ask questions or report any negativity or violation, they can apply safely without revealing their identities. Our reporting mechanisms are designed so that all our employees can share their opinions without being subject to retaliation and protecting their rights. Our company adopts a zero-tolerance policy in this regard and guarantees the safety of our employees who report.

Participatory and Transparent Corporate Culture

The feedback of our employees is one of the cornerstones of not only our individual but also our corporate development. Thanks to our structure that encourages open communication, each of our employees feels valued, contributes to the processes and directly supports our sustainable growth.

Participatory Approach in Occupational Health and Safety

We attach great importance to the feedback of our employees on occupational health and safety issues. Our employee representatives take an active role in occupational health and safety processes, conveying the opinions of our employees directly to the relevant units and contributing to the improvement of the processes.



COMPREHENSIVE BENEFITS AND SUPPORTIVE POLICIES FOR OUR EMPLOYEES

We aim to increase the motivation and overall quality of life of our employees at work and offer various side benefits. These rights offered to our employees contribute to the creation of a sustainable workforce by making them feel valued at work.

In terms of health insurance, private health insurance is provided to executive and manager positions, and white-collar employees are provided with health services within the scope of insurance at the end of one year.

Employees' personal achievements and contributions are also rewarded. Depending on the achievement of sales targets and the company's financial success, bonus payments can be made at the end of the year. Our employees are also rewarded with various gifts on special occasions, and donations are made to associations and foundations on employee birthdays.

To gain a new workforce, there is also a reward system for recruitment made upon the suggestion of our employees. Our employees are provided with support for a new beginning on special days spent at work. Our employees are also rewarded during important life changes such as marriage, and on special occasions such as birth, employees are presented with gift certificates and supportive materials such as motherhood preparation books.

To protect the physical and mental health of our employees, facilities such as a gym are also provided. We aim to increase the productivity of our employees at work with these fringe benefits and to maintain their work-life balance. Each fringe benefit supports the personal and professional lives of employees, strengthens their commitment to the company and contributes to creating a long-term sustainable workforce.

SUPPORTING RETIRESS

We offer various support programs to ensure that our employees who retire from our company can maintain their commitment to the company and transfer their knowledge to the next generation. We prepare our employees for this process with pre-retirement career planning training and provide consultancy services to increase their social and economic well-being after retirement. We also encourage our retirees to take part in mentoring programs to benefit from corporate memory.

LEAVE POLICY AND PARENTAL LEAVE

Beyond the statutory leave entitlements mandated by law and regulations, our company is committed to fostering a supportive and flexible work environment through additional, employeecentered leave policies. In this spirit, we offer 3 days of discretionary leave annually, which does not deduct from the employee's annual leave balance. This provision is designed to facilitate our employees' ability to address urgent personal matters, health issues, or unforeseen emergencies with ease and without added stress. By implementing this system, we reinforce our dedication to employee well-being, work-life balance, and a sustainable organizational culture.

Policies That Support Employees' Work-Life Balance

Our company offers comprehensive and flexible leave policies to ensure that our employees can balance their work and private lives. We encourage the correct use of leave rights by adopting an approach that considers the health, well-being and personal responsibilities of our employees. This policy is of great importance in supporting our employees, especially during critical moments in life such as parental leave.

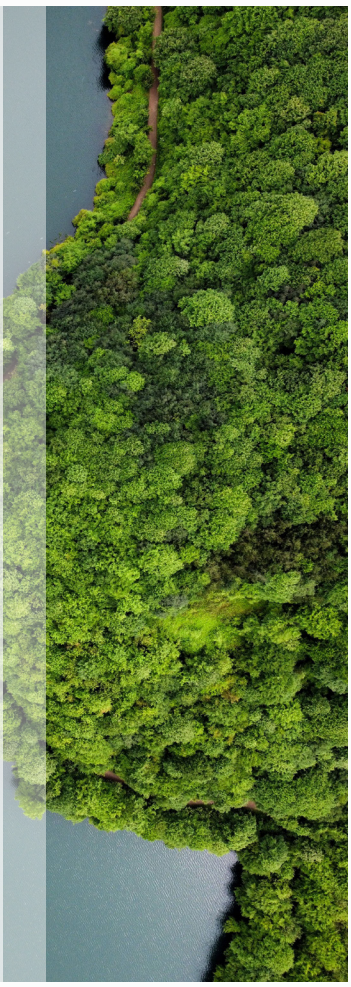
Annual Leave and Flexible Leave Rights

Our companies do not set annual leave periods. Thus, our employees can use their annual leave rights, which they have earned in accordance with legal regulations, whenever they wish. In addition to annual leaves, additional leave rights such as excused leave and sick leave are also provided for special situations. Our employees can use these rights flexibly without disrupting their business processes.

Parental Leave

The parental leave policy for our employees is an important practice that aims to support family life. Female employees can take leave before and after birth within the legal framework. Our company has determined the duration of maternity leave by considering the well-being of our employees in this process and applies the scope of maternity leave flexibly to ensure a healthier postpartum process.

For male employees, paternity leave is applied in case their wives give birth. Our company encourages male employees to actively participate in the parenting process and facilitates their use of paternity leave. Our employees can go through the process without experiencing any negative impact on their work processes during paternity leave.



TRAINING

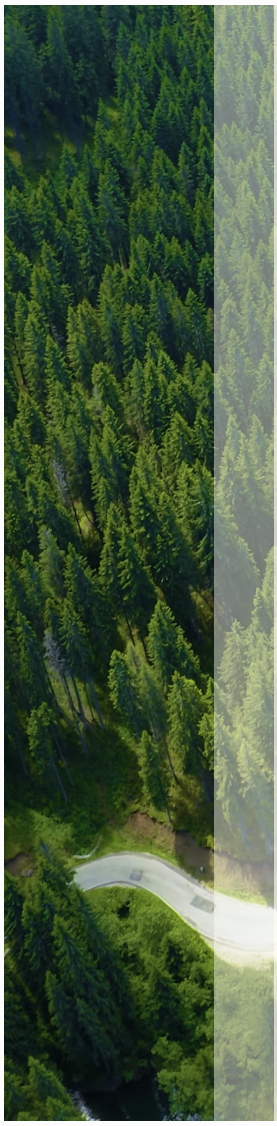
We prioritize maximizing the potential of our employees and supporting their continuous development. By adopting a culture focused on learning and development, we aim to strengthen the professional competencies of our employees by providing them with the training opportunities they need and to ensure sustainable success in their career journeys.

Our Human Resources department identifies training needs in line with company strategies and employee development goals through tools such as performance evaluations, feedback, and surveys. This process ensures that employees develop their skills and create the necessary training programs to contribute to organizational goals. Determining training needs is a critical element for the company's sustainable success and employee satisfaction.

Orientation Trainings

We attach great importance to orientation training to effectively manage new recruitment processes and changes within the organization, to ensure that our employees adapt to the company culture and maximize their potential.

Our orientation training courses are designed to enable employees to quickly adapt to their roles, responsibilities and working conditions in our company. Every employee who starts working learns the company's culture, values, work safety procedures and operational processes in detail from the first day. This training process aims to help employees understand company policies while also acquiring skills that will contribute to their personal and professional development.



Average training hours per employee	16.91
Total training hours	1,437
Average environmental and sustainability training hours per employee	0.68
Percentage of employees trained in environmental and sustainability topics	68%
Average ADR training hours per employee	1.18
Percentage of employees trained in ADR	59%
Average finance and accounting training hours per employee	3.36
Average professional development training hours per employee	3.86
Sustainable procurement training participation rate	95%

Equality and Accessibility in Education

Our company makes the necessary arrangements to ensure that all employees have equal access to training and development opportunities. Our training programs are accessible to all employees regardless of position, seniority or demographic differences.

The effectiveness of the implemented training is regularly measured through employee feedback and performance evaluation processes, and necessary improvements are made. After the training, the development level of employees is monitored and development plans compatible with organizational goals are created.

In this context, our company aims to strengthen individual and corporate sustainability by supporting the knowledge and skill development of its employees.

Effectiveness of Education

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Our Training List in 2025

Category	Trainings	Category	Trainings
Occupational Health and Safety	Occupational Health	Environmental and Sustainability	Environment and Sustainability
	Occupational Safety		Sustainable Procurement (Green Sourcing)
	Emergency Response Teams	Business Ethics and Compliance	Business Ethics**
	Chemical Spill Response	Management Systems and Internal Audit	QDMS User
	First Aid		Information Security Awareness and Basic Cybersecurity
ADR	ADR*		Internal Auditor
Professional Development	Train-the-Trainer Program		Copilot Studio in a Day
	Competency-Based Interview Techniques		Salesforce
	Corporate Sustainability Specialist Certificate Program	Digital Skills and Technology	Artificial Intelligence Awareness and Its Impact on the Workplace
Finance and Accounting	IFRS/TFRS Fundamentals		Artificial Intelligence Concepts and Everyday Applications
	Financial Management for Non-Financial Professionals		
	Debt Collection		

*In ADR training, covered topics are:

Transportation of Dangerous Goods by Road (ADR) Regulation Safety Data Sheets (SDS)

*In Business Ethics training, covered topics are:

Business Ethics, Anti-Bribery and Anti-Corruption

Competition Law and Conflicts of Interest

Human Rights, Diversity, Equity and Inclusion, Anti-Discrimination and Harrassment

Whistleblowing, Ethics Reporting and Non-Retailation

PERFORMANCE MANAGEMENT

As Arkem Kimya, we carry out regular performance and career development evaluations to support the professional development of our employees and help them shape their careers. These evaluations are carried out twice a year, in six-month and annual periods. The evaluations in both periods are carried out in cooperation with the Human Resources Department and the relevant department managers.

The evaluation process is structured based on the individual performance of our employees, and both performance and career development elements are taken into consideration.

These evaluations, which are carried out to ensure that our employees achieve their individual goals and to determine their areas of development, play a decisive role in the professional journey of each employee.

This system enables the performance of our employees to be monitored in a transparent, regular and objective manner, while also allowing development opportunities to be identified.



51 %

of employees who undergo performance ad career evaluation are female.

Employee subject to regular performance and career development evaluation

23 female	22 male
4 blue collar	41 white collar

TOTAL 45

100%

employee performance evaluation rate in 2025

WELL-BEING

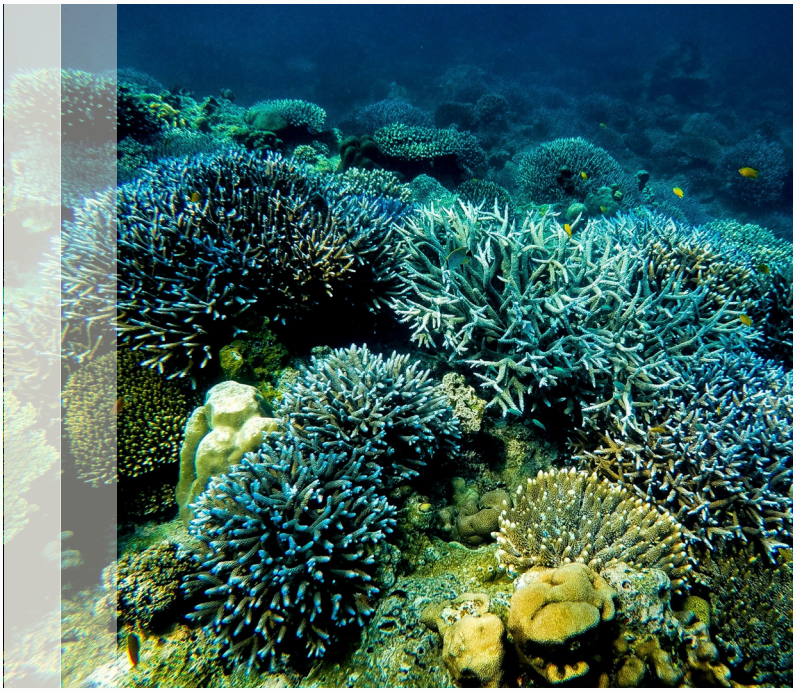
We believe that the well-being of our employees is the foundation of a sustainable and thriving workplace. We are committed to fostering a culture that supports physical health, mental resilience, and a strong sense of community. One of the key ways we promote well-being is by encouraging regular physical activity through a range of sports and fitness initiatives.

We provide employees with access to a fully equipped gym located on our premises, available before and after working hours. Designed to match the standards of professional fitness centers, the gym includes a wide range of equipment to meet diverse fitness needs from cardio and strength training to flexibility and recovery.

As part of our commitment to employee well-being, we provide our employees with MultiSport cards, enabling them to access a wide range of sports and fitness facilities within the MultiSport partner network. This initiative encourages employees to adopt an active lifestyle, engage in regular physical activity, and maintain their physical and mental well-being. By supporting access to sports and recreational activities, we aim to promote a healthier work-life balance, improve overall quality of life, and foster a workplace culture that prioritizes employee health and well-being.

DIVERSITY & INCLUSION

EQUAL OPPORTUNITIES, NON-DISCRIMINATION AND INCLUSION



Our company has adopted the principle of providing equal opportunities to all employees regardless of religion, language, race, gender, age, ethnicity, disability and other personal characteristics. We strictly adhere to the principles of justice and transparency in our recruitment, promotion and compensation processes; we create opportunities in line with the talents and performance of each individual. With our policies that support diversity and inclusiveness, we accept the differences of our employees as a strength and transform this diversity into innovation and creativity.

We are moving forward with determined steps towards becoming an inclusive company by eliminating obstacles in the work environment. In this direction, we offer an environment that provides physical, social and psychological support to all our employees. In our company, the number of disabled employees in accordance with legal regulations is currently 1 person and we aim to increase this number. In addition, we constantly review the accessibility and adaptation processes for all our employees and take steps to improve them.

As a company operating in different geographies, we respect the cultural differences in each country and integrate them into our business processes. We always prioritize providing equal opportunities, preventing discrimination and creating an inclusive

business culture. We provide equal opportunities for our employees regardless of their origin, gender, age, disability or any other characteristic, allowing them to best demonstrate their potential. We create an environment in our company where everyone's voice can be heard, and their ideas are valued.

Our work environment, which prioritizes inclusivity, aims to be a place where different cultures can coexist and where each individual feels valued. With this vision, we create a strong team spirit that feeds on the differences between our employees and we believe that this diversity contributes to the success of the company. Ensuring that our employees have equal opportunities is one of the important steps taken for a more just and equal world, not only in the workplace but also in society.

2025 FACTS

45	Employees as of Dec 31, 2025
51%	of total workforce are female
39%	of management positions filled by female
2.2%	of employees who are minority or vulnerable groups

GENDER EQUALITY AND WOMEN'S EMPOWERMENT

Gender equality is adopted as a fundamental principle in our company. We comply with global initiatives that support gender equality, and as a signatory of the United Nations Global Compact (UNGC) and Women s Empowerment Principles (WEPs), we support our female employees and take steps to increase their employment.

To ensure that our employees have equal opportunities, we adopt a fair and transparent approach to the recruitment, promotion, compensation and promotion processes to leadership positions. In line with our diversity and inclusion policies, we support greater representation of our female employees in management positions and encourage flexible working models that will maintain work life balance.

As Arkem Kimya we have adopted increasing the female employee ratio and not letting it fall below 50% as one of our main goals. We continue our work with determination in this direction. The 51% female employee ratio is achieved in 2025. and female represented 50% of all employees promoted during the reporting period, with 8.7% of the female workforce receiving a promotion.

EMPLOYEE HEALTH AND SAFETY

With our "Safety First" approach, we offer a working environment where the health and safety of our employees are protected at the highest standards in all countries where we operate. In line with our zero accident goal, we attach great importance to providing safe working environments, implementing proactive risk management and adopting continuous improvement processes. We organize our occupational health and safety (OHS) policies in line with international best practices and fully comply with the legal requirements in each country.

We take care to design our business processes not only in accordance with legal regulations, but also in accordance with international standards, especially ISO 45001. While ensuring full compliance with the legislations, we also regularly review our occupational health and safety processes and carry out continuous improvement studies.

RISK MANAGEMENT

In order to ensure the safety of our employees, we always prioritize identifying risks in advance and taking precautions. We take the necessary precautions to ensure the safety of our employees by conducting regular risk assessment analyses within the scope of legal obligations at all our operation points.

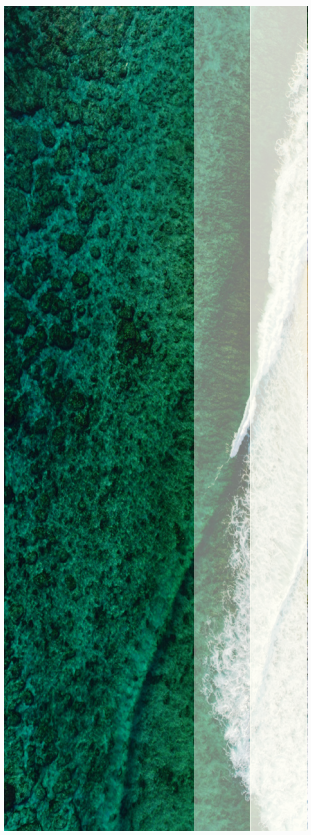
Our employees' contributions are very valuable to us; that's why we include them in the hazard identification and risk assessment processes. We also follow up on every situation instantly with the incident notification system where our employees can report any work accidents and risks they experience. While determining the hazards and risks in our risk analyses, we take into account past incidents, field inspections, expert findings, employee notifications and conducted drills and evaluate the risk level according to the Fine Kinney method.

We systematically carry out the processes of identifying, evaluating and preventing potential risks, and we review and re-evaluate our Risk Analysis at least once a year with our OHS Risk Assessment Team, which also includes our employees.

We have emergency teams established in order to be prepared for possible emergencies and to minimize potential risks, and we conduct unannounced emergency drills at least once a year with the participation of all our employees.

2025 FACTS

1	Safety incident
7.97	Incident frequency rate
0	Incident severity rate



PARTICIPATION OF OUR EMPLOYEES IN OHS

Employee participation in OHS processes is a critical element in creating a safe work environment and effectively identifying and reducing potential risks. Our company adopts a proactive management approach in OHS issues and carries out its work with various mechanisms that are based on employee participation, ensures the active participation of our employees in the processes and aims for continuous improvement.

Risk Assessment Team: OHS risk assessment is carried out by a multidisciplinary team including employees. The Risk Assessment Team identifies potential hazards and develops risk reduction strategies with the contribution and feedback of our employees.

Employee Representative: Our employees have the right to report any OHSrelated issues to employee representatives and present them to the management through the OHS Board Meetings held regularly. Employee representatives collect the feedback they receive and bring it to the board's agenda, ensuring that the relevant risks are assessed.

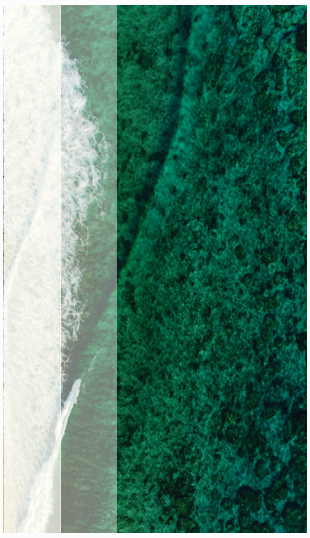
Incident Reporting System: Our employees report any work accidents, nearmiss incidents or potential risks they detect through the user-friendly Incident Reporting System. This system provides instant feedback, enabling any security breach or dangerous situation to be addressed quickly.

Suggestion and Complaint System: Our employees are provided with a system where they can submit their suggestions and complaints about any issue related to OHS. Our employees can provide feedback to this system anonymously or by name. After all notifications are evaluated by the relevant units, necessary actions are taken and improvement efforts are directed. This process is focused on continuous development and employee satisfaction.

Emergency Teams: Our employees have received the necessary training for possible emergencies and have been included in emergency response teams. These teams prepare for emergencies by identifying potential risks, developing rapid response strategies and ensuring proper communication. Being prepared for emergencies is a critical element in ensuring the safety of all employees.

Employee Participation Surveys: The annual Occupational Health and Safety Employee Participation Survey collects employees' opinions and suggestions on all OHS related issues. The results of these surveys are analyzed in detail and integrated into the occupational health and safety management system.

OHS Board: We hold OHS board meetings every 3 months by fulfilling legal requirements. Employers/ employer representatives, OHS experts, workplace physicians and employee representatives participate in these board meetings. All OHS related issues are discussed and decisions regarding agenda items are made and shared with all employees.4 board meetings were held in 2025 and 16 decisions were taken.



EMPLOYEE HEALTH

By prioritizing the health and safety of our employees, we carry out occupational health processes in accordance with legal regulations and ISO 45001 standards.

We support our employees in easy access to health services, creating a healthy working environment and acquiring good life habits. We provide our employees with private health İnsurance so that they can easily access health services. In order to protect and improve the physical and mental health of our employees, we encourage them to use our gym located in our office building free of charge and aim to increase the physical and mental well-being of our employees with this application. In addition to the occupational health training given to our employees upon their first day of employment, we also organize additional periodic training and provide the necessary information to our employees within this scope.

We provide employees with access to a fully equipped gym located on our premises, available before and after working hours. Designed to match the standards of professional fitness centers, the gym includes a wide range of equipment to meet diverse fitness needs from cardio and strength training to flexibility and recovery



OHS TRAINING

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MONITORING, MEASUREMENT AND PERFORMANCE EVALUATION

We regularly monitor and report our occupational health and safety performance. We take actions to create a safer working environment by continuously improving our processes through analyses we conduct in line with performance indicators such as occupational accident and disease rates, hazard notification numbers and resolution times, training participation rates, internal and external audit results.

COMMUNITY IMPACT & GIVING

As Arkem Kimya, we do not view sustainability as limited to environmental impact, we also prioritize social benefit. Acting with awareness of our social responsibility, we implement projects that will contribute to sustainable development.

EDUCATIONAL SUPPORT AND EQUAL OPPORTUNITY

We believe that education is one of the most powerful tools in the development of individuals and societies, and we see our support in this area as an investment in the future. We believe that no individual should be left behind in accessing education, and acting with this awareness, we carry out projects to support equal opportunities. We support equal opportunities in access to education by collaborating with well-established educational institutions such as Darüşşafaka Educational Institutions. We contribute to the construction of a bright future with our support for these institutions, which enable students to acquire not only academic knowledge but also life skills and ethical values. Additionally, we support the education of successful students who are in need of financial support by providing scholarships.

In 2025, educational support was provided to 17 students. To support inclusive and quality education, we make donations to the Turkish Education Association (TEV) and Turkish Education Volunteers Foundation (TEGV). Through this initiative, we contribute to building a more equitable and sustainable future by investing in knowledge, opportunity, and lifelong learning.

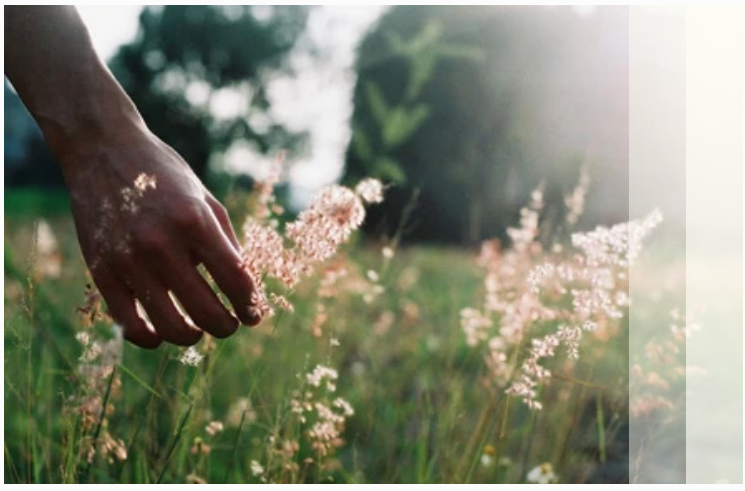
Our educational support is not only limited to donations. With the internship opportunities we offer to university students every year, we help young people get acquainted with the business world at an early age, turn their theoretical knowledge into practice, and make a strong start to their career journeys.

In 2025, 10 students were provided with internship opportunities. By collaborating with university student clubs, we contribute to the academic and professional development of students and support their introduction to the professional world. We offer students the opportunity to put their theoretical knowledge into practice through the events we organize and participate in.

SOCIAL RESPONSIBILITY FOR HEALTHY FUTURE

We Bring Hope in the Fight Against Cancer

As Arkem Kimya, we do not limit our social responsibility to environmentally sensitive projects, but also aim to make a difference in the field of health. On our employees' birthdays, we contribute to the treatment processes of children receiving cancer treatment by making donations through the Hope Foundation for Children with Cancer (KAÇUV). With these donations, we transform our employees' special days into meaningful acts of support and aim to bring hope through these valuable efforts. Each donation is an important step towards shedding light on a child's treatment process and helping them hold on to life.



KORUNCUK Collaboration

We are collaborating with the Koruncuk Foundation The Koruncuk Foundation provides accommodation and care services to girls whose access to basic needs and education is at risk, from middle school through university, regardless of their academic performance. It also supports their university education and professional development.

In addition, as Arkem Kimya, we participated in the 47th Istanbul Marathon, which is traditionally held every year as part of our cooperation with Koruncuk and ran across the Bosphorus Bridge.. This cooperation, which we have nicely built to raise awareness and support them, will continue in the coming years.

We Provide Support for Individuals with Special Needs

Within the framework of our understanding of social responsibility, we also contribute to projects that will make the lives of individuals in need easier. We contribute to a sustainable environment and raise social awareness through the recycling campaigns we conduct within the company. We publish regular informative announcements to raise awareness among our employees about waste management and encourage their active participation in recycling processes.

By donating the plastic caps collected by our employees to the Turkish Spinal Cord Paralytics Association (TOFD), we support the provision of wheelchairs for individuals with spinal cord paralysis. With this project, we also contribute to the circular economy by combining waste management and social responsibility.

Building Awareness, Embracing Differences

As part of our sustainability initiatives and commitment to social responsibility, we organized an autism awareness seminar in collaboration with Pour La Bonté to promote understanding, inclusion, and equal opportunities for individuals with autism. In addition, a bracelet-making workshop was held to support the employment and economic participation of individuals with autism. Through these initiatives, we aim to raise awareness of neurodiversity, encourage inclusive employment practices, and contribute to building a more inclusive society where everyone has the opportunity to participate in social and professional life. These activities reflect our commitment to social sustainability, diversity, equity, and inclusion.

Raising Awareness, Inspiring Hope: Breast Cancer Awareness

As part of our sustainability and employee well-being initiatives, we organized a breast cancer awareness seminar during Breast Cancer Awareness Month to promote early detection, encourage preventive health practices, and raise awareness about the importance of regular screenings. The seminar aimed to provide employees with valuable information on breast cancer prevention, early diagnosis, and the importance of seeking medical advice. Through this initiative, we reaffirm our commitment to employee health and well-being, health awareness, and creating a supportive workplace culture that prioritizes the physical and mental well-being of our employees.

Extending a Helping Hand, Inspiring Hope: Supporting Children with Leukemia

As part of our sustainability and social responsibility initiatives, our volunteer employees participated in the LÖSEV Charity Bazaar to support children with leukemia and their families. In addition, a LÖSEV awareness seminar was organized during Children with Leukemia Week, held from November 2–8, to raise awareness about leukemia, promote social solidarity, and encourage community engagement. The "Yaşama El Ver" ("Lend a Hand to Life") initiative was also carried out to support this cause and inspire collective action. Through these activities, we aim to strengthen our culture of volunteering, contribute to community well-being, and demonstrate our commitment to social sustainability by standing in solidarity with children in need and their families.

SOCIAL RESPONSIBILITY FOR HEALTHY FUTURE

Promoting Respect, Inclusion, and Intergenerational Solidarity

As part of our commitment to social responsibility and community engagement, we organized a visit to a nursing home to connect with older adults, foster meaningful intergenerational relationships, and promote respect, empathy, and inclusion. The visit provided an opportunity to share meaningful moments, strengthen social bonds, and demonstrate our appreciation for the knowledge, experiences, and contributions of older generations. Through this initiative, we aimed to raise awareness of the importance of active ageing, social inclusion, and intergenerational solidarity, while encouraging our employees to contribute to a more caring, inclusive, and compassionate society. This activity reflects our commitment to creating positive social impact and supporting the well-being and dignity of all members of the community.

SOCIAL RESPONSIBILITY FOR OTHER PRECIOUS LIVES

In recognition of World Animal Protection Day on October 4th, we took meaningful action to support animal well-being—an often overlooked yet essential aspect of sustainability. We donated food to dogs in need of care and compassion, and visited them in their shelters to share our support and affection, reaffirming our commitment to protecting all forms of life as part of a sustainable future.

As part of our commitment to a more compassionate and sustainable world, we make donations to the Türkiye Animal Protection Association (THKD) in honor of our employees' birthdays. By celebrating these personal milestones with meaningful contributions, we support the well-being of animals and highlight the importance of protecting all living beings as a core value of sustainability.

SOCIAL RESPONSIBILITY FOR NATURE

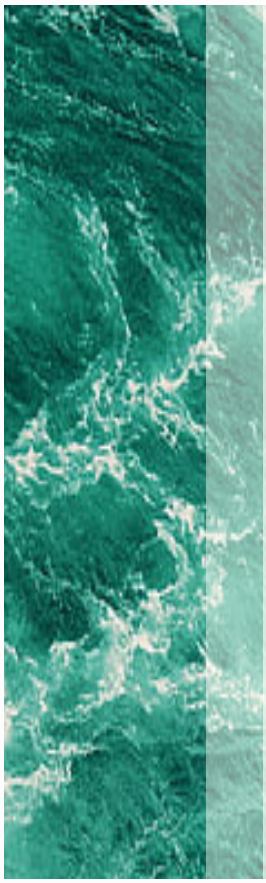
We believe that a sustainable future begins with conscious actions today. As part of our commitment to environmental responsibility and social benefit, we actively support afforestation efforts. For every new employee who joins our team, we donate a sapling as a symbolic and practical contribution to a greener planet. Additionally, we proudly participated in the sapling planting event organized by the TEMA Foundation on National Afforestation Day. These initiatives reflect our dedication to preserving nature, combating climate change, and fostering a culture of environmental stewardship within our organization and the broader community.

OUR RESPONSIBLE SUPPLY CHAIN

Supply chain management is one of the cornerstones of our company's sustainability strategy. As a signatory to the United Nations Global Compact, we adopt responsible and ethical business practices in the areas of human rights, labor, environment and combating corruption. In this regard, we manage our supply chain in line with sustainability principles, assess the environmental and social impacts of our suppliers and encourage them to engage in responsible business practices.

We present our Supplier Code of Conduct (SCOC) document to all our suppliers and expect them to fully comply with the ethical, social and environmental standards included in this document. To ensure that the principles we set out in our SCOC document are adopted by all our stakeholders in our supply chain, we expect them to undertake their commitment to these principles in writing. Ensuring that all our suppliers sign the SCOC document and make a commitment to compliance is among our short-term strategic sustainability goals.

We continue our efforts to implement the principles we have determined in line with our "Sustainable Supply Chain" approach and responsible purchasing principles throughout our entire value chain. Our "Sustainable Procurement Policy", which includes the principles we have adopted within the scope of Sustainable Supply, is available to all our stakeholders on our website. Another expectation from our suppliers is to ensure that they work in accordance with these principles for their own supply chains.



SUPPLIER CODE OF CONDUCT

SCOC

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OUR SUSTAINABLE PROCUREMENT APPROACH

As Arkem Kimya, we prioritize environmental and social responsibility in supply chain management and shape our supplier selection criteria and purchasing policies in line with sustainability principles.

We value working with suppliers who care about environmental and social sustainability in our supply chain. We carry out our supplier selection and evaluation processes in accordance with our "Sustainable Procurement Management Procedure".

To effectively implement a sustainable supply chain, we encourage our managers to receive training on sustainable supply chain management, and with these training courses, we aim to provide them with a wide range of knowledge and skills, from supplier selection processes to sustainable product supply and environmental performance assessment. At the same time, we aim for our managers to take a strong position as decision makers and implementers in achieving our strategic sustainability goals.

We strengthen our goals, which we have determined to increase our environmental and social responsibility in our supply chain and to create an effective sustainable supply chain, with the actions we will take in the short, medium and long term.

Our company considers the environmental, social, and ethical responsibilities of product and service suppliers as part of its sustainable supply management practices.

Accordingly, supplier contracts are expected to include requirements relating to the environment, labor, human rights, and business ethics. In the 2025 performance assessment, all new product and service suppliers with whom the company began working during the year were identified as the target supplier group, regardless of whether they were classified as critical or strategic suppliers.

As part of its sustainable supply chain management approach, our company considers the environmental, social, and ethical responsibilities of its product and service suppliers. Accordingly, supplier contracts are expected to include requirements relating to environmental protection, labor practices, human rights, and business ethics. Based on the 2025 performance assessment, transportation suppliers were identified as the priority target supplier group, taking into account the environmental and social impacts of the company's operations.

Our company applies a risk-based assessment and audit approach to monitor the environmental and social performance of product and service suppliers as part of its sustainable supply management practices.

The need for on-site supplier audits is determined by taking into account sustainability risks, CSR performance, and the results of previous assessments.

Based on supplier assessments and questionnaire-based analyses conducted in 2025, no suppliers were identified as having a risk level that would require an on-site audit. Therefore, no on-site sustainability audits of suppliers were conducted during the reporting period.

Nevertheless, independently of the existing risk-based assessment process, our company has established a strategic sustainability target to ensure that, by 2035, at least 10% of its critical and strategic suppliers undergo independent third-party sustainability audits covering human rights and labor practices. Progress toward this target is monitored through sustainable supply performance indicators.

Related target: Conduct independent third-party sustainability audits, including human rights and labor practices, covering at least 10% of critical and strategic suppliers by 2035.



GREEN LOGISTICS

In order to achieve our long-term goals, we plan to make our logistics processes more sustainable. In this direction, we aim to supply at least 50% of our logistics services with green logistics certificates. In this way, we aim to reduce carbon emissions in our supply chain and minimize our environmental impact.

PREFFERING ENERGY EFFICIENT PRODUCTS

We prefer products with high energy efficiency when purchasing electrical and electronic equipment. By using LED lighting systems in our offices, we aim to reduce our energy consumption and carbon emissions. In this way, we increase energy efficiency and minimize operational costs.

SUSTAINABLE RAW MATERIAL RESOURCES

We contribute to the sustainable management of forests by purchasing paper from suppliers with FSC (Forest Stewardship Council) certification. In this way, we protect forest ecosystems and encourage the conscious and sustainable use of natural resources.

CLEAN PRODUCTION AND WASTE MANAGEMENT

We prefer to use environmentally friendly cleaning products in offices and kitchen areas. Natural cleaning products contribute significantly to the reduction of chemical waste and allow us to create a healthier and safer working environment. With this approach, we reduce our environmental impact while also prioritizing the health of our employees.

USED OF CERTIFIED PRODUCTS

We aim to expand our portfolio of environmentally preferable products and support customers in making more sustainable purchasing decisions. In collaboration with our suppliers, we explore product alternatives containing certified materials, carrying eco-labels, or demonstrating other recognized sustainability attributes. We also provide customers with relevant technical and environmental information to support informed product selection. In line with our strategic sustainability goals, we aim to ensure that at least 10% of products purchased for resale have certified materials, eco-labels, or other recognized sustainability attributes by 2035, from a 2024 baseline of 0%.

RESPONSIBLE SOURCING OF PALM OIL DERIVATIVES

The product portfolio of the Performance Chemicals Department within Arkem Kimya includes raw materials containing palm oil derivatives. These raw materials are supplied and sold for use in the cosmetics and pharmaceutical industries. The company does not engage in the direct purchase or sale of crude palm oil. Raw materials containing palm oil derivatives are sourced exclusively from RSPO (Roundtable on Sustainable Palm Oil) certified suppliers.

In 2025, the total quantity of products containing palm-derived ingredients was 241 tonnes, representing 0.13% of the total products. Of these, 58% of the palm and palm-based products were certified. Suppliers of palm-derived products accounted for 3.51% of the total number of product suppliers.

To ensure the sustainable sourcing of raw materials containing palm oil derivatives, Arkem Kimya initiated the RSPO membership process, which was finalized as of February 14, 2025. Our company has been accepted as a member under the "Associate category within the Supply Chain Associate sector. This membership reflects our commitment to contributing to a sustainable palm oil supply chain and fostering stronger collaboration with industry stakeholders.

OUR SUPPLIER SELECTION AND EVALUATION PROCESS

To achieve our strategic sustainability goals, we adopt a sustainable supply approach by sharing environmental, social and economic responsibilities with all our stakeholders in the supply chain.

We conduct our supplier selection and evaluation processes within the scope of our Sustainable Supply Management Procedure. Supplier evaluations are carried out by those responsible for purchasing, and the performance of each supplier is analyzed in detail.

The data used in this process covers a wide range from the environmental impacts of our suppliers to occupational health and safety practices. In line with the data obtained as a result of the evaluation process, the necessary actions are determined by the relevant responsibles. These actions reveal how well the suppliers comply with our sustainability goals and contribute to our company's progress in this area.

As of 2025, our company has expanded its supplier portfolio in line with sustainability criteria; It has started to cooperate with a total of 275 new suppliers, 34 product suppliers and 241 service suppliers. As the end of the year, our total number of suppliers is 815. Total number of product supplier is 157, total number of service supplier is 658. In 2025, the ratio of new suppliers is 30%.

Of the new suppliers added in 2025, 236 were local suppliers, bringing the total number of local suppliers to 661 by the end of the year.



Two of our new service providers are 100% women-owned enterprises. This reflects our company's commitment to promoting gender equality not only within the organization but also throughout the supply chain. In line with our approach that aims to encourage more active participation of women entrepreneurs in private sector supply processes, we are committed to providing cooperation opportunities to womenowned businesses that have this competence or are in the process of development.

All approved suppliers are registered and monitored in our company's SAP-based supply management system; selection processes are carried out in line with sustainable supply criteria determined specifically for product and service categories.

In addition, in order to evaluate the sustainability performance of our raw material suppliers more objectively, a Corporate Social Responsibility (CSR) assessment is implemented in the last quarter of the year; environmental, social and governance (ESG) performances are measured. In this way, the strengths and weaknesses of our suppliers in terms of sustainability are determined and improvement processes are managed more effectively.



GOVERNANCE

Corporate Governance

Ethics, Integrity and Complience

Customer Health, Safety & Satisfaction

Information Security & Privacy Protection

CORPORATE GOVERNANCE

WE ADOPT CORPORATE GOVERNANCE PRINCIPLES

Our company aims to create a management approach that is responsible, transparent, accountable and fair towards investors, shareholders and society by adopting corporate governance principles. In this direction, we focus on creating sustainable value for all stakeholders by shaping our goals, risk management and audit policies within a solid structure.

Our transition from family business management structure to corporate management ensures that our company's activities are carried out in a sustainable and effective manner; while creating a solid corporate structure that is compatible with social responsibility, environmental awareness and global business networks. This strategic transformation increases our financial resilience by facilitating our access to capital markets and secures our long-term sustainable growth.

Our effective and ethical management structure not only provides sustainable performance; it also forms the basis of a healthy corporate structure and a strong governance system. With our solid governance system and principles, we aim to go beyond meeting the expectations of our stakeholders. In this reporting period, the "Ethics and Compliance Committee" was established in order to strengthen the implementation of our ethical work. Our committee is responsible for ensuring that ethical rules are adopted and effectively implemented throughout the company; and encouraging employees, managers and business partners to act in accordance with these rules.

Our Board of Directors is responsible for ensuring sustainable growth in the chemical trade and directing our operations in line with our corporate goals.

In order to effectively manage our activities in global markets, we are continuously improving our corporate governance practices in line with the principles of transparency, accountability, fairness and responsibility.

Using their deep sectoral knowledge and experience, our Board members regularly review the governance practices of our organization and continually evaluate the changing needs and expectations of the business world as well as our stakeholders.

In this reporting period, we have focused more on our sustainability efforts and included our current status and future goals in environmental, social and governance (ESG) issues in the agenda of the Board of Directors meetings. Our Strategic Sustainability Goals are published on the website.



OUR BOARD OF DIRECTORS

Our board of directors aims to keep the company's risk, growth and return balance at the most appropriate level with its strategic decisions and adopts a rational and cautious risk management approach. It is responsible for fulfilling its management and representation duties in the best way possible by prioritizing the long-term interests of our company. Also it defines the company's strategic goals, determines the required workforce and financial resources, monitors the performance of the management and takes care to carry out its activities in a transparent, accountable, fair and responsible manner.

Our Board of Directors, the highest decision-making authority at the center of our corporate governance approach, guides the implementation of our strategic goals and the transparent, fair and accountable management of our sustainability strategy.

OUR BOARD MEMBERS

Arkem Kimya Board of Directors sees social responsibility as a fundamental element of its business strategy and conducts its activities within the framework of environmental, social and ethical values. While fully complying with legal regulations regarding the environment, consumer rights and public health, it adopts ethical business conduct as an integral part of its corporate culture.

At the same time, it supports universal human rights and is committed to respecting these rights. In order to strengthen this commitment, it has officially declared its commitment to the 10 principles of the agreement by joining the United Nations Global Compact in 2024.

Our company adopts business ethics and transparency as one of its fundamental principles and prioritizes the fight against corruption and bribery.

In this context, our ethical procedures and supplier code of conduct (Supplier Code of Conduct) have been prepared and published on our website, accessible to all stakeholders. Our Board of Directors members regularly review the governance practices of our organization using their deep sectoral knowledge and experience and continuously evaluate the changing needs and expectations of our stakeholders as well as the business world.

OUR MEETINGS

Our Board of Directors, which is the highest management body, carries out the effective governance approach we have created within the framework of corporate governance principles, and the Board of Directors meets as frequently as it can effectively fulfill its duties. Our Board of Directors comprehensively evaluates developments in the sector, risks and opportunities, operational processes, financial performance reports, human resources policies, ongoing and future investment projects in its regular meetings.

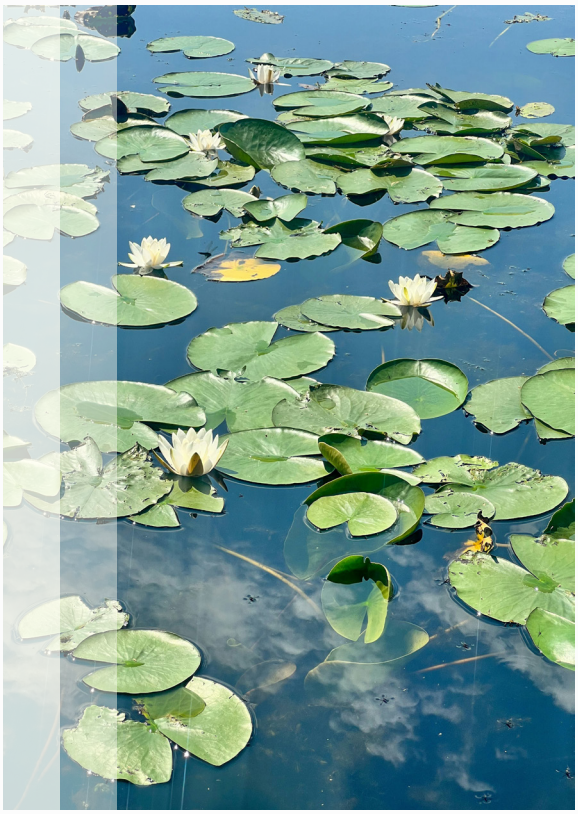
The decisions taken in the meetings and the evaluations that emerge are classified according to their level of importance, and strategic and critical issues are brought to the Board of Directors at the highest level. Evaluations are made in the Board of Directors meetings and final decisions are made. This approach provides effective communication and cooperation within the company, while at the same time increasing the efficiency of operational processes and supporting the achievement of corporate goals.

COMMITTEES ESTABLISHED WITHIN THE BOARD OF DIRECTORS

Our Ethics and Compliance Committee, established on 22.11.2024, is responsible for ensuring that ethical rules are adopted and effectively implemented throughout the Company; and encouraging employees, managers and business partners to act in accordance with these rules. An Ethics Line has been established for our employees and stakeholders regarding conflicts of interest or other ethical issues. Notifications can be made through this line on a confidential basis. etik@arkem.com.tr +90(212) 366 41 00

There were no complaints or notifications sent to the ethics line in 2024. No negative situation was encountered regarding this issue during the reporting period.

The Sustainability Committee was established in May 2025, and its members have actively commenced their work in accordance with their designated roles and responsibilities to support the implementation and advancement of the company's sustainability initiatives.



ETHICS, INTEGRITY AND COMPLIANCE

As a company that does not compromise on ethical values, we adopt an honest, consistent and reliable service approach towards our customers. We operate in the field of chemical wholesale trade with an approach that complies with the requirements of the modern and digital age; we observe high ethical standards in our customer relations and in all markets we serve under all circumstances. In line with global ethical norms, we aim to establish reliable and sustainable business partnerships by offering chemical supply and logistics solutions specific to the needs and demands of our customers.

We adopt an independent, honest, fair, competent and caring approach in our relationships with our customers, employers, colleagues and other stakeholders. We conduct all our interactions in a respectful and ethical framework based on up-to-date information.

We adhere to the principle of integrity in our communications with our stakeholders and in the transactions we carry out; we act in a timely and complete manner in accordance with professional requirements. We meticulously avoid any situation or transaction that may damage the trust in our company and the markets in which we operate.

During the reporting period, "Fight Against Corruption" training was carried out for all our employees in cooperation with the Internal Audit, Legal and Compliance Departments.

The Ethics and Compliance Committee was established at the end of the reporting period, and the development of internal audit processes and increasing their effectiveness are among our short-term strategic goals.

We closely follow the national and international legislation that we are subject to in all our business lines and business relationships, and we fully fulfill our legal obligations arising from these legislations. In line with our principle of accountability, we integrate a transparent and responsible business approach into all our processes.

We proactively monitor and intervene to prevent any situation that would affect our performance, reputation and motivation through the internal control mechanisms we have established within our company.

We develop and implement policies to monitor, regularly review and manage compliance risks, and ensure that these policies are kept up to date.

REGULATION COMPLIANCE

Our company, which operates in chemical trade, fully complies with international regulations such as REACH (EU), TSCA (USA) and GHS (Globally Harmonized System) and national regulations such as KKDIK and SEA. The SDS information of the chemicals supplied by our company's Quality Management Systems Unit is kept in a master list. With the LogicSDS software, informative safety data sheets (SDS) about customer health and safety are prepared in two different languages and shared with the customer

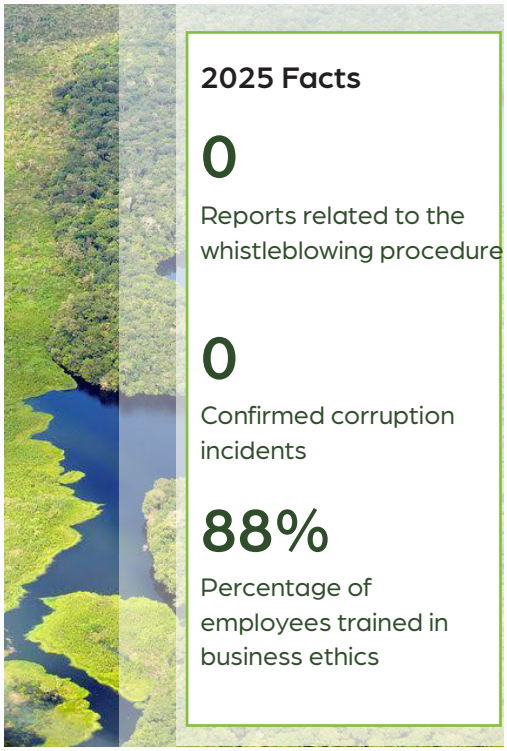
POLICY

Within the scope of our business ethics policy, it has been decided to implement mandatory "Ethics and Compliance Training' for all our employees. In addition, compliance with ethical values is evaluated in supplier selection processes.

Our Compliance Department is responsible for managing and monitoring compliance risk, which is defined as the risk of having to suffer legal sanctions, financial damage or reputational loss as a result of non-compliance with applicable laws, regulations, codes of conduct and standards of good practice.

This unit regularly examines the high compliance risks we are exposed to in all business areas we operate in with our risk-based approach and takes the necessary measures within the Group regarding the results. Our Ethical Principles and Code of Conduct have been determined by both our internal and external stakeholders and shared on our website.

It develops policies regarding the management of these risks, updates existing policies in accordance with changes in legislation, activities and market conditions and ensures that the policy is implemented within the Company. Legislative changes that may affect our activities are also monitored by our Compliance Department and relevant persons are informed through the prepared internal bulletin.



2025 Facts

0

Reports related to the whistleblowing procedure

0

Confirmed corruption incidents

88%

Percentage of employees trained in business ethics

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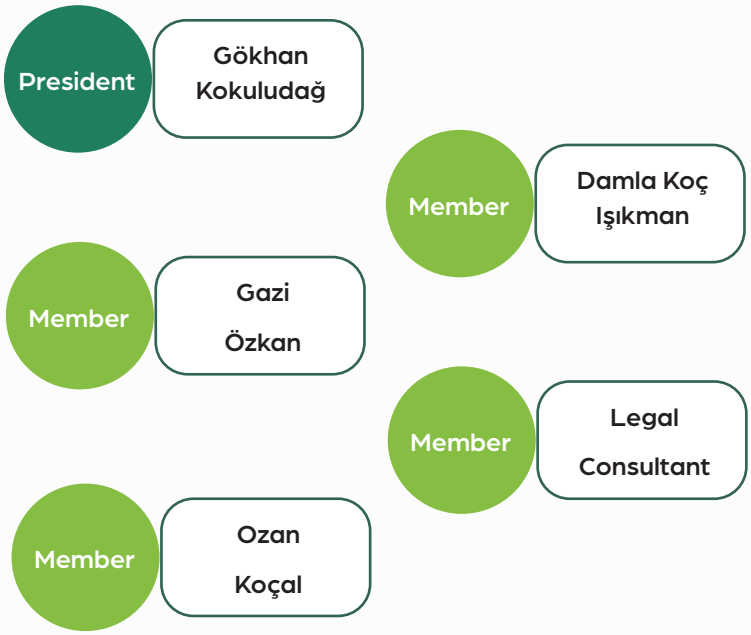
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ETHICS AND COMPLIANCE COMMITTEE WORKING PRINCIPLES AND ACTIVITIES

Our committee, established on 22.11.2024, is responsible for ensuring that ethical rules are adopted and effectively implemented throughout the Company; and encouraging employees, managers and business partners to act in accordance with these rules. An Ethics Line has been established for our employees and stakeholders regarding conflicts of interest or other ethical issues. Notifications can be made through this line on a confidential basis: etik@arkem.com.tr +90 (212) 366 41 00

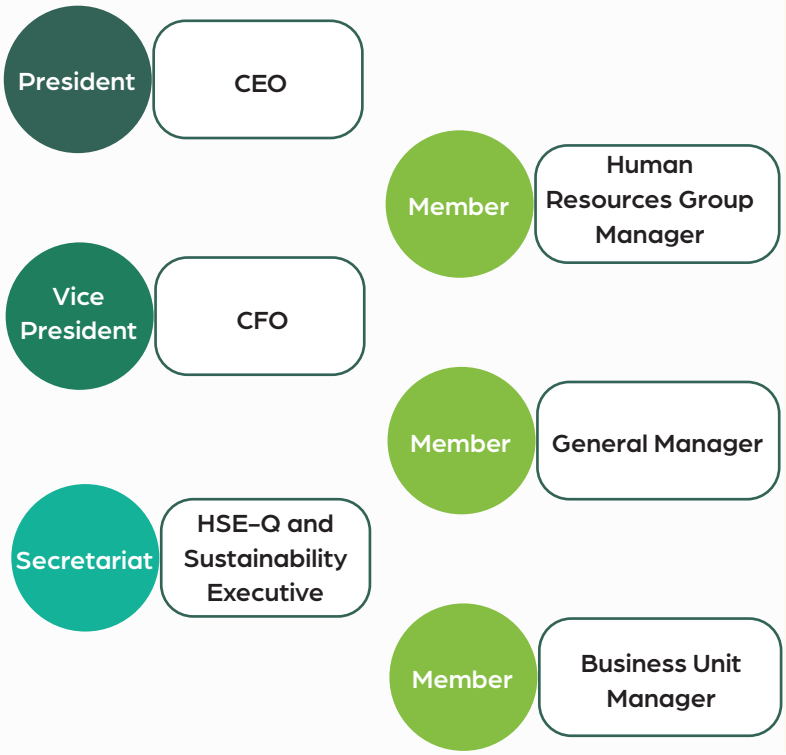
Our Ethics and Compliance Committee is responsible for;

- Ensuring the development of an ethical culture through regular Ethics and Compliance trainings for employees on ethical rules and company policies,
- Regularly reviewing and updating our ethical policies in line with national and international ethical standards and legal regulations and sectoral developments,
- Ensuring that our ethical rules are compatible with the company's sustainability goals and corporate social responsibility policies.
- Evaluating and resolve ethical violation notifications from employees or stakeholders in accordance with the principles of impartiality and confidentiality.
- Periodically submitting reports on ethical issues to the Board of Directors.



SUSTAINABILITY COMMITTEE WORKING PRINCIPLES AND ACTIVITIES

Our committee, established on May 2025, is responsible for overseeing the company's sustainability strategy and ensuring that sustainability objectives are integrated into business processes. Its responsibilities include regularly reviewing the company's sustainability targets, policies, practices, and management system to ensure their continuous improvement and development. The Committee also monitors progress toward sustainability goals, supports the implementation of relevant initiatives, and promotes the continuous enhancement of the company's environmental, social, and governance (ESG) performance in alignment with its strategic priorities and long-term sustainability commitments.



Our Sustainability Committee is responsible for;

- Identifying key sustainability priorities and developing the sustainability strategy, short-, medium-, and long-term targets, roadmaps, and policies.
- Determining which of the 17 United Nations Sustainable Development Goals (SDGs) the company will align with and which areas will be monitored.
- Ensuring compliance with the principles of the United Nations Global Compact (UNGC).
- Monitoring and reporting on national and international sustainability developments, public regulations, and trends.
- Supporting the transition to a low-carbon economy as part of efforts to combat climate change and ensures the implementation of projects aimed at reducing carbon emissions across business processes
- Supporting the development of sustainable initiatives across the value chain.

CUSTOMER HEALTH, SAFETY & SATISFACTION

As Arkem Kimya,. we place customer satisfaction at the center of all our activities and consider feedback on the products and services we offer and carry out continuous improvement studies. While aiming to exceed our customers' expectations, we take care to offer innovative and sustainable solutions specific to their needs. To provide fast and effective solutions to the changing needs of our customers, we have shaped our innovative processes in line with customer feedback. We closely follow sustainability-oriented product demands, share these demands with our suppliers and constantly update our product portfolio in line with sustainable trend products and services.

We support customer awareness through fairs, webinars, customer events and meetings that we regularly hold. With these events, we aim to receive the chemical needs and expectations of our customers in the best way and continuously improve them. In 2025, we conducted two customer awareness activities on environmental sustainability, product safety, and customer health and safety, achieving our annual target. We also responded to 896 customer requests concerning product safety, regulatory compliance and technical information, including REACH, SDS, food and cosmetic suitability, and environmental information. Relevant information was prepared internally or obtained from suppliers where necessary, and 100% of the requests received were answered.

As Arkem Kimya, we adopt a meticulous approach in line with national and international standards to minimize the impact of the products and services we offer on customer health and safety. In this context, we receive external support services regarding regulatory monitoring systems. Our company, which operates in the fields of chemical wholesale trade and logistics, fully complies with international regulations such as REACH (European Union), TSCA (United States) and GHS (Globally Harmonized System), as well as national regulations such as KKDİK (Registration, Evaluation, Authorization and Restriction of Chemicals) and SEA (Classification, Labeling and Packaging).

Safety Data Sheets (SDS) for supplied chemical products are systematically managed by the Quality Management Systems Unit through a central master list. Safety data sheets are prepared in multiple languages and shared with customers, prioritizing customer health and safety, using the LogicSDS software. In addition, information on the potential effects of the products we supply on human health and the environment and related documentation are provided to our customers in a timely, complete, and transparent manner. All our products and logistics services are supplied in full compliance with the applicable local and international legislation and our activities are carried out in this direction.

To continuously improve customer experience, we collect regular feedback through surveys, satisfaction evaluations and complaint management systems. We also evaluate suggestions and comments received through our digital platforms and include them in our improvement processes.

One of our long-term goals is to regularly inspect our business partners in our supply chain for compliance with established standards for customer health and safety.

Customer satisfaction and feedback processes are systematically and continuously monitored by Quality Management Systems and sales departments, and necessary improvement actions are implemented in line with the data obtained. In this context, survey methodology is used to objectively evaluate customer satisfaction. During the reporting period, surveys prepared by Quality Management Systems in cooperation with sales units were created via Microsoft Office 365 platform and communicated to customers via special links. Survey results provide direction for continuous improvement efforts by enabling detailed analysis of customer feedback.



Customer satisfaction survey results are examined in detail in Management Review meetings. In addition, issues and actions related to customer satisfaction management are reviewed in 3rd party audits (ISO 9001) within the scope of Integrated Management Systems. The 2025 customer satisfaction survey results have been analyzed and improvement efforts have been initiated to increase the satisfaction level.

4.59 On-time delivery performance	4.59 Performance in meeting urgent requests	4.74 Performance of sales teams	4.71 Product quality
4.39 Product portfolio	4.59 Approach to complaints and feedback, resoultion time	4.53 Transport organization and logistics team performance	4.59 Average survey score

INFORMATION TECHNOLOGY AND PRIVACY PROTECTION

INFORMATION SECURITY AND CYBER SECURITY

As Arkem Kimya, we are aware of our responsibilities towards our customers and stakeholders. The basis of these responsibilities is to ensure information security and cyber security. We are aware that in today's world where digital transformation is accelerating, cyber attack risks are increasing in the sector we operate in and threats to information security are becoming increasingly sophisticated. Information security and cyber security are one of the fundamental elements of our sustainability strategy and customer-oriented approach. They are among the primary focus areas of our company and we attach great importance to ensuring that our data management processes are secure, transparent and fully compliant with applicable legal regulations. We aim to go beyond these expectations and continuously improve our security standards and take them to the highest level.

In this context, in line with the scope and scale of our company's activities, we do not only limit ourselves to legal requirements; we also adopt national and international best practice standards and ensure the implementation of comprehensive and effective data security measures. Our data security policies, practices and systems are regularly reviewed and updated in accordance with current legislation and sectoral developments. Thanks to this process, we effectively protect our customers' data against new risks and threats and continue our commitment to be a reliable business partner.



Risks to our information security systems are identified with a systematic approach, the effectiveness of these systems is constantly monitored and evaluated, and improvement processes are meticulously implemented when necessary.

Arkem Kimya has initiated its work within the framework of the internationally valid ISO 27001 Information Security Management System in order to protect critical data such as financial data, intellectual property rights and sensitive customer information, and the process is currently ongoing.

The effectiveness of the security controls we implement to manage risk is continuously monitored and evaluated. These evaluations contribute to increasing the resilience of our company and the continuous optimization of our information security management system performance.

In ensuring information security, human factors are as strategically important as technical measures. Acting with this understanding, our company takes various measures to ensure that security culture is rooted throughout the organization in line with the information security policies and procedures we have created.

In this context, Information Security and Privacy Training Programs are organized to encourage all employees to adopt information security responsibility and to increase security awareness. These trainings contribute to the establishment of a strong security culture within the organization and ensure that our employees act more responsibly in terms of security.
During the reporting period, our employees were provided with a total of 1 person/hour of "Information Security Management System Awareness" training. These trainings aimed to increase information security awareness, and security awareness was strengthened with practical applications such as simulations against cyber threats, especially phishing attacks.

We aim to increase our employees' awareness of information security and encourage their compliance with best practices. We are constantly working to create a secure digital infrastructure, effectively manage potential risks and provide best practices in the field of cybersecurity.

We conduct regular security tests and audits to detect and prevent security vulnerabilities.

We also monitor changing technologies and threats to protect the information security of our customers and our company, and keep our security practices up to date. This process is critical to our company's sustainable success journey and reinforces our proactive approach to security.

As Arkem Kimya, we offer regular and comprehensive training programs to increase our employees' awareness of information security and ensure that they act in accordance with international best practices. Creating a secure digital infrastructure, effectively managing information security risks and implementing best practices in the field of cyber security are among our strategic priorities. In this regard, we conduct regular security tests and audits to detect and prevent security vulnerabilities. In order to protect the

information security of our customers and our company, we closely follow developments in the sector and constantly update our information security policies and practices. This effort is critical to our company's sustainable success journey.

Ensuring the security of customer and employee data is our primary and strategic responsibility. In this regard, comprehensive policies and procedures have been developed within the framework of the standards set by regulatory bodies and Information Technology (IT) Management Processes. Our company ensures that legal obligations regarding data security and confidentiality are fully fulfilled. In addition, it manages its processes by adopting the standards set by the Capital Markets Board (CMB).

In this context, all processes regarding data security are regularly reviewed and updated in line with international best practices.

As Arkem Kimya, we carry out our security activities within the framework of our goals and objectives determined in our main processes such as Business Continuity Management, Project and Change Management, Service Request Management, Incident Management, Asset Management and Security and Performance Management.

These processes are managed meticulously with the participation and responsibility of the relevant units and the effective operation of each area is ensured.

We regularly review and update the policies and procedures determined in order to adapt quickly to sectoral and technological changes. In order to implement these processes effectively, management, relevant units and employees are constantly monitored and followed.

It evaluates the effectiveness and functioning of these procedures by conducting business continuity tests once a year. The Compliance Committee ensures the effectiveness of these processes by auditing them in line with the policies and procedures of Arkem Kimya. During the last 3 years, no incidents have occurred and no complaints have been received regarding customer privacy violations. In addition, no negative situations such as leakage, theft or loss of customer data have been encountered.

We effectively implement various security measures such as firewalls, intrusion detection systems (IDS) and security information and event management (SIEM) in order to provide effective protection against cyber attacks. While large-scale attacks are blocked by the operator, incoming traffic is first filtered in denial of service attack (DDOS) devices. Then, the traffic is examined in different security layers such as intrusion prevention system (IPS) and antivirus (AV). This multi-layered security approach protects our systems and data against various threats.

E-mail traffic is filtered in security systems for malware and e-mail attachments are examined in sandbox applications to check for malicious content. Only attachments that are determined to be harmless are delivered to the user. In addition, the activities of security and other relevant systems and notifications from the security information and event management (SIEM) application are recorded and monitored. Centrally managed and regularly updated antivirus software is used on user computers. Server systems are backed up regularly and these backups are copied to a different location and stored in an unchangeable and undeletable manner.

We fully comply with the procedures and principles determined within the scope of the Information Security Policy and takes the necessary measures in this regard. All necessary measures are taken by the IT department and the Internal Control department in order to effectively establish and operate controls on risk center processes and information systems and to ensure an adequate control environment.

Along with all these measures, we take comprehensive security measures using various applications such as firewall, antivirus programs, protection systems against denial of service attacks (DDOS), security information and event management (SIEM) and data loss prevention (DLP). In addition, the Internal and External Control team periodically audits the effectiveness of these security measures and improves the security process by taking the necessary corrective measures when any problems are detected. In this way, Arkem Companies's data security is constantly reviewed and strengthened.

We have set a short-term goal to achieve full compliance with international standards in the field of information security and continues to work continuously in line with this goal.

Average digital skills and technology training hours per employee

1.81

Percentage of employees trained in information security and cybersecurity

27%

Average information security and cybersecurity training hours per employee

0.54



TECHNICAL MEASURES AND SECURITY SOLUTIONS

We implement a comprehensive set of security solutions and technical measures to strengthen our information security infrastructure and increase our resilience against cyber threats. These security measures aim to protect the company's digital infrastructure as well as to develop a proactive approach against potential threats. Here are the main security solutions implemented by Arkem Kimya.

Microsoft 365 (M365) Business License

Microsoft 365 Business provides high security in business processes. It has important features such as email security, data loss prevention, identity and access management, and secure file sharing. This platform ensures that the data that users can access via their devices is encrypted and data security policies are implemented.

FortiGate Advanced Malware Protection (AMP)

FortiGate AMP scans network traffic to detect malware, viruses, and threats. It performs advanced pre threat and post threat scanning to protect all devices within.

TrendMicro Security Agent

TrendMicro Security Agent is a solution used for endpoint security, providing effective protection against malware, viruses, ransomware, and other cyber threats on devices. This software continuously scans the data flow between devices and blocks threats instantly.

FortiGuard IPS Service

FortiGuard IPS provides protection against known and unknown threats by analyzing network traffic before and after penetration. This system automatically blocks attacks over the network and continuously monitors the infrastructure.



AntiSpam and Email Security

AntiSpam and malicious email filtering systems scan incoming email traffic for spam, phishing, and malware. Email attachments are analyzed in sandboxes for malicious content, so only safe content is delivered to the user.

Layer 7 DDoS Protection and Firewalls

Layer 7 DDoS service provides protection against attacks at the web application layer (HTTP, HTTPS). This solution creates an effective defense against high volume attacks and detects and blocks attacks at an early stage.

Firewall solutions protect the network from threats from the outside world and control all incoming and outgoing traffic

LAN Structure (Port and Application Security)

Network segmentations are created with the VLAN (Virtual Local Area Network) structure and different security policies are applied to each segment. With the Port and Application Security features, it ensures that each port and application is used only by authorized devices, thus preventing unauthorized access within the network.

Data Backup and Disaster Recovery Solutions

Data is backed up encrypted on Microsoft platforms such as OneDrive and SharePoint and continuous access is provided.

Critical data is backed up at regular intervals using Veeam, RP4VM and virtual infrastructures. Backup data is stored in a location outside of physical and virtual environments to prevent loss in the event of any hardware failure.

VMWare Virtualization and Isolation

Applications and systems are made independent of physical devices using the VMware virtualization infrastructure. Thanks to vi.rtualization, all systems can be isolated and managed more securely.

Zabbix Monitoring and Management

Zabbix is an open source monitoring solution that continuously monitors the performance of network infrastructure and systems. Zabbix monitors important metrics such as security, system performance and network traffic in real time and sends alerts about possible security breaches.

Cloud Hosting and Data Security

Our critical servers are securely stored in the cloud using the Cloud Hosting Service. This prevents data loss in the event of device loss or damage.

Microsoft Intune and Mobile Device Management

Microsoft Intune is used to securely manage employees mobile devices. This application ensures the secure integration of devices with company data and provides security with features such as encryption and remote wipe.

Microsoft Defender and Access Control

Microsoft Defender blocks malware by protecting all endpoints, detects security threats, and notifies users about any malicious activity on the system. With Access Control policies, only authorized users can access certain data and systems.

FortiGuard URL, DNS & Video Filtering

FortiGuard URL Filtering blocks malicious websites and ensures that users only access safe sites. DNS Filtering blocks malicious domain names through DNS queries. Video Filtering is a solution implemented to ensure safe viewing of video content, and ensures that risky content is blocked, especially in education and business environments.

USE OF QDMS APPLICATION FOR AUDIT MECHANISMS AND POLICY CONTROLS

Arkem Kimya uses QDMS (Quality Document Management System) application to ensure compliance with information security policies and continuous improvement. QDMS increases the effectiveness of the company's information security processes by ensuring that all security policies are created, updated, distributed and monitored.

Document Management: QDMS ensures that information security policies and procedures are stored in a central location and ensures that these documents are accessible to all relevant units.

Audit and Monitoring: QDMS continuously monitors information security processes and security measures. Audits are recorded, detected nonconformities are monitored and corrective measures are taken.

Continuous Improvement: Updates made to policies and procedures are instantly visible in the system. In this way, rapid adaptation to changing security requirements is ensured.



SAP S/4HANA CYBER SECURITY ARCHITECTURE AND USAGE

SAP S/4HANA offers a multi-layered and integrated security architecture, ensuring high standards in areas such as data security, access control, monitoring and disaster recovery. Below is additional information on the basic technical security solutions of SAP S/4HANA and the use of the GUI (Graphical User Interface):

Data Encryption: Both stored data and data transmissions are protected using strong encryption protocols (e.g. AES-256).

Role-Based Access Control (RBAC): With the roles and authorization levels defined for users, only authorized persons have access to sensitive data.

Auditing and Logging: SAP S/4HANA offers built-in audit trails (audit logs) that record security events and user activities in detail. This way, potential breaches are detected immediately.

Security Monitoring and Incident Management: With SAP Security Audit Log and integrated SIEM solutions, security events are continuously monitored, analyzed and reported.

Backup and Disaster Recovery: The risk of data loss is minimized with regular backups of critical data and technologies such as SAP HANA System Replication.

Patch Management and Updates: SAP regularly releases security patches and updates to ensure that the system remains up-todate and secure.

Network Security: Additional protection against perimeter attacks is provided with measures such as firewalls, VPNs and network segmentation.

GUI Usage: SAP S/4HANA's security management is easily configured and managed via the user-friendly graphical user interface (GUI). This interface allows administrators to visually monitor security settings, access controls, audit trails, and system monitoring information. This enables more effective implementation and monitoring of security policies.

This multi-layered security solution plays a critical role in ensuring data security and system integrity in SAP S/4HANA. The security architecture of SAP S/4HANA not only protects against current threats, but also creates an infrastructure that is resilient to future cyber threats.

SALESFORCE CYBER SECURITY ARCHITECTURE TECHNICAL SOLUTIONS

Salesforce uses a multi-layered, integrated, and modern security architecture to ensure enterprise data security and provide a platform resilient to cyber threats. This architecture covers critical areas such as data protection, access control, monitoring, auditing, and risk management. Here are the key cybersecurity architecture technical solutions offered by Salesforce:



Data Encryption:

Salesforce uses strong encryption protocols (e.g. TLS/SSL, AES-256) to protect both stored data and data transmissions. This ensures that data is protected against malicious access while it is stored and in transit.

Role-Based Access Control (RBAC) and Multi-Factor Authentication (MFA)

Salesforce implements RBAC mechanisms to tightly control user access. Additionally, MFA applications authenticate the user to prevent unauthorized access.

Auditing and Logging

All user activities and security events are recorded through detailed audit logs. These logs are monitored in real time with integrated SIEM solutions and potential anomalies are quickly detected.

Security Monitoring and Incident Management

Salesforce instantly detects and intervenes in potential threats with integrated SIEM solutions that continuously monitor security incidents and suspicious activities.

Data Loss Prevention (DLP)

Built-in DLP mechanisms minimize the risk of data loss by preventing unauthorized export of sensitive data.

Application Security and API Protection

Salesforce offers security measures such as token-based authentication, rate limiting, and attack detection for RESTful APIs and integration points. This provides security at the application level as well.

Updates and Patch Management

As a cloud-based service, Salesforce continuously complies with the latest security standards with automatic updates and security patches

Integration of Cloud-Based Security Architecture

Features such as centralized update, scalable security solutions, and automatic patch management enable the platform to respond quickly to the dynamic threat landscape.

User-Friendly Graphical Interface Management and Monitoring

Salesforce's user-friendly graphical interface enables easy management and monitoring of security configurations, access controls, and audit logs. This supports effective implementation of security policies.

CONCLUSION AND STRATEGIC APPROACH

As Arkem Kimya, we are constantly investing in technology to strengthen our digital infrastructure and provide the highest level of protection against cyber threats. Comprehensive security measures not only prevent existing threats, but are also constantly updated to increase the effectiveness of the company's overall security infrastructure. With modern security solutions, all processes are constantly monitored and immediate intervention is provided against potential threats. In this way, the information security infrastructure of Arkem Kimya is strongly protected and complied with international security standards.



ARKEM

Annual Report 2025

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