

ANADOLU EFES

**ANADOLU EFES BİRACILIK VE MALT SANAYİİ A.Ş.
BOARD OF DIRECTORS SUSTAINABILITY COMMITTEE CHARTER**

1. GENERAL PRINCIPLES

Scope

1.1. Anadolu Efes Biracılık ve Malt Sanayii A.Ş. (“AEFES”) Board of Directors Sustainability Committee Charter regulates the duties, responsibilities and working principles of Anadolu Efes Biracılık ve Malt Sanayii A.Ş. Board of Directors Sustainability Committee (“Sustainability Committee”).

Purpose

1.2. The Sustainability Committee (“Committee”) is established to report to the Board of Directors to ensure the Company’s compliance with internationally recognized sustainability standards, integrate sustainability into its strategic vision, approve the Company’s ESG targets, review and approve the necessary investments in line with these targets, and provide recommendations for the monitoring and improvement of performance.

1.3. The Committee will fulfill its responsibilities by performing the activities specified in Section 3 (Duties and Responsibilities of the Sustainability Committee).

2. COMPOSITION, STRUCTURE, AND WORKING PRINCIPLES OF THE SUSTAINABILITY COMMITTEE

2.1. The Committee is formed and authorized by the approval of the Board of Directors. The Sustainability Committee consists of at least 2 (two) members of the Board of Directors. At least one (1) member of the Committee must be competent in the field of sustainability. The members of the Committee elect a chairperson among themselves. The Committee members from the Board of Directors are appointed at the first Board meeting following the AEFES Annual General Assembly and serve until the next AEFES Annual General Assembly. The Board of Directors may, even before the end of the specified term, dismiss some or all the members forming the Committee. The Board of Directors may appoint new members to fill any vacancies caused by resignation, death, or dismissal, to serve for the remaining term.

2.2. Anadolu Group Corporate Affairs, Communications and Sustainability President (“Anadolu Group”), AEFES Group Corporate Communication and Affairs Director, Group Sustainability Manager, Group Chief Financial Officer, and Group Investor Relations and Risk Director are non-voting participants of the Committee. The Group Sustainability Manager serves as the Secretary of the Committee.

2.3. The Committee may invite AEFES executives, relevant employees, and other Board members to meetings as needed and consult with experts. The Committee may also engage continuous or periodic advisors to support its work. AEFES will cover the fees for such consulting services.

2.4. The Committee meets at least twice a year. If requested by the Committee Chair or a majority of the members, more frequent meetings may be held. The timing of the Committee meetings is, whenever possible, aligned with the Board meetings. The Committee Chair informs the Board members about the annual meeting schedule.

2.5. The Chairperson of the Board is invited to all Committee meetings and has the right to participate as a permanent non-voting attendee.

2.6. Committee members may also hold meetings via telephone and/or other communication tools electronically.

2.7. The Committee convenes with the majority of its members and makes decisions by a majority vote of those attending the meeting. In the case of a tie, the vote of the Committee Chair prevails, and the relevant matters are submitted to the Board of Directors for approval.

2.8. The Committee, when necessary and in accordance with confidentiality principles, may hold separate meetings or consultations with AEFES senior management and employees at any level.

2.9. The Sustainability Committee documents and records all of its activities. The "official approval" of the meeting minutes is obtained at the next meeting. All meeting minutes and decisions of the Sustainability Committee are kept in written and signed form.

2.10. The Sustainability Committee reports all its activities, meeting outcomes, findings, and recommendations to the Board of Directors through the Committee Chair.

3. DUTIES AND RESPONSIBILITIES OF THE SUSTAINABILITY COMMITTEE

3.1. The Committee reviews and assesses the Company's annual sustainability performance and target achievement, as well as the investments planned within the scope of sustainability goals, and provides feedback to the Board when necessary.

3.2. The Committee is responsible for overseeing the evaluation of economic, environmental, and social impacts across the entire value chain. It will periodically review the company's performance in creating shared value with stakeholders. The committee ensures that the interests of relevant stakeholders are integrated into the company's ESG (Environmental, Social, and Governance) strategy, objectives, and policies. Furthermore, the Committee will ensure that effective communication is maintained with stakeholders to support alignment and collaboration.

3.3. Environmental Matters: The Committee reviews the company's environmental goals, along with the strategies and activities necessary for compliance with these goals. It provides guidance on evaluating the risks and opportunities that arise in achieving these targets. Based on the assessments, the committee may recommend revisions to the goals, if deemed necessary. The scope of environmental responsibilities, though not limited to the following, includes:

The committee reviews, provides feedback, and offers guidance on the company's environmental responsibility areas, including but not limited to the following: climate change-related topics such as emission reduction targets, investments in renewable energy and energy efficiency, circular economy principles, and the zero-waste approach. Additionally, it covers sustainable agricultural sourcing, deposit-based products, sustainable packaging solutions, efficient water usage targets, water risk analysis in operational regions, and initiatives to improve water efficiency and circularity at facilities. The committee evaluates and advises on plans, actions, OPEX, and CAPEX investments related to these environmental responsibilities.

3.4. Social Matters: The Committee reviews, evaluates, and guides the Company's plans and activities related to societal benefits and equal opportunity. Social topics include, but are not limited to, human rights across the entire value chain, social responsibility, equal opportunity, inclusivity management, policies, procedures, and metrics.

3.5. ESG Risks and Regulatory Developments: The Committee reviews risks arising from ESG-related topics and assists the Board in managing and mitigating such risks where necessary. It reviews developments in ESG regulations, assesses their applicability to the Company, and ensures that internal processes and policies are established on time to comply with applicable laws.

3.6. The Committee advises the Board of Directors, but this does not absolve the Board of its responsibilities and duties under the Turkish Commercial Code (Ref: CMB Serial No:22, Principle 25, Paragraph 9).

4. OTHER CONDITIONS

4.1. These working principles and any amendments to them come into effect with the approval of the Board of Directors.

4.2. These working principles may be amended by a decision of the Board of Directors.

4.3. These working principles have been approved by the Board of Directors of Anadolu Efes Biracılık ve Malt Sanayii A.Ş. with the decision dated 16/10/2024 and numbered 660 and have come into force as of 16/10/2024.