
Arçelik

**Corporate
Volunteerism
Policy**

1. Purpose

Arçelik has prepared this policy paper to define its volunteering model and to specify its scope, priority areas and its relationship with sustainability.

2. Scope

This policy document covers all Arçelik companies and employees.

3. General Principles

Arçelik volunteers are Arçelik employees who support, out of personal conviction or guided by a belief that it is the right thing to do, events and activities through social initiatives, projects and NGO partnerships in order to improve social welfare and reach a goal that benefits society without expecting any material or immaterial reward in return.

Arçelik Volunteers believe that building a sustainable future is possible by taking action today. They appreciate the importance of pushing beyond people's ingrained habits, thought patterns, and mental limits to address what is considered "impossible." They work under the "**We Share We Care**" initiative to build a sustainable tomorrow through technologies that improve the future, and provide sustainable solutions to benefit society and the environment.

Arçelik Volunteers provide their knowledge and expertise to society in a tolerant and sharing spirit. They improve the planet, our lives and technology, which bolsters our business, through socially responsible initiatives and serve society as caring world citizens with good human relations and professional attitudes. They create common value with all stakeholders in the value chain.

Arçelik Volunteers:

- Work to develop technologies and solutions that serve the local needs and priorities of people living in countries where we do business.
- Focus on sustainable life through events and projects.
- Addresses social problems. Act to solve these problems.
- Fight all types of exclusion and discrimination; Embrace diversity and inclusion.
- Motivate and inspire people around them. Promote volunteerism in society and across the company.
- Respect the environment and lead environmental sustainability efforts.
- Believe in gender equality and equal representation.
- Keeps up to date with all digital and technological developments.

4. Priority Areas of Action

Arçelik Volunteers take concrete steps for a sustainable future using technology that improves our planet, lives and business. They try to address pressing social problems: Focus points that may be supported under “**We Share We Care**”:

- Sustainable life (environmental protection, fight against the climate crisis, energy, waste, plastic, food waste and healthy living).
- Technology and Digitization
- Education – Equal Opportunity
- Gender Equality

5. Implementation

Arçelik employees must first sign up to the Arçelik Volunteers Club to volunteer.

Arçelik volunteers plan annual events in priority sustainability areas in line with the goals and activities specified in the Club’s bylaws, and implement these plans with volunteers. Arçelik volunteers participate in Arçelik’s social responsibility projects and perform volunteer work. The Social Clubs Directorate is responsible for coordinating the activities set out in the annual activities calendar and managing the budget.

Corporate Volunteerism activities are separated into two groups:

- Employee participation in volunteer work organized by the Arçelik Volunteers Club.
- Individual participation in events organized by NGOs that are involved that fall within Arçelik’s priority areas.

Participation costs to Arçelik Volunteers Club’s activities are covered by the Company. Volunteer work should be planned as much as possible outside work days/hours. However, if an event falls on a workday, employees can be issued up to three (3) days of administrative leave per year with the approval of their manager. The participation costs for activities not organized by Arçelik will be covered by the employee. The employee will not be granted administrative leave if the event falls on a workday. However, the employee may request a day off at their own discretion.

Arçelik Volunteers can collaborate with NGOs organizations. Subject to the approval of the Corporate Brand and Projects Directorate on its compatibility with company and holding principles, all communications and coordination with an NGO will be carried out by the Social Clubs Directorate. The Civil Society Cooperation Policy is the binding document for any such cooperation.

Arçelik volunteers must inform the Global Communications Directorate if the activity requires communications or brand and logo use. The use of the brand in an agreement or project must first be approved by the Global Communications Directorate and the Human Resources.

Arçelik Volunteers cannot collect donations or open a bank account. Volunteerism is essential in their activities and they act without any expectation of receiving support from the company.

The working principles and procedures of the volunteers are laid out in the Arçelik Volunteers Club Bylaws.

Voluntary Ambassadors

Employees can join the Arçelik Volunteers Club in any country where Arçelik does business. Each location has an ambassador who conducts and coordinates the local activities. Their primary task is to organize, coordinate and report the activities of the Arçelik Volunteers Club.

Arçelik Volunteering Day

Arçelik designates one day a year for all Arçelik companies to participate in volunteering activities. This is celebrated as the “Volunteer for a Better Future Day.” The aim of this day is to improve volunteer efforts by organizing joint events.