



## OUR SUSTAINABILITY POLICY

Pam Thermal, which is involved in accommodation activities in world and Turkish tourism, we aim to integrate the concept of sustainability into our current activities, future investments and value chain by evaluating environmental, social and corporate governance practices.

In line with the increasing world population and demands, we adopt a sustainable development approach that does not neglect future generations and meets today's needs, exploring conscious consumption methods and alternative resources to ensure the survival of natural resources.

Our sustainability policy forms the basis of Pam Thermal's activities and is incorporated into our business model to be applied to all departments starting from our board of directors.

We recognize our responsibility towards the UN Sustainable Development Goals to tackle global challenges such as climate change, poverty, hunger, inequalities, water scarcity and loss of biodiversity. We aim to increase living standards and prosperity by expanding our investments, and we prioritize promoting sustainable development in our operations and decision-making processes.

Recognizing our impact on ecological, economic and social dimensions, we are committed to developing the following SDGs as our primary focus and shaping our operations accordingly by 2030.

Aware of the need for technologies that consume less energy, we carry out production and services that respect human health, biodiversity and environmental resources, and we continue to research and integrate innovative best available technologies that offer ways to transition to a low carbon economy by reducing greenhouse gas emissions and carbon footprint according to the science-based goals initiative. In this direction, within the scope of the European Green Deal, efforts to reduce waste, use resources efficiently, and recover chemicals and energy are carried out in our investments.

Our Sustainability Committee, with the active participation of our Board of Directors, raises awareness on sustainable practices, examines and reports issues that conflict with our sustainability policies, and identifies and improves short, medium and long-term sustainability targets.

In our reports, we evaluate the positive and negative trends of the results created by the activities we are responsible for in our sphere of influence through internal and external audits and take remedial actions; we develop studies to improve social, environmental and economic improvements and we apply national and international standards to provide the best quality in line with the needs of our stakeholders.

To conduct business activities efficiently from an environmental, social and governance perspective: Human and labor rights, social justice, business ethics, workforce diversity, gender and equal opportunity, risk management, engagement and collaboration with stakeholders, legal compliance, and preventive measures against corruption, bribery, mobbing, discrimination and child labor; To create the necessary resources to integrate sustainability values that have a low ecological footprint for the planet, combat climate change, use resources efficiently, save water, prioritize efficient and

reliable energy technologies, and support the circular economy into both our own work and our suppliers in our value chain;

In this direction, we are committed to reviewing our sustainability policy at regular intervals and keeping it up-to-date in consultation with the relevant departments. All our employees are obliged to implement and adopt our sustainability commitments in cooperation.

During the implementation of our activities, actions are taken in line with our Biodiversity Management Plan, Waste and Wastewater, Air Quality, Community Health and Safety, Cultural Heritage, Environmental and Social, Environmental Emergency, Internal and External Complaints, Health and Safety, Human Resources, Stakeholder Engagement, Training and Water Resources Management Plans in accordance with international and local legislation.

Within the scope of environmental management systems, our principle is to evaluate direct and indirect carbon emissions, energy and water consumption through EIA and third party independent environmental audits and drills, and to set new targets for continuous improvement.

In accordance with the waste management hierarchy, our primary goal is to reduce the amount of waste at the source, and all wastes are separated according to their types when it is not possible to reduce the amount of waste generated to zero.

Our stakeholders include local governments, ministries, NGOs, media, local community, universities, suppliers, consumers and our employees. We emphasize the importance of conducting interviews (surveys, etc.) among our stakeholders to ensure formal communication channels using transparent, sincere and open language. Consumer satisfaction and loyalty are monitored to improve our competence.

Based on zero accidents and zero occupational diseases at the facility as a target, OHS performance is monitored and the root cause of incidents that threaten the health and safety of those in the workplace is addressed, and proactive, corrective and preventive actions (COPA) are adopted as a principle for a sustainable working environment. The training and development of our employees is a critical point for us, and we encourage our employees to realize their competence and their own potential by investing in trainings on sustainability.

We conduct fair, equal opportunity, non-discriminatory, responsible and humane relations, and we take care to ensure contact with local communities in the impact area of our facility. Our employees and local communities actively report to us through complaint and suggestion mechanisms, so that potential risky situations and requests (training, employment, food supply, etc.) can be assessed and acted upon before they become critical.

Our Sustainability Policy is integrated with other environmental, social and corporate policies of our company.

The management is committed to fulfilling the requirements set out in this policy and expects Pam Thermal employees to fulfill the same commitments.