

SUSTAINABILITY PRINCIPLES COMPLIANCE DECLARATION

Alarko Holding A.Ş. and Group Companies closely follow best practices in sustainability, including those specified in the Capital Markets Board (CMB) Sustainability Principles Compliance Framework, and conducts its activities with the goal of ensuring compliance with generally accepted best practices in this field.

Practices regarding the principles within the scope of the CMB Sustainability Principles Compliance Framework are included in the "Sustainability" section of the Annual Report. In addition, information is presented for the evaluation of relevant stakeholders in the Corporate Governance and Social Responsibility sections of Alarko Holding's corporate website. The explanations for the principles for which an improvement is accomplished in accordance with the information that has been shared are provided below.

A. General Principles

Alarko Holding A.Ş. started developing policies for compliance with the sustainability principles at the end of 2020. Primarily, an inventory study was conducted by collecting information on issues, policies, and procedures followed both by the Holding and Group Companies, as well as a list of initiatives to which they were members.

A Sustainability Working Group was established with the approval of the Board of Directors.

Taking into consideration the items in the inventory, it was agreed to begin working on establishing key performance indicators with a specific time schedule, following the start of materiality studies and on the formulation of Short-, Medium-, and Long-term strategies.

Among quality management standards and certifications regarding environmental, social, and corporate governance, the Group companies have obtained and are in compliance with ISO 9001 Quality, ISO 14001 Environmental Management, ISO 18001 and ISO 50001 certificates at all times, and key performance indicators are presented to management on a regular basis. Environmental management systems of our Group companies are regularly reported in the "Management Review Meetings". A quality management system report is issued once a year and presented to the board of directors.

Regarding principles A2.3. and A2.4., Alarko Holding A.Ş. continues to work on key indicators as part of sustainability studies, and studies on performance improvement elements are being conducted. Final studies are expected to be completed by the end of 2023.

Regarding principles A3.1., A3.2., A3.3., A3.4, and A3.5; the preparation of Alarko Holding A.Ş. sustainable first report is in progress. A follow-up mechanism will be put in place following the reporting.

Regarding Principle A4.1; independent third-party verification has not been performed when this report was being drafted.

B. Environmental Principles

Alarko Holding A. adopts and implements core principles aimed at protecting nature and the environment in all of its activities, in collaboration with all of its employees and sub-industry. The core principles are included in the "Ethical Principles and Social Responsibility" section of the Annual Report.

Alarko Holding A.Ş. has TSE-ISO 14001:2015 Environmental Management System as a stakeholder of the Integrated Management Systems of the Group companies. Environmental management and environmental commitments are carried out in accordance with international environmental management systems.

It has established its own environmental management systems in line with the TSE-ISO 14001:2015 Environmental Management System Standard and obtained and maintains a certificate from TSE, which conducts independent audits.

Industry and Trade Group complies with the Social Policy, Environment, and Occupational Health and Safety procedures in accordance with ISO 45001 Standards.

The Tourism Group holds ISO 18001, Safe Tourism Certificate, Zero Waste Basic Certificate, Blue Flag Certificate, HACCP Gold Certificate, and Travelife Gold certificates, and is regularly audited and in compliance with these certificates.

Regarding the principles numbered B3, B9, B10, B11, B12, B15, B16, and B17; the sustainability report is being drafted, and compliance with these principles will be ensured with the development of this report.

C. Social Principles

Full compliance with the legal framework and legislation is achieved in the employment contract made with all employees who will work at Alarko Holding A.Ş. and in human resources procedures. Equal opportunity in recruitment is maintained through policies in compliance with the applicable legislation. The requirements of the Labor and Social Security Legislation and Labor Law against discrimination, inequality, human rights violations, and child labor are met.

All Group companies are certified under the TS EN 45001 Occupational Health and Safety Management System. We have an OHS Policy. OHS Unit reports work incidents monthly. OHS risk analyzes are conducted. Monthly OHS committee meetings are also held with the participation of senior management.

Processes and policies on the protection of personal data have been developed, and are regularly updated and controlled.

Customer satisfaction is extremely important to all Group Companies, and we use a Customer Questionnaire Form that is sent to our customers on a regular basis throughout the year to measure their satisfaction and take quick action when necessary.

The ethical rules and principles that are approved by the Company's Board of Directors and Audit, Advisory, and Approval Board, accepted by all Alarko Gayrimenkul Holding A.Ş. Employees and Management, as well as stated in the Philosophy of Alarko Group of

Companies, are included in the "Ethical Rules and Social Responsibility" section of the Annual Report.

D. Corporate Governance Principles

Sustainability is at the center of the corporate governance strategy.

All Group companies support and actively take part in sustainability activities. For this purpose, Group companies conduct afforestation projects and support women's cooperatives. EFQM excellence model is adopted within the framework of our KalDer membership.

Disciplinary procedures are in place in relation to bribery and corruption.

Our 2022 Sustainability Report was disclosed to the public on the Public Disclosure Platform ("PDP") using the relevant template.