

## SUSTAINABILITY POLICY

Limak Renewable recognizes that we are in an era where collective global efforts are essential to ensure a resilient and sustainable human existence in harmony with all elements of nature. In this spirit, we evaluate our business conduct across three dimensions throughout all operations, make decisions accordingly, and manage our value creation process with a strong commitment to these principles.

The Limak Renewable's Sustainability Policy is founded on the core values, fundamental principles, and ethical standards of Limak Renewable, aligning with global objectives to serve as the business constitution. The Sustainability Policy is intended as a guiding framework for all stages of activity implementation and decision-making, encompassing global stakeholders throughout the entire value chain, both directly and indirectly involved.

### 1. Business Mindset Focus

The Sustainability Policy is built on three major, interrelated focus areas. Limak Renewable embraces the belief that sustainable economic development is achievable only through an inclusive approach that integrates environmental and social awareness on a healthy planet.

#### 1.1 “Inclusive Development” Oriented Business Mindset

Limak Renewable, along with its employees, business partners, and stakeholders across all sectors in which it operates, embraces a sustainable business approach aligned with its global goals. The company believes that economic development should be pursued inclusively, in harmony with all elements of the planet and for the benefit of all humanity.

In this context, Limak Renewable’s business mentality with “**Inclusive Development**” focus point is presented here in below:

- Performing its entire activities and operations in line with the United Nations Sustainable Development Goals,
- Complying with the 10 Principles of the United Nations Global Compact in which

Limak Group of Companies is among the signatories,

- Allocating resources to research and development activities to all activities,
- Enabling the use and development of innovative technologies that shall contribute the sustainable development,
- Taking into account the requests and expectations of the stakeholders, emphasizing supporting stakeholder involvement in decision-making processes,
- Seeking to transform the sustainability perspective into a company culture and raising awareness in this area both in the eyes of the employees and stakeholders,
- Committed to sharing its sustainability efforts and expertise with all stakeholders and the global community through partnerships and active participation in international platforms,
- Facilitating efforts to promote sustainability throughout the supply chain,
- Taking improvement actions to reduce negative impacts by measuring and assessing the economic, environmental, and social effects of all activities and operations,
- Regularly publishing the sustainability report in accordance with the international standards,
- Adopting a business approach that is transparent, adheres to fundamental business ethics, and actively combats corruption.

### **1.2 "Social Person" Oriented Business Mindset**

Limak Renewable conducts all activities and business processes with a commitment to protecting human health, supporting human development, and promoting equal opportunity. The company is dedicated to creating innovative, reliable, and accessible work and living environments that foster sustainable human development.

Limak Renewable believes that sustainability is achieved through the development of social structures, the commitment and continuity of its employees, and an individual's understanding of the social structure as a whole. The company emphasizes that individuals

**Limak Yenilenebilir Enerji A.Ş.**

Hafta Sokak No: 9 GOP 06700 Ankara Türkiye

Tel: +90 312 446 88 00 Fax: +90 312 446 88 10

[www.limakrenewableenergy.com](http://www.limakrenewableenergy.com)

should recognize their existence as interconnected with the health of the social structure.

In this context, Limak Renewable's business approach with "**Social Person**" focus point is presented herein below:

- Prioritizes equal opportunity and the promotion of public health, with a strong focus on expanding access to quality education and training across all operational areas and locations. This commitment is reinforced through both sectoral and social initiatives.
- The Corporation views the development and implementation of practices that enhance occupational health and safety as an essential part of its business operations.
- The Corporation actively fosters social and economic development within the communities and among local stakeholders where it operates. It is committed to creating social projects that support local employment and build cooperative partnerships.
- With the goal of enhancing employee loyalty and well-being, the Corporation creates conditions that foster a more efficient and supportive working environment
- The Corporation ensures equal rights for all employees by preventing all forms of discrimination, providing fair opportunities in employment, career development, compensation, and performance evaluation.
- The Corporation is committed to increasing women's employment at all levels by supporting their development and encouraging their meaningful, active participation.
- Actively promotes the personal development of its employees and fosters global citizenship awareness, providing support for these initiatives.

### 1.3 "Healthy Planet" Oriented Business Mindset

In all its activities and operations, Limak Renewable is committed to safeguarding every element of the planet and minimizing environmental impacts, in collaboration with its business partners and stakeholders. Recognizing environmentally friendly performance as a core corporate value, the Corporation proactively identifies potential adverse environmental impacts of its activities. It prioritizes research and development (R&D) investments to create effective methods for mitigating these impacts.

In this context, Limak Renewable's business mentality with "Healthy Planet" focus point is presented here in below:

- The Corporation measures and reports environmental impacts across all areas of activity and takes improvement actions by establishing sector-specific goals.
- The Corporation ensures the implementation of best available techniques in the development and production of its products and services.
- Energy efficiency efforts across all locations are continuously monitored and enhanced, with ongoing efforts to establish necessary infrastructure and upgrade existing systems.
- Efforts are actively made to increase the use of renewable energy sources (RES) in energy consumption.
- Projects are developed and supported to promote water efficiency, with employees and extend to all stakeholders to raise awareness in this area
- Emissions from activities and operations are calculated, verified, and monitored to support efforts in combating climate change.