

EJDER 3200 SUSTAINABILITY DECLARATION

As Palandöken Destination, we continued to play a role as a Palandöken Destination in the sustainability transformation initiated by Ejder Ski Centers Inc. with the strategy of "Four seasons, always, for everyone" and to manage the environmental, social and economic impacts of our activities within this framework.

As Ejder Ski Centers Inc., our Sustainability Committee directs the strategic investments we will make to increase the value we produce in the fields of environmental, social and corporate governance.

Our Sustainability Committee aims to formulate our sustainability strategy, goals, roadmaps and policies; map our environmental, social and corporate governance risks and manage them proactively; It undertakes responsibilities such as determining our performance criteria related to sustainability, informing our employees in this field and carrying out studies for the internalization of our policies and establishing an effective communication with our stakeholders.

The Sustainability Committee plans to meet at least twelve times a year to work.

In the Sustainability Committee; Ejder Ski Centers Inc., Erzurum Metropolitan Municipality, Erzurum Tourism Provincial Coordinatorship, KUDAKA, DAP, Atatürk University, Erzurum Technical University, Provincial Directorate of Youth and Sports, Provincial Directorate of National Education, Provincial Security Directorate, such as managers from critical departments of the region.

The Operation Group, which was established to support the Sustainability Committee in 2022 and implements the decisions taken in the committee, includes managers from critical departments of the company such as General Manager, Purchasing, Sales and Marketing, Accounting, Human Resources, R&D-Technical, Facility Management.

The Sustainability Platform within Ejder Kayak Merkezleri A.Ş. contributes to our company for corporate reputation and risk management. The Sustainability Platform also takes into account the global agenda of the sector, its mega trends and the emerging regulatory environment (including the UN Sustainable Development Goals) and ensures that the main issues raised by all stakeholders are managed in a strategic framework in a unity of discourse and action.

Within the framework of the importance given to sustainability; **Ejder Ski Centers**

Inc. Sustainability targets have been added to the annual performance targets of the senior management.

Denominator Group Communication Method Communication Frequency Internal information e-mails, meetings, survey, social media, Sustainability Report Investor Relations department contacts, Annual Report, Sustainability Report, website, Public Disclosure Platform website, EJDER3200 application, Customer Services, product catalogs, information e-mails and text messages, social media, surveys and meetings Audits, B2B meetings, e-mail, social media Visits, Annual Report, Sustainability Report Joint projects Press releases, press conferences, social media Congresses, conferences, seminars, etc. events, joint projects Joint projects, conferences, trainings Congresses, conferences, seminars, fairs, etc. events Visiting (system follow-up audits) Employees Shareholders, Investors Clients Suppliers Public Institutions Business Partners and Consultants Media Non-Governmental Organizations and Professional Organizations Universities and Research Centers International Organizations International Certification Organizations are informed at least once a month continuously and at least once a year.

Ejder Ski Centers Inc. Environmental Policy

Ejder Ski Centers Inc. As we grow, we see it as our responsibility to manage environmental impacts. We comply with national and international environmental regulations and are based on continuous development to manage and reduce the environmental impact of our operations. ISO 14001: 2015 Environmental Management System Standard is a guide in our work.

The following principles form the basis of environmental policy:

1. While conducting our operations, we act in accordance with all environmental laws and obligations and develop practices beyond legal obligations.
2. We contribute to the fight against climate change.
3. We adopt an environmental management approach based on continuous development. We continuously improve our environmental performance by measuring it over targets and reporting the results.
4. We ensure that our environmental policy is monitored and audited within the framework of the Environmental Management System.
5. We work to minimize greenhouse gas emissions and air emissions by using energy efficiently.
6. We effectively manage our water consumption and work to continuously improve it.
7. We strive to minimise our wastewater as much as possible and improve the quality of water emissions.
8. We reduce, re-evaluate, recycle the wastes and packaging generated as a result of our activities at the source, and if it is not possible to recycle, we dispose of them in accordance with the legislation.
9. We look after the conservation of biological diversity.
10. We base our procurement processes on efficiency and sustainability.
11. We work to supply products that are environmentally friendly and have a low impact on the environment.
12. In addition to legal obligations; Within the scope of our Integrated Management System, we also ensure the monitoring and auditing of environmental policy.
13. We encourage all our stakeholders, including our employees, suppliers and business partners, to commit to responsible environmental management.
14. We receive support and contributions from our employees, suppliers, customers, members of

the Board of Directors and all our business partners in environmental management and targets.

15. We support our suppliers in adopting environmental management practices by informing them.

16. We take into account the environmental approaches of suppliers during supplier acceptance processes and audits.

17. We increase environmental awareness through employee trainings.

The Sustainability Board meets with environmental management units at least once a year with the participation of its members, including the General Manager, and reviews environmental policies and practices. The Board of Directors is informed about the decisions taken and the process.

We update our performance developed within the scope of environmental policy every year and share it with the public. Within the scope of sustainability reporting, we collect the opinions of stakeholders on environmental issues in the stakeholder analysis studies we carry out while determining our priority issues.

You can send your feedback about the environmental policy at surdurulebilirlik@ejder3200.com.