

## SUSTAINABILITY POLICY

### Introduction and Commitment

As Uluova Construction Inc., our top priority is to uphold the principles of sustainable development in all areas of our operations. Recognizing that the construction industry has a significant direct impact on the environment, society, and the economy, we are committed to managing all our business processes within the framework of our environmental, social, and economic responsibilities to leave a livable world for future generations.

Our sustainability policy aims to create value not only for our current projects but also for our long-term strategies and all our stakeholders. To this end, we are committed to reducing our environmental impact, increasing social benefits, creating a safe and fair environment for our employees, and providing innovative solutions to the sector.

### Environmental Sustainability

We are aware of the direct impact of construction activities on nature and resources. Therefore:

- Resource Efficiency: We aim to use natural resources efficiently, develop recycling and reuse methods, and reduce water and energy consumption.
- Reducing Carbon Footprint: We strive to reduce carbon emissions by using energy-efficient equipment, focusing on renewable energy, and optimizing logistics processes.
- Waste Management: We ensure that all waste generated on construction sites is separated at source, that recycling rates are increased, and that hazardous waste is disposed of without harming the environment.
- Biodiversity and Nature Conservation: Protecting ecosystems, increasing green spaces, and preserving natural life in the regions where our projects are located is our priority.
- Green Buildings and Innovative Technologies: We encourage the use of energy-efficient, environmentally friendly materials and aim to develop projects that comply with green building certifications (LEED, BREEAM, etc.).

## **Social Responsibility**

At Uluova Construction Inc., we operate with a people- and community-centered approach.

- Occupational Health and Safety: The safety of our employees is paramount. We implement occupational safety practices that comply with the highest national and international standards.
- Diversity, Equality, and Inclusion: We provide equal opportunities without discrimination among our employees and believe that differences add value.
- Relations with Local Communities: We collaborate with the local community in the regions where our projects take place, create employment, and increase social benefits through social projects.
- Training and Development: We organize continuous training programs to improve the knowledge and skills of our employees and support their talents.
- Ethics and Transparency: We act with the principles of honesty, fairness, transparency, and accountability in all business processes.

## **Economic Sustainability**

We recognize the importance of economic stability, ethical values, and innovation for long-term success.

- Value Creation: We aim to create long-term value for all our stakeholders.
- Responsible Investment: We consider environmental and social risks in our projects and invest in sustainable business models.
- Supply Chain Management: We evaluate our suppliers according to sustainability criteria, establish ethical business relationships, and support the development of local suppliers.
- Innovative Solutions: We develop more efficient, safe, and environmentally friendly projects by embracing digitalization, smart city applications, and next-generation construction technologies.

## **Implementation, Measurement and Reporting**

- Our sustainability goals are regularly measured, monitored, and reported transparently.
- We ensure compliance with national and international regulations, industry standards, and sustainability reporting frameworks (GRI, UN Global Compact, SDG, etc.).
- Sustainability training is provided to raise employee awareness.
- A continuous improvement approach is adopted in all processes.

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## Results and Continuous Improvement

At Uluova İnşaat A.Ş., we view our sustainability policy not merely as a commitment, but as an integral part of our corporate culture. Our fundamental goal is to assume a leading role in our sector, develop projects that are sensitive to the environment, society, and the economy, and act responsibly towards the future.

This policy serves as a roadmap for all our company's employees, business partners, and stakeholders. We will continue to improve ourselves daily, strengthen our sustainability practices, and add value to our country, our sector, and the world.