

## SUSTAINABILITY POLICY

**TÜMAD Mining Industry and Trade Inc.** is a Turkish mining group that holds exploration licenses for valuable and base metals and engages in gold production. TÜMAD, aware of its economic, social, and environmental responsibilities towards both internal and external stakeholders, is a signatory of the United Nations Global Compact. In this context, TÜMAD aims to assess its economic, social, and environmental risks, analyze their impacts, and strive to eliminate negative effects while enhancing positive ones. The company is committed to sustainable development through ethical, fair, transparent, and legally compliant practices, supported by management systems that ensure corporate sustainability.

***Based on this policy, TÜMAD is committed to:***

- Contributing to national development and welfare through its projects, while prioritizing safety and quality in its operations to establish reliability in the regions where it operates.
- Conducting its activities with an ethical, transparent, and accountable corporate governance approach and a vision of sustainable growth.
- Supporting local employment and contributing to the local economy.
- Building long-term and lasting relationships by evaluating stakeholder expectations through inclusive strategies that support stakeholder engagement.
- Respecting human rights in the regions where we operate, opposing all forms of discrimination, promoting equal opportunities, and expecting the same sensitivity from our business partners.
- Ensuring the health and safety of our employees, who are our most important stakeholders, while providing them with a fair and participatory work environment and supporting their development, with attention to gender equality requirements.
- Measuring, evaluating, and improving our processes to reduce the environmental and social impacts of our activities.
- Supporting efforts to combat climate change and carefully conserving natural resources.
- Investing in education, health, infrastructure, culture, arts, and sports to support the development of future generations.

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