

## ENVIRONMENTAL, HEALTH, SAFETY AND WELLBEING POLICY

As SunExpress, we aim to meet the needs and expectations of our employees and relevant stakeholders regarding occupational health and safety, employee wellbeing, and the environment.

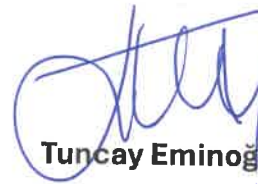
For this purpose, we:

- Protect the physical, mental, and social wellbeing of our employees and relevant stakeholders, provide safe and healthy working conditions, prevent occupational accidents, injuries, and ill health, and support work-life balance;
- Protect the environment in accordance with the nature of our activities, use natural resources efficiently, prevent pollution at its source, aim to combat climate change, and continuously improve our environmental performance;
- Ensure full compliance with regulations and other requirements, eliminate hazards and minimize risks;
- Ensure the consultation and participation of our employees and employee representatives, enhance our competencies through training and awareness activities;
- Monitor our performance regularly and commit to the continuous improvement of our management systems.

**May 2026**



**Marcus Schnabel**  
CEO



**Tuncay Eminoglu**  
Deputy CEO