



DIVERSITY AND INCLUSION POLICY

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1. Policy's Purpose and Scope

Enerjisa Enerji A.Ş. ("**Enerjisa**") aims to develop a working culture that supports diversity and inclusion.

The understanding of creating balanced and sustainable value throughout the organisation is adopted with the secure, understanding, creative, and synergistic working environment and culture which is brought by the diversity and inclusion.

2. Definition and Elements of Diversity and Inclusion

Diversity means incorporating differences among factors such as where we come from, upbringing, culture and experience that make us different and distinctive from one another.

Inclusivity means that all employees in a work environment are respected and valued for their distinctive characteristics and they feel a sense of belonging to their team and company.

Diversity and inclusiveness are observed in all processes experienced by the employee, especially in the following areas.

- Gender equality
- Equal opportunity
- Recruitment and promotion
- Leadership
- Employment rights and working conditions
- Performance management

3. Diversity and Inclusion within Enerjisa

To ensure gender equality, to combat the prejudices brought by the concept of sexism, to strengthen the representation of women in business life; determining employee selection in recruitment and promotion, employment rights and working conditions based on merit and skills required by the job is one of Enerjisa's focus target areas.

Enerjisa selects, recruits, trains and supports people based solely on their professional abilities and qualifications, regardless of their race, gender, colour, nationality or national origin, class, religion, age, physical condition, marital status, sexual orientation or gender identity, political opinion or any other status protected by applicable laws.

In particular, the inclusion and empowerment of women in the workforce and the policy of equal pay for equal work are fundamental concepts adopted by Enerjisa. Efforts for women to take more leadership positions in business life are seen as a journey and Enerjisa always strives for better.

Aiming to train strong female leaders of the next generation, Enerjisa, especially targets to train the leading female workforce in the energy sector. The female leaders to be trained are also important in terms of having the potential to be a future member of the Board of Directors. Therefore, Enerjisa acts with the principle

of diversity and inclusion at all levels and sets targets to achieve this and follows these targets. In this framework, Enerjisa sets a target rate of at least 25% for female members in the Board of Directors.

The diversity and inclusion in the knowledge and experience of the Enerjisa Board of Directors' members contributes to the more effective management of the company's activities, especially the basic functioning of the Board of Directors. For this reason, the process is managed in such a way that diversity and inclusion principles stand out during the nomination process for the membership of the Board of Directors.

It is important that the member structure of the Board of Directors is formed in such a way that the members can make decisions independently and in good faith, therefore it is important that they have different ages, genders, education and experience.

At Enerjisa, the diverse workforce is believed to provide the best opportunity for talent, creativity and experience. People from different backgrounds and with different experiences can identify risk and opportunities with broad perspectives and approach problems from different perspectives. By encouraging diversity and inclusion, the potential to create new ideas and therefore the potential to adapt to change can be developed. This means that the varying needs of customers can be better understood and good returns for shareholders can be achieved by providing them with superior service.

It is believed that since a diverse workplace environment will be more attractive and embrative to current and potential employees, the employee motivation, sense of belonging and retention will increase.

Our employees may apply to the Environment-Social-Governance Committee for all information requests regarding the diversity and inclusion.

This Policy is accepted by the Board of Directors of Enerjisa Enerji A.Ş. and entered into force. This Policy is published on the Company Investor Relations website in two languages, Turkish and English.