

## Purpose

As Enerjisa Uretim Santralleri A.Ş. and its subsidiaries (together referred to as “Enerjisa Uretim”), we are committed to respecting and promoting human rights across all areas of our operations. We acknowledge our responsibility within the framework of the relevant provisions of the Constitution of the Republic of Türkiye, the United Nations (“UN”) “Protect, Respect and Remedy” Framework, the UN Convention on the Rights of the Child, the UN Guiding Principles on Business and Human Rights, the Universal Declaration of Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, and the OECD Guidelines for Responsible Business Conduct for Multinational Enterprises. In addition, Enerjisa Uretim is a participant of the United Nations Global Compact, which includes principles related to human rights and labor standards. Through this Human Rights Policy (“Policy”), Enerjisa Uretim aims to foster a workplace and working environment that respects and protects the rights of all individuals and communities, and promotes a culture of respect, integrity, and dignity.

## Scope

This Policy applies to all employees, managers, contractors, suppliers, and stakeholders of Enerjisa Uretim. We also expect our business partners and suppliers to adhere to similar standards.

## Commitment to Human Rights

- Ensuring equal opportunity and fair treatment by adopting anti-discrimination, diversity, and inclusion principles for all employees and stakeholders, regardless of race, gender, age, religion, language, ethnicity, sexual orientation, disability, or any other status.
- Providing a safe, secure, and healthy working environment.
- Supporting freedom of expression and respecting employees’ rights to collective bargaining and unionization.
- Prohibiting all forms of forced labor, human trafficking, bonded labor (including modern forms of slavery), informal employment, and child labor across our operations and supply chains.
- Supporting fair wages, workplace, and working conditions in compliance with local laws and international standards.
- Adopting a zero-tolerance approach to all forms of violence (physical, psychological, economic, etc.), with a particular focus on gender-based violence and harassment (GBVH) and encouraging actions and prevention mechanisms against GBVH for stakeholders and subcontractors. Holding them accountable for implementing mechanisms to prevent and address such cases.
- Applying high standards of data privacy to protect employees’ personal data and information.
- Respecting employees’ legal and voluntary political participation (provided that such activities are conducted outside of working hours and do not involve the use of Enerjisa Uretim resources).

## Implementation and Responsibility

The successful implementation of this Policy is the responsibility of all employees and is specifically monitored by our Human and Culture Department, with input and guidance from the Legal & Compliance Department and the Sustainability Department as needed. In this context, Enerjisa Uretim will:

- Provide mandatory training programs and awareness materials to ensure that all employees understand and support this, Policy.
- Establish standard operating procedures and a grievance mechanism to enable all employees and stakeholders to confidentially and securely report human rights violations or concerns and periodically evaluate its effectiveness.
- Regularly review and assess our operations and policies to ensure compliance and adapt to emerging human rights challenges.

## Stakeholder Engagement

We believe in engaging with our stakeholders, including employees, customers, subsidiaries, suppliers, and local communities, to understand their perspectives on human rights issues and improve our practices accordingly.

## Governance, Reporting, and Review

Enerjisa Uretim is committed to transparency and accountability. We will regularly report on our human rights practices and performance and will periodically review this Policy to reflect changes in legal requirements and best practices. While this Policy document outlines Enerjisa Üretim’s approach and commitments to human rights, all related conceptual details, as well as standards for implementation, monitoring, evaluation, and reporting, are defined within the Human Rights Standard Operating Procedures, which are aligned with the Enerjisa Uretim Compliance Policy and Handbook.

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