

## Corporate Restructuring and Human Rights Commitment

We act by considering the human factor, which is our building block, in the steps we take with a focus on sustainable growth in our Zorlu Enerji Group Companies. We take care that our employees are not adversely affected by corporate restructuring (company sales, company merges, company acquisitions, changes in business processes, etc.).

In this approach, we take care to fulfill and comply with the requirements of international conventions to which our country is a party, in particular the United Nations Universal Declaration of Human Rights and the basic principles of the International Labor Organization, as well as the legislation regulating working life.

Therefore, in corporate restructuring processes, we are committed;

- To act with the vision of respecting employee rights
- To carry out due diligence studies for employees
- Defining steps to increase institutional integration
- Involvement of senior leaders in corporate integration processes
- To develop practices based on establishing a dialogue with employees in order to solve the problems that may arise.
- To inform all our employees, especially employee representatives, about corporate change and transformation processes.
- Defining forward-looking actions that will prevent the reoccurrence of illegal situations.

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