

Board Diversity Policy

Introduction

Zorlu Enerji prioritizes inclusion, equality, and diversity as fundamental pillars of innovation and development. In line with the Smart Life 2030 vision and Zorlu Enerji Sustainability Strategy, Zorlu Enerji embraces an understanding that promotes diversity and inclusivity within both the workplace and societal life through an innovative and creative organizational culture. Inclusion, equality, and diversity are principles that emanate from the Board of Directors and extend throughout the entire institution.

Purpose and Scope

At Zorlu Enerji, we consider diversity and inclusivity within the Board of Directors to be valuable assets and central to our business strategies. This policy establishes the principles and criteria regarding equality and diversity for Zorlu Enerji's Board of Directors. The aim is to foster sustainable growth and promote exceptional performance by creating a diverse and inclusive board of directors.

Policy Statement

The diverse knowledge and experiences of Zorlu Enerji's Board of Directors offer the opportunity to effectively manage the fundamental operations of the Board and all activities within the company. Diversifying the composition of the Board is of paramount importance to ensure that its members can make independent decisions. In this context, candidate members are selected without bias towards gender, age, language, race, ethnicity, physical attributes, nationality, sexual orientation, political beliefs, philosophical convictions, religion, or sect.

The process of nominating candidates and selecting members for Zorlu Enerji's Board of Directors is conducted in accordance with relevant regulations, primarily the Turkish Commercial Code and Capital Markets Law, as well as the company's articles of association. The aim is to select candidates who possess the necessary knowledge, experience, and competence required for the role and who can safeguard the interests of all stakeholders.

In this context, equality and diversity are considered during the Board of Directors candidate selection process. As part of an equal workforce initiative, the aim is to increase the proportion of women in decision-making mechanisms, the Board of Directors, and top management to 30% by the year 2030. The Board of Directors assesses progress towards achieving this goal annually and shares the results with the public.

This policy will be periodically reviewed and revised as necessary.

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