

ZORLU ENERJİ HEALTH AND SAFETY POLICY

The health and safety of our employees, contractors, customers, and all stakeholders are among the main factors that we consider as a priority in our company activities.

- **Hazard Identification and Risk Assessment:** We carry out hazard identification and risk assessment studies on occupational health and safety in all our sites and locations.
- **Preventive Measures:** With the participation of our employees, we always identify dangers in advance and take precautions against the risks of loss, accident, or damage in line with health and safety principles.
- **Training and Awareness-Raising:** To reduce the possible effects of our activities on human health and provide a safe working environment, we raise awareness of our employees, contractors, and customers on health and safety issues and support with training. We cooperate with all organizations that pursue public interests.
- **Corrective Actions:** To prevent the recurrence of incidents and accidents and improve our safety performance, we prioritize corrective action plans in line with the near misses' notifications shared by our employees and stakeholders and ensure that lessons are learned from them.
- **Rewarding:** We reward our employees who contributed to improvements in health and safety issues.
- **Targets Setting and Tracking:** We quantitatively define our performance metrics that serve our health and safety targets, review them for improvement, and take the necessary measures to achieve these targets.
- **Regulatory Compliance:** We operate in compliance with national and international health and safety regulations, adherence obligations (voluntary programs or collective bargaining agreements), and relevant standards.
- **Continuous Improvement:** We review, audit, and improve continuously and regularly our occupational health and safety management system.
- **New Facilities and Processes:** We consider occupational disease and work safety factors during the planning phase of new facilities and processes.
- **Anti-Discrimination:** We do not allow any discrimination based on gender, age, religion, culture, race, sect, social status, physical appearance, ethnicity, nationality, sexual orientation, or any other personal characteristics in occupational health and safety processes and operations.

This policy applies to all operations, employees, contractors, and individuals under the supervision of Zorlu Enerji. Managers in all our operational regions are responsible for ensuring the implementation of these policies within their units and taking necessary actions related to their operations. Senior management regularly reviews the health and safety management system to ensure its suitability, adequacy, and effectiveness with the participation of employees and stakeholders (employee representatives, etc.) and ensures that all units implement these policies.

İbrahim Sinan AK

Sector President

Sustainability Committee Member

Betül Ebru EDİNG

Independent Board Member

Sustainability Committee President