

Labor Practices Commitment

Introduction

Zorlu Energy commits to upholding fundamental human rights and ethical labor practices in alignment with Zorlu Holding's Human Rights Policy. Our company aims to protect the welfare and rights of employees by adhering to national and international labor standards.

Scope

This commitment is applied in the following scopes:

- **Our Operations:** All Zorlu Energy employees.
- **Contractors and Subcontractors:** We ensure that subcontractor firms and contractors also comply with these standards.
- **Business Partners:** We support and monitor our business partners' adherence to these principles.

Our Commitments

As Zorlu Energy, we adopt the following commitments in our labor practices:

Fundamental Human Rights:

- We support the freedom of association and the right to collective bargaining.
- We reject all forms of forced labor and human trafficking.
- We strictly prohibit child labor.
- We actively implement policies against discrimination by ensuring equal opportunities.

Fair and Human Working Conditions:

- **Living Wage:** We implement wage policies that ensure our employees can achieve a living income beyond the legal minimum wage.
- **Reducing Overtime:** We prioritize minimizing overtime hours and supporting work-life balance.
- **Maximum Working Hours:** We set working hours within legal limits and ensure the protection of rest rights.
- **Equal Wage Policies:** We apply the principle of equal pay for equal work between male and female employees.
- **Annual Leave Pay:** We fully pay annual leave wages in accordance with legal regulations.

- Consultation and Notification Periods in Mass Layoffs: In cases of mass layoffs, we consult with relevant parties in advance and comply with legal notification periods.

Public Disclosure and Reporting

Zorlu Energy will continue to transparently share its progress on labor practices with the public. In this context, our company's Human Rights and Sustainability reports will be published annually and shared with relevant stakeholders

This document has been prepared in alignment with Zorlu Holding's Human Rights Policies and publicly declares Zorlu Energy's commitments regarding labor practices.

Elif YENER

CEO