

ZORLU ENERJİ HUMAN RIGHTS REPORT 2025

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Introduction

About the Report

Zorlu Enerji has prepared this report to present the human rights practices it carried out in 2024 and 2025 to all its stakeholders. This report has been primarily prepared in line with ESG requirements. This report contains evidence demonstrating Zorlu Enerji's strong stance on human rights and its approach to addressing it as a material issue.

About Zorlu Enerji

Established in 1993, Zorlu Enerji is an energy company that aims to operate on different fields of energy sector providing a global-scale integrated service.

Zorlu Enerji operates in various fields of the sector including electricity and steam generation and retail, electricity sales, electricity distribution, solar panel sales and installation, natural gas sales and distribution, construction, management and maintenance of power plants and EV charging stations.

Zorlu Enerji is vertically integrated across four main business segments as follows.

Electricity Generation

Within its Electricity Generation business, Zorlu Enerji works across geothermal, wind, hydroelectric and natural gas power plants. As of 2025, total installed capacity in Türkiye was 614.87 MW (mainly from renewable sources), split across the following technologies and generation assets. The sale of the Gökçedağ Wind Power Plant was completed on 29 December 2025.

In addition, Zorlu Enerji has investments abroad in a 56.4 MW wind power plant in Pakistan and a 1.5 MW solar power plant in Palestine, bringing its total installed capacity abroad to 57.9 MW. The sale of its entire shareholding in the 215 MW natural gas power plant in Israel was completed in July 2025, ending all of the Group's electricity generation and sales activities in Israel.

Power Plant	Electricity Generation Capacity (MW)	Steam Generation Capacity (Tons/Hr)
Natural Gas	50.52	98.00
Wind	135.00	
Hydroelectric	119.77	
Geothermal	309.58	
Total	614.87	98.00

Electricity Distribution

With nearly 25 years of experience and expertise in the energy sector, Zorlu Enerji is the incumbent operators of distribution services in the Osmangazi region, including Eskişehir, Bilecik, Uşak, Afyon and Kütahya cities. Zorlu Enerji provides electricity distribution services to more than 2 million connections in the region, and in 2025 distributed 7.5 TWh of net electricity.

Electricity Trade & Supply

Zorlu Enerji makes electricity sales to regulated customers in the Osmangazi region, as well as to eligible consumers across Türkiye, and is a trader in spot, OTC and wholesale markets. In 2025, Zorlu Enerji made 6.7 TWh of commercial electricity sales, supplying approximately 2 million customers in the Osmangazi region.

Zorlu Enerji Solutions (ZES) & Electrip Operations

Under the ZES & Electrip Operations business segment, Zorlu Enerji conducts the installation, sale and operation of EV charging stations, to facilitate the transition to electric vehicles in Türkiye and the surrounding region. In this space, Zorlu Enerji operates one of Türkiye's most widespread fast-charging networks, with more than 5,300 sockets at close to 2,000 locations covering all 81 provinces of Türkiye and an approximately 20% market share. Under the Electrip brand, the Group operates around 1,000 stations in a number of European countries, including Italy, Poland, Greece, Bulgaria, Montenegro and Croatia.

Scope & Methodologies for Due Diligence Process

Zorlu Enerji implements various standards and processes to identify human rights violations and areas for improvement on behalf of its affiliated assets, companies, suppliers, and partners. The standards, internal methods and management systems it utilizes in this context include the following:

Requirements & Due Diligence Process	Scope
Environmental & Social Impact Assessment (ESIA)	Power plants and electricity production business
IFC, IFC-PS6	Electricity Distribution business
ISO 45001	Joint ventures, power plants, electricity production business, electricity distribution process, contractors, subcontractors
ISO 26000	Critical suppliers
SA 8000	Power plants and electricity production business
Ethics Hotline (Notifications received through the ethics hotline)	All stakeholders
Via Assessment Surveys and Digital Platforms (MAP360)	Customers, critical suppliers, employees, critical stakeholders

Human Rights in Energy Sector

Globally, human rights have become a critical issue in the energy sector as companies face growing scrutiny over their impact on communities, labor conditions, and the environment. With the energy transition underway, there is a renewed focus on ensuring that renewable energy projects respect human rights, particularly in developing regions where large-scale infrastructure projects can displace local communities or affect vulnerable populations. The UN Guiding Principles on Business and Human Rights (UNGPs) and the OECD Guidelines have set the framework for due diligence, pushing companies to assess and mitigate risks in their operations and supply chains.

In the energy sector specifically, recent trends show an increased emphasis on protecting labor rights, ensuring community engagement, and safeguarding indigenous populations. Companies are now more focused on conducting human rights impact assessments (HRIAs) and adhering to international standards such as the International Labor Organization's (ILO) conventions and the Equator Principles. Energy firms are expected to implement proactive policies, including grievance mechanisms, to address potential violations, especially in regions where governance structures are weak or conflict prone. The pressure from investors, regulators, and civil society to enhance transparency and accountability continues to shape human rights practices within the industry.

Human Rights & Sustainability in Zorlu Enerji

Human rights have been identified as a high-priority issue by all stakeholders because of Zorlu Enerji's prioritization efforts involving both internal and external stakeholders, and it is evaluated within the context of the 'People & Culture' pillar, one of the three core components of the sustainability strategy.

For more information about materiality works and strategy, please refer to [Zorlu Energy Integrated Annual Report 2025](#).

While talent management and the well-being of employees—key resources are essential for ensuring the regenerative transformation of existing jobs and the design of regenerative/restorative business models—are discussed under the heading of People and Culture, human rights are integral to these efforts.

Zorlu Enerji places a strong emphasis on safeguarding the rights and dignity of all employees, ensuring fair and equal treatment, and promoting safe and inclusive work environments. Furthermore, local socio-economic development and ways of engaging with stakeholders in the regions where Zorlu Enerji operates are evaluated not only in the context of generating social benefits but also through the lens of upholding and advancing human rights, ensuring that all communities impacted by its operations are treated with respect, equity, and consideration.

In 2025 Zorlu Enerji updated its diversity targets: by 2030 it aims to raise the share of women in senior management at director and deputy general manager level and above to 30%, and the share of women across its total workforce to 25%. Establishing a healthy organizational structure is important not only for employees but also for all the communities with which the business interacts.

Zorlu Enerji supports the Sustainable Development Goals by contributing to local development and to the progress of our country through both clean production and green growth, by supplying green and reliable energy.

Zorlu Enerji put smart targets and obtain KPIs for following human rights related performance. Time driven related targets and top material issues can be found via Sustainability Targets on Integrated Annual Report.

Zorlu Enerji believes that the Sustainable Development Goals (SDGs) are intrinsically linked to fundamental human rights, and we continue to invest in initiatives aligned with these goals. Zorlu Enerji Contributes UN SDGs such as.

- **4-Quality Education.** Zorlu Enerji invests more than 13 M TL in education in line with SDG 4 Quality Education with various projects & collaborations as stated below;
 - Zorlu Enerji Experience
 - Course Support Project
 - Enerjimiz Eşit Meslek Liseleri Project
 - Mehmet Zorlu Foundations
 - Scholarship Program
 - FutureFEM Project
 - Women Empower Program
 - Liderlikte Kadın 100'ü
- **5- Gender Equality.** Zorlu Enerji advocates gender equality, prevents gender discrimination in recruitment and promotion processes, and provides transparent opportunities to increase women's participation in the workforce. The company promotes gender equality in the work environment through training programs and supports women to take an active role in decision-making processes.
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 - Zorlu Holding Gender Equality Manifesto
 - Gender Equality Working Group and Gender Equality Committee
 - Becoming a signatory of WEPs
- **6- Clean Water & Sanitation.** Zorlu Enerji invest and contribute the local needs for clean water and sanitation in areas with limited access to water and sanitation. Enerjimiz Bölgemiz için Project: As Zorlu Enerji, we integrate with the local community in the regions we invest in, we undertake socio-cultural, infrastructural and technological initiatives and become a member of the community. We celebrate specific days and festivals of the region;

we support the need for access to clean water in villages, and we contribute to the energy needs of schools. We further provide sponsorships for the sports clubs in the regions we invest in and we regularly provide winter clothing to children in disadvantaged climate regions. We support local women's production initiatives and economic development by supplying our needs from local women's cooperatives as much as possible. Water Supply Facilities: 15 tankers of water were provided to Ladho Ganjo village, 4 tankers of water were provided to Jhakhro village, 4 tankers of water were provided to Mosa Atho village, and 15 tankers of water were provided to Suleman Brohi village, all located around our facility. With these monthly subsidiaries, villages were provided with access to clean water.

For details, please refer to IAR (Integrated Annual Report) Enerjimiz Bölgemiz için Project, and for water supply facilities provided to Ladho Ganjo village.

- **7- Affordable & Clean Energy.** Zorlu Enerji increases its share of renewable energy globally by investing in renewable energy resources and developing clean energy technologies. It offers innovative and efficient energy solutions to improve energy efficiency. Zorlu Enerji increases its share of renewable energy globally by investing in renewable energy resources and developing clean energy technologies. It offers innovative and efficient energy solutions to improve energy efficiency.
 - Renewable Energy Commitment
 - Power Plant investments with storage units
 - ISO 50001 projects
 - I-REC certificate sales
 - Equipment sales via ZES Solar (Solar and EV charging equipments)
- **10- Reduced Inequalities.** Zorlu Enerji creates value with sustainable social responsibility projects that will strengthen the company's egalitarian stance by eliminating inequalities in business life. Zorlu Enerji creates value with sustainable social responsibility projects that will strengthen the company's egalitarian stance by eliminating inequalities in business life.
 - Eşit Bi'Hayat (An Equal Life) program & Eşit Bi' Hayat Dictionary
 - Discourse Control Mechanism
 - Equal Opportunity Model
 - Certificate of KAGİDER
 - Rotation at Work Program
 - Power of Women,
 - Power of the Future Program

- **16- Peace, Justice and Strong Institutions,** Zorlu Enerji adopts an ethical, transparent and accountable corporate governance approach by developing and implementing fair and anti-discrimination policies for all stakeholders. Zorlu Enerji adopts an ethical, transparent and accountable corporate governance approach by developing and implementing fair and anti-discrimination policies for all stakeholders.
 - Stakeholder Communication
 - Environmental and Social Governance Principles Commitment

Human Rights Commitments

Zorlu Enerji has developed and implemented its Corporate Restructuring and Human Rights Commitment in alignment with the Human Rights Policy of Zorlu Holding, of which it is a 32.3% shareholder. In accordance with this commitment, Zorlu Enerji has also developed its Supply Chain Policy, Human Rights Policy, and Occupational Health and Safety Policy for different purposes of related Management Systems. These commitments align with our social responsibility standards implementations; ISO 45001, ISO 26000 and ethical labor practices as outlined in SA8000, demonstrating our dedication to protecting and promoting human rights within our organization.

You can access these policies through the following links.

- [Zorlu Holding Human Rights Policy](#)
- [Zorlu Enerji Human Resources Policy](#)
- [Zorlu Enerji Sustainable Supply Chain Policy](#)
- [Zorlu Enerji Health & Safety Policy](#)
- [Zorlu Enerji Social Responsibility Policy](#)

Corporate Restructuring and Human Rights Commitment



At Zorlu Enerji, we are committed to respecting and upholding human rights in accordance with internationally accepted standards, including the United Nations Universal Declaration of Human Rights, the International Labor Organization's core conventions, and other global agreements to which our country is a party. This commitment highlights requirements and spans across our operations, partnerships, suppliers, and the products and services we offer.

We prioritize the well-being of our employees and ensure that corporate restructuring processes (such as company sales, mergers, acquisitions, or changes in business processes) do not negatively impact their rights or working conditions. Our commitment includes the following key principles:

1. Respect for Human Rights Across All Operations

We are committed to preventing and addressing human trafficking, forced labor, child labor, discrimination, and ensuring freedom of association, the right to collective bargaining, equal remuneration, and non-discrimination across all areas of our operations, including employees, direct activities, products, and services.

2. Employee-Centered Restructuring

We ensure that our employees' rights and well-being are at the core of any corporate restructuring process, with measures taken to mitigate any negative impacts on their rights, working conditions, and employment security.

3. Human Rights Due Diligence

We conduct thorough human rights due diligence in our own operations, focusing on labor rights, safety, and working conditions, particularly during periods of corporate change. This includes assessments across direct activities, products, and services, to ensure that no adverse human rights impact occurs.

4. Senior Leadership Involvement

Our senior leadership plays an active role in guiding and overseeing restructuring processes, ensuring institutional integration and the safeguarding of human rights throughout all stages of corporate transitions.

5. Dialogue and Problem Resolution

We foster open and continuous dialogue with employees and their representatives, ensuring that any concerns or issues arising during corporate changes are addressed promptly and transparently. Our aim is to resolve problems in a collaborative manner that respects employees' rights.

6. Transparency in Corporate Change

We provide clear and timely communication to all employees, including employee representatives, about corporate changes and transformation processes. We ensure that these processes are carried out in line with our commitment to respect workers' rights and prevent any recurrence of violations.

Application to Suppliers and Partners

Our commitment extends beyond internal operations. We require that our suppliers and partners adhere to the same human rights standards we uphold. We conduct assessments and maintain strict oversight to ensure that our business relationships are free from human rights violations, including human trafficking, forced labor, child labor, and discrimination. Suppliers and partners are expected to uphold freedom of association, the right to collective bargaining, and provide equal remuneration to all workers, regardless of gender, race, or other forms of discrimination.

By embedding these principles into our corporate strategy, we aim to ensure that human rights are respected not only within our own operations but throughout our entire value chain, fostering a workplace and business ecosystem where all stakeholders are treated with dignity and fairness.

Elif YENER

CEO, Zorlu Enerji

Human Rights Due Diligence Process

At Zorlu Enerji, our human rights due diligence process adopts a comprehensive approach to identify, assess, and mitigate risks related to forced labor, human trafficking, child labor, and other potential human rights violations across our operations and value chain. This process ensures that we safeguard the rights of all individuals impacted by our business. Our due diligence process covers the following key elements:

1. Risk Identification in Our Own Operations

We systematically identify potential human rights risks within our direct operations, ensuring that our employees can freely exercise their **freedom of association** and the **right to collective bargaining**. Regular assessments are conducted to guarantee that **equal remuneration** practices are in place and that any forms of **discrimination** are promptly addressed.

2. **Risk Identification in Our Value Chain**

Our due diligence extends to our entire value chain, where we actively assess risks related to **forced labor, child labor, and human trafficking** within the operations of suppliers, contractors, and partners. This ensures that human rights standards are upheld throughout the supply chain.

3. **Risk Identification in New Business Relations**

We conduct comprehensive human rights evaluations when entering new business relationships, such as mergers, acquisitions, and joint ventures. These assessments focus on identifying risks like **human trafficking, forced labor, and discrimination**, ensuring that human rights are respected in all new ventures and partnerships. Code of Conduct alignment is main instrument for risk identification process in new business relations.

4. **Systematic Periodic Review of Risk Mapping**

We perform **systematic, periodic reviews** of our human rights risk mapping, assessing both actual and potential risks, including those related to **forced labor, human trafficking, child labor, discrimination, and the right to collective bargaining**. This continuous review process allows us to proactively address concerns and adapt to emerging human rights challenges. Risk mapping is conducted from the perspective of the affected rights holder, in line with the UN Guiding Principles on Business and Human Rights, and is used to determine our salient human rights issues. The results also inform our enterprise risk management (ERM) and materiality processes, but salience is determined by the severity of the impact on people, not by financial materiality to the Company.

How do we identify and manage human rights issues?

Human rights issues associated with value chain

Zorlu Enerji identifies actual or potential human rights risks within its own operations and across its value chain. In this context, the company considers the following eight potential human rights risk areas:

- Working condition
- Health and Safety
- Discrimination included equal remuneration
- Forced/ illegal migrant labor, child labor, human trafficking
- Right to collective bargaining and Freedom of Association
- Data security and privacy
- Standard of livings
- Products and service safety
-

Rights Holders	Employee	Supplier/Contractors	Community	Customer
Human Rights Issues Assessed	Working condition	Working condition	Health and Safety	Service safety
	Health and Safety	Health and Safety	Discrimination	Discrimination
	Discrimination included equal remuneration	Discrimination included equal remuneration	Standard of livings	Data security and privacy
	Forced/illegal migrant labor, child labor, human trafficking	Forced/illegal migrant labor, child labor, human trafficking		
	Rights to collective bargaining and freedom of association	Data security and privacy		
	Data security and privacy	Rights to collective bargaining and freedom of association		

Scope of the Human Rights risk assessment

As part of its Human Rights Risk Assessment, Zorlu Enerji evaluates all operational sites both in Türkiye and abroad, covering 100% of its own operations. This includes employees, subsidiaries, customers, local communities, critical and strategic suppliers, contractors, and third-party contracted labor.

The risk identification process also extends to new business relationships, such as mergers and acquisitions.

Zorlu Enerji conducts the Human Rights Risk Assessment at the corporate level to identify, prevent, and mitigate risks that may lead to human rights violations. The assessment focuses on all rightsholders, including employees, contractors, suppliers, third-party labor, local communities, and customers — with special attention to vulnerable groups such as the elderly, children, pregnant women, women, persons with disabilities, migrant workers, and indigenous peoples.

All findings are consolidated and reported as part of Zorlu Enerji's human rights risk and mitigation efforts.

Methodology

Zorlu Enerji uses the risk matrix to define the level of potential risks related to human rights issues by considering the category of probability or likelihood against the severity of risk and impact. The risk level is categorized into 4 levels, consisting of Low, Medium, High, and Very High, as shown in the table below.

The human rights risk assessment will be conducted by using the risk matrix, as shown below. The matrix is used to determine the importance of the human rights risks in 2 dimensions: Severity (Y-Axis) and Likelihood (X-Axis).

The severity of risks will be calculated based on the responses to the surveys sent to the relevant groups, and the risks will be mapped specifically for each group. The frequency and severity scores will be multiplied based on the responses to the surveys, and the magnitude of the risk will be determined specifically for each risk group. Mitigation actions will be evaluated based on the results for each risk topic;



Lists to be used for risk groups: personnel lists, stakeholder maps, customer maps, critical and strategic supplier lists.

Groups at Risk of Human Rights Issues

Our due diligence process recognizes specific groups that may be more vulnerable to human rights issues within our operations and value chain. These include:

Groups at Risks/ Related DD Process	ISO 45001	SA 8000	ISO 26000 /MAP360	ESIA / IFC	Ethical Hotline	Surveys
Scope	Joint ventures, power plants, electricity production business, electricity distribution process, contractors, subcontractors	Power plants and electricity production business	Critical suppliers	Power plants and electricity production business Electricity Distribution business	All stakeholders	All stakeholders, customers
Own employees	X	X	X	X	x	x
Women	X	X	X	X	x	x
Children				X		
Indigenous People			X			x
Migrant workers	X	X	X	X		
3 rd party employees	X	X	X	X	X	x
Local communities	X		X	x	x	x

By integrating these practices into our operations, we ensure compliance with our management system standards, including **ISO 45001**, as well as social responsibility standards **SA8000** and **ISO 26000**, safeguarding the rights of all stakeholders involved.

Our due diligence processes specifically address actual or potential human rights issues such as:

- Forced labor
- Human trafficking
- Child labor
- Freedom of association
- Right to collective bargaining
- Equal remuneration

- Discrimination

After the due diligence processes, the identified risk areas are investigated, and the findings are monitored through the QDMS platform and reported to senior management.

Human Rights Assessment Results

Regular human rights assessments are conducted to ensure ongoing compliance with our commitments and relevant standards that Zorlu Enerji implements. These assessments evaluate risks related to forced labor, freedom of association, right to collective bargaining, equal remuneration, discrimination and child labor, ensuring that our practices uphold the freedom of association and right to collective bargaining. We also review our policies to guarantee equal remuneration and to prevent discrimination. By aligning with our management system standards implementations; IFC, ESIA, ISO 45001, and social responsibility standards SA8000 and ISO 26000, our assessments help us continuously improve and maintain high standards for human rights within the organization.

	% of total assessed last three years	% of total assessed last three years where risks have been identified	% of risks with mitigation actions taken
Own Operations*	88	100	100
Contractors**	48	100	100
Joint Ventures	12	0	0

**Foreign operations in Palestine and Pakistan have been excluded (16/18). **In 2025 12 critical suppliers are assessed, so assessed suppliers' number are increased to 48. Means 3% coverage for all suppliers.*

The results of the human rights assessment are reported to the process owner and senior management according to the relevant procedure, mainly via QDMS actions. Findings related to the ESIA process are reported to the relevant financial institutions or government authorities in the ESIA progress report, while the evaluation results under the management systems (such as ISO 45001, SA 8000, ISO 26000) are shared with all interested parties upon management approval.

Findings and Risk Mapping

Groups at Risks	# of Stakeholders Engaged	Risk Areas Findings	# of Notifications	Magnitude
Employees	165	Working Condition	34	
		Discrimination	37	
		Forced Labor	18	
		Health & Safety	21	
		Rights to Collective Bargaining	62	
		Data Security & Privacy	25	
Customers	211 (OEDAŞ) 250 (OEPSAŞ)	Service Safety	30	
		Discrimination	26	
		Data Security & Privacy	28	
Suppliers & Contractors	12	Discrimination	4	
		Working Condition	1	
		Rights to Collective Bargaining	2	
Community	31	Health & Safety	1	

Prioritization for Medium and High-Risk Areas

Employees

Following a human rights risk assessment focused on our Zorlu Enerji employees, notifications received from the OEDAŞ electricity distribution business have highlighted collective bargaining rights, working conditions, and discrimination as key risk areas that require our attention.

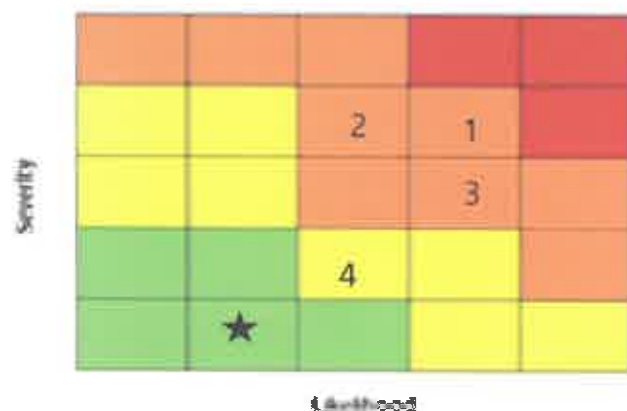
Suppliers & Contractors

During our human rights risk assessments of critical suppliers and contractors, a total of four reports were received related to discrimination. Three of these reports highlighted insufficient action regarding the number of employees with disabilities, while the fourth pertained to an ethical matter.

Community

Consultations were held with the communities in the regions where Zorlu Enerji's operations are carried out. Considering the findings, a risky area regarding health and safety was identified in the OEDAŞ electricity distribution region.

Risk Mapping Summary



1. Discrimination
 2. Rights to Collective Bargaining
 3. Health & Safety
 4. Working Condition
- ★ Forced Labor
Data Security & Privacy
Service Safety

Our Salient Human Rights Issues

Salient human rights issues are those human rights that are at risk of the most severe negative impact on **people** through Zorlu Enerji's own activities and through our business relationships. In identifying these issues, our starting point is the risk to the affected rights holder — our employees, contractors, suppliers' workers, customers and the communities living around our operations — rather than the risk to our business. This is what distinguishes our saliency assessment, conducted in line with the UN Guiding Principles on Business and Human Rights, from our materiality assessment, which addresses impacts on the Company.

Salience is determined by the severity of the potential impact on people — its scale, scope and remediability — and, secondarily, by its likelihood. A severe impact is therefore treated as salient even where its likelihood is assessed as low. Drawing on the results of our 2025 human rights risk assessment, which covered 100% of our operational sites, on the notifications received from our rights holders, and on the risk mapping presented above, we have identified the following salient human rights issues.

Related Main Human Right Risk	Salient human rights issue	Rights holders most at risk	Where it arises in our business
Working Condition	Right to just and favourable working conditions	Employees, contractors, third-party labour	Electricity distribution (OEDAŞ); power plant operation and maintenance
Rights to Collective Bargaining	Right to freedom of association and collective bargaining	Employees, contractors	Electricity distribution (OEDAŞ)
Discrimination	Right to non-discrimination and equal remuneration	Employees, suppliers' employees, customers	All operations; critical suppliers and contractors
Health & Safety	Right to a safe and healthy working environment	Employees, contractors, subcontractors	Geothermal, wind and hydroelectric power plants; distribution network field operations
Service Safety	Right to life and security of the person within local communities	Local communities	Overhead and underground distribution network in the Osmangazi region
Data Security & Privacy	Right to privacy and protection of personal data	Customers, employees	Electricity distribution and retail; EV charging operations (ZES & Electrip)
Forced Labor	Freedom from forced labour, child labour and human trafficking	Contractors', subcontractors' and suppliers' employees	Construction and maintenance contracting; supply chain
Service Safety	Rights of local communities and land users	Local communities living near operational sites	Geothermal field development; wind and hydroelectric assets

Supply chain and labour standards

Our salient issues extend beyond our own operations into our value chain. Freedom from forced labour, child labour and human trafficking; freedom of association and the right to collective bargaining; non-discrimination and equal remuneration; and occupational health and safety are assessed across our supply chain through our SA8000, ISO 26000 and MAP360 supplier assessment processes, and are embedded as contractual requirements through our Sustainable Supply Chain Policy. In 2025, 12 critical suppliers were assessed against these standards. Where risks were identified, mitigation actions were taken in 100% of cases. Four discrimination-related findings were raised in this cycle, three of them concerning insufficient action on the employment of persons with disabilities.

Issues specific to our sector and business model

Two of our salient issues arise directly from the nature of our business. First, as the incumbent distribution operator serving more than 2 million connections in the Osmangazi region, the safety of our distribution network directly affects the physical security of communities who have no choice over their network operator; this is a human rights impact rather than a service quality matter. Second, geothermal field development takes place in agricultural regions where land use, water resources and the livelihoods of local communities may be affected, requiring continuous engagement with rights holders that goes beyond regulatory compliance.

How we act on our salient issues

Each salient issue is assigned to a process owner and is monitored through the QDMS platform, with results reported to senior management. The mitigation and remediation actions set out in the following section are structured around these issues, and the salient issues themselves are reviewed annually as part of our periodic risk mapping so that changes in our operations, our value chain and our operating context are reflected

Human Rights Mitigation & Remediation Actions

Processes Implemented to mitigate human rights risks

As Zorlu Enerji, we took a significant step in 2024 to proactively identify human rights risks. We reviewed and revised our Human Rights related policies that cover specific areas (Zorlu Holding Human Rights Policy, Zorlu Enerji Human Resources Policy, Zorlu Enerji Sustainable Supply Chain Policy, Zorlu Enerji Health & Safety Policy, Zorlu Enerji Social Responsibility Policy)

In 2025, we reviewed our human rights risk due diligence and risk assessment procedure and conducted a detailed risk assessment process for employees, suppliers, customers and stakeholders. As a result of detailed risk analyses conducted at our domestic and international stakeholders, we created a human rights risk map. This map showed us that topics such as Health and Safety and discrimination needed to be prioritized.

To address these risks, we will follow the situation more closely in 2025 and 2026 by holding one-on-one meetings with the stakeholders in problematic areas. Furthermore, to mitigate these risks, we will disseminate best practices and establish sustainable systems across the group. In 2026 we plan to arrange Human Rights Due Diligence Workshop with the participation of key stakeholders to understand the situations where human rights issues arise, the

relationship between business activities and human rights, key human rights issues, and the importance of conducting business activities with consideration for human rights.

We are not only identifying risks but also working to create lasting solutions. In this context, we will come together with our local and international human rights experts to prepare our human rights due diligence policy and guidelines. This process will guide our corrective actions by clearly outlining our goals and standards.

To stay abreast of the best practices in our sector and contribute to discussions on human rights, we will continue to engage in constant dialogue through our membership in reputable platforms such as United Nations Global Compact.

Number of Sites with Mitigation Plans

Zorlu Enerji has created mitigation action plans for all 16 sites that were included in the human rights risk assessment process.

Remediation Action Process

As Zorlu Enerji, we acknowledge and are committed to the importance of preventing and effectively responding to human rights violations within our own operations and throughout our entire value chain. To this end, we implement the following key steps to ensure appropriate remediation:

- **Investigation:** If a case is reported through our grievance and notification mechanisms, an impartial and comprehensive investigation is conducted by our authorized departments, such as Legal, Human Resources, and the Ethics Committee, to determine the scope and nature of the violation.
- **Compensation and Restitution:** Those affected by the violation are entitled to receive both financial and non-financial compensation, depending on the nature of the situation. Should a perpetrator be identified, disciplinary action will be taken in accordance with the Company's rules.

- **Monitoring and Prevention:** Ongoing monitoring is essential to ensure the effectiveness of the remediation process. To minimize future risks and prevent potential violations, we will continue to promote a culture of respect for human rights and raise awareness throughout the company.

- **The Types of Remediation Actions Taken**

In the context of our monitoring and prevention efforts in 2025, we are strengthening our organization in occupational health and safety, specifically at OEDAŞ. We have provided training on discrimination and equality in addressing human rights risks that are important for our entire value chain and have conducted site audits as part of our SA8000 process. We have also launched the FutureFEM program. We have carried out audits and controls related to working environment conditions, and detailed investigations into notifications received via our ethics hotline are ongoing. At OEDAŞ, we have held discussions with personnel working under collective bargaining agreements and reviewed the terms of these agreements. In addition, we have conducted internal audits under ISO 27001 for data security and privacy policies, performed security and penetration tests, and revised our cookie policy based on the findings.

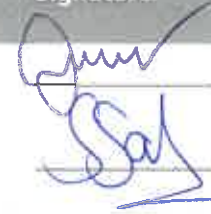
REVIEW and ENDORSEMENT

Reviewed by

Signature

Zorlu Enerji Human Resources Director — Ramazan HARBİLİ

Zorlu Holding Human Resources General Manager — Seval KOR



Endorsed by

Signature

Zorlu Enerji CEO — Elif YENER

