**İŞ ENERJİ YATIRIMLARI A.Ş. SUSTAINABILITY POLICY**

## I. PURPOSE AND SCOPE

İş Enerji Yatırımları A.Ş. (İş Enerji) was established in August 2022 as part of the Türkiye İş Bankası Group. Having rapidly established a diversified energy portfolio based on renewable energy sources, primarily wind and solar power stations, through partnership agreements, İş Enerji aims to become one of Turkey's leading renewable energy companies in the near future, drawing on the strength of the Türkiye İş Bankası Group.

Since its inception, the company has operated with a strong sense of social responsibility, undertaking the mission of leaving a liveable world for future generations whilst ensuring its activities serve the public interest.

With this in mind, supporting our country's energy supply security whilst taking into account environmental, social and governance dimensions has always been among İş Enerji's priorities. Sustainability policies set out the fundamental principles and guidelines aimed at preventing or minimising negative environmental and social impacts arising from both İş Enerji's and its stakeholders' business and other activities, whilst maximising positive impacts.

The following policies complement the Sustainability Policy:
1. Environmental and Social Impacts Policy
2. Human Rights and Human Resources Policy
3. Anti-Bribery and Anti-Corruption Policy
4. Gender Equality Policy
5. Occupational Health and Safety Policy
6. Supplier Management Principles
7. Gifts and Hospitality Policy

## II. FUNDAMENTAL PRINCIPLES

İş Enerji adheres to the following principles regarding sustainability:

1. It monitors and manages the environmental and social impacts of its operations.

2. It plays an active role in the transition to a low-carbon economy and is committed to meeting society's needs through clean energy production processes, with a focus on sustainability.

3. It takes into account the impacts of climate change and the associated risks and opportunities, and contributes to the global fight against climate change through its renewable energy production activities.

4. It aims to create a modern working environment that respects human rights and fosters the continuous development of social justice and labour rights, thereby raising the awareness and understanding of its stakeholders.

5. It rejects all forms of discrimination that undermine equality of opportunity, including discrimination, exclusion or selection based on gender, religion, political opinion, race, origin, denomination or any other belief, sexual orientation, mental or physical disability, age, cultural or social class, and differences in opinion or thought, and aims to eliminate such inequalities. It recognises diversity in the workforce as a fundamental component of its intellectual capital.

6. Within the framework of legislation and practices relating to health and safety at work, it provides its employees with a healthy and safe working environment and continuously improves its processes in this area through preventive, corrective and protective approaches.

7. It supports a fair remuneration policy that takes into account the employee's contribution to success, encompassing a collective work culture aligned with its ethical values and strategic objectives.
10. It is committed to developing the qualified workforce required for all managerial and specialist positions at various levels, based on the principle of equal opportunities.

8. It shows absolutely no tolerance for bribery and corruption; it punishes such actions most severely.

9. It organises training programmes to raise employee awareness regarding the internalisation and management of sustainability.

10. It selects suppliers in a manner that is in accordance with commercial practice, and is fair, honest and impartial. It conducts procurement and supply operations in accordance with the Procurement Policy and the Supplier Management Principles established in line with this policy, taking into account factors such as professionalism, the quality, durability, reliability and cost of the product or service.

11. It adopts medium- and long-term strategies that also take into account customer rights and interests, as well as the public interest.

12. It is committed to continuously improving its sustainability practices and regularly sharing its targets and performance in these areas with its stakeholders.

13. Employees or those representing İş Enerji shall conduct their relations with all parties in accordance with İş Enerji's Gifts and Hospitality Policy.

## III. ROLES AND RESPONSIBILITIES

1. Sustainability initiatives at İş Enerji are managed by the Sustainability Committee. The Director responsible for the Sustainability and Corporate Communications function, who also serves as the Sustainability Lead, is responsible for representing İş Enerji in sustainability communications and steering the company's sustainability initiatives. The coordination of sustainability activities is provided by the Sustainability and Corporate Communications Department, and the Director of Sustainability and Corporate Communications acts as the Sustainability Coordinator. The Sustainability Management System is structured around processes and job descriptions, and is subject to regular audits, the results of which are presented to senior management.

2. Sustainability action plans are tracked within documents that form part of İş Enerji's business programme and strategic plans.

3. İş Enerji prepares regular reports on its sustainability activities and makes them available on its corporate website.

## IV. SUPERVISION/AUDIT

The implementation of the Sustainability Policy is carried out by the relevant teams under the supervision of the Sustainability Committee. Compliance with the provisions of this policy is audited as part of the internal audit process. The principles governing the implementation of action plans to address findings identified as a result of these audits are determined by the Sustainability Committee.

## V. REVIEW

This policy is reviewed by the Sustainability Committee at least once a year, in line with changes in requirements and operating conditions. Any updates and amendments deemed necessary come into force following approval by the Board of Directors upon the recommendation of the Sustainability Committee.

Relevant policies are made available to all stakeholders via İş Enerji's corporate website and to employees via İş Enerji's corporate intranet.

## VI. ENTRY INTO FORCE

This policy was adopted by the Board of Directors on 31 December 2014 and has come into force.