

GLOBAL CORPORATE SOCIAL RESPONSIBILITY POLICY

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Aksa Power Generation
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GLOBAL CORPORATE SOCIAL RESPONSIBILITY POLICY

INTRODUCTION

AKSA aims to embed the Social Responsibility Policy into its corporate culture. The Policy, developed together with all business partners, is based on fundamental principles and values and includes standards implemented through teamwork.

AKSA is committed not only to creating products in line with social compliance standards but also to ensuring that employees' rights arising from applicable laws are fully respected, occupational health and safety rules are observed, environmental awareness is upheld, and a workplace environment characterized by open and honest communication, respect, and dignity is established.

The Social Responsibility Policy is communicated through AKSA internal communication portals. Suppliers are informed of the Policy and are assessed in accordance with these criteria.

Within the scope of this Policy, no sanctions or retaliatory actions shall be taken against employees who express concerns, grievances, or complaints. Employees are encouraged to use suggestion and complaint channels such as feedback and grievance boxes.

In addition, in accordance with the Ethical Principles Regulation of Kazancı Holding, any violation of ethical principles that is identified or observed must be reported immediately to the Ethics Hotline at +90 850 511 11 12 or via etik@aksa.com.tr.

Employees may freely express their opinions, requests, complaints, and suggestions. These are evaluated by senior management, and continuous improvement activities are implemented where necessary.

This Social Responsibility Policy covers the following areas:

- Voluntary Labor
- Child Labor (Underage Workers)
- Non-Discrimination (Equal Treatment)
- Working Hours and Wages (Compensation / Salaries / Payments)
- Health and Safety
- Community and Stakeholder Engagement
- Foreign Workers
- Human Trafficking
- Rest Days and Holidays
- Recruitment and Employment
- Employment Contracts
- Disciplinary Practices
- Environmental and Occupational Health & Safety Matters
- Customs Compliance
- Freedom of Association, Unionization, and Collective Bargaining Rights

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- Compliance with Ethical Principles
- Grievance Handling and Feedback Mechanisms

1. VOLUNTARY LABOR

AKSA prohibits all forms of forced labor, including prison labor, apprenticeship-based coercion, bonded labor, military labor, slave labor, and all forms of human trafficking.

Working hours are regulated in accordance with applicable labor legislation on overtime and excess working hours. Employees shall not be required to work overtime without their consent.

Employees are free to terminate their employment, and AKSA shall not restrict or delay this right except for legally required safety considerations. Employee personal data is protected and retained in accordance with applicable laws.

2. CHILD LABOR (UNDERAGE WORKERS)

AKSA complies with applicable legal minimum age requirements and prohibits the employment of individuals under the age of 18 in all positions. This prohibition is aligned with labor laws, occupational health and safety legislation, and International Labour Organization (ILO) standards.

3. NON-DISCRIMINATION (EQUAL TREATMENT)

AKSA values all employees and their contributions. The Company is firmly committed to equal opportunity and opposes all forms of discrimination or harassment based on race, gender, color, nationality, social origin, language, religion, age, disability, political opinion, migrant status, or any other legally protected characteristic.

Recruitment and employment decisions are based on qualifications, experience, skills, and job-related competencies.

4. WORKING HOURS AND WAGES

AKSA provides competitive wages aligned with industry and local labor market conditions. All compensation practices, working hours, overtime, and benefits are implemented in full compliance with applicable laws and employment contracts.

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The Company supports employee development and provides opportunities for career progression wherever possible.

5. HEALTH AND SAFETY

AKSA ensures a safe and healthy working environment. The Company aims to minimize risks of accidents, injuries, and exposure to health hazards by providing a safe, healthy, and productive workplace.

A workplace free from violence, coercion, harassment, threats, and abusive conditions is ensured.

6. COMMUNITY AND STAKEHOLDER ENGAGEMENT

AKSA commits to engaging with stakeholders in good faith by listening to and considering their feedback and perspectives.

Employee representatives are appointed in accordance with applicable laws, enabling employees to communicate their concerns. Suggestion and complaint mechanisms are also provided.

The Company commits to maintaining dialogue with stakeholders on workplace-related and impact-related issues where appropriate.

7. FOREIGN WORKERS

All employment processes for foreign workers, from recruitment to termination, are conducted in compliance with applicable legal requirements. Employees shall not be subjected to debt bondage under any circumstances.

8. HUMAN TRAFFICKING

AKSA strictly prohibits the employment of trafficked or illegally employed workers.

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9. REST DAYS AND HOLIDAYS

Employees shall not be deprived of their legal entitlement to rest days and holidays. Working hours are regulated in accordance with Article 63 of Labor Law No. 4857.

10. RECRUITMENT AND EMPLOYMENT

Recruitment is conducted based on identified business needs and in compliance with applicable laws and principles such as equal opportunity, compensation standards, leave entitlements, and employment contracts.

11. EMPLOYMENT CONTRACTS

Employment relationships are formalized through written employment contracts consistent with legal requirements and job offers. Confidentiality and personal data protection agreements are also signed, and onboarding training is provided.

12. DISCIPLINARY PRACTICES

Disciplinary measures are governed by the Company's Disciplinary Policy. No wage deductions are applied as a disciplinary measure.

13. ENVIRONMENT AND OCCUPATIONAL HEALTH & SAFETY

AKSA aims to minimize environmental and occupational health and safety risks and ensure protection of life, property, and the environment.

The Company prioritizes compliance with legal requirements, continuous improvement, and awareness-raising regarding environmental and safety issues.

14. CUSTOMS COMPLIANCE

AKSA complies with all applicable national and international customs regulations and implements measures to prevent illegal shipment of goods.

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15. FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

AKSA respects employees' rights to freedom of association, unionization, and collective bargaining in accordance with applicable laws and does not discriminate or apply pressure on employees exercising these rights.

16. COMPLIANCE WITH ETHICAL PRINCIPLES

AKSA complies with all applicable laws and regulations and maintains transparent and up-to-date records.

The Company does not tolerate bribery or corruption in any form and prohibits offering or accepting bribes or gifts for personal gain or facilitation purposes.

Mechanisms to prevent corruption and conflicts of interest are established, and intellectual property rights of business partners are protected.

17. GRIEVANCE AND COMPLAINTS

AKSA establishes effective grievance mechanisms for employees to report complaints and suggestions. Feedback is evaluated in a timely and effective manner.

No retaliation shall be taken against employees who report grievances or concerns.

Complaints from surrounding communities regarding environmental and operational impacts (odor, noise, waste, etc.) are also addressed through the same grievance mechanisms.

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