



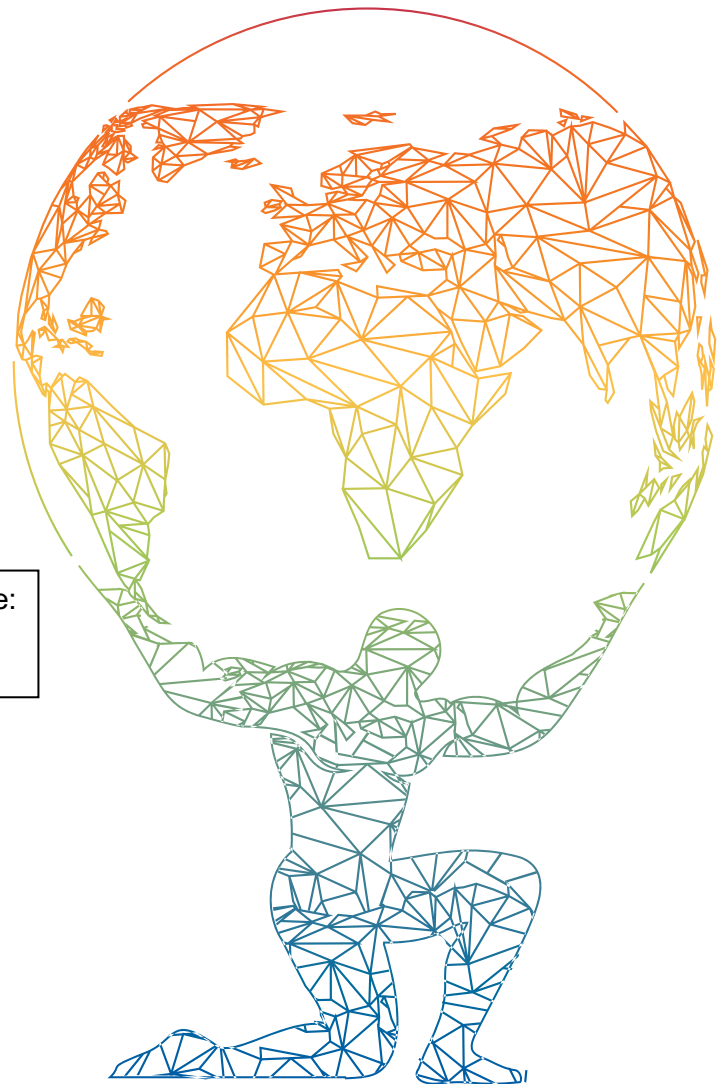
# GLOBAL DIVERSITY, EQUITY AND INCLUSION POLICY

Document No:  
JEN.P.012

Revision No:  
00

Publication Date:  
15.10.2025

Approved by:  
Aksa Power Generation  
Board of Directors



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## GLOBAL DIVERSITY, EQUITY AND INCLUSION POLICY

### INTRODUCTION

In line with our corporate objectives, we recognize the importance of a consistent, effective, and transparent communication model to achieve global success. Therefore, we have established a comprehensive Global Diversity, Equity, and Inclusion Policy to communicate with all our stakeholders in an open, transparent, and reliable manner. Through this policy, we commit to providing equal opportunities by selecting candidates in our recruitment processes solely based on their professional capabilities and qualifications.

### 1. PURPOSE

With this policy, we define the approaches and principles regarding the principles of Diversity, Equity, and Inclusion within the scope of our sustainability goals.

### 2. SCOPE

This policy covers all our stakeholders in all countries where we operate.

### 3. CORE PRINCIPLES

- We ensure equal opportunity in recruitment processes by selecting candidates solely based on their professional capabilities and qualifications, regardless of their age, gender, race, color, language, religion, philosophical or political views, ethnic origin, economic status, health status, disability, physical appearance, lifestyle, clothing style, or sexual orientation.
- We view differences as a source of richness, treat them with respect, and act fairly, equitably, and inclusively toward all our stakeholders.
- We respect human rights, contribute to the development of an inclusive culture, offer equal opportunities, support gender equality, and show absolute zero tolerance for discrimination, harassment, and violence.
- We accept "DEI" (Diversity, Equity, and Inclusion) as one of our core sustainability priorities.

<b>APPROVED BY</b> Aksa Power Generation Board of Directors
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- We maintain equal opportunity in all human resources practices—from talent management to training and development—through assessment and evaluation methods based on competence and talent.
- We support a participatory culture by taking the opinions and suggestions of all our employees into consideration and creating platforms where they can express them.
- We invest in training and development and establish collaborations in order to cultivate a qualified workforce.
- We equip our employees with the skills to manage diversity and inclusion.
- We oppose the use of sexist, racist, discriminatory language and behavior, as well as forms of expression that reinforce stereotypes, in all communication processes.
- We encourage open, fair, and constructive forms of communication, and adopt an egalitarian communication policy.
- In all our relationships with business partners and stakeholders, we prioritize collaborating with organizations that are egalitarian and value diversity.

#### 4. OUR COMMITMENTS

We commit to:

- Creating a culture where no one's race, color, gender, age, nationality, religion, marital status, or disability status matters, where literally everyone is treated equally and can contribute in every aspect,
- Treating everyone with respect for human dignity and human rights,
- Creating environments where all our employees can fully bring their authentic selves to work and feel safe while doing so,
- Refraining from any discriminatory attitude or behavior based on visible or non-visible reasons such as race, color, language, gender, sexual orientation, marital status, age, religion, philosophical or political opinion, physical attributes, etc., across all human resources processes—including recruitment, performance measurement and evaluation, career planning, rewarding and promotion, training-development programs, and termination—and providing equal opportunities to everyone,

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- Providing our employees with a healthy, peaceful, and safe working environment free from any form of mobbing, violence, harassment, pressure, and threat,
- Developing collaborations with non-governmental organizations and international institutions operating in the field of gender equality.

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