TATLIPINAR ENERGY PRODUCTION

INC. STAKEHOLDERS POLICIES

1- STAKEHOLDERS

Tatlıpınar Energy Production Inc. It defines the procedures and principles for protecting the rights of stakeholders. Stakeholders; They are persons, institutions or interest groups who are interested in the activities of the Company, such as the Company's shareholders, employees, customers, creditors, suppliers, public institutions, intermediary institutions and organizations, analysts, potential investors, industry and non-governmental organizations.

2- PROTECTION OF STAKEHOLDERS

The company protects the rights of stakeholders regulated by relevant legislation and mutual agreements in its transactions and activities. Care is taken to regulate the relations with written contracts to the extent possible. In cases where the rights of stakeholders are not regulated by legislation and contracts, the interests of the stakeholders are protected within the framework of good faith rules, taking into account the rights, opportunities and reputation of the Company. In case conflicts of interest arise between stakeholders or if a stakeholder is included in more than one interest group; In terms of protecting the rights we have, a balanced policy is followed as much as possible, and it is aimed to protect each right independently of each other. The policies created for the protection of stakeholders are announced in detail in the "Policies" section of the Tatlıpınar Energy Corporate website.

3- INFORMING STAKEHOLDERS

Our company has adopted the principles of equality, accuracy and impartiality in informing shareholders and stakeholders. In line with the principles of public disclosure and transparency, it makes maximum efforts to create a structure that will enable stakeholders to access complete information in a timely manner.

Menfaat sahiplerimiz; özel durum açıklamaları, genel kurul toplantı tutanakları, yıllık ve ara dönem Our stakeholders; It is informed through material event disclosures, general assembly meeting minutes, annual and interim activity reports, financial reports, public disclosure platform and the Company website. Employees are informed about issues related to the Company's goals and activities through evaluation and information meetings held within the framework of open communication.

4- PARTICIPATION OF STAKEHOLDERS IN MANAGEMENT

Our Company's articles of association do not contain any regulation requiring the participation of stakeholders in the Company's management. In addition, there are members on the Board of Directors to ensure that the rights of minority shareholders and other stakeholders are equally respected within the framework of the decisions taken.

With the Employee Satisfaction Survey, employees' expectations about the company and management are taken and their suggestions for improving work and working conditions are evaluated. In addition, employees' improvement suggestions are received through internal communication and information meetings. At periodic coordination meetings, the opinions of all middle and upper level managers are received and evaluated during the company's decision-making process. With the management system implemented throughout the company, employees are given suggestions and ideas, offer opportunities for implementation, and receive suggestions from employees about remedial activities. Various meetings are held with customers, suppliers, unions and potential and current investors. The protection of our shareholders' rights to participate in management is ensured within the framework of the relevant legislation and the articles of association.

5- HUMAN RESOURCES POLICY

Human Resources processes are carried out by the Human Resources Department within the Company, reporting to the General Directorate. The Human Resources Department carries out activities to identify and solve problems that concern employees and is also responsible for conveying employees' requests and complaints to the Senior Management. Job descriptions, individual targets and performance criteria, wage management are determined by the Company management and announced to the employees. In recruitment, the principle of providing equal opportunities to people under equal conditions has been adopted, and recruitment criteria have been determined in writing on the basis of title. In training, appointment and promotion decisions, Company interests as well as existing objective data are taken into consideration. Training plans are made to contribute to the education, personal and performance development of our employees; Employees' participation in training, courses, panels and similar organizations organized within and outside the Company is provided regularly within the framework of an annual training plan. A safe, ergonomic and high-standard working environment and conditions are provided for our employees, and studies are carried out to improve these conditions depending on social and technological needs.

6- RELATIONS WITH CUSTOMERS AND SUPPLIERS

The company fulfills its responsibilities under the "Renewable Energy" perspective and strives to spread a similar approach and perspective to all its suppliers and stakeholders.

The company takes all kinds of measures to ensure customer satisfaction in the marketing and sales of all kinds of services within its field of activity. Quality standards are complied with and care is taken to maintain the standard. Customer requests regarding the goods and services purchased are evaluated by the relevant departments and customers are informed. Our company pays attention to the confidentiality of customer and supplier information within the scope of commercial, personal and private data.