

ASTOR ENERJİ A.Ş. SUCCESSION POLICY

Astor Enerji's Succession Policy aims to ensure the continuity of critical positions within the company by identifying potential successors in advance and equipping them with the necessary qualifications required for key roles. This policy is designed to prepare internal candidates to fill essential positions in the event of vacancies due to various reasons.

By defining critical positions and implementing structured succession planning, the company reduces dependency on individuals and systematically ensures the continuity of its operations.

This succession policy applies to all Board Members, senior executives, and other key positions within the company. A systematic process is followed to identify, evaluate, and develop high-performing employees with strong potential to meet short-, medium-, and long-term workforce needs for key positions and leadership roles.

The succession process is carried out as follows:

- The availability of internal successors for identified critical positions is assessed in coordination with the Human Resources Department.
- If no suitable internal candidate is available, the relevant department manager submits a recruitment request for external hiring. This request is reviewed and approved by Human Resources before being presented to the General Manager.
- If the request is approved, the recruitment process is initiated.
- If the request is not approved, an internal candidate is identified, and the necessary training process is initiated.

Each manager is fully responsible for training their potential successors and ensuring that candidates acquire the technical qualifications required for the respective position. Training and development programs are designed in alignment with the company's structure, incorporating both internal and external educational resources.

This policy provides a framework for Astor Enerji to respond swiftly and effectively to unexpected departures in critical positions. Every step of this process is designed to ensure business continuity and the seamless transition of leadership roles within the company.

