

GALATA WIND

HUMAN RIGHTS POLICY

1. PURPOSE

The purpose of this Policy is to explain the respect we show for fundamental human rights in our activities as Galata Wind and the value we attach to our employees.

2. SCOPE

As Galata Wind, we expect all our companies to act in compliance with our Human Rights Policy. This Policy covers our basic principles regarding human rights.

- ✓ Human Rights Policy;
- ✓ Galata Wind Board Members,
- ✓ Galata Wind managers and employees,
- ✓ Our subsidiaries and affiliates and their employees,
- ✓ External service providers include individuals and organizations (business partners) working on behalf of Galata Wind, including consultants, lawyers and external auditors.

This Policy;

The Code of Ethics and Conduct approved by the Executive Board and disclosed to the public is an integral part of the Environmental, Occupational Health and Safety and Human Resources Policies and all related documents.

3. DEFINITIONS AND ABBREVIATIONS

This section briefly explains special terms and phrases, concepts and abbreviations used in the Policy.

3.1. Galata Wind : This definition refers to Galata Wind Enerji A.Ş.

3.2. Senior Management: Galata Wind Chief Executive Officer and Members of the Executive Board.

3.3. Document: Galata Wind's policies, regulations, procedures and business processes in writing, and any other written text such as procedures and other similar written texts created in a way that is accessible to the relevant employees.

3.4. Name of the Document: Refers to the subject to which the document relates

3.5. Employee: Refers to Galata Wind Personnel.

3.6. Service Provider: The personnel of the company (supplier, subcontractor, customer, etc.) from which Doğan Holding and Galata Wind receive and/or provide services.

4. ROLES AND RESPONSABILITIES

4.1 Board of Directors

The Board of Directors is responsible for the oversight of the determination and operation of notification, review and sanction mechanisms in case of non-compliance with the Policy, rules and regulations.

4.2 Senior Management

Senior Management is responsible for the approval of the Human Rights Policy. It is the authorized approval mechanism to ensure that this Policy is created, published, updated and repealed when necessary.

The Senior Management is responsible for the implementation and supervision of the practices related to the Human Rights Policy.

The Senior Management is also responsible for taking the necessary measures to ensure compliance with this document by employees and outsourced service providers, and for reporting any violations of this document to the Vice Presidency of Internal Audit for review.

4.3 Legal Consultancy

Legal Consultancy is responsible for the preparation, development, execution and updating of this Policy. The Legal Counseling Department evaluates the Human Rights Policy, when necessary, in terms of its currency and development needs, and makes recommendations to the Senior Management.

4.4 Employee

Employee,

- ✓ Adheres to and complies with Galata Wind policies, regulations and

procedures,

- ✓ Works in compliance with the legislation in force,
- ✓ Is responsible for notifying the Vice Presidency of Internal Audit, in case of any behavior, activity or practice contrary to this document.

4.5 External Service Providers and Business Partners

Outsourced companies and business partners are required to comply with the Policy principles and other relevant regulations, and work with individuals and organizations that do not comply with them will be terminated. Respect for human rights is expected when dealing with subcontractors, suppliers, customers, joint ventures and other partners. It is essential to conduct audits on the implementation principles of this Policy and compliance with the relevant legislation.

4.6 Information Systems Directorate

Doğan Holding Information Systems Department Manager is responsible for publishing the prepared document on the corporate portal.

4.7 Vice Presidency of Corporate Communications

Doğan Holding Corporate Communications Department Manager is responsible for the internal distribution of the prepared document..

4.8 Investor Relations Directorate

Within the framework of this policy, the Investor Relations department is responsible for organizing Galata Wind's relations with institutional investors, portfolio managers, analysts, current and potential shareholders and for the transparent publication of information for all interested parties. The Investor Relations Department Manager of Galata Wind is responsible for the publication of the prepared document on the website.

5. IMPLEMENTATION PRINCIPLES

As Galata Wind, in all our activities, we attach importance to observing all the rights of our employees by adopting international declarations, principles, conventions and principles to which our country is a party, especially the Human Rights articles specified in the Constitution.

In order to support the Policy, we develop the necessary working methods to create a working environment where human rights are respected and to ensure that we do not participate in activities that directly or indirectly violate human rights.

As Galata Wind, we pay attention to the realization of approaches that will make it possible to comply with the relevant legislation of the countries in which we operate in all our processes.

For this purpose, as Galata Wind;

- ✓ We take care to treat our employees equally by offering equal opportunities without discrimination based on religion, language, race, age, color, nationality or social origin, gender. In our Group, human resources selection, recruitment, placement, training and remuneration processes are based on qualifications, performance, skills and experience.
- ✓ As Galata Wind, in line with our principle of “equal pay for equal work”, we act sensitively in providing our employees with equal pay and competitive opportunities under market conditions.
- ✓ We are committed to providing our employees with a safe working environment, free from any form of harassment, abuse, exploitation or violence.
- ✓ We attach importance to strengthening health and safety in the workplaces where we operate.
- ✓ We support freedom of association, freedom to organize and collective bargaining within the framework of legally recognized trade unions.
- ✓ We do not tolerate forced or compulsory labor.
- ✓ We do not employ child labor at Galata Wind,
- ✓ We do not engage in unlawful discrimination in the workplace.
- ✓ We take care to include human rights practices in internal communication channels and training programs within Galata Wind.
- ✓ We develop regulations in accordance with the Occupational Health and Safety Legislation and we attach importance to raising awareness of our employees in this regard.