



**GALATA WIND ENERJİ A.Ş.
CORPORATE VOLUNTEERING POLICY
AND
PROCEDURE**

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1. INTRODUCTION

Galata Wind Enerji A.Ş. (“Galata Wind”) aims to be a renewable energy company that does its job right and well and a reliable business partner for all its stakeholders. In addition, it makes a special effort to achieve this goal with employees with high social awareness. Galata Wind is aware of the fact that developed, socially and economically prosperous societies can realize the healthy growth it aims for and organizes corporate volunteering activities in this direction.

For this purpose, Galata Wind encourages its employees to participate in non-governmental activities within the scope of business hours in order to be a part of social and economic development through social awareness activities that employees support individually in accordance with their personal preferences, corporate volunteering and other activities encouraged by the Company.

For Galata Wind, corporate volunteering is a combination of activities encouraged and supported by the Company that enable employees to participate in projects and programs carried out by non-profit organizations to benefit the welfare and well-being of society based on the use of their skills and talents by donating their time (some of it during working hours).

In addition, our retired and/or early-retired employees, employees of our suppliers and/or shareholders may also participate in Galata Wind volunteering activities under the defined conditions, provided that the Human Resources teams agree.

The “**Positive Energy Ambassadors Platform**” will ensure the consistency of all social benefit-oriented activities and our stakeholders who want to support the platform will make it possible for Galata Wind to be recognized as Galata Wind Volunteers in the sector and regions where Galata Wind operates.

2. TARGETS

Galata Wind Enerji A.Ş.'s Corporate Volunteering Policy determines how the company conducts its volunteering program, its approach and management style. The objectives of the policy are as follows:

- To strengthen the social approval of the community in the regions where the company operates through the direct participation of its employees within the framework of the company's sustainability strategy.
- To increase employees' loyalty to the Company and their pride in being a Galata Wind employee.
- Creating bonds that improve internal relations.
- To develop the necessary skills and abilities within the company, such as the ability to work together, teamwork, leadership and creativity of employees.
- To contribute to sustainable development goals in line with our expertise and to be a part of the solution by conducting our business with employees with high social awareness

3. SCOPE

This Policy has been prepared by Galata Wind to be directly applicable to the company's volunteering activities and is presented to Galata Wind's affiliates, investors and all institutions that have expectations from the Company in the field of sustainability as the company's reference document on social participation and awareness.

In this context, Galata Wind is obliged to comply with all laws and regulations of the country in which it operates. All volunteering programs of Galata Wind are evaluated annually on the basis of the United Nations Sustainable Development Goals and related targets, and this evaluation is disclosed in the sustainability reports.

4. MATERIAL AREAS

The fact that Galata Wind employees are socially aware individuals who want to take part in solving the problems of the country and region where they live is a central element of the Company's corporate volunteering program and can be encouraged through cooperation with various non-governmental organizations, or all resources can be created directly by the Company.

There are three main areas of action in this area:

- Increasing energy literacy
- Creating societies with high environmental awareness
- Supporting gender equality and equal opportunities in education

In addition, plant managers may request support from the company headquarters for the development of programs based on the social and economic characteristics and needs of the region and within their own operating regions in order to be closer to the local people living in the region, and these expectations and requests may be communicated to the headquarters through the suggestion system. In all cases, these activities must be in line with Galata Wind's sustainability goals, objectives and values as well as this policy.

The corporate volunteering program should include the following ways of cooperation:

- Activities (on-site or online) in which employees will allocate time and support in line with their areas of expertise.
- Personal cash donations made by employees on their own initiative and transferred directly to a non-governmental organization or charity campaign by the employees themselves.
- If there is a volunteering platform that includes a cash or in-kind donation by the company, review whether it is in line with company values and strategies

In order to promote activities that have a greater impact on the social environment, Galata Wind will mostly favor on-site volunteering, without excluding other forms of volunteering.

In addition to initiatives that Galata Wind is likely to carry out with public institutions or non-governmental organizations, such as schools in the regions where Galata Wind operates, volunteering initiatives that have a greater impact on society may be prioritized, provided that they are in line with the action areas included in this policy (Section IV). In order to collaborate

with a volunteer organization, the organization must have the tools to conduct the social impact analyses (measurements) requested by Galata Wind.

PROCEDURE

The Company will predetermine the amount of monthly/annual hours that will be made available to its employees to enable them to participate in corporate volunteering activities if they wish to do so (20 hours during business hours and 20 hours outside of business hours on average per year for 2023).

With regard to employees who are directly involved in work that carries technical risk and may cause disruption of operations, an alternative plan should be established to ensure that these employees can participate in corporate volunteering activities without adversely affecting business continuity or the quality of the service provided.

Galata Wind, whose main strategy is to work to be a sustainable company, will also encourage the suggestions of local units for its employees in each of the countries/regions where the Company operates, without excluding the possibility of carrying out global activities in certain cases.

In addition, within the framework of the strategy set out in this policy, employees can propose ideas and volunteering initiatives and provide information about the organizations with which they voluntarily collaborate. Galata Wind Human Resources and Sustainability units submit these proposals to the Sustainability Committee for consideration by senior management.

The Human Resources Unit is responsible for promoting volunteerism at Galata Wind and works in close collaboration with the Sustainability Unit and local functions in the regions. Its role is to identify which initiatives best fit the corporate and local strategy, report on them, determine the participant profile, ensure that the necessary training is provided, and coordinate with the NGO responsible for each program to provide the necessary support to ensure a positive experience for both them and the potential beneficiaries of the activity.

Corporate volunteering is coordinated through two working groups:

- **Headquarter:** Composed of representatives from the regions of activity and headquarters units (HR and Sustainability) as needed. The working group is responsible for designing, approving, implementing and monitoring the volunteering policy and determining Galata Wind volunteering activities. It meets at least every six months. Extraordinary meetings can also be held when requested by any working group member.
- **Local:** Responsible for disseminating the local community engagement policy, coordinating local activities and reporting for corporate indices and reports to the central working group. This working group should coordinate with the Sustainability team to report results to the Sustainability Committee.

5. KEY PERFORMANCE INDICATORS

In order to ensure that this policy is followed and to be able to measure the internal and external impact of corporate volunteering and its objectives, Galata Wind should include and report on a set of key annual indicators that will relieve the area of responsibility of the Human Resources department, independently of any other indicators it chooses to include in its sustainability reporting:

- Number of individual volunteers involved in volunteering activities (on-site, micro-donations and online).
- Number of volunteering hours in activities proposed or disseminated by the company and their value in local currency. (Calculated at the hourly rate)
- Number of programs.
- Impact of volunteering activities:
 - Number of people affected by the activities (people with disabilities, youth, children, elderly, migrants, rural groups, indigenous peoples, etc.).
 - Multiplier effect on families, social organizations, society in general, the environment and other social sectors where possible.
- The NGOs they collaborate with.
- Investment in volunteering (any economic contribution other than volunteers' time).

Monitoring of the various activities culminates in sending a questionnaire to volunteers after the activities are completed. The aim will be to assess the volunteers' opinion about the program, their satisfaction and the extent to which they have met the set objectives..

It is the responsibility of the Human Resources Unit to follow up the collection of volunteer hours and other data from all regions at the end of each year, and to monitor its publication in the Sustainability Reports.

6. RELATIONS TO OTHER POLICIES

When an article on volunteering is required to be included in the general sustainability policies and other sectoral policies of Galata Wind, a detailed explanation and a link to this policy is provided in case the details are not included in this policy.

7. ACCOUNTABILITY AND UPDATES

Galata Wind Board of Directors is responsible for the approval and monitoring of this Policy. Any review or change to the content of the Policy must be approved by the Board of Directors.

All areas represented in this Policy must be publicized in a publicly accessible area in order to be known and adopted by the units that will implement it, and updates made by the Sustainability Committee will be followed.

It is the responsibility of the Human Resources and Sustainability departments to inform the local sustainability representatives in the regions where Galata Wind operates of any revisions or changes made to ensure that this policy is properly adopted locally. This unit will also be responsible for ensuring that this policy is adopted by all units of the company and followed up appropriately.

This policy was approved by the Board of Directors of Galata Wind Enerji A.Ş. on April 18, 2024 and entered into force on the same date. It is published on the corporate website of the Company in accordance with the sustainability and stakeholder engagement strategy.