



GALATA WIND ENERJI A.S.
EMPLOYEE ENGAGEMENT POLICY

| Prepared by | Controller | Approval |
|------------------------|------------------------------------|---------------------------|
| Human Resources | Executive Committee Members | Board of Directors |
| Signature | Signature | Signature |

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I. INTRODUCTION

The evaluation of the opinions and suggestions of employees in the management processes of the Company forms the basis of Galata Wind Enerji A.Ş. ("Galata Wind" or the "Company")'s Employee Engagement approach. Employees taking an active role in all processes and taking their opinions and suggestions into consideration through dialog-oriented feedback mechanisms is a critical component of the success of Galata Wind, a renewable energy company that operates wind and solar power plants. Along with its vision of assuming a leading role in the field of sustainability, it is important for our company to set an example with a comprehensive employee engagement policy in line with international standards while encouraging a highly motivated and productive workforce.

II. PURPOSE

The purpose of Galata Wind Employee Engagement Policy is to promote a workplace culture where all employees feel valued, their competencies are strengthened, and their opinions and expectations are actively included in the company's decision-making processes. With the Galata Wind Employee Engagement Policy, which has been developed to form completeness with other human resources policies, we declare that we strive to create a supportive, inclusive and innovative working environment that contributes to both the individual development of our employees and the success of our Company.

III. SCOPE

This policy applies to all our employees, including managers at all wind and solar power plants managed by Galata Wind, as well as in the Company's administrative functions and other investments. Engagement includes mechanisms for feedback, decision-making and involvement in sustainability initiatives in all platforms of dialog with the Company's employees.

IV. BASIC PRINCIPLES

1. **Transparency:** We apply the principles of open communication and transparency in all decisions affecting our employees and the company.
2. **Inclusiveness:** In order to ensure that different perspectives are taken into account in decision-making processes, we establish and encourage the necessary suggestion mechanisms to ensure the engagement of our employees from all levels and departments.
3. **Innovation:** We encourage our employees to propose new ideas to do what they do better and to participate in initiatives that drive the company's sustainability efforts.
4. **Collaboration:** We foster a culture where our employees work together to achieve both personal and organizational goals, especially in the area of sustainability.

V. TARGETS

1. Establishing incentive mechanisms for our employees to actively contribute to the Company's managerial and operational processes through dialog platforms and feedback mechanisms.
2. Bridging employee engagement initiatives with the company's broader sustainability strategy.
3. To ensure continuous improvement in the Company's processes and corporate goals by incorporating employee suggestions and feedback into operational, environmental and social initiatives.

VI. ENGAGEMENT TOOLS

- a. **Suggestion Platforms:** We have an online suggestion system where employees can submit ideas for improving operations, enhancing sustainability and other company processes. Suggestions can also be made anonymously and employees are encouraged to give their views to the company on strategic initiatives.
- b. **Meetings with Managers:** Regular management meetings are held where management shares company updates, asks employees for their opinions and suggestions, collects feedback and discusses risks and opportunities. These meetings serve as an open forum for all employees to voice their opinions.
- c. **Employee Committees:** Specific employee-led committees can be established on topics that employees want to discuss regularly (e.g. sustainability, diversity, health and safety). These committees can meet regularly to address specific concerns and make recommendations to management.
- d. **Working Groups:** Small working groups with predefined objectives can be formed to research, strategize or collect data on specific projects or initiatives, ensuring that a variety of staff perspectives are considered on the topic in question.
- e. **Employee Satisfaction and Engagement Surveys:** Annual or periodic surveys are conducted to measure employee satisfaction and loyalty, collect feedback on the Company's culture and assess compliance with sustainability goals. The results of these surveys are reviewed and action plans are developed to address key findings. Transparently communicating the results of surveys and action plans to employees is among the most fundamental principles of the Employee Engagement Policy.

VII. EVALUATION OF EMPLOYEE OPINIONS AND SUGGESTIONS

- **Collaborative Decision Making:** Galata Wind gives its employees opportunities to share their opinions and suggestions and participate in processes, especially in areas such as operational efficiency and sustainability. Employees can vote or provide feedback on specific initiatives through digital platforms.

- **Workshops and Brainstorming Sessions:** Workshops or brainstorming sessions can be held to solicit employee input on strategic decisions related to sustainability, innovation and operational improvements.
- **Employee Representation:** Employee representatives from different departments can be part of working groups. These groups work directly with management to implement new projects and monitor progress. In addition, issue- or problem-specific working groups can be established and the outputs of their work shared with senior management.

VIII. INCENTIVE PROGRAMS

- Employees who make outstanding contributions to the realization of the Company's Employee Engagement Policy or propose innovative sustainability solutions are recognized with corporate awards on both an individual and team basis.
- Employees who actively participate in feedback platforms, committees or sustainability initiatives are supported with special incentives, including professional development opportunities.

IX. MONITORING, MEASUREMENT and COMMITMENT

Galata Wind Employee Engagement Policy is monitored through different indicators including turnover rates, number of suggestions, diversity metrics and feedbacks. These are regularly reported and relevant targets are updated every year as part of our sustainability reporting in line with CSRD and ESRS expectations.

With this policy, our Company is committed to maintaining a feedback loop in which the suggestions and expectations of our employees are addressed in a timely manner and to transparently inform our stakeholders about the measures taken in response to the suggestions and expectations communicated by employees through various channels.

As Galata Wind, we consider developing dialog with our employees through open and direct communication channels at the center of our sustainability strategy. We believe that a highly motivated and committed employee profile plays a key role in achieving our sustainability goals. In this direction, our employees are encouraged to participate in green initiatives, community engagement programs and Non-governmental Organization (NGO) collaborations on different volunteering platforms, directly contributing to the company's sustainability performance.

X. REVIEW AND UPDATE

This policy is regularly reviewed to ensure compliance with both legal requirements and the changing needs of our employees. It is updated when necessary to improve engagement mechanisms, address new sustainability risks and opportunities or respond to employee feedback.

The Galata Wind Employee Engagement Policy is designed to create a positive, inclusive and participatory work environment where all employees are encouraged to share ideas, contribute to decision-making processes and help shape the future of the company.

Thanks to this approach, we not only ensure the efficiency of our operations, but also demonstrate our desire to be a sustainable company and ensure that our employees are an integral part of this process.

XI. ENFORCEMENT

Galata Wind Enerji A.Ş. Employee Participation Policy was approved and entered into force on 20/10 /2024 with the decision of the Board of Directors numbered 2024/.... and disclosed to the public by being published on the corporate website of the Company. Existing procedures under this policy or new arrangements to be made in line with the need shall observe compliance with local and global laws and regulations.