



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

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## 1. INTRODUCTION

Galata Wind Enerji A.Ş. (“Galata Wind,” “Company”) operates with the mission of being a renewable energy company that delivers on its commitments and serving as a trusted business partner for all its stakeholders. The Company also strives to achieve this goal through employees with high social awareness. Recognizing that developed, socially and economically prosperous communities can achieve their healthy growth targets, Galata Wind promotes corporate volunteering.

Therefore, Galata Wind encourages its employees to engage in civil society activities within working hours to contribute to social and economic development through social awareness activities, which they support personally in alignment with their individual preferences, as well as corporate volunteering endeavors, and other initiatives endorsed by the Company.

Galata Wind defines corporate volunteering as the whole of activities and endeavors, which are encouraged and endorsed by the Company, enabling the employees to participate in projects and programs executed by non-profit organizations for the benefit and welfare of society, based on the premise of contributing their skills and talents by dedicating their time (some during working hours).

In addition to the Company’s current employees, the retirees and/or those on track to early retirement, employees of the suppliers, and shareholders may also participate in Galata Wind’s volunteering activities under certain conditions, provided that the Human Resources teams approve such participation.

The **Positive Energy Ambassadors Platform** will ensure alignment between all social-benefit-focused activities, while also enabling our stakeholders who wish to support the platform to be recognized as Galata Wind Volunteers in the sector and regions where the Company operates.

## 2. OBJECTIVES

Galata Wind’s Corporate Volunteering Policy lays out how the volunteering program should be executed and defines the relevant approach and management style. The Policy’s objectives include:

- To secure and reinforce social approval in the territories where the Company operates through direct employee engagement in line with the sustainability strategy.
- To increase employee loyalty and sense of pride in being Galata Wind employees.
- To build connections toward improving internal relationships.
- To develop the necessary abilities and skills, including those related to co-working, teamwork, leadership, and employee creativity.
- To contribute to sustainable development goals within the purview of our expertise and to be a part of the solution by working with employees with high social awareness.

## 3. SCOPE

This Policy has been drafted to apply directly to corporate volunteering and to provide a reference document for social engagement and awareness to Galata Wind’s subsidiaries, investors and all

institutions with expectations from the Company regarding sustainability.

Accordingly, Galata Wind is obligated to adhere to all laws and regulations applicable in the countries where the Company operates. All the volunteering programs of Galata Wind are evaluated annually in consideration of the United Nations Sustainable Development Goals and relevant targets, and the results of such evaluations are disclosed through the sustainability reports.

#### **4. FOCUS AREAS**

Central to the Company's corporate volunteering program are the Galata Wind employees with high social awareness that seek to be a part of solving the problems in the territories and regions where they reside. Partnerships with various non-governmental organizations or resources provided directly by the Company can be leveraged for corporate volunteering endeavors.

Three main focus areas are:

- Enhancing energy literacy.
- Building communities with high environmental awareness.
- Promoting gender equality and equal opportunity in education.

Furthermore, the plant managers may request assistance from the Company management to develop programs based on the social and economic nature and needs of the region and within their own areas of operation for the purpose of being closer to the locals. Such expectations and requests may also be communicated to the headquarters through the suggestion system. In any case, such activities must comply with this Policy and align with Galata Wind's sustainability goals, objectives and values.

The corporate volunteering program should include the following:

- Activities (on-site or online) for which employees can dedicate time and contribute within their respective fields of expertise.
- Channeling the employees' personal voluntary cash donations directly to a non-governmental organization or aid campaign.
- Ensuring that the activities align with the Company values and strategies if the Company uses a volunteering platform that enables cash or in-kind donations.

Galata Wind will primarily prefer on-site volunteering, without prejudice to other types of volunteering, to promote activities with greater impact on the relevant communities.

In addition to the initiatives that Galata Wind may likely launch in partnership with public institutions such as the schools in the Company's territories or non-governmental organizations, the Company may also prioritize volunteering initiatives with potentially greater impact on communities, provided that they align with the focus areas specified under article 4 of this Policy. Partnership with a volunteering platform requires the relevant organization to possess the necessary tools to conduct the social impact analyses (measurements) requested by Galata Wind.

#### **PROCEDURE**

The Company will determine in advance the amount of monthly/annual hours to be offered to its

employees to ensure that they may participate in corporate volunteering activities if they wish (in 2023, an average of 20 hours within working hours and 20 hours outside working hours were offered for the entire year).

Regarding the employees working in jobs with direct technical risks and that may disrupt operations, an alternative plan should be created to ensure that those employees can also participate in corporate volunteering activities without negatively affecting business continuity or the quality of service.

As a company that defines its primary strategy as becoming a sustainable company, Galata Wind will also consider suggestions from local functions for the employees in each country/territory where the Company operates, without ignoring the possibility of conducting global activities in certain cases.

Furthermore, the employees may submit ideas and suggestions for volunteering initiatives and provide information about the organizations where they volunteer in accordance with the strategy specified in this Policy. Galata Wind's Human Resources and Sustainability functions submit these suggestions to the Sustainability Committee for further consideration by senior management.

The Human Resources Department is responsible for promoting volunteering at Galata Wind and works in close cooperation with the Sustainability function and local functions in the regions. The department is tasked with identifying the initiatives that align with the corporate and local strategy, submitting the relevant reports, determining the volunteer profile, ensuring that the necessary training is received, and coordinating with the non-governmental organization responsible for each program to provide the necessary assistance for creating a positive experience for both the volunteers and the potential beneficiaries of the relevant activity.

Two working groups coordinate corporate volunteering:

- **Headquarters:** This working group consists of representatives from the regions and headquarters functions (HR and Sustainability) as needed. The working group is responsible for drafting, approving, implementing and monitoring the volunteering policy and determining the volunteering activities at Galata Wind. The working group convenes at least once every six months or more frequently for extraordinary meetings when requested by any group member.
- **Local:** This working group, which reports to the headquarters working group, is responsible for disseminating the local community engagement policy, coordinating local activities, and reporting for corporate indices. This working group should coordinate with the Sustainability team to report its results to the Sustainability Committee.

## **5. KEY PERFORMANCE INDICATORS**

To ensure that this Policy is followed and to measure the internal and external impact and goals of corporate volunteering, Galata Wind should incorporate and report on a number of key annual indicators that will ease the area of responsibility for the Human Resources Department, regardless of other indicators that the Company chooses to include in its sustainability reporting:

- Number of individual volunteers participating in volunteering activities (on-site, micro-donations and online).

- Number of volunteering hours in activities proposed or promoted by the Company and the corresponding monetary value in local currency (calculated by working hour wage).
- Number of programs.
- Impact of volunteering activities:
  - Number of people (disabled people, youth, children, elderly, immigrants, rural groups, indigenous peoples, etc.) impacted by the activities.
  - The multiplier effect on families, social organizations, society at large, the environment and, where possible, other communities.
- NGOs where they volunteer.
- Investment in volunteering (any economic contribution other than the volunteers' time).

The various volunteering initiatives are monitored and once an activity is completed, a survey is sent to the volunteers to receive their feedback on the respective program, measure their satisfaction levels and understand whether the set targets have been met.

The Human Resources Department is responsible for ensuring that the volunteering hours and other data are collected from all regions at the end of each year and that the relevant figures are published in the Sustainability Reports.

## **6. RELATIONSHIP WITH OTHER POLICIES**

If a situation arises that calls for including a clause about volunteering in the general sustainability policies and other sector-specific policies of Galata Wind, and if such provisions are not already included, a detailed disclosure is made affirming that the relevant policies are duly amended and the relevant links to this policy are provided.

## **7. RESPONSIBILITIES AND UPDATES**

The Board of Directors at Galata Wind is responsible for approving and monitoring this Policy. Any reviews or amendments to the content of the Policy should be approved by the Board of Directors.

All the topics addressed in this Policy should be announced in a publicly accessible area so that they are known and adopted by the functions that will implement it, and the updates made by the Sustainability Committee are followed.

The Human Resources and Sustainability functions are responsible for advising the local sustainability representatives in the regions where Galata Wind operates of any revisions or amendments to ensure proper adoption of this Policy at the local level. These departments will also be responsible for ensuring that this Policy is adopted by all the functions and for monitoring its implementation.

This Policy was approved by the Board of Directors at Galata Wind Enerji A.Ş. on 18 April 2024 and became effective on the same date. The Policy is published on the corporate website in accordance with the Company's sustainability and stakeholder engagement strategy.