

1. PURPOSE

The purpose of this policy is to prioritize the health and safety of Girişim Elektrik A.Ş. employees. In this regard, our Occupational Health and Safety (OHS) policy reflects the value and importance we place on people and our employees.

2. SCOPE

This policy covers the following stakeholders of Girişim Elektrik A.Ş.:

- Members of the Board of Directors of Girişim Elektrik A.Ş.,
- Managers and employees of Girişim Elektrik A.Ş.,
- Affiliated companies and their employees,
- External service providers and their employees that we receive services from,
- Individuals and organizations acting on behalf of Girişim Elektrik A.Ş. companies (business partners), including suppliers, consultants, lawyers, and external auditors.

3. RESPONSIBILITY

3.1. Board of Directors

The Board of Directors is responsible for overseeing the establishment and operation of notification, investigation, and enforcement mechanisms in case of non-compliance with the policy, rules, and regulations.

3.2. OHS Supreme Committee

The Board of Directors has delegated the responsibility for establishing a compliant and controlled working environment regarding Occupational Health and Safety to the OHS Supreme Committee. The duties and responsibilities of the OHS Upper Board are documented and approved by the Board of Directors. The OHS Upper Board convenes meetings at least every two months, and Emergency Meetings are also organized as needed.

3.3. Occupational Health and Safety Department

The Occupational Health and Safety Department is responsible for the preparation, development, and updating of this policy. It evaluates this policy periodically for its currency and improvement needs.

The Occupational Health and Safety Department is responsible for implementing this policy and conducting activities for its improvement when necessary.

3.4. Human Resources Department

The Human Resources Department is responsible for organizing necessary training sessions related to Occupational Health and Safety, where it is deemed necessary or appropriate for employees of Girişim Elektrik A.Ş. to act together. Additionally, the Human Resources Department is responsible for identifying employees who will participate in these training sessions. Furthermore, as a member of the Occupational Health and Safety Senior Committee, the Human Resources Department is obligated to fulfill the responsibilities associated with this position.

3.5. Girişim Elektrik A.Ş. Employee

Girişim Elektrik A.Ş. employees are responsible for:

- a) Complying with the policies determined by the Board of Directors,
- b) Effectively managing risks related to their own areas of activity,
- c) Ensuring compliance with internal and external regulations, and
- d) Reporting to the Occupational Health and Safety Department in case of encountering any behavior, activity, or practice that contradicts the policy.

3.6. External Service Providers and Business Partners

External service providers and business partners are required to comply with the principles of the policy and other relevant regulations. Failure to comply with these requirements will result in the termination of collaboration with individuals and organizations that do not adhere to them.

3.7. Information Technology Department

The responsibility for publishing the prepared document on the company portal lies with the Information Technology Department Manager of Girişim Elektrik A.Ş. It is also the responsibility of the Information Technology Department Manager to ensure that the document is published on the company's website.

3.8. Quality Assurance Department

The distribution of the prepared document within the organization is the responsibility of the Quality Manager of Girişim Elektrik A.Ş.

3.9. Investor Relations Directorate

The Investor Relations Directorate is responsible for regulating relationships between Girişim Elektrik A.Ş. and corporate investors, portfolio managers, analysts, existing, and potential shareholders within the framework of this policy. They are also responsible for conducting public disclosure practices transparently and simultaneously to all relevant parties.

4. DEFINITIONS

4.1. Occupational Health and Safety Board:

This is the definition specifying the authorized individuals appointed by the Vice President of Occupational Health and Safety of Girişim Elektrik A.Ş. and representatives from the Human Resources Vice Presidency, Legal Counsel, or their delegates.

4.2. Employee: Refers to the personnel of Girişim Elektrik A.Ş.

4.3. Service Provider: Refers to the personnel of companies from which Girişim Elektrik A.Ş. receives and/or to which it provides services (suppliers, contractors, customers, etc.).

5. IMPLEMENTATION

As Girişim Elektrik A.Ş.,

Our Occupational Health and Safety (OHS) policy prioritizes the health and safety of our employees at all times. Ensuring worker health and safety in the workplace is one of our company's primary objectives, and responsibilities in this regard are shared by all employees from the lowest to the highest levels. As employees, we exert maximum effort to comply with health and safety policies to ensure workplace safety.

In compliance with regulations, Occupational Health and Safety Committees operate within the companies under Girişim Elektrik A.Ş. These committees work to measure and improve the performance of the Occupational Health and Safety management system.

We adhere to the principle that compliance with legal regulations regarding Occupational Health and Safety and participation in Occupational Health and Safety improvement activities are the shared responsibility of all employees.

The Occupational Health and Safety Board monitors compliance with legal regulations and the Occupational Health and Safety policy of Girişim Elektrik A.Ş. throughout the entire group.

Our employees are obligated to immediately inform their managers of any unsafe conditions in the workplace. This encourages our employees to take responsibility for the safety of their own work areas.

Risk analyses related to the subject are conducted in the companies within our organization. Based on these studies, measures are taken to minimize identified risks. Our fundamental goal is to make the work environment and conditions safe by identifying and mitigating factors that could lead to work accidents and occupational diseases. We aim to continuously improve our Occupational Health and Safety culture by setting targets for participation at all levels within the company in risk assessment and risk reduction activities, ultimately aiming to achieve "Zero Work Accidents."

To ensure a safe working environment for our employees and to raise awareness of Occupational Health and Safety, we organize mandatory Occupational Health and Safety training sessions for our employees at regular intervals. Our training activities are regularly reviewed to identify potential new and current issues in advance.

Girişim Elektrik A.Ş. adopts a comprehensive approach to public health and safety in order to protect the health of its employees, business partners, and the communities in which it operates. Within this scope;

- Preventive programs, procedures, and awareness-raising activities are implemented to combat the spread of communicable diseases, including but not limited to HIV/AIDS.
- Appropriate hygiene conditions are ensured in the workplace, and the continuity of cleaning and sanitation practices is maintained.
- Information and training activities are organized for employees to address risks related to communicable diseases.
- In the event of epidemics, pandemics, or other extraordinary public health situations, additional measures are taken in accordance with applicable national and international legislation and the recommendations of competent authorities (such as the Ministry of Health).
- The principles of non-discrimination, protection of confidentiality of personal health information, and equal treatment of employees are upheld with respect to HIV/AIDS and other communicable diseases.

- No employee shall be excluded, stigmatized, or deprived of rights due to their health condition.
- Preventive healthcare services are supported through cooperation with workplace physicians and relevant healthcare institutions when necessary.

Through this approach, Girişim Elektrik A.Ş. aims to establish a holistic Occupational Health and Safety culture that goes beyond work accidents and occupational diseases and also encompasses community and public health.

REVISION RECORD FORM

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