

Corporate Social Responsibility Policy and Principles

Girişim Elektrik A.Ş. considers social responsibility awareness as one of the fundamental and immutable elements of its management approach, as part of its core values of humility, respect for people, and closeness to the public.

Through this policy document, Girişim Elektrik A.Ş. emphasizes our corporate social responsibility principles and the importance and priority of this issue for our community.

Girişim Elektrik A.Ş. considers social responsibility awareness as one of the fundamental and immutable elements of its management approach, as part of its core values of humility, respect for people, and closeness to the public. In this context, we expect all our institutions forming Girişim Elektrik A.Ş. to manage the economic, social, and environmental impacts of their activities with a sense of responsibility and to prioritize the development of society. We do not see the scope of our social responsibility understanding as limited to our business activities and their impacts. We determine our social responsibility understanding and priorities based on what is best for society and the environment.

We strive to take a pioneering role in activities related to the protection of democracy, human rights, and the environment. As Girişim Elektrik A.Ş., the Girişim Elektrik-Etik, prepared and implemented within the framework of our Corporate Social Responsibility Principles, guides us in our way of working.

The fundamental principles we adhere to in our social responsibility practices are as follows:

- We do not accept discrimination among employees within the organization based on language, race, color, gender, political opinion, belief, religion, sect, age, physical disability, or similar reasons
- We create a supportive, positive, and harmonious working environment, preventing conflict situations and ensuring that individuals with different beliefs, thoughts, and opinions work together harmoniously.
- We implement healthy living programs to contribute to the protection of employees' health, which is a key factor in leading a quality and successful life.

1. As Girişim Elektrik A.Ş., we believe that all our employees have the right to work under conditions that uphold human dignity, in a healthy and safe environment. Our employees are our most valuable asset, and ensuring and protecting their safety is our top business goal.

2. We expect our companies to implement the best environmental solutions beyond legal obligations, support the development and dissemination of environmentally friendly technologies, and contribute to increasing environmental awareness. As Girişim Elektrik

A.Ş., we ensure to fulfill our social and environmental responsibilities in all the geographies we operate, in harmonious collaboration with our shareholders, employees, public, non-governmental organizations, and other stakeholders..

3. We believe that our human resources are the most important element of sustainable growth. We ensure that employees' personal rights are fully and correctly utilized. We approach employees with honesty and fairness, commit to a non-discriminatory, safe, and healthy working environment, and make necessary efforts for employees' personal development while maintaining a balance between work life and personal life.

4. We manage the environmental impacts of our activities with a sense of responsibility. All our companies are obliged to determine and implement any improvements and developments that minimize the environmental impacts of their activities to an appropriate level according to their areas of activity.

5. As Girişim Elektrik A.Ş., we strive for the development of our community within the framework of our corporate social responsibility principle. We support our employees to voluntarily participate in appropriate social activities with social responsibility awareness.

6. We ensure that all our business partners, starting with our suppliers, develop and implement approaches to operate in accordance with Girişim Elektrik A.Ş. standards in the field of social responsibility.

7. We act sensitively to the traditions and cultures of Turkey and the countries where we operate. We comply with all applicable legal regulations.

8. We encourage our companies to achieve certification of their practices by complying with international standards.

All principles stated in this policy document are implemented through necessary arrangements, and the level of implementation is monitored by relevant units. We consider the success of companies' social responsibility practices as an important criterion in evaluating company performance. As Girişim Elektrik A.Ş., we share our corporate social responsibility activities with the public through our annual activity report and our website.

All our managers and employees, including the CEO of Girişim Elektrik A.Ş., are responsible for corporate social responsibility practices throughout our community.

This policy document is prepared to share with all our employees, shareholders, and other stakeholders our clear commitment to fulfilling all responsibilities for a better world and future.



INTEGRATED MANAGEMENT SYSTEM CORPORATE SOCIAL RESPONSIBILITY POLICY

Document No	Issue Date	Issue No	Revision No	Revision Date	Page No
PT-014	12.01.2022	01	00	12.01.2022	3 / 4

PREPARED BY
Quality Assurance Manager

APPROVED BY
Chairman of the Board

