

1. PURPOSE AND SCOPE

Girişim Elektrik A.Ş. (the “Company”) aims to promote diversity in the selection and service processes of board members in accordance with corporate governance principles. This policy has been established to strengthen effective decision-making processes by supporting diverse perspectives on the board, ensure the company’s sustainable growth, and elevate corporate governance standards.

Accordingly, in the selection of board members, criteria such as knowledge, skills, competencies, and experience are considered, as well as factors like gender, age, professional background, cultural diversity, and experience in different sectors. The Company adopts an egalitarian and inclusive management approach throughout all its processes by promoting board diversity.

2. DIVERSITY PRINCIPLES

The Company bases the determination of board members on the following principles:

- **Gender Diversity:** Female representation on the board is encouraged, with a target of achieving at least 30% female membership. This ratio is reviewed annually, and necessary steps are taken to improve it.
- **Professional and Academic Diversity:** Board members are expected to have knowledge and experience in areas such as finance, law, risk management, corporate governance, engineering, the energy sector, and sustainability.
- **Age and Experience Diversity:** The inclusion of individuals from different age groups and with diverse experiences across various sectors on the board is encouraged.
- **Independent and Impartial Approach:** A merit-based selection process is implemented to ensure that board members act independently, impartially, and in good faith.

3. COMPETENCY AND EXPERIENCE CRITERIA

Board members are expected to possess the knowledge, skills, and experience that will contribute to the company's strategic goals. In this regard, it is preferred that they have competencies in the following areas:

- Expertise in the energy sector and engineering,

- Experience in financial management, risk analysis, and auditing,
- Proficiency in law, corporate governance, and ethical standards,
- Knowledge in sustainability and environmental management,
- Experience in digital transformation, innovation, and technology management.

4. EDUCATION AND CONTINUOUS DEVELOPMENT

The Company encourages training and information programs aimed at enhancing the knowledge and skills of board members. In this context:

- Regular training programs are organized for board members,
- Information is provided on current legislation, corporate governance practices, and industry trends,
- Orientation processes are implemented to integrate new board members into the company.

5. DIVERSITY TARGETS AND MONITORING

The Company, in order to ensure the achievement of the set targets regarding board diversity:

- Regularly prepares progress reports in line with diversity criteria,
- Shares annual reports with the public that include the proportion of female board members and other diversity factors,
- Expands the candidate pool to identify qualified candidates in order to increase diversity.

6. REVIEW AND UPDATE OF THE POLICY

This policy is regularly reviewed by the Corporate Governance Committee and updated with the approval of the Board of Directors when deemed necessary. The Company aims to continuously improve its commitments to ensuring board diversity and to implement best practices.

7. PUBLIC DISCLOSURE

The company implements a transparent disclosure policy regarding board diversity. Within this scope;

- The diversity policy and its implementation status are included in the annual activity reports,
- Board member profiles and progress toward diversity goals are shared in publicly disclosed corporate governance reports,
- Access to relevant information is provided through the corporate website.

This policy comes into effect with the approval of the Board of Directors of Girişim Elektrik A.Ş. and continues to be implemented in accordance with the company's corporate governance principles.

