

We Generate

2023 Sustainability Report

ENERJİSA ÜRETİM



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This report covers the activities of Enerjisa Enerji Üretim A.Ş., Enerjisa Elektrik Enerjisi Toptan Satış A.Ş., Enerjisa Doğalgaz Toptan Satış A.Ş., and Senkron Energy Digital Services from January 1 to December 31, 2023 in accordance with GRI Standards. Enerjisa Üretim is coowned by Sabancı Holding and E.ON Germany, each holding a 50% stake. Changes to our ESG performance indicators may occur following the provision of third-party limited assurance.

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CEO & Chairperson of the Sustainability Steering Committee's Statement



İhsan Erbil Bayçöl

CEO & Chairperson of the Sustainability Steering Committee

OUR DEAR STAKEHOLDERS,

2023 saw the 1.5°C global warming target breached, but I hope it will be remembered chiefly as **the year in which a critical threshold for renewable energy was surpassed**. The International Energy Agency reports that global renewable energy additions topped 510 Gigawatts (GW) in 2023, a remarkable increase of nearly 50% over the previous year.

Meanwhile, Türkiye's installed capacity is expected to have reached 107 GW as of November 2023. These figures confirm that as a sector, we have advanced beyond the initial, challenging phase of the worldwide transition to renewable energy.

To further this transition, Enerjisa Üretim intends to support Türkiye's planned 2,500 MW wind energy capacity increase by **investing in 1,000 MW of onshore wind farms over the next two years**.

As an end-to-end solution partner, Enerjisa Üretim continues to **contribute to advancing industrial decarbonization** through products that comply with voluntary carbon market standards such as VERRA, Gold Standard, I-REC, and GCC.

We anticipate that Türkiye will implement an emissions trading system like the European Union Emissions Trading System (EU ETS), which has been operational since 2005. We are well-positioned to serve our clients with new products in this space.

On the financing side, we signed a **USD 110 billion, 7-year loan agreement with the European Bank for Reconstruction and Development (EBRD)**, the proceeds of which will be invested into our energy business.

At Enerjisa Üretim, we are committed to promoting gender equality and have been vigorously pursuing this goal. Thanks to our teams' constant effort, we increased the percentage of **female managers from 16% to 20% in 2023**. In recognition of our progress, we received the Bronze Medal in the Diversity reporting category from the ASRA Awards.

I'm also pleased to note that we made significant strides in our environmental and climate change initiatives in 2023. We completed the risk identification phase outlined by the Task Force on Climate-related Financial Disclosures (TCFD) and began addressing biodiversity issues in line with the Task Force on Nature-related Financial Disclosures (TNFD). Our afforestation efforts continue exponentially; each year, we aim to plant

saplings numbering ten thousand times the age of our company. **In 2023, we celebrated planting our one-millionth sapling.**

At its core, sustainability is both a strategic imperative and a reflection of our social responsibilities.

Another source of great pride is that our team's dedicated efforts to address climate change have been recognized in the 2023 Carbon Disclosure Project (CDP), where we achieved the Leadership level with an improved grade of A-.

At Enerjisa Üretim, **our sustainability approach extends across all regions of Türkiye**, reflecting our deep commitment to social responsibility, which I believe is much more than just a business strategy.

Guided by sustainability principles, we will continue to shape our business practices and decisions with a constant focus on contributing to the advancement of our country's future.

I would like to extend my gratitude to all my colleagues and stakeholders for their support and contributions on this journey.

Enerjisa Üretim in Numbers



A- Leadership score for 2023 CDP Climate Change Performance



1.167

MW wind investments launched over the past two years*

2045 (by latest)

our company net zero carbon target

1.000.000

Saplings planted as of 2023

Number 1

with 3.7 TWh production our ranking private sector renewable energy production in Türkiye

Enerjisa Üretim Çanakkale Wind Power Plant



We supported our communities by purchasing from local suppliers, spending 600 million TL in 2023**.

Social Investment Supports

~700+

Sports support for children and young people

~1000+

Agriculture and livestock support to farmers

~1000+

Local development supports for beekeepers

~800+

Career and development support for female students

10% of our CEO's performance assessment is directly linked to sustainability goals and 20% is indirectly connected.



88

hours training hours given to each employee

18%

ratio of women employees

20%

ratio of women in management

100%

target ratio for women employed at our Ovacık WPP in 2024



Köprü Hydroelectric Power Plant, Adana

*Including M&As.

**Includes purchases from local suppliers in the districts and provinces where our facilities are located.

Strategy and Governance

Our is 'net zero' carbon by 2045

As we establish our climate change targets, we collaborate with relevant departments and develop action plans under the guidance and oversight of the Sustainability Committee. Our portfolio diversification includes renewable energy investments, notably our YEKA (Renewable Energy Resource Area) projects, decarbonization efforts, and green hydrogen initiatives. **Through these efforts, we concurrently support the national economy, the environment, and society.** Our committed team ensures the security of energy supply, aligning with our mission to produce energy for a better future in which we have positive impact throughout our value chain.

As a UN Global Compact signatory, we prioritize transparency and accountability. We strive to conduct our sustainability-focused activities within a transparent, accountable framework that meets international standards.

Materiality Matrix

(A) CLIMATE CHANGE AND ENVIRONMENT

1. Water Management
2. Emissions / Carbon Footprint
3. Biodiversity
4. Climate Crisis
5. R&D and Innovation
6. Circular Economy
7. Afforestation
8. Production using Renewable Resources

(B) ENERGY SUPPLY SECURITY

9. Technology and Digitalisation
10. Business Ethics
11. Process Safety
12. Corporate Governance
13. Security of Supply
14. Supply Chain Management
15. Information Security and Confidentiality
16. Sektör Yetkinliklerinin Artırılması
17. Increasing Sector Competences
18. Risk Management
19. Regulation and Compliance

(C) OUR PEOPLE AND CULTURE

20. Talent Management
21. Occupational Health and Safety
22. Human / Employee Rights
23. Equal Opportunity and Diversity
24. Employee Loyalty and Satisfaction

(D) OUR CONTRIBUTION TO SOCIETY

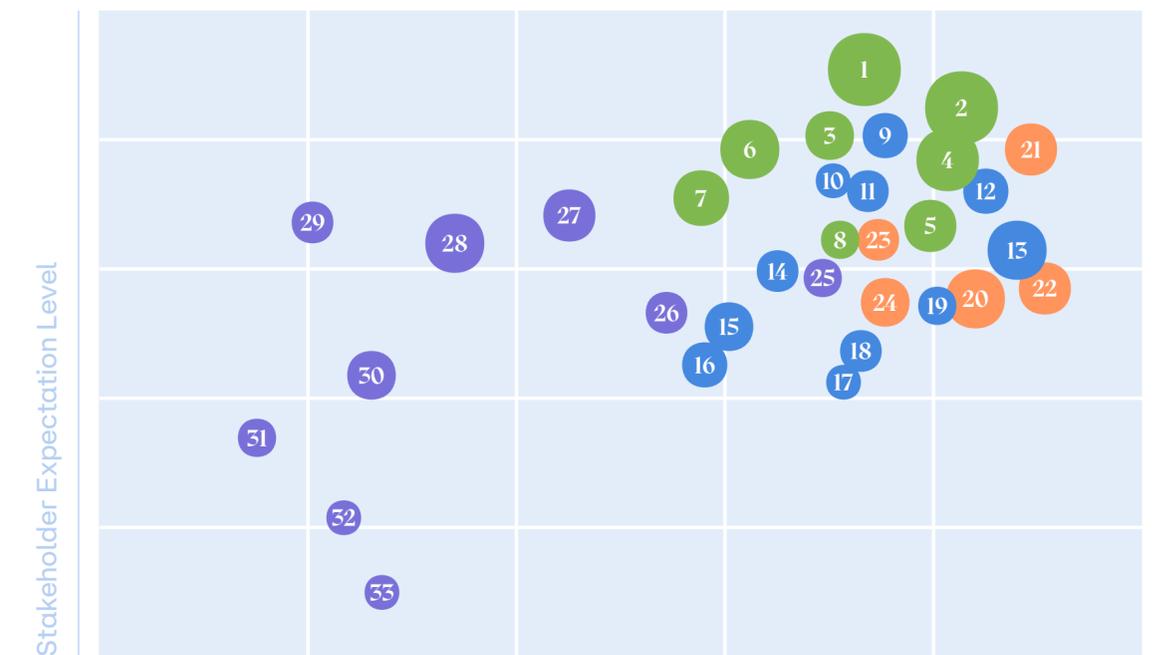
25. Gender Equality
26. Collaboration with Stakeholders Partnerships
27. Disabled people
28. Children
29. Social Support
30. Animal rights
31. Culture and Art
32. Sport
33. Refugees

In 2021, following a stakeholder survey with 592 internal and 66 external participants, we pinpointed issues crucial to both internal and external stakeholders of Enerjisa Üretim, as well as materially significant to the company. These issues were positioned in a materiality matrix, prioritizing those highlighted by all stakeholders. The materiality assessment identified Climate Change and Environment, Energy Supply Security, People and Culture, and Contribution to Society as top priorities. **In our 2022 Sustainability Report, we aligned these key areas with the relevant United Nations Sustainable Development Goals.**



FIND OUT MORE

2022 Sustainability Report
Sustainable Development Goals p. 13 and p. 14



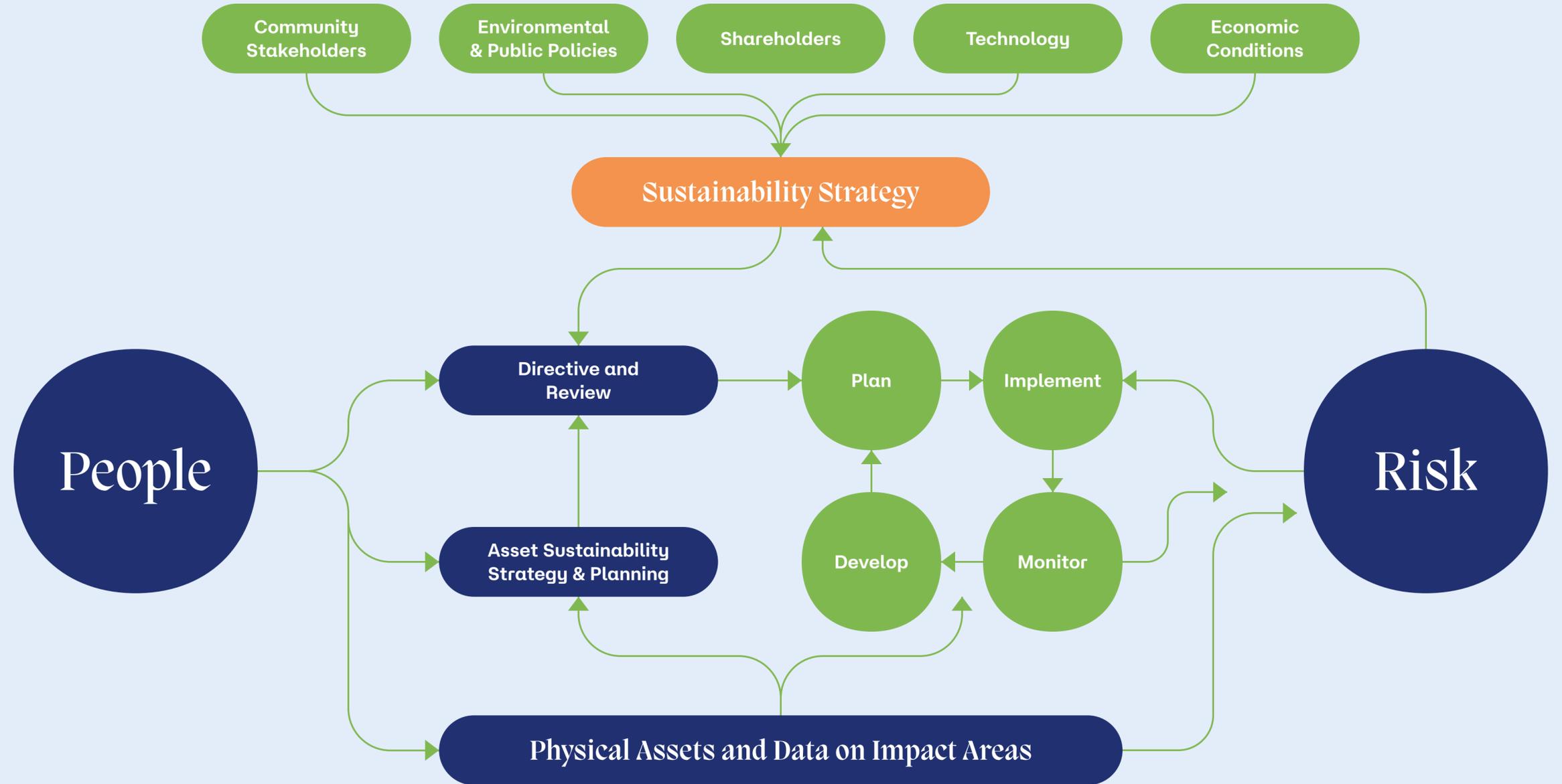
Importance for Enerjisa Üretim

The Sustainability Steering Committee's function is to oversee and assess sustainability efforts, objectives, and outcomes, while also allocating resources for these activities. The committee, chaired by the CEO, includes the CFO, Deputy General Manager Business and Technical, Deputy General Manager People and Culture, and one independent member.

The Sustainability Committee, led by the Asset Management and Sustainability Leader, manages our sustainability objectives and practices in the regions where Enerjisa Üretim is active. This committee reviews policy trends and other risks that could impact our sustainability performance and reputation. It sets the medium-term strategy, annual goals, and provides the necessary resources, handling budget planning and management. Working Groups, appointed by the Committee, are responsible for integrating sustainability objectives into business plans, executing these plans, and overseeing their reporting.

In our 2023 CDP Climate Change reporting, we secured a Leadership score of A-. For the "Governance" sub-category of the report, we earned a top grade of A. This grade reflects the active involvement of our Board of Directors and their informed approach to climate risks and opportunities, crucial elements of our strategic decisionmaking process.

Sustainability Business Model



Climate Change and the Environment

Carbon Management Strategy

Decarbonisation

1

We aim to be a net-zero carbon company by 2045 at the latest. Steps toward this target include:

- By 2026, we aim to commission 1,000 MW of power plants. In 2023, we launched Akköy WPP (Wind Power Plant), becoming the operator of Turkey's first YEKA power plant.
- Our goal for 2025 is to commission 150 MW of hybrid solar power plants. In 2023, we added 24.8 MW to our portfolio, increasing our total hybrid installed capacity to 79.78 MW.
- We are committed to expanding in renewable energy while enhancing energy supply security through green hydrogen and battery storage system (BDS) research.

Scope 1 and 2 Mitigation

2

By 2026, we will achieve an 18% reduction in Scope 1 and Scope 2 emission intensity from our 2021 baseline of 458 g CO₂-e/kWh.)

Scope 3 Mitigation

3

By 2035, we will reduce our Scope 3 emissions by 20% compared to the base year 2022, when emissions were 69,770 tonnes CO₂-e.



Identifying Climate Risks



Arkun Barajı ve Hidroelektrik Santrali, Artvin

Our studies indicate that drought and water stress will be the primary climate-related challenges facing our company.

To mitigate risks and assess opportunities effectively, we are developing various business strategies, focusing on portfolio diversification and decarbonization with our expert units. Additionally, we plan to conduct comprehensive financial analyses of climate-related impacts as our project progresses. This approach aims to precisely manage climate risks and fortify our business against the impacts of climate change.

In 2023, we actively assessed our physical and transition risks and opportunities within the TCFD (Task Force on Climate-Related Financial Disclosures) framework, considering scenarios of less than 2 degrees and between 3.5 to 4 degrees. This assessment identified drought and water stress, carbon pricing/decarbonization, and raw material supply issues in the supply chain as the three main risks. We have determined corresponding risk mitigation actions.

P/G*	Category	Risk	2°C World	3.5-4°C World
P	Chronic Physical	Drought/water stress	●	●
G	Policy and Laws	Carbon pricing/accelerated decarbonisation	●	●
G	Market	Changes in counterparty behaviour	●	●
G	Technology	Disruptions in the raw material supply chain	●	●
G	Reputation	Rise in public activism and litigation	●	●
P	Chronic Physical	Changing wind patterns	●	●
G	Market	Decentralization of the grid/Changing commodity market /price dynamics	●	●
P	Acute Physical	Wildfire	●	●
P	Acute Physical	Hailstorms	●	●
P	Acute Physical	Flood	●	●
P	Acute Physical	Landslide	●	●
G	Policy and Laws	Enhanced reporting obligations	●	●
G	Technology	New technologies in the energy production sector	●	●
P	Chronic Physical	Increase in mean temperatures	●	●
P	Acute Physical	Severe changes in temperature	●	●

● High ● Medium High ● Medium Low ● Low

*Physical Risk / Transition Risk

The Circular Economy and Biodiversity Risk

As Enerjisa Üretim, we are committed to enhancing our circular material usage, minimizing waste, ensuring regeneration, and boosting circular performance in our sector by collaborating with our value chain, thereby supporting our broader decarbonization goals. Guided by the Circular Transition Indicators (CTI), we have set objectives for the short-term (2025), medium-term

(2030), and long-term (2050) as we methodically map our journey toward achieving our Net Zero Waste target.

As part of our commitment to the Business Plastics Initiative (BPG), we reduced our single-use plastic use by 86% compared to 2020.

Circular Inflow¹

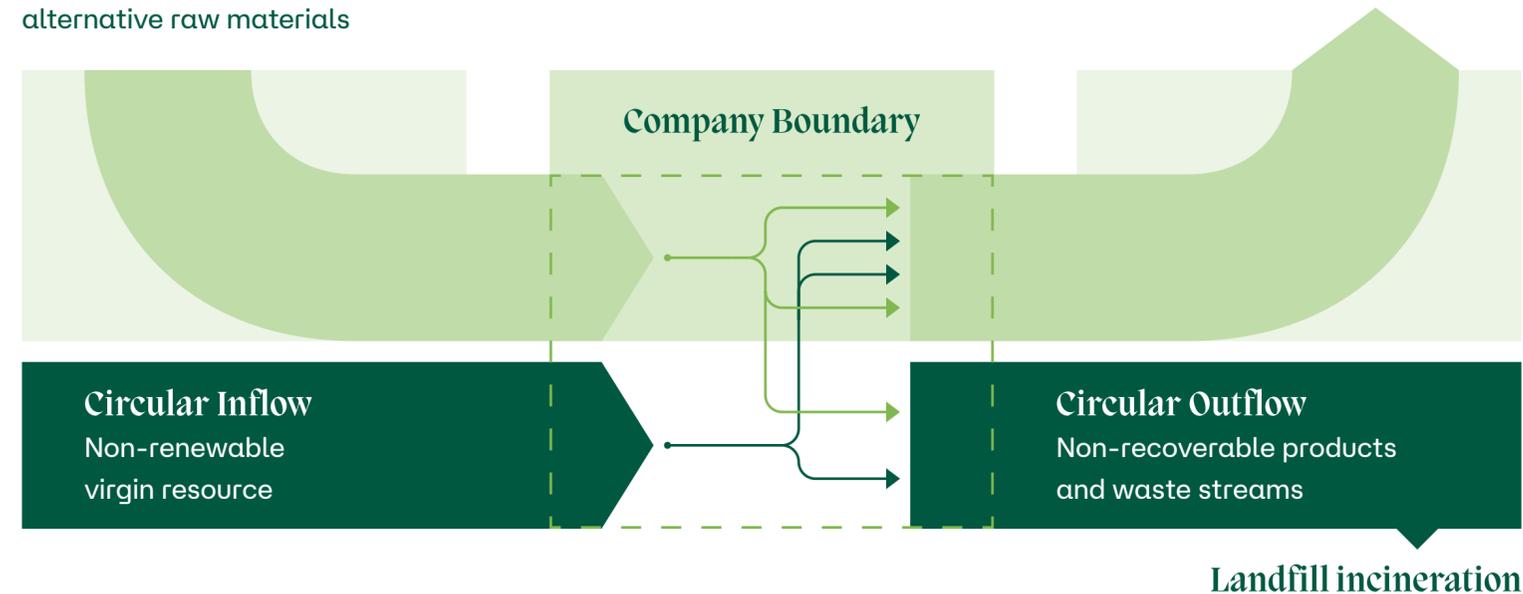
Procurement of circular inflow materials, (usually recycled content) and utilisation of alternative raw materials

Circular Design

Enabling lifetime expansion and recovery at end of life

Cyclic Outflow

Recovery of materials leaving the company and waste management



We have identified our priority areas in 2023 in line with the TNFD Guidance on the assessment of priority locations, with our Priority Areas Assessment study.

Impact factors

The main impact factors outlining potential impacts on nature, derived from the Science Based Targets Network (SBTN) definitions, serve as the starting point for analyzing actions to mitigate the risks associated with these impacts.

Dependencies

The dependencies deemed material for Enerjisa Üretim's power plants, as specified by the Science Based Targets Network (SBTN), include environmental assets and ecosystem services essential for the operation of the power plants. These are directly related to our operations, as summarized below.

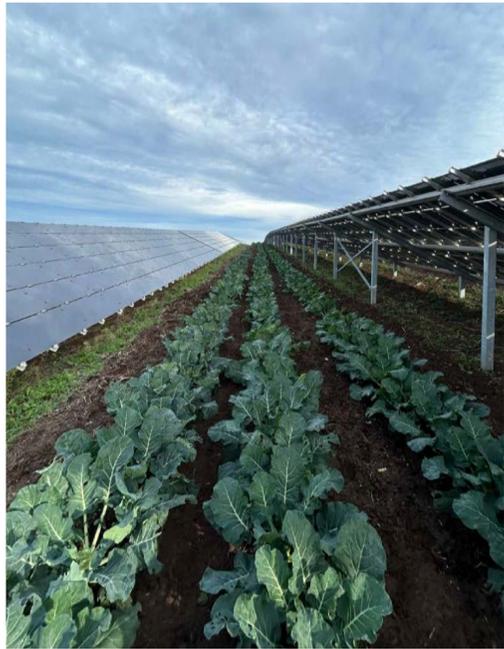
Impact Factors	Dam ²	River ²	Wind	Solar	Lignite	Natural Gas
Utilisation & Modification of Ecosystems	●	●	●	●	●	●
Resource Utilisation	●	●	●	●	●	●
Climate Change	●	●	●	●	●	●
Pollution	●	●	●	●	●	●
Invasive Alien Species	●	●	●	●	●	●
Dependencies						
Procurement Services	●	●	●	●	●	●
Regulatory Services	●	●	●	●	●	●
Support Services	●	●	●	●	●	●

● Very Low ● Low ● Medium ● High ● Very High

¹ Generally recycled material, ² Hydroelectric plant

Our Contribution to Society

In line with the UN's Sustainable Development Goals (SDGs), we're committed to having a positive impact through long-term, sustainable projects that have a positive impact in our regions. In cooperation with public, civil society and other stakeholders, we will focus on achieving fulfilment in the following areas:



Bandırma Enerji Üssü - Agrivoltaik Projesi



REDUCING INEQUALITIES

We focus on social development projects that prioritize gender equality, income generation, support for vulnerable groups, and sports initiatives.



HIGH QUALITY EDUCATION

We prioritize enhancing regional value through projects in vocational training, climate action, educational technology, and digitalization.



NATURE-BASED SOLUTIONS

We minimize our environmental footprint by focusing on biodiversity, water management, reforestation, and circular economy practices. We strive to restore natural life and raise social awareness.



WOMENTUM PROGRAM

Recognizing the barriers women face in the energy sector, Enerjisa Üretim has determined the types of educational support that can facilitate their entry into business life. We identified that female students in Vocational Schools and Undergraduate programs require support in preparing for business life, managing expectations, and understanding key concepts and perspectives, in addition to fundamental academic knowledge.

In response, we launched our Womentum project to equip these students for their new roles in business. 2023 marks the second year of our project. This year, 805 female students earned completion certificates for our program, which attracted over two thousand applications from 68 provinces.

In transitioning to high impact projects (SROI>1), every 1 Turkish Lira invested in Womentum in 2023 was estimated to generate a remarkable social return of 8.40 TL.

'IMAGINING THE FUTURE' WORKSHOPS

We began conducting 13-week workshops at the Balıkesir Power Plant with the voluntary participation of our employees to enhance the life skills and broaden the vision of children in the region's villages. These workshops also involved pre-service teachers from Balıkesir University's Necatibey Faculty of Education, providing them with valuable practical experience in project execution prior to graduation, thereby fostering community engagement, educational enrichment, and skill development for sustainable social impact. In February 2024, we will have completed the project with the delivery of a social impact analysis report.

Çanakkale Hatıra Ormanı Fidan Dikimi



MANISA CELAL BAYAR UNIVERSITY VOCATIONAL SCHOOL OF TECHNICAL SCIENCES PROJECT

To enhance technical education in renewable energy and actively foster talent and leadership among students and educators, we are committed to upgrading the laboratories and equipment at MCBU VET over the next five years. In cooperation with the European Bank for Reconstruction and Development, we will also provide English and computer courses aimed at training the qualified technicians of the future.

AGRIVOLTAIC PROJECT

We launched a pilot Agrivoltaic project last year at our Bandırma Energy Base, focusing on the study of annual and perennial plants to monitor their yield and growth performance. Based on the insights gained, we aim to understand how our future investments can drive development in other regions and offer a sustainable solution for Türkiye. We aim to create a project where energy and agriculture coexist, setting a benchmark for

integration that other regions and stakeholders can follow. In 2023, we advanced to the second phase of our agrivoltaic project at our Bandırma Energy Base. During this phase, we cultivated 9,000 winter seedlings, including white cabbage, red cabbage, cauliflower, and broccoli, on four and a half decares of land at our existing solar power plant (SPP) sites, demonstrating the practical benefits and potential scalability of such sustainable practices.

WOMEN, YOUTH AND CHILDREN'S EDUCATION

We have championed numerous projects that foster regional development, enhance social participation for vulnerable groups, and improve their living conditions. In education, we've offered beekeeping training to female honey producers, engaged children in sports via basketball camps, and addressed the physical and technical needs of schools. We launched the "Women Turning Wind into Energy" program to train recent female engineering graduates and offer career opportunities in wind technology.



260.000

Beneficiary Groups

Positively impacted people, stray animals, trees and other living creatures (2023).



Womentum Program - Enerjisa Üretim İstanbul Head Office



Enerjisa Üretim - Çanakkale Honey Forest Project

Evaluating our Social Impact

Through the Social Impact Analysis assessment, we evaluated the impact of Enerjisa Üretim's social investments and corporate social responsibility projects on society from 2020 to 2023.



Rüzgarı Enerjiye Dönüştüren Kadınlar Projesi



The purpose of this study is to detail the impact of social investments by closely examining measurable contributions. It also aims to present a holistic view of how Enerjisa Üretim's activities affect and engage people.

As part of the study, interviews were conducted with 61 stakeholders from 36 groups, totaling opinions from 80 stakeholders, including both internal and external parties.

The average success score is calculated using a method developed specifically for this program. To analyze the impact of the projects, five main criteria were established, and scores from these criteria were converted into a 100-point system for grading.

- Number of SDGs covered by the project
- Level of satisfaction
- Level of dependency
- impact including multiplier effects, economic benefits, entrenchment, spread, and leverage
- The intensity of the impact on the target group

Programs Scoring 80 and Above:

4 focused on women and careers, 2 on rural development, 1 on sports, 1 on education

Programs Scoring 90 and Above:

4 focused on rural development, 1 on education

Programs Scoring 70 and Above:

Rural development

Program Scoring 60 and Above:

Support to Women's Co-operative, riented towards rural development

1 Program 50 ve üzeri:

Robotik Kodlama Sınıfları, eğitim odaklı

Enerjisa Üretim has directly touched the lives of 52,300 people with its investments.

83.2

The overall average success level score of the programs is 83.2.

Our People and Culture

Üretim NEXT seeks to empower our employees by 91.2% training career-oriented professionals with strong leadership qualities and excellent digital skills.

In the new era we call **Üretim NEXT**, we are committed to cultivating an environment that not only emphasizes the health and safety of our employees—which remains our top priority—but also promotes and engages with those who are highly environmentally conscious and prioritize sustainability. This approach is designed to nurture teamwork and cooperation among our workforce.

We aim to increase employee appreciation and loyalty with programs such as **Good To Have You With Us ('İyi ki varsın')**, **Tersine Mentorluk**, **Young Ideas ('Genç Fikir')**, and **Flexible Benefits That Suit You ('Sana Göre')**. These initiatives are designed to enhance career development, leadership skills, inclusion, and personal well-being, supported by a customizable benefits program.

In 2023, we launched a new initiative, 'Üretim Collective', adding to our 'Enerjine Sağlık and Hobby Groups' well-being practices. With the new 'Our Mothers Energize Us' program, we began providing more support to colleagues about to become mothers, including coaching after birth.

Our educational offerings include a **diverse curriculum of 762 courses**, featuring unique Virtual Reality (VR) experiences such as the award-winning **ManeVRa** and **WindVR**, as well as extensive in-house technical training. Our approach is enhanced by our E-Development portal, which enriches face-to-face sessions and facilitates continuous personal development, as evidenced by the expansion to **153 on-line courses** developed by our skilled in-house trainers.



Area	Objectives / Actions	Strategies
Employee Data Analysis	Enhancing employee experience and shaping initiatives across different time zones.	Analysing employee data and establishing plans in line with Our People and Culture strategies.
Employee Engagement	To continuously improve occupational safety.	Enhancing team welfare by standardizing rest periods and evaluating work-life balance.
Career Management and Development Tools	Providing structured career paths and aligning individual aspirations with company needs.	Fostering innovation in career management by offering individual contribution and management pathways.

100%

our employee maternity leave return rate

91.2%

pass rate for performance evaluations

20%

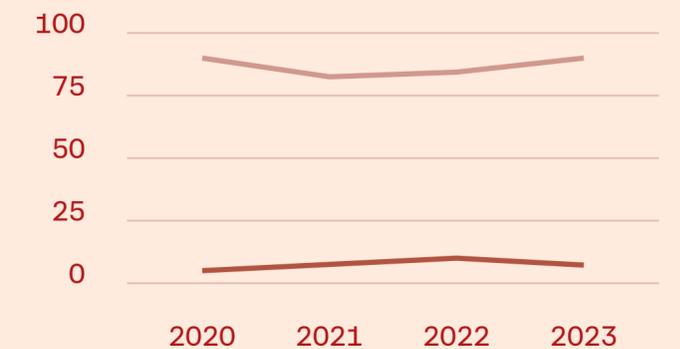
our ratio of female managers
(12% year on year increase)

7.1%

employee turnover rate

EMPLOYEE SATISFACTION RATES

● Survey ● Turnover



Energy Supply Security

The foundations of energy supply security are innovation, efficiency and effective use of resources.

GREEN TRANSFORMATION

By 2045, we will steadfastly adhere to the principles of a just transition and maintain energy supply security as we work towards our net-zero emission target. We aim to increase our renewable energy capacity by 2025, adding 1000 MW of wind power and 150 MW of hybrid solar power. For these new investments, we commit to the Equator Principles for ecological protection and enhanced environmental management plans and actions. In collaboration with Enercon, we will test one of the world's largest wind turbines, the E-175 EP5, at our Bandırma site. Additionally, we are expanding our battery energy storage and alternative energy systems. The Bandırma power plant has been transformed into an 'Energy Base' for sustainable and innovative climate change mitigation projects. At this Energy Base, we have established an energy storage system using lithium iron phosphate (LFP) batteries that meet TEİAŞ criteria. As part of our transformation, we will gradually phase out our thermal

power plants. Recognizing the social dimension of green transformation, we will take carefully planned steps for a fair transition to manage the economic impact in the Tufanbeyli and Bandırma power plant regions. Our energy transition strategy will be implemented within a robust and transparent sustainability governance structure. From this perspective, we will gradually transform the Tufanbeyli lignite power plant into a low-carbon asset by 2045. In this process, we aim to integrate at least 300 MW of solar power capacity and turn the plant into a data processing and energy storage center. Throughout our decarbonization process, we will continuously reduce our carbon intensity and total emissions.

PROCESS SAFETY

As part of our commitment to sustainability, our Process Safety Management framework is designed to prevent the uncontrolled release of hazardous substances, thereby reducing the risk of accidents and ensuring the continuous and safe operation of our power plants. This approach is aligned with our strategic vision to be an industry leader that prioritizes the safety of our physical assets and the well-being of our stakeholders.

INFORMATION SECURITY AND CONFIDENTIALITY (CYBER THREATS)

We are diligently developing and continuously enhancing infrastructures that centralize the security monitoring, operations, and interventions of power plants, enriching them through integration with cyber intelligence. Acknowledging the critical role of the human factor in cyber and information security, we are swiftly advancing our initiatives to boost awareness, knowledge, and skills.

In line with this, we conduct sector-specific exercises, including simulations and Table Top Drills, tailored to the energy industry.

INNOVATION

In 2023, we continued the feasibility studies for Türkiye's first Hydrogen Valley, a pioneering EUR 36.8 million project supported by an EU grant of EUR 8 million. This project is in partnership with the South Marmara Development Agency, Sabancı University, and 15 other local and international stakeholders. As part of our South Marmara 'Hydrogen Valleys' Initiative, we are leading the development of Türkiye's first green hydrogen production plant at our Bandırma Energy Base, aiming to produce at least 500 tons of green hydrogen annually. Additionally, our electrolyser pilot project at Bandırma-2 generator supplied approximately 0.6 tonnes of hydrogen in 2023, used primarily for cooling the generator.

DIGITAL TRANSFORMATION

We have leveraged the digital know-how developed in-house at Enerjisa Üretim to create Senkron Energy Digital Services, a spin-off company now marketing these capabilities to external stakeholders. This includes our proprietary system for remote operation, performance, and status monitoring, which has been enhanced with the addition of Dikili, Çeşme, and Akköy Wind Power Plants, along with 55MW of hybrid solar power plants, transitioning 46% of our operations to Senkron. In 2023, we launched OnePact AI, an advanced analytics tool powered by Microsoft's Azure OpenAI Service, designed to enhance operational efficiency at our power plants by integrating data from 40,000 IoT points with operational information.

Our Certificates:
ISO 50001, ISO 55001, ISO 27001
ISO 9001, ISO 14001, ISO 45001

~1,8

We lead Türkiye's private sector producers with our installed capacity in gigawatts.

4

Approximately 4 GW are monitored across five different technologies via Senkron.

500

tons of green hydrogen per annum

%2

global market share of IREC Green Energy Certificates

%21

Our Türkiye market share for IREC Green Energy Certificates

Risk Management

We evaluate climate change and other sustainability-related risks across our portfolio. This enables us to monitor and manage our direct impact effectively.

At Enerjisa Üretim, we recognize the importance of climate change and environmental risks, integrating these concerns into our commitment to a sustainable future. We collaborate closely with risk representatives to meticulously assess these risks using detailed metrics like impact, probability, and level of control. By developing comprehensive action plans, we aim to minimize these risks or transform them into opportunities. To achieve this, we are expanding our renewable energy resources and investing in energy efficiency projects.

We continuously oversee the execution of these plans using specific monitoring metrics and regular progress reviews, maintaining a flexible structure to make swift adjustments as needed. This methodical approach enhances the effectiveness of our risk management processes and reinforces our dedication to sustainability.

Technical Risk



TECHNICAL RISK COMMITTEE

Management of risks arising from obstacles in the effective utilisation of our assets

- Process security
- Dam safety
- Equipment damage

Financial Risk



ASSET AND LIABILITY COMMITTEE

Management of risks and opportunities arising from asset and liability imbalances

- Market risk
- Liquidity and cash flow risks
- Interest rate risk
- Currency risk

Enterprise Risk



RISK LEADERSHIP COMMITTEE

Steers the company's overarching risk management strategy, with a focus on systemic risks.

CORPORATE RISK COMMITTEE

Focuses on shaping the company's risk culture and managing strategic risks

- Reputational risks
- Legal and regulatory risks
- Purchase risks
- Information technology risks
- Human resources risks

Business Continuity



BUSINESS CONTINUITY COMMITTEE

Management of potential obstacles to ensure the seamless continuation of our business activities.

- Natural disasters
- Technological failures
- Supply chain disruptions

Commercial Risk



COMMERCIAL RISK COMMITTEE

Management of risk arising from risk capital trading activities

- Counterparty and receivable risks
- Maturity difference risks
- Market risk
- Regulatory and compliance risks
- Trade operations risks

Code of Business Ethics and EnEtik

ENERJİSA CODE OF BUSINESS ETHICS

The Code of Business Ethics addresses practices such as adhering to business ethics in our company's internal and external relationships, safeguarding all company assets and information, preventing conflicts of interest, and combating bribery and corruption. It outlines our responsibilities towards our customers, colleagues, shareholders, suppliers, business partners, society, and even our competitors.

Our Code of Ethics booklet, EnEtik, is accessible to the public on our corporate website.

Our employees renew their commitment to business ethics rules and principles by completing the training assigned to them regularly through the e-learning platform every year, and affirm their dedication through the "Business Ethics Compliance Statement".



Our work teams and all stakeholders have the option to report any potential ethical, legal, or policy violations by contacting the **Ethics Line at 0216 512 4242** or reaching out to the Internal Audit Department at **enetik_uretim@enerjisauretim.com**. Only the Internal Audit Department is authorized to access these notifications and conduct investigations into any reported violations.

ENERGY COMPLIANCE RULES

The Enerjisa Üretim Code of Compliance outlines the compliance regulations that all employees within the Enerjisa Üretim structure and its subsidiaries must adhere to, along with the associated employee rights, the company's compliance criteria, values, and core principles. This document mirrors the shared values of Hacı Ömer Sabancı Holding (H.Ö. Sabancı Holding/SAHOL) Code of Ethics (SA-Ethics) and E.ON Code of Compliance, while also aligning with relevant legislation such as Competition Law, Energy Market Regulatory Authority regulations, and Personal Data Protection Rules.

PROTECTION AND PROCESSING OF PERSONAL DATA

The Company's Personal Data Protection (KVK) Policy aims to establish the required systems to raise awareness about the lawful processing and protection of personal data within the Company. It also aims to ensure compliance with legislation by establishing necessary procedures. In this regard, the Company's PDP Policy provides guidance for implementing regulations outlined in the KVK Law and relevant legislation.

Employee Health, Wellbeing and our Safety Culture

81.5% We embrace the "Always OHS" principle, prioritizing Occupational Health and Safety at all times and in all locations.

The structure of organizations and health and safety objectives are interconnected in achieving dignity at work and sustainable development goals. By fostering a work environment that is inclusive, accountable, and prioritizes the physical and psychological well-being of employees, as well as access to health services, we contribute to both sustainability and the promotion of dignified work. In our approach to sustainable health and safety services, we consider four values: **protective, personal/inclusive, holistic, and digital.**

Our Employee Health and Wellbeing team implements health and fitness programs, provides psychosocial health resources, offering accessibility support for remote working, conducting health risk management and training, and running awareness campaigns aligned with our objectives. Through our 'Enerjine Sağlık' program, our goal is to foster a healthy work environment and integrate health and wellbeing practices into the daily lives of our employees.



Always OHS

ENSAFE

Monitoring of critical processes in a digital environment for occupational safety includes risk analysis, event notifications such as near-misses, and OHS field observations.

FARK@

An application that provides easy access to the OHS system.

YES

The system evaluates our contractors entering the field using the Contractor Integrated System, treating them as if they were our own employees.

SAFETY VISION

OHS application that instantly reports unsafe behaviour in the field.

GOOD EXTERNAL TRACK

We are conducting Rescue and Fire training in Tufanbeyli, utilizing advanced trainers at our external training track.

GOOD INNER TRACK

Through the digitization of our OHS trainings and the integration of new-generation learning tools like gamification, we spread awareness of health and safety matters via our website or tablet environment.

EMPLOYEE ENGAGEMENT

Employee participation in the processes has increased by 295% compared to the previous year.

ROAD SAFETY

Compared to the previous year, the number of incidents resulting in lost working days, YU PO Near Misses, and Medical Treatment incidents decreased by approximately 50%. Additionally, compliance with speed limits improved by 40% compared to the previous year.

%81.5

Our Health Culture Satisfaction Rate 2023

948

1-1 Employee Psychosocial Risk Assessment

750

Psychosocial support interviews were conducted with 750 employees and 356 families/relatives, along with preventive interventions in earthquake-affected locations.

57

HPV vaccination for our female employees during HPV Awareness month

81

breast screening for our female employees during breast cancer awareness month

Supply Chain Management and Stakeholder Relations

STRATEGIC SUPPLIER ENGAGEMENT AND SUSTAINABILITY

We align our procurement activities with sustainability principles, fostering long-term relationships with our suppliers and enhancing local procurement rates through comprehensive sustainability assessments.

INNOVATION IN PROCUREMENT PRACTICES

We have refreshed our procurement strategies by establishing dedicated units and facilitating Supplier Innovation Meetings to foster collaboration and establish strategic procurement guidelines.

DIGITAL TRANSFORMATION

Through our Digital Transformation projects, such as the Talos Initiative and Smart Warehouse management, we leverage advanced technology to streamline delivery processes and enhance operational efficiency.

PERFORMANCE MANAGEMENT AND COMPLIANCE

By digitizing assessments and utilizing sustainable assessment indices, we ensure compliance and enhance

performance management. This fosters improved operational processes and strengthens supplier engagement.

SUSTAINABLE BUSINESS AND SUPPLY CHAIN MANAGEMENT

We attained a score of "B" in our CDP Supplier Engagement Rating Report for 2023. Through effective monitoring, digital contract management, and the implementation of a comprehensive Supplier Portal, we foster sustainable supply chains and business relationships.

Supplier Engagement Approach

INAUGURAL SUPPLIERS MEETING

Enerjisa Üretim hosted its inaugural annual Supplier Meeting in Ataşehir on November 2, 2023, aimed at enhancing collaboration and sustainability with its business partners. Themed "Common Energy, Strong Synergy," the event gathered industry leaders to discuss topics including energy generation, procurement strategies, and digital transformation. Expert speeches, including from industry specialists like Evren Kırıkoğlu, and panels chaired by our CEO focused on sustainable supply,

security approaches, and green transformation.

We emphasized the importance of digital and green applications in energy. The supplier meeting facilitated a significant exchange of information and created a platform for potential future cooperation. Our award ceremony honored outstanding suppliers and encouraged excellence in health, safety, and investment. This inaugural meeting strengthened Enerjisa Üretim's relationships with its suppliers, highlighting common goals for innovation and sustainability.

Our Sector Engagement

3RD PHYSICAL ASSET MANAGEMENT CONFERENCE

Enerjisa Üretim successfully hosted the third Physical Asset Management in the Energy Sector Conference on Tuesday, December 12, 2023, at Sabancı Center. The conference aimed to highlight the contributions of studies on Physical Asset Management to the sector and promote information sharing among stakeholders, with the theme of "**Disaster and Crisis Management**".

The event featured panels with distinguished speakers in the fields of Process Security, Insurance Management, Business Continuity, Cyber Security, and Disaster Management. Yoshinori Moriwaki, General Manager of Hazama Ando Corporation Türkiye Office, shared insights on earthquake disaster prevention strategies between Türkiye and Japan, while Prof. Dr. Mikdat Kadioğlu delivered valuable information on Disaster and Emergency Management to the attendees.

In 2023, we made local purchases totaling 600 million TL to empower our regional suppliers.

Our Memberships

ELDER - Association of Electricity Distribution System Operators
WEC World Energy Council | Türkiye General Assembly
EUROGIA2020
TIDE - The Institute of Internal Auditing
GRF - Global Relations Forum
WTECH - Women in Technology Association
KOJENTURK- Turkish Cogeneration Association
EÜD - Electricity Producers Association
ETD - Energy Traders Association
TESAB- Turkish Electricity Industry Association
TEDAR -Supply Chain Management Association
TUREK - Turkish Wind Energy Congress
SSDER - Strategic Purchasing Association
YASED - International Investors Association
PERYÖN- People Management Association of Turkey
Borsa İstanbul Energy Committee
GÜYAD - Energy Investors Association
IIRSM - International Institute of Risk and Safety Management
ISO Energy Committee
PETFORM - Petroleum and Natural Gas Platform Association
TWEA - Turkish Wind Energy Association
SHURA - Energy Transition Center
BCSD Türkiye - Business Council for Sustainable Development
TEİD - Ethics and Reputation Society
TOBB Natural Gas Committee
TOBB Energy Committee
IAM -Institute of Asset Management
TÜSİAD - Turkish Industry and Business Association
UNGC - United Nations Global Compact
WEPS - Women Empowerment Principles
TEGEP - Education and Development Platform Association
KİD- Corporate Communication Association
Financial Times Climate Capital Roundtable
MIT - Massachusetts Institute of Technology
IICEC - Sabancı University Istanbul International Center For Energy And Climate
AHK - German-Turkish Chamber of Commerce and Industry
DEİK - Foreign Economic Relations Board.

GRI Content

For the Content Index – Essentials Service, GRI Services reviewed that the GRI content index has been presented in a way consistent with the requirements for reporting in accordance with the GRI Standards, and that the information in the index is clearly presented and accessible to the stakeholders. This service was performed on the Turkish version of the report.



CONTENT INDEX
ESSENTIALS SERVICE

2024

GRI Standard/ Other Source	Disclosure	Location and/Or Direct Answers	Omission		
			Requirement(s) Omitted	Reason	Explanation
General Disclosures					
GRI 2: General Disclosures 2021	2-1 Organizational details	Contents, p. 2			
	2-2 Entities included in the organization's sustainability reporting	Contents, p. 2			
	2-3 Reporting period, frequency and contact point	Contents, p. 2			
	2-4 Restatements of information	GRI Content Index: There is no restated information in the report.			
	2-5 External assurance	External Audit is conducted by PwC.			
	2-6 Activities, value chain and other business relationships	Supply Chain Management and Stakeholder Relations, p. 18			
	2-7 Employees	People and Culture, p. 13			
	2-8 Workers who are not employees	People and Culture, p. 13			
	2-9 Governance structure and composition	Strategy and Governance, p. 5			

GRI Content

GRI Standard/ Other Source	Disclosure	Location and/Or Direct Answers	Omission		
			Requirement(s) Omitted	Reason	Explanation
General Disclosures					
GRI 2: General Disclosures 2021	2-10 Nomination and selection of the highest governance body	Strategy and Governance, p. 5			
	2-11 Chair of the highest governance body	Strategy and Governance, p. 5			
	2-12 Role of the highest governance body in overseeing the management of impacts	Strategy and Governance, p. 5			
	2-13 Delegation of responsibility for managing impacts	Strategy and Governance, p. 6			
	2-14 Role of the highest governance body in sustainability reporting	Strategy and Governance, p. 6			
	2-15 Conflicts of interest	◀ <u>Enerjisa Production Compliance Rules</u>			
	2-16 Communication of critical concerns	Code of Business Ethics and EnEtik, p. 16 ◀ <u>Enerjisa Production Compliance Rules</u>			
	2-17 Collective knowledge of the highest governance body	Enerjisa Üretim 2023 Annual Report, p. 15 ◀ <u>Enerjisa Production Compliance Rules</u>			
	2-18 Evaluation of the performance of the highest governance body	Strategy and Governance, p. 5			
	2-19 Remuneration policies	Enerjisa Üretim in Numbers, p. 4			

GRI Content

GRI Standard/ Other Source	Disclosure	Location and/Or Direct Answers	Omission		
			Requirement(s) Omitted	Reason	Explanation
General Disclosures					
GRI 2: Genel Bildirimler 2021	2-20 Process to determine remuneration	Strategy and Governance, p. 6			
	2-21 Annual total compensation ratio	Annual total wage rates are classified as confidential.	2-21 a; 2-21 b; 2-21 c	Confidentiality constraints	In Türkiye, the law does not enable the reporting of employee compensation other than to declare that fair salaries and wages, which are above the minimum wage, are paid to all workers. With respect to hiring practices, the law forbids the discrimination on the basis of gender, ethnicity etc. but differences in seniority arise over time. The current HR law does not allow the declaration of employee benefits on the grounds of privacy.
	2-22 Statement on sustainable development strategy	Strategy and Governance, p. 5			
	2-23 Policy commitments	Climate Change and Environment, p. 7; Risk Management, p. 15			

GRI Content

GRI Standard/ Other Source	Disclosure	Location and/Or Direct Answers	Omission		
			Requirement(s) Omitted	Reason	Explanation
General Disclosures					
GRI 2: General Disclosures 2021	2-24 Embedding policy commitments	Climate Change and Environment, p. 7; Risk Management, p. 15 ▼ <u>Enerjisa Production Business Ethics Rules</u> ▼ <u>Enerjisa Production Compliance Rules</u>			
	2-25 Processes to remediate negative impacts	Energy Supply Security, p. 14; Our Contribution to Society, p. 10			
	2-26 Mechanisms for seeking advice and raising concerns	Code of Business Ethics and EnEtik, p. 16 ▼ <u>Enerjisa Production Business Ethics Rules</u> ▼ <u>Enerjisa Production Compliance Rules</u>			
	2-27 Compliance with laws and regulations	▼ <u>Enerjisa Production Business Ethics Rules</u> ▼ <u>Enerjisa Production Compliance Rules</u>			
	2-28 Membership associations	Supply Chain Management and Stakeholder Relations, p. 18			
	2-29 Approach to stakeholder engagement	Supply Chain Management and Stakeholder Relations, p. 18			
	2-30 Collective bargaining agreements	There is no collective bargaining agreement in Enerjisa Üretim.	2-30 a; 2-30 b	Not applicable	There is no collective bargaining agreement in Enerjisa Üretim.

GRI Content

GRI Standard/ Other Source	Disclosure	Location and/Or Direct Answers	Omission		
			Requirement(s) Omitted	Reason	Explanation
Priority Issues					
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Strategy and Governance, p. 5			
	3-2 List of material topics	Strategy and Governance, p. 5			
Circular Economy					
GRI 3: Material Topics 2021	3-3 Management of material topics	Climate Change and Environment, p. 7			
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Enerjisa Üretim in Numbers, p. 4			
	201-2 Financial implications and other risks and opportunities due to climate change	Identifying Climate Risks, p. 8; Our Contribution to Society, p. 12			
	201-4 Financial assistance received from government	No help was received.			
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Identifying Climate Risks, p. 8; Circular Economy and Biodiversity Risk Assessment, p. 9; Our Contribution to Society, p. 12; Energy Supply Security, p. 14			
	203-2 Significant indirect economic impacts	Identifying Climate Risks, p. 8; Circular Economy and Biodiversity Risk Assessment, p. 9; Our Contribution to Society, p. 12; Energy Supply Security, p. 14			

GRI Content

GRI Standard/ Other Source	Disclosure	Location and/Or Direct Answers	Omission		
			Requirement(s) Omitted	Reason	Explanation
Climate Crisis					
GRI 3: Material Topics 2021	3-3 Management of material topics	Climate Change and Environment, p. 7			
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Enerjisa Üretim in Numbers, p. 4; Climate Change and Environment, p. 7			
	302-2 Energy consumption outside of the organization	Enerjisa Üretim in Numbers, p. 4; Climate Change and Environment, p. 7			
	302-4 Reduction of energy consumption	Climate Change and Environment, p. 7			
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Circular Economy and Biodiversity Risk Assessment, p. 9			
	306-2 Management of significant waste-related impacts	Circular Economy and Biodiversity Risk Assessment, p. 9			
Water Management					
GRI 3: Material Topics 2021	3-3 Management of material topics	Identifying Climate Risks, p. 8			
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Identifying Climate Risks, p. 8; Circular Economy and Biodiversity Risk Assessment, p. 9			
	303-2 Management of water discharge-related impacts	Identifying Climate Risks, p. 8; Circular Economy and Biodiversity Risk Assessment, p. 9			

GRI Content

GRI Standard/ Other Source	Disclosure	Location and/Or Direct Answers	Omission		
			Requirement(s) Omitted	Reason	Explanation
Biodiversity					
GRI 3: Material Topics 2021	3-3 Management of material topics	Circular Economy and Biodiversity Risk Assessment, p. 9			
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Circular Economy and Biodiversity Risk Assessment, p. 9; Our Contribution to Society, p. 11			
	304-2 Significant impacts of activities, products and services on biodiversity	Circular Economy and Biodiversity Risk Assessment, p. 9; Our Contribution to Society, p. 11			
	304-3 Habitats protected or restored	Circular Economy and Biodiversity Risk Assessment, p. 9; Our Contribution to Society, p. 11			
Emissions / Carbon Footprint					
GRI 3: Material Topics 2021	3-3 Management of material topics	Message from the CEO and Chairman of the Sustainability Steering Committee, p. 3; Climate Change and Environment, p. 7			
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Climate Change and Environment, p. 7			
	305-2 Energy indirect (Scope 2) GHG emissions	Climate Change and Environment, p. 7			

GRI Content

GRI Standard/ Other Source	Disclosure	Location and/Or Direct Answers	Omission		
			Requirement(s) Omitted	Reason	Explanation
Emissions / Carbon Footprint					
GRI 305: Emissions 2016	305-3 Other indirect (Scope 3) GHG emissions	Climate Change and Environment, p. 7			
	305-4 GHG emissions intensity	Climate Change and Environment, p. 7			
	305-5 Reduction of GHG emissions	Climate Change and Environment, p. 7			
Afforestation					
GRI 3: Material Topics 2021	3-3 Management of material topics	Message from the CEO and Chairman of the Sustainability Steering Committee, p. 3; Enerjisa Üretim in Numbers, p. 4; Our Contribution to Society, p. 10-11			
Production Using Renewable Resources					
GRI 3: Material Topics 2021	3-3 Management of material topics	Message from the CEO and Chairman of the Sustainability Steering Committee, p. 3; Enerjisa Üretim in Numbers, p. 4; Strategy and Governance, p. 5; Climate Change and Environment, p. 7; Energy Supply Security, p. 14			
R&D Innovation					
GRI 3: Material Topics 2021	3-3 Management of material topics	Strategy and Governance, p. 5; Energy Supply Security, p. 14			

GRI Content

GRI Standard/ Other Source	Disclosure	Location and/Or Direct Answers	Omission		
			Requirement(s) Omitted	Reason	Explanation
Corporate Governance					
GRI 3: Material Topics 2021	3-3 Management of material topics	Strategy and Governance, p. 5			
Regulation and Compliance					
GRI 3: Material Topics 2021	3-3 Management of material topics	Strategy and Governance, p. 5; People and Culture, p. 13 ▼ Enerjisa Production Compliance Rules			
Human / Employee Rights					
GRI 3: Material Topics 2021	3-3 Management of material topics	Code of Business Ethics and EnEtik, p. 16 ▼ Enerjisa Production Business Ethics Rules ▼ Enerjisa Production Compliance Rules			
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	▼ Enerjisa Production Business Ethics Rules ▼ Enerjisa Production Compliance Rules			
	205-2 Communication and training about anti-corruption policies and procedures	▼ Enerjisa Production Business Ethics Rules ▼ Enerjisa Production Compliance Rules			

GRI Content

GRI Standard/ Other Source	Disclosure	Location and/Or Direct Answers	Omission		
			Requirement(s) Omitted	Reason	Explanation
Human / Employee Rights					
GRI 205: Anti-corruption 2016	205-3 Confirmed incidents of corruption and actions taken	<ul style="list-style-type: none"> ▼ Enerjisa Production Business Ethics Rules ▼ Enerjisa Production Compliance Rules 			
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	<ul style="list-style-type: none"> ▼ Enerjisa Production Business Ethics Rules ▼ Enerjisa Production Compliance Rules 			
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	People and Culture, p. 13 ▼ Human and Cultural Policy			
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	▼ Human and Cultural Policy			
	401-3 Parental leave	People and Culture, p. 13 ▼ Human and Cultural Policy			
Occupational Health and Safety					
GRI 3: Material Topics 2021	3-3 Management of material topics	Employee Health, Well-being and Safety Culture, p. 17			

GRI Content

GRI Standard/ Other Source	Disclosure	Location and/Or Direct Answers	Omission		
			Requirement(s) Omitted	Reason	Explanation
Occupational Health and Safety					
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Employee Health, Well-being and Safety Culture, p. 17			
	403-2 Hazard identification, risk assessment, and incident investigation	Employee Health, Well-being and Safety Culture, p. 17			
	403-3 Occupational health services	Employee Health, Well-being and Safety Culture, p. 17			
	403-4 Worker participation, consultation, and communication on occupational health and safety	Employee Health, Well-being and Safety Culture, p. 17			
	403-5 Worker training on occupational health and safety	Employee Health, Well-being and Safety Culture, p. 17			
	403-6 Promotion of worker health	Employee Health, Well-being and Safety Culture, p. 17			
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Employee Health, Well-being and Safety Culture, p. 17			
	403-8 Workers covered by an occupational health and safety management system	Employee Health, Well-being and Safety Culture, p. 17			

GRI Content

GRI Standard/ Other Source	Disclosure	Location and/Or Direct Answers	Omission		
			Requirement(s) Omitted	Reason	Explanation
Occupational Health and Safety					
GRI 403: Occupational Health and Safety 2018	403-9 Work-related injuries	Employee Health, Well-being and Safety Culture, p. 17			
	403-10 Work-related ill health	Employee Health, Well-being and Safety Culture, p. 17	403-10 a; 403-10 b; 403-10 c; 403-10 d; 403-10 e	Information unavailable/incomplete	There is no diagnosis of occupational disease.
Talent Management					
GRI 3: Material Topics 2021	3-3 Öncelikli konunun yönetimi	Our Contribution to Society, p. 11-12; People and Culture, p. 14			
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Enerjisa Üretim in Numbers, p. 4			
	404-2 Programs for upgrading employee skills and transition assistance programs	Our Contribution to Society, p. 10-11; People and Culture, p. 13			
Equal Opportunity and Diversity					
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Contribution to Society, p. 10			
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	◀ <u>Human and Cultural Policy</u>			

GRI Content

GRI Standard/ Other Source	Disclosure	Location and/Or Direct Answers	Omission		
			Requirement(s) Omitted	Reason	Explanation
Equal Opportunity and Diversity					
GRI 405: Diversity and Equal Opportunity 2016	405-2 Ratio of basic salary and remuneration of women to men	GRI Content Index: "Equal pay for equal work" approach is adopted. Since there is no gender-based wage discrimination, this ratio is 1. ▼ <u>Human and Cultural Policy</u>			
Employee Loyalty and Satisfaction					
GRI 3: Material Topics 2021	3-3 Management of material topics	People and Culture, p. 13			
Business Ethics					
GRI 3: Material Topics 2021	3-3 Management of material topics	Strategy and Governance, p. 5; Code of Business Ethics and EnEtik, p. 16			
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	▼ <u>Human and Cultural Policy</u>			
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	During the reporting period, there was no violation of the right to freedom of association and collective bargaining. ▼ <u>Human and Cultural Policy</u>			

GRI Content

GRI Standard/ Other Source	Disclosure	Location and/Or Direct Answers	Omission		
			Requirement(s) Omitted	Reason	Explanation
Business Ethics					
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Enerjisa Üretim has no activities that pose a risk in terms of child labor cases. ▼ Human and Cultural Policy			
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	▼ Human and Cultural Policy			
Risk Management					
GRI 3: Material Topics 2021	3-3 Management of material topics	Risk Management, p. 15			
Process Security					
GRI 3: Material Topics 2021	3-3 Management of material topics	Energy Supply Security, p. 14			
Technology and Digitalization					
GRI 3: Material Topics 2021	3-3 Management of material topics	Energy Supply Security, p. 14			

GRI Content

GRI Standard/ Other Source	Disclosure	Location and/Or Direct Answers	Omission		
			Requirement(s) Omitted	Reason	Explanation
Supply Chain Management					
GRI 3: Material Topics 2021	3-3 Management of material topics	Supply Chain Management and Stakeholder Relations, p. 18			
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	◀ <u>Code of Business Ethics</u>			
	308-2 Negative environmental impacts in the supply chain and actions taken	◀ <u>Code of Business Ethics</u>			
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Supply Chain Management and Stakeholder Relations, p. 18			
	414-2 Negative social impacts in the supply chain and actions taken	Supply Chain Management and Stakeholder Relations, p. 18			
Increasing Sector Competencies					
GRI 3: Material Topics 2021	3-3 Management of material topics	Message from the CEO and Chairman of the Sustainability Steering Committee, p. 3; Enerjisa Üretim in Numbers, p. 4; Our Contribution to Society, p. 10-11			
GRI 404: Training and Education 2016	404-3 Percentage of employees receiving regular performance and career development reviews	People and Culture, p. 13			

GRI Content

GRI Standard/ Other Source	Disclosure	Location and/Or Direct Answers	Omission		
			Requirement(s) Omitted	Reason	Explanation
Information Security Privacy					
GRI 3: Material Topics 2021	3-3 Management of material topics	Energy Supply Security, p. 14			
Supply Security					
GRI 3: Material Topics 2021	3-3 Management of material topics	Message from the CEO and Chairman of the Sustainability Steering Committee, p. 3; Enerjisa Üretim in Numbers, p. 4; Strategy and Governance, p. 5; Climate Change and Environment, p. 7; Energy Supply Security, p. 14			
Economic Performance					
GRI 3: Material Topics 2021	3-3 Management of material topics	Enerjisa Üretim in Numbers, p. 4			
Gender Equality					
GRI 3: Material Topics 2021	3-3 Management of material topics	Message from the CEO and Chairman of the Sustainability Steering Committee, p. 3; Our Contribution to Society, p. 10			
Cooperation and Partnerships with Stakeholders					
GRI 3: Material Topics 2021	GRI 3: Material Topics 2021	Our Contribution to Society, p. 10-11; Supply Chain Management and Stakeholder Relations, p. 18			

GRI Content

GRI Standard/ Other Source	Disclosure	Location and/Or Direct Answers	Omission		
			Requirement(s) Omitted	Reason	Explanation
Cooperation and Partnerships with Stakeholders					
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Our Contribution to Society, p. 10-11; Supply Chain Management and Stakeholder Relations, p. 18			
	413-2 Operations with significant actual and potential negative impacts on local communities	Our Contribution to Society, p. 10-11; Supply Chain Management and Stakeholder Relations, p. 18			
Disabled People					
GRI 3: Material Topics 2021	3-3 Management of material topics	During the reporting period, there was no contrary situation regarding people with disabilities. ◀ Code of Business Ethics			
Social Support					
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Contribution to Society, p. 10-11			
Children					
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Contribution to Society, p. 10-11			

GRI Content

GRI Standard/ Other Source	Disclosure	Location and/Or Direct Answers	Omission		
			Requirement(s) Omitted	Reason	Explanation
Animal Welfare					
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Contribution to Society, p. 10-11			
Culture and Art					
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Contribution to Society, p. 10			
Sports					
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Contribution to Society, p. 10-11			
Refugees					
GRI 3: Material Topics 2021	3-3 Management of material topics	During the reporting period, there were no outliers regarding refugees.		Not applicable	Enerjisa Üretim did not experience any incidents related to refugees during the reporting period.

ENERJİSA ÜRETİM

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