

# 2022 Sustainability Report

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ENERJİSAÜRETİM

*We Generate*



"With  the awareness of  our responsibility  
towards people, nature and  
all the resources  our world offers us, we will  
continue to produce non-stop for a  
better  future."

# Contents

01

## Enerjisa Üretim and Sustainability

- 6 Message from our CEO and Chairperson of the Sustainability Steering Committee
- 8 Report Scope
- 10 Sustainability Strategy and Value Chain
- 11 Our Value Chain
- 16 Sustainability Governance

02

## Our Contribution to Society

- 23 Womentum
- 26 Bahar Toksoy Guidetti Academy Volleyball Summer Camp
- 27 Regional Education Contributions to Women, Youth and Children
- 30 Agrivoltaic Project
- 32 Honey Forest Project
- 34 Support for Adana Region: Youth, Agriculture and Livestock

03

## Our People and Culture

- 37 Üretim Next
- 40 Training and Development
- 47 Occupational Health and Safety
- 50 Diversity and Equal Opportunity

04

## Climate Change and Environment

- 54 Our Renewable Energy Strategy
- 59 Contribution to Green Transformation
- 62 Biodiversity Conservation and Afforestation
- 69 Waste Management

05

## Energy Supply Security

- 75 Efficiency and Effective Use of Resources
- 76 Digital Transformation
- 78 Innovation

06

## Corporate Governance

- 81 Senior Management
- 82 Internal Audit
- 84 Code of Business Ethics and Compliance
- 87 Sustainable Purchasing Policy

07

## Risk Management Organisation and Culture

- 90 Risk Culture
- 92 Technical Risk Management

08

## Annexes

- 95 Member Organisations
- 96 IV: Indicators
- 101 IV: GRI Content Index

# Enerjisa Üretim and Sustainability

# Message from our CEO and Chairperson of the Sustainability Steering Committee



*CEO and Chairperson of the Sustainability Steering Committee*

**İhsan Erbil Bayçöl**

The memory of the recent devastating earthquake, which claimed the lives of thousands of our fellow citizens and left indelible wounds, remains fresh as we write this report. As a company vested in shaping tomorrow's world, we have been tirelessly engaged in activities within the earthquake-stricken regions, striving to establish not only immediate relief but also enduring sustainability. **We pledge to maintain our unity and commitment to these regions in the years ahead.**

The past year has been marked by global challenges of substantial magnitude, including inflation, surging commodity

prices, and one of the most significant energy crises in recent history arising from the Russo-Ukrainian Conflict. Thanks to our diversified energy portfolio, robust financial foundation, and exemplary teamwork, we have successfully navigated these challenges and achieved very gratifying results. All the while, we have remained steadfast in our dedication to investing in technologies that will shape the future for generations to come.

**As we look ahead, guided by our 2022 accomplishments, we are unwavering in our commitment to enhance the world we live in.** Our vision is to lead the charge in renewable energy growth by harnessing the vast solar and wind energy potential that Türkiye offers and to increase our standing within the sector by contributing to a sustainable future. Over the next five years, our ambition is to increase the share of

renewable energy sources in our total installed capacity from 46% to 60%, reaching over 5,000 MW in installed solar and wind energy. We also aspire to augment Türkiye's total installed wind energy capacity by 10% compared to its current state.

At Enerjisa Üretim, we draw strength from our diversified portfolio. **Today, we meet approximately 5% of Türkiye's electricity demand through our operations spanning 23 discrete power plants employing five distinct technologies.** We are committed to a well-designed and innovative transformation of our thermal power plants, ensuring a fair transition philosophy that aligns with Türkiye's needs while preserving its dynamism. To further underline

our commitment to preserving our environment, we have consistently planted saplings year after year and are dedicated to planting ten thousand times our organization's age annually moving forward.

In the past three years alone, we have planted nearly 1 million saplings, creating a carbon sink for generations to come.

In 2021, we took a significant step by establishing the Enerjisa Üretim Sustainability Governance structure. In 2022, our focus centred on the "S" of ESG, specifically the social aspect, as we endeavoured to generate value around this topic. With the implementation of our new sustainability governance structure, which you will find detailed in our report, we transformed our afforestation, social responsibility projects, and other initiatives into a structured methodology. We have initiated the evaluation and management of our candidate projects under the umbrella of SROI, or "Social Return On Investment".

When choosing our social impact projects, we seek to prioritize those that have equality and inclusivity at their core. This year, we proudly launched Womentum, a training program for female students, which we view as a transformative step. Our dream for these students is to become plant managers within the energy sector, and for women to assume more prominent roles as control room directors and technicians. Over the next three years, our aim is to have wind power plants led, operated, and inspired by such capable women.

**This year we also introduced our innovative Agrivoltaic initiative, showcasing the potential synergy between the agriculture and energy sectors, connecting with the Komşuköy project.** This ground-breaking local project is the first of its kind in Türkiye. In the years ahead, we intend to implement this concept in the Bandırma Energy Base too, sharing the insights from our project on academic platforms and making data accessible to the rest of our stakeholders and across our nation..

**Guided by our vision and steadfast commitment to sustainability, our achievements in 2022 have laid a solid foundation for a brighter future.** Enerjisa Üretim remains dedicated to ceaseless production, mindful of our responsibilities towards people, nature, and the resources bestowed upon us by our planet. Together, with a sense of awareness and care, we aim to bequeath a habitable world to future generations by helping them shape a brighter tomorrow. I extend my heartfelt gratitude to all my colleagues who continue this journey with sincere determination, and to all our stakeholders for their unwavering support and contributions.

# Report Scope

Enerjisa Üretim is Türkiye's largest private power generation company with an **installed capacity of 3,727 MW (3,768 MW including hybrid solar)**, an extensive and diversified power generation network and **46% renewable energy generation capacity**.

As a 50% Sabancı Holding and 50% E.ON joint venture, Enerjisa Üretim also engages in energy, natural gas and commodity trading domestically and via subsidiary European companies to complement its main production business.

The operations of Enerjisa Enerji Üretim A.Ş., Enerjisa Elektrik Enerjisi Toptan Satış A.Ş., Enerjisa Doğalgaz Toptan Satış A.Ş., and Enerjisa Europe Kft. have been prepared in accordance with the Global Reporting Initiative Standards for the period **1 January 2022 - 31 December 2022**.







# Sustainability Strategy and Value Chain

**We aim to achieve Net Zero Carbon status by no later than 2045.**

In our quest to define our climate change targets, we are engaged in collaborative research with our related departments. We carefully formulate action plans under the guidance and ongoing evaluation of our Sustainability Committee.

**We diversify and strengthen our portfolio through investments in renewable energy, notably our YEKA projects, through our unwavering commitment to decarbonisation, and our pioneering strides in green**

**hydrogen technology.** In doing so, we contribute to the national economy, safeguard the environment, and enrich society. Our dedicated team, which places innovation and sustainability at the forefront, continues to generate a positive impact throughout our value chain, all while upholding the paramount principles of security of supply.

1) YEKA projects refer to legally designed Renewable Energy Resources Zones, areas specifically set aside exclusively for renewable energy investments.

## Our Value Chain

Throughout our operations, we embrace the tenets of sustainable development and the prevention of environmental degradation. We routinely assess the environmental footprint of our activities and manage waste in accordance with the principles of the circular economy and the waste management hierarchy.

We optimize our processes by considering their entire lifecycle, devising strategies that generate enduring value for our stakeholders. **Recognizing the importance of prioritizing the well-being of those within the regions under our influence,** we conceive and execute social initiatives following the methodology established by our Sustainability Committee, ensuring our investments align with the needs of the regions we serve.

As part of our commitment to sustainability, we are in the process of establishing Sustainable Purchasing Guidelines for our suppliers. Furthermore, we are expanding our supplier selection policy to promote gender equality, prioritizing female suppliers where possible.

*"We optimize our processes by considering their entire lifecycle, devising strategies that generate enduring value for our stakeholders."*

# Our Sustainability Priorities

In 2021, we surveyed **592 internal and 66 external stakeholders** to determine the sustainability priorities that lie within Enerjisa Üretim's sphere of influence. **Each issue was assigned equal weight in our assessment**, and issues deemed significant by both internal and external stakeholders were accorded higher priority.



# Materiality Matrix

## Climate Change and Environment

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

## Energy Supply Security

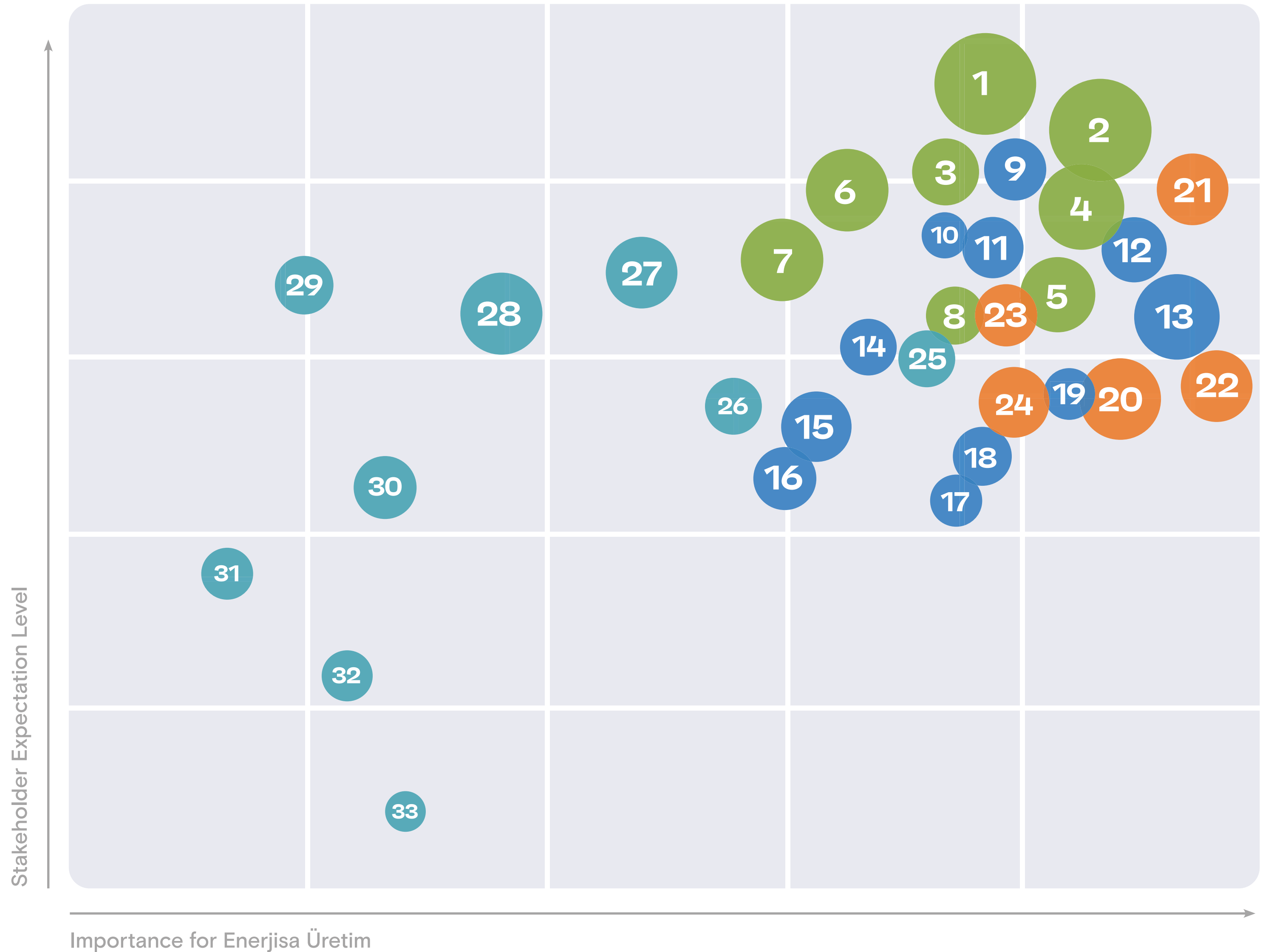
- 9- Technology and Digitalisation
- 10- Business Ethics
- 11- Process Safety
- 12- Corporate Governance
- 13- Security of Supply
- 14- Supply Chain Management
- 15- Information Security and Confidentiality
- 16- Increasing Sector Competencies
- 17- Economic Performance
- 18- Risk Management
- 19- Regulation and Compliance

## Our People and Culture

- 20- Talent Management
- 21- Occupational Health and Safety
- 22- Human and Employee Rights
- 23- Opportunity Diversity and Equality
- 24- Employee Loyalty and Satisfaction

## Our Contribution to Society

- 25- Gender Equality
- 26- Collaborations with Stakeholders and Partnerships
- 27- Disabled
- 28- Children
- 29- Social Support
- 30- Animal rights
- 31- Culture and Arts
- 32- Sports
- 33- Refugees



# Stakeholder Survey Results and Sustainable Development Goals

In Q121, we surveyed internal (592 participants) and external (66 participants) stakeholders as part of our goal to determine sustainability priorities that lie within Enerjisa Üretim's sphere of influence.

The project was carried out in phases:

**1** The survey responses were combined into relevant categories, which were then mapped to the United Nations Sustainable Development Goals (SDGs).\*

**2** After mapping, each issue was weighted equally, with any issues that both internal and external stakeholders found important ranked higher.

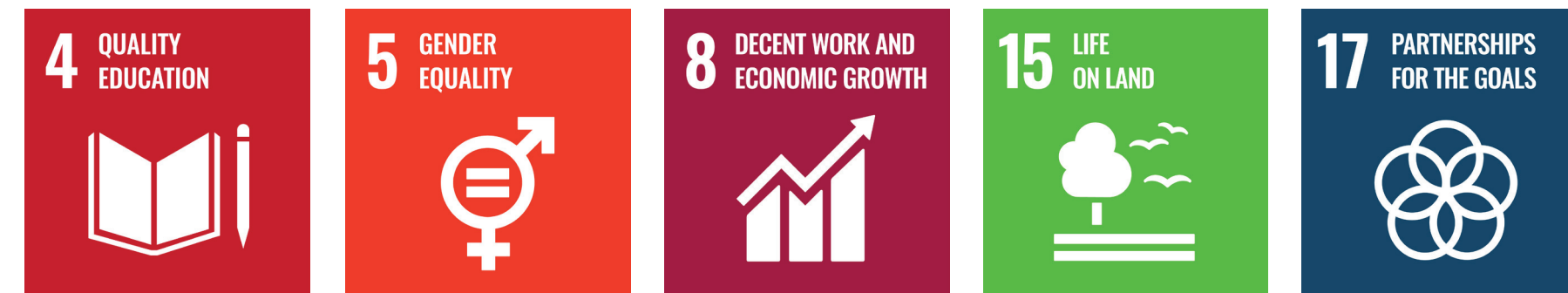
**3** Prioritized SDGs were determined by identifying the objectives over which Enerjisa Üretim has strong influence, and these were grouped under four related topics for Enerjisa Üretim as follows:

\* For some topics, such as Contribution to Society, survey responses were matched to more than one SDG.

# Climate Change and the Environment



# Energy Supply Security



# Our People and Culture



# Our Contribution to Society



# Sustainability Governance

In the past two years, we have established a streamlined and effective sustainability governance structure within Energisa Üretim, comprising two key components: the Sustainability Steering Committee, which holds an oversight and evaluation role, and the Sustainability Management Committee, responsible for the execution of targets and initiatives.

Sustainability is intrinsically tied to the performance incentives for our senior management team. Specifically, **10 percent of our CEO's performance is directly** tied to the achievement of Energisa Üretim's sustainability goals, while an additional 20 percent is indirectly linked.

2) Social Return on Investment (SROI) is currently the most globally accepted measurement model, facilitating the comprehension of social value, effective management, and the optimization of social impact.

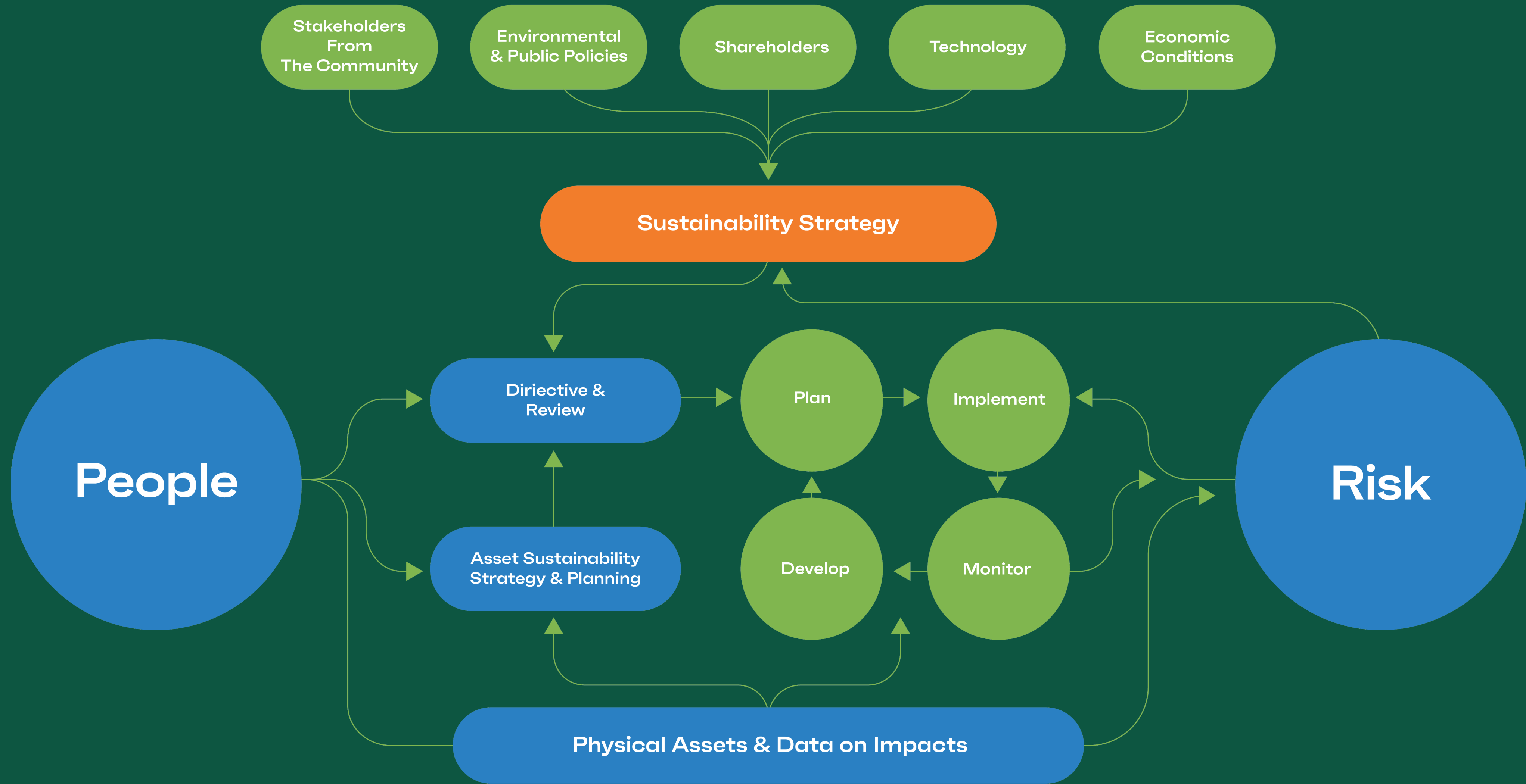
Following the establishment of our Sustainability Governance Framework, we embarked on rolling out our operational principles, identifying target regions, and delineating our areas of social impact. In summary, our 2022 goal has been to translate this governance structure into practical, actionable initiatives.

**To gauge our social impact, we developed an algorithm employing the 'Consistent Approach Model' to assess requests for social responsibility projects. Firstly, we formed volunteer groups. Next, by applying a rigorous filter, we deployed the evaluation process, considering various aspects**

such as information about the applicant (e.g., initial application, stakeholder category), details about the request (e.g., the number of beneficiaries, SROI value), budget considerations, and **project locations within the regions identified by Energisa Üretim.**

*"To gauge our social impact, we developed an algorithm employing the 'Consistent Approach Model' to assess requests for social responsibility projects."*





## Project Assessment Methodology and Volunteering

To ensure an objective assessment of requests received from both our existing power plant regions and within the organization, we employ a proprietary algorithm enabling us to evaluate and score these requests objectively. This algorithm enables us to assess incoming requests across key areas, including the applicant, location or settlement type, request details, budget, and more. We reach a recommendation decision based on how the project scores across these categories, and then decide on how best to implement each project. In 2022, we expanded our **Social Impact Area from 8 provinces in the previous year to 17, 16 districts to 36, and**



**63 neighbourhoods and villages to 108.** We have classified them into three categories: primary, secondary, and tertiary.

On the volunteering side, we've identified areas for development, including visibility and recognition, commitment, target definition (and clarity of target and process), and how to access professional support within our volunteering groups. By introducing an '**Appreciation Program**', we have begun to honour the accomplishments of our volunteers both on a quarterly and an annual basis. In the quarterly program, we recognize the top three individuals with the highest number of participation hours in the activity bulletin. For the annual appreciation program, we acknowledge the top three projects and the top ten individuals with the highest number of participation hours.

As part of our social outreach, we grant our employees up to three working days of administrative leave each year for volunteering activities. We actively invite volunteers to join our team through announcements and advertisements, with a dedicated coordination team overseeing this process. We've also established a Volunteering Agreement for participation and secured a budget allocation from the Sustainability Steering Committee to fund our activities.

**Our participation in Volunteer Groups is organized in two ways.** Employees can engage in activities organized by Company Volunteer

Groups, where expenses are covered, and hours can be credited. Alternatively, they can participate in activities organized by non-governmental organizations (NGOs) operating in priority areas to have the widest choice of volunteering opportunities.

**In 2023, we plan to appoint Community Liaison Officers (CLOs) to all project sites. They will be supported by a Social Manager at Headquarters, possessing the necessary skills and experience to effectively manage the implementation of social management plans.** Our plan is to assign Technical Independent Grievance (TIG) mechanisms to projects based on business needs. For all Category A Projects, we intend to designate an independent and full-time TIG. We will ensure that all specialists appointed as CLOs are trained in European Bank for Reconstruction and Development

(EBRD) standards and social risk assessment.







Our goal is to **establish a robust social monitoring and reporting mechanism at all sites by the last quarter of 2023**, allowing us to monitor the Social Management Procedure and consistently enhance reporting. Our TIGs mechanism should enable us to maintain regular communication with local communities and authorities, analyse interactions, and provide updates and practical recommendations.

*"As part of our social outreach, we grant our employees up to three working days of administrative leave each year for volunteering activities."*

# Our Contribution to Society

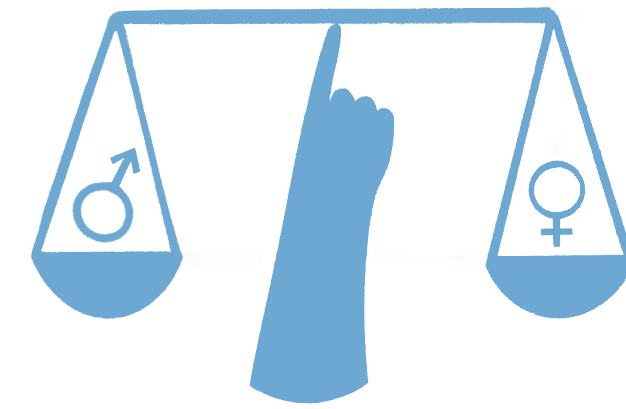


# Contribution to

|   | Target  | 2021  | 2022  | Achieved                     |
|---|---|---|---|------------------------------|
|    | Transition to high impact projects by 2025 (SROI>1)                           | Sustainability Team training completed                | Methodology approved                                  | Womentum SROI 2.03           |
|    | Fund digital competence and climate change awareness for 500 children by 2025 | 240 students will attend robotic coding labs          | 450* and 267**  | 200%                         |
|  | Providing income-enhancing training to 500 women by 2025                      | 12.6%   | 525   | 105%                         |
|  | To improve the living conditions of 500 stray animals by 2025                 | 89 dogs fed, 15 feeding stations + 130 sterilisations | 108 dog & 300 cat feed, +289 sterilisation/treatments | 139%                         |
|   | Providing mentoring support to 100 female STEM students by 2025               | Project plan prepared                                 | 100%  | 100%                         |
|   | We evaluate our suppliers in terms of sustainability criteria                 | Preparing policy                                      | Procurement evaluation                                | Evaluation and audit started |

\*We provided internet infrastructure to 450 students at Energisa Üretim Bandırma Science High School robotic coding school.

\*\*With the InoKids app, we provided fun and educational online maths lessons to 267 students between 2nd and 8th grade.



## Reducing Inequalities:

**We are deeply committed to advancing Gender Equality, promoting income-generating activities, supporting vulnerable groups, fostering sports initiatives, and engaging in projects that actively contribute to social development.** In 2022, we took a significant step by becoming signatories to the Women's Empowerment Principles (WEPs). Our journey continues in close collaboration with stakeholders who share our commitment to enhancing women's participation across all sectors and levels of the economic landscape.

Our primary objective is to enrich the lives of our stakeholders, with a particular focus on the communities within our direct sphere of influence. We are dedicated to executing enduring, sustainable projects that prioritize both the environment and society. These initiatives align with the **United Nations Sustainable Development Goals (SDGs)** and are geared towards fostering the advancement of the people in our regions.

We collaborate closely with state foundations, civil initiatives, and other stakeholders to bring about transformative change in the following key areas:



## Quality Education:

We strive to create value in our regions by focusing on vocational education, climate action, digitalisation in education and technology. Thanks to our work with Sabancı Group, the Sabancı Foundation and Sabancı University Executive Development Unit, **we continue to implement important initiatives such as our popular Power MBA program.**



## Nature Based Solutions:

Nature Based Solutions: We endeavour to contribute to the restoration of natural life and social awareness by reducing our negative impacts on biodiversity, water use, afforestation, and circular economy. Thanks to our long-standing partnerships with OGEM-VAK and the General Directorate of Nature Conservation and National Parks, we manage our long-term afforestation and other regional projects. Our Honey Forest project, where biodiversity, afforestation and social contribution intersect, **touches the lives of local communities by providing medicines and local training** in Adana, Çanakkale, Kahramanmaraş and Kayseri.

# Womentum

We believe that empowering women in their workplaces and various fields of activity, along with ensuring their equal participation in economic life, leads to an enhanced quality of life for all segments of society. It also drives the development of robust economies and contributes to the establishment of fair and stable societies.

At Enerjisa Üretim, we've taken a proactive approach to identifying the specific training and support that women may require when entering the energy sector and the broader business arena. Our assessment revealed that students enrolled in Vocational Schools and Undergraduate programs may benefit from guidance in terms of preparing for professional life, managing

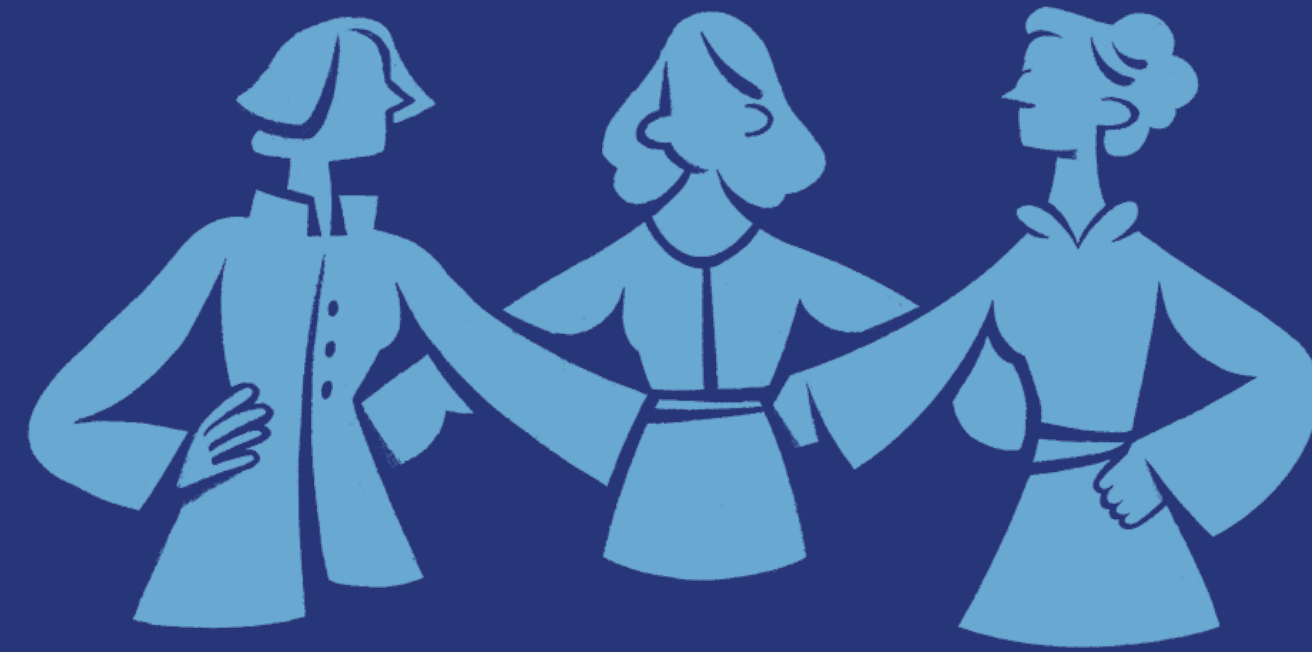
expectations, grasping critical concepts and perspectives relevant to the business world, in addition to acquiring fundamental academic knowledge.

In response to these findings, we initiated our Womentum project. This initiative is designed to equip female students, embarking on their journey into the business world, with the necessary tools and insights for a successful transition into their careers.

**Our program employs a wide spectrum of content, ranging from personal development to sustainability, basic finance training to insights into energy markets, and the acquisition of digital skills.** We recognize the pivotal role that job interviews play in the career process, and to that end, we've developed interview simulations. These simulations have been crafted in collaboration with our People and Culture Unit and involve voluntary participation from managers within Enerjisa Üretim.

Furthermore, we have curated podcasts featuring subject matter experts in various fields. These podcasts are available for students to access and listen to throughout the summer, providing valuable insights.

Additionally, with the invaluable support of our Training Unit, we have launched the E-Development platform. This platform, originally designed for the Enerjisa Üretim team, has been extended to all program participants. It offers flexible access, allowing individuals to log in at their convenience and partake in training sessions until the conclusion of the summer.



“525 female students were certified under our Womomentum initiative.”



With Womentum, we have not only supported the transition of female students into the professional sphere but have also championed voluntary social initiatives, creating an exemplary project that will continue to generate social benefits year after year. Our project won recognition in the Employer Brand Management for Talent Acquisition Category at the PERYÖN Value for People Awards 2022.

To measure the success of our project, we consider application rates, acceptance rates, program completion rates, participant feedback on training, and the social impact of the program. In this regard, our program drew participation from 853 individuals hailing from 53 different cities, with 525 female

students successfully completing the program and receiving certificates. According to the evaluations from our participants, event management during the training received a stellar score of 9.7 out of 10, while training content received an impressive rating of 9.8 out of 10. Furthermore, when asked if they would recommend the program to their friends, responses yielded a highly positive rating of 9.9 out of 10.

We understand that Social Return on Investment (SROI) is a pivotal metric for assessing social investments. As part of our commitment to transition to high-impact projects (SROI>1), our investment in Womentum yielded a remarkable SROI of TL₺ 2.03 for every TL₺ 1 invested, as independently evaluated by third party consultants.

*“Through our transition to high-impact projects (SROI>1), each TL₺ 1 invested in Womentum yielded a social return of TL₺ 2.03.”*

# Bahar Toksoy Guidetti Academy Volleyball Summer Camp

In pursuit of increasing our contribution to society, we were proud to be the main sponsor for the Bahar Toksoy Guidetti Academy's volleyball summer camp. This camp, held from August 5th to August 9th, 2022, in Antalya, was designed to support the personal development of girls aged 11-15 through foundational volleyball training.

Under the guidance of senior coaching staff and featuring a program specially curated by Giovanni Guidetti, Head Coach of the National Women's Volleyball Team, 45 girls enthusiastically participated in the camp. The camp's

mission extended beyond volleyball training, encompassing sports activities such as fitness, yoga, as well as workshops and panel discussions addressing critical topics like social roles, pressures, and prejudices. The camp culminated with a memorable graduation ceremony.

**At Enerjisa Üretim, our commitment to empowering women in both business and society, while championing the principle of gender equality, is unwavering.** We firmly believe that by leading on sponsorships like this five-day program, we can make a difference in nurturing young individuals into taking their place as contributors to our society.

# Regional Education Contributions to Women, Youth and Children

Enerjisa Üretim actively engages in a variety of social investment projects in collaboration with local communities, public entities, and other stakeholders within the regions of its operation.

In 2022, we introduced three Sub-Working Groups—Central, West, and East—under the Sustainability Management Committee, designed at enhancing the efficiency of project management with a model that prioritizes effectiveness.

**For each project, we monitor, manage, and measure the number of impact points we have contributed to within our target groups.** In 2022

alone, the Central, Western, and Eastern Working Groups collectively reached and positively affected over **9,000 beneficiaries, including individuals,** stray animals, trees, and other living creatures.

In addition to our nationwide initiatives, such as Womentum, which aims at an overall reduction in inequality, we have begun assessing our regionally focused projects. Our contributions extended to 688 women through product supply support to the Bandırma Women's Cooperative, offering breast cancer screening for our colleagues' spouses, and organizing awareness-

raising events on Women's Day.

In the youth target group, our primary support was directed towards enhancing the infrastructure and education at Bandırma Enerjisa Science High School. We focused on basic support such as providing uniforms and equipment for sports programs, improving physical conditions in schools attended by disabled students, and supporting math Olympiads.

**For the children's target group, we provided laptops and equipment to children's homes,** sponsored basketball camps, and in the Western and Central regions, we focused on teacher assistance, infrastructure improvements (such as roads, toilets, house renovations, and repairs), and income-generating activities, such as the Honey

Forest Project, to benefit villages in our areas. Additionally, we conducted Forest Fire Training as part of our commitment to environmental protection.

In our role as the Eastern Working Group, our focus in 2021-2022 was to enhance educational conditions, particularly for children in our target group. We prioritized renovations and equipment purchases, guided by our commitment to providing quality education in spaces that have higher standards.

Our efforts led to the completion of renovation work at Soysallı Primary and Secondary School. Additionally, we procured educational equipment such as smart boards for Kaleboynu Primary School and established a

robotic coding class in collaboration with the Saimbeyli Directorate of National Education. We also refurbished the kindergarten and library at Yahyalı Çamlıca Primary School, initiating table tennis sports. Furthermore, we partnered with the Elbistan Directorate of National Education to organize a robotic coding competition, involving the Ekinözü district. We provided pre-competition training for instructors and students, along with equipment support for robotic coding activities during the competition.

**To promote sports and improve educational facilities, we collaborated with the Tufanbeyli Youth and Sports Directorate, undertaking various initiatives.** We supplied sports equipment to Yamanlı and Kayarcık primary and secondary schools, allowing

students to utilize the equipment during physical education classes and leisure time. Additionally, we established a boutique sports area at Kayarcık Secondary School, not only enhancing sports facilities but also encouraging student participation in athletic activities. We continued the tradition of hosting the Güler Legacy Tufanbeyli basketball camp.

Tufanbeyli, enhancing animal husbandry productivity. Additionally, we provided equipment support to the Saimbeyli Women's Cooperative, facilitating jam and aromatic plant production.

In line with our commitment to education, we supported the 'No School Without a Library' campaign initiated by the Ministry of National Education. **We provided storybooks, novels, and auxiliary books to the libraries of 13 schools.** Collaborating with MEGEP, an initiative aimed at strengthening vocational and technical education that is jointly carried out by the Ministry of National Education and the EU, we extended multi-compartment clover feed support to women farmers in

## Beneficiary Groups impacted by our Social Initiatives

| Target Group | 2021         | 2022         | Change %   |
|--------------|--------------|--------------|------------|
| Women        | 349          | 1,046        | 200%       |
| Young People | 973          | 1,084        | 11%        |
| Children     | 2,160        | 2,782        | 29%        |
| Over 65+     | 219          | 115          | -47%       |
| Other        | 1,432        | 4,320        | 202%       |
| <b>Total</b> | <b>5,133</b> | <b>9,347</b> | <b>82%</b> |

# Agrivoltaic Project



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The interlinked nature of food security and sustainability underscores the necessity of shifting towards sustainable agriculture as a vital step in mitigating the effects of climate change. Our pioneering Komşuköy pilot program has been specifically crafted to foster collaboration, facilitate information exchange, establish regulatory frameworks, and develop effective methods for measuring the impact of agricultural practices. Through this innovative initiative, we are charting a new course that harnesses renewable energy for agricultural purposes, marking a significant leap forward in sustainable farming.

Through our pilot project, we've successfully integrated agricultural activity and energy production within the same square meter of space. This innovative Agrivoltaic application not only allows us to maximize land use for both agricultural produce and renewable energy generation but also provides a distinctive avenue for advancing sustainable agriculture and energy solutions.

**The project scope enables us to seamlessly combine solar energy and sustainable agriculture by installing dispersed and elevated solar panels within**

**agricultural fields.** These photovoltaic panels serve as protective shields for agricultural production, mitigating the impact of harsh weather conditions, including extreme climatic events, and promoting more efficient crop growth. The potential for scaling up and implementing this project in various regions across Türkiye in the future is considerable.

**In the forthcoming period, our focus in Komşuköy will involve conducting studies on both annual and perennial plants to assess crop yields and growth performance.**

Leveraging the insights garnered from this application, we aim to refine our future investments in other regions and present a project that can be applied throughout Türkiye, where the coexistence of sustainable energy and agriculture is achievable.

Through this project and the unique positioning of solar panels, we are delighted to report that we can cultivate crops like blueberries, cabbage, and spinach in an efficient and sustainable manner. It is with great pleasure that we announce that our Komşuköy project has qualified for IREC certification in 2022.



# Honey Forest Project

In our ongoing fight against the climate crisis and our dedication to restoring the damaged ecosystem to create a habitable world for communities, we launched the Honey Forest project in Adana, Çanakkale, Kahramanmaraş, and Kayseri during the third quarter of 2022. This initiative was made possible through the collaborative efforts of both internal and external volunteers, under the umbrella of Sabancı Holding's program called Turkish Republic Mobilisation. Building on the progress achieved in 2021, particularly in expanding our support for afforestation and fire ponds after the Kozan Fire, we redoubled our efforts. This involved effective communication and planning with partner institutions,

led by our Sustainability Team, focusing on areas where Forest Fire and Beekeeping Protection intersect, including education, medication, volunteer activities, and regional awareness campaigns.


The Honey Forest project, designed to create habitats for 300 million bees and combat parasites affecting 51,000 hives, also provided sustainable beekeeping training for 150 beekeepers.

This initiative mobilized a diverse range of stakeholders, uniting 60 volunteers from our company with a total of 400 volunteers from the Sabancı Group. We also collaborated with provincial agricultural authorities and OGM officials, making the project even more

impactful. In addition to these efforts, we conducted forest fire prevention awareness training for 250 volunteers, provided fire equipment support, and contributed to the development of fire pools, covering an area equivalent to 11,000 football fields.

**As part of our commitment to environmental sustainability, we took steps to enrich these regions with native tree species known for their abundant flowering, ideal for beekeeping.** This not only expanded green cover but also strategically addressed issues such as erosion and desertification, with tangible metrics including the number of diverse trees and shrubs planted and the size of





rehabilitated areas. Moreover, our dedication to biodiversity, including the growth of bee populations and the cultivation of various species in green spaces, enhances ecological balance.

These comprehensive conservation efforts are deeply integrated with sustainable forestry activities, ultimately benefiting the well-being of local communities. On both economic and social fronts, the Honey Forest Project holds great promise. Its primary goal is to increase the number of registered honey producers, thereby creating a sustainable economic income source for the region's residents. This beekeeping initiative, coupled with sustainable forestry practices, not only provides an economic boost but also enhances the region's reputation. The project underscores our commitment to two critical sustainability goals and underscores forestry and beekeeping as profitable and environmentally friendly avenues.

# Support for Adana Region: Youth, Agriculture and Livestock

In our ongoing commitment to strengthen and safeguard the beekeeping sector through the Honey Forest project in Adana, Kahramanmaraş, and Yahyalı, we also initiated the Yamanlı Village Pasture Improvement Project. **Spanning 610 acres, this project encompasses extensive fertilization, seeding, and vegetation establishment efforts with the aim of significantly increasing cattle numbers.** By doing so, we aspire to alleviate the economic burden on the local community, reducing feed costs for 145 households in Yamanlı Village. Furthermore, we have implemented protective

measures against phosphorus disease, preserving livelihoods for 70 households dependent on cattle rearing.

Our dedication to the younger generation is reflected in several initiatives aimed at supporting educational and extracurricular activities in schools. A total of 163 students in the region received sports equipment to promote physical health and foster team spirit. Responding to the challenges posed by harsh winter conditions, we donated 30 stoves to 9 schools, underscoring our commitment to enhancing the learning environment for nearly 900 students. Additionally,

our Book Campaign has made a notable impact in the realm of information and literacy. By providing novels and supplementary books to 13 school libraries, we have reached 1,671 students in the 2022/2023 academic year.

**In the agriculture sector, our multi-year Walnut Sapling Project has successfully planted 22,500 walnut saplings over three years, benefiting a total of 108 farmers.**

This initiative not only promotes sustainable agriculture but also ensures economic stability for these farmers in the years ahead. Moreover, we have commissioned a pulse packaging plant, aiming to screen and package an average of 2,500 to 3,000 tons of pulses annually. This effort has been further reinforced by the establishment of the 'tufanbeyliden.com' platform, facilitating increased sales of products such as chickpeas and beans. In a bid to diversify crops, we have planted 2,500 lavender and 11,700 sage plants in the project villages and power plant areas in collaboration with selected lead farmers. measures against phosphorus disease, preserving livelihoods for 70 households dependent on cattle rearing.

# Our People and Culture

|  |   |   |   |
|--|---|---|---|
| <p><b>3</b> GOOD HEALTH AND WELL-BEING</p>  | <p><b>5</b> GENDER EQUALITY</p>  | <p><b>8</b> DECENT WORK AND ECONOMIC GROWTH</p>  | <p><b>17</b> PARTNERSHIPS FOR THE GOALS</p>  |
|--|---|---|---|

# Üretim Next

In the next phase of our evolution, which we refer to as Üretim (Production) Next, our goal is to transform Enerjisa Üretim into a model company characterized by its digital prowess, enabling data-driven management across the organization.

We place a strong emphasis on recognizing the potential within our team members, going beyond their performance metrics, and fostering an environment where they can receive 360-degree feedback to support their development. To enhance their self-awareness and chart the course for their individual development plans, we employ tools such as leadership

potential assessments, evaluations of leadership styles, and organizational climate assessments. **In 2021, an impressive 91.5% of our colleagues successfully completed performance evaluations, and this rate increased to 95% in 2022.**

We take pride in offering a comprehensive array of fringe benefits to the entire Enerjisa Üretim team through our flexible fringe benefits program, known as the “Flexible Benefits that Suit You” (‘Sana Göre’) initiative. Recognizing that everyone’s needs are unique, we have designed this program to allow our colleagues the freedom to tailor their fringe benefits to their individual preferences.



**“With our ‘Young Ideas’ reverse mentoring program, we aim to facilitate the exchange of ideas between generations, fostering a collaborative environment in which our team members and senior management can learn from each other.”**

**Our ‘Good To Have You With Us’ (‘İyi ki Varsın’) appreciation and recognition system** empowers the Enerjisa Üretim team to express their appreciation for each other and accumulate redeemable electronic points through a 360-degree feedback exchange system, facilitating feedback regardless of time and location to enhance awareness and support personal development. These points can be redeemed in our shopping portal, which features over 900 suppliers and brands.

Leveraging data-driven employee analyses, we aim to shape our short, medium, and long-term initiatives in alignment with our company values and ‘Our People and Culture’

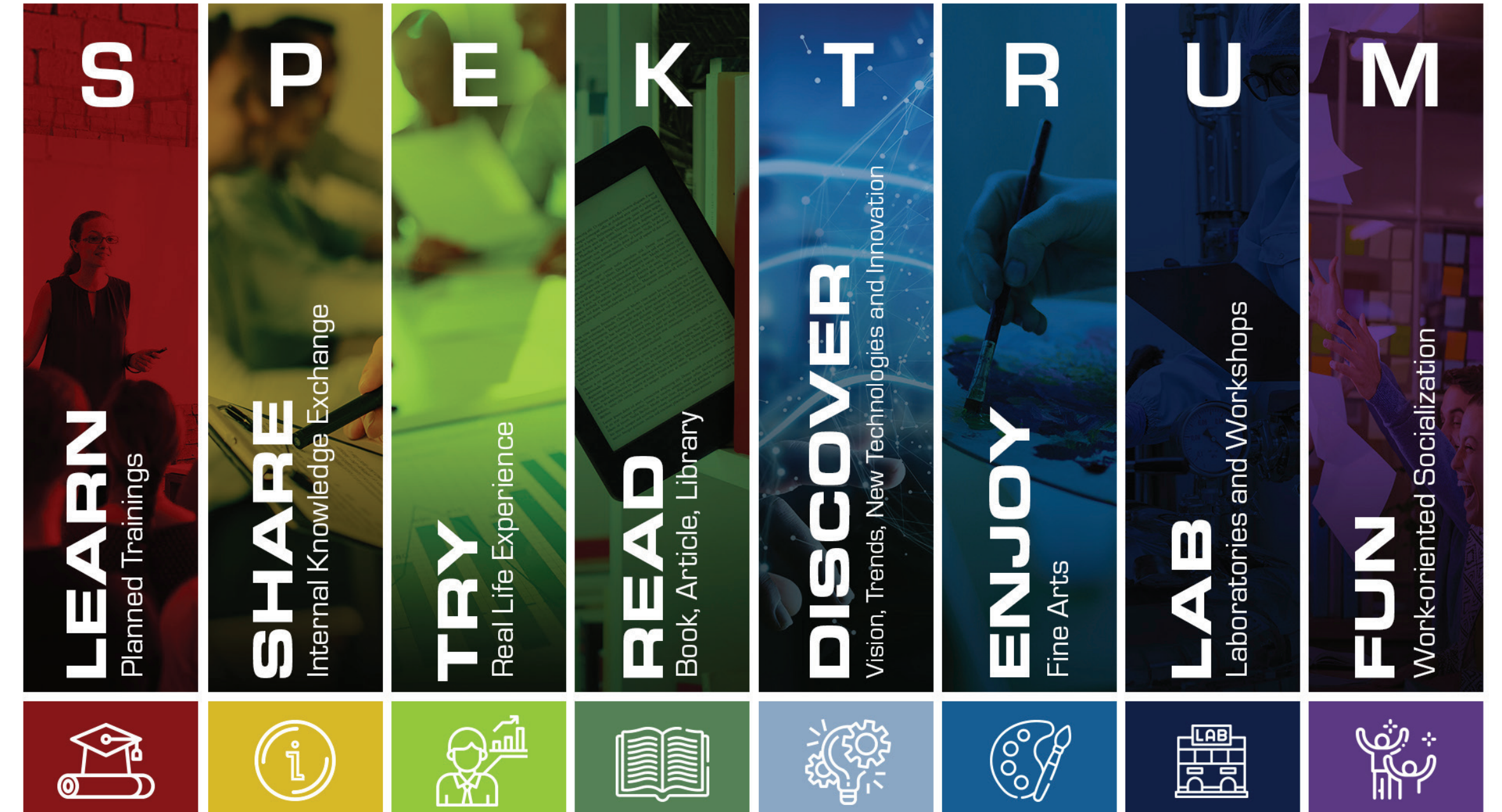
strategies, striving to exceed our team’s expectations in their overall experience. We prioritize establishing standards and awareness for the rest periods of the Enerjisa Üretim team, **with a focus on enhancing their work-life balance and overall well-being.** Committed to solid relationships between our colleagues and management, we adhere to minimum notification periods for operational changes, as outlined in our People and Culture Policy published on our website.

To foster an environment where our team members can take ownership of their career development and acquire skills across various disciplines, we’ve created a sharing platform through our ‘**Young Ideas**’ reverse mentoring program. This initiative encourages team members under the age of 30 to effortlessly convey their fresh perspectives and ideas to senior management, promoting intergenerational collaboration and knowledge exchange.

*"We prioritize establishing standards and awareness for the rest periods of the Enerjisa Üretim team."*

# Training and Development

In alignment with our strategic objectives, we create learning and development program tailored to enhance the behavioural, professional, and leadership skills of our team members, addressing their specific needs. As we conclude the second year of the Energisa Üretim Academy, we have advanced our training journey for the next generation, empowering our team to build their capabilities, stay abreast of emerging technologies, gain fresh perspectives, and enjoy learning, all in harmony with our Spektrum philosophy.





**Thanks to our training catalogue consisting of 712 different courses,** we can offer unique range of technical experience. With ManeVRa, which we specially designed by applying VR technology, we ensure high-voltage training is available and reliable in a virtual reality environment. **ManeVRa is an application that prioritizes employee health and safety** by providing training for extremely risky situations that would be hazardous in real life through a virtual reality training program. This is one of the **reasons it has won the bronze award in the ‘Best Use of Virtual Worlds for Learning’ category at the Brandon Hall Awards.** We support our training with original content designed by expert in-house trainers, thereby increasing the number

of courses by 50%. This year, 148 active courses exclusively designed for Enerjisa Üretim were available on our E-Development platform and throughout 2022, we provided 27,504 hours of technical training through our E-Development portal and 65,455 hours of face-to-face technical training, continuing to support the technical development of our people by offering an average of 102 hours of training to each colleague. **Our total training hours increased by 16% in 2022, totalling 96,990 hours.**

In addition to our in-house training, we enable ‘continuous learning and progress’ via master’s and doctorate support, aiming to enhance the personal development of our internal stakeholders in line with our People and Culture prioritization ethos. As of 2022, 19 of our colleagues have benefited from master’s degree support.

## University Collaborations and Activities

In 2022, we actively participated in educational initiatives by collaborating with academic institutions. We engaged in the Fuel Chemistry and Technology course of the Chemical Engineering Undergraduate Program and the Energy Markets and Optimisation course of the Industrial Engineering Undergraduate Program at Istanbul Technical University. We also contributed to the Planning Aspects of Hydroelectric Power Plants course of the Civil Engineering Undergraduate Program at Boğaziçi University. Additionally, our expert team members from Enerjisa Üretim served as speakers at Kayseri University Yahyalı Vocational School.

Throughout 2022, we continued our engagement with students by participating in career fairs, summits, and sector-specific events at universities throughout the academic year. During these events, we provided information about the energy sector and Enerjisa Üretim, aiming to inspire and educate the next generation. In total, we actively participated in 17 university events during the year.



**“Our ManeVRa Education Program won the Brandon Hall ‘Best Use of Virtual Worlds for Learning’ award.”**

Üretiyoruz.

ENERJISA ÜRETİM



## Power MBA Professional Development Program

Through our annual Power MBA Professional Development Program, conducted in partnership with Sabancı University Executive Development Unit, we provide a valuable opportunity for individuals aspiring to advance their careers in the energy sector. This program allows participants to explore and select areas of expertise or develop a professional perspective within the energy industry. We engage in collaborative learning on a wide range of topics, including scientific infrastructure, market dynamics, production technologies, financial aspects, strategic insights, and the future of energy. This experience equips

us with a comprehensive understanding of the energy ecosystem.

Over the course of the 9-month program, our participants delve into the fundamentals of energy, energy management, the future trajectory of the energy sector, and both business and technical aspects. After the program's completion, we continue to support our graduates in their personal development and facilitate ongoing communication among them and with the broader sector through the Power MBA Alumni group.

**The inaugural year of our Power MBA program saw 21 graduates, including participants from both Enerjisa Üretim and external students.** In the second year, the program expanded, welcoming a diverse cohort from Enerjisa Üretim teams, private companies, government agencies, and NGOs operating in the energy sector. This cohort included participants from various countries, such as Croatia, Hungary, Bulgaria, and Serbia. In total, we celebrated the graduation of 81 participants, comprising 36% female and 64% male graduates.

Following their graduation, we organized an international power plant visit to Germany, providing successful participants with the opportunity to gain overseas perspectives and enrich their technical knowledge. The program's third year is currently underway, **featuring 11 international participants from Croatia, Hungary, Saudi Arabia, England, and Bulgaria**, with 87% of them coming from outside Enerjisa Üretim. Additionally, we launched the Power MBA Alumni program to ensure that our graduates continue to benefit from learning, development, and networking opportunities while maintaining the strong connections forged during the program.

## Well-being Practices

Our hobby clubs serve as an excellent platform for our team members to gather and explore various interests spanning the realms of art, gaming, gastronomy, travel, and sports. These clubs not only facilitate the acquisition of new hobbies but also foster a sense of camaraderie among our colleagues.

In addition to the hobby clubs themselves, we actively promote participation by organizing a wide range of social activities. These include cultural tours, football and bowling tournaments, gastronomy events, and art-related activities. Each year, we strive to expand and diversify the roster of events, ensuring that our colleagues have ample opportunities to connect, explore their passions, and create lasting memories.

## ORION Experience and Development Program

In 2022, we proudly introduced the Orion Experience and Development Program, a recipient of the acclaimed Stevie Awards, which is specifically designed to prepare fourth-year university students for the transition into the professional world. Throughout this 7-month program, our primary goal is to equip the selected candidates, based on their respective departments, with the technical competencies required for their roles.

The Orion program goes beyond technical training, offering young individuals a genuine opportunity to take their first meaningful steps in their careers. We achieve this through a diverse range of activities, including workshops, group projects, one-on-one mentoring for career guidance,

plant visits, comprehensive professional and behavioural competency training sessions, enlightening seminars, guest speaker sessions, and a culminating project that allows participants to apply their acquired knowledge in a real-world context.

## Employee Health and Well-being

We develop all our initiatives with a preventive healthcare approach and conduct health risk assessments to guide our decisions. Our primary focus is on identifying potential health risks and proactively safeguarding the well-being of our teams, ensuring their health and safety even before any issues arise.

*"In 2022, we proudly introduced the Orion Experience and Development Program, a recipient of the acclaimed Stevie Awards, which is specifically designed to prepare fourth-year university students for the transition into the professional world."*



## Healthy Life Application

Our goal is to promote health awareness among our team members and encourage them to adopt positive, sustainable behaviours. Through both in-person services and our digital Healthy Life application, we aspire to reach all our team members and foster their overall well-being. Our colleagues have access to services such as nutritional guidance, fitness coaching, parental counselling, and expert-led smoking cessation programs, either through the application or in face-to-face sessions.

## Digitalisation

Through the 'Ironic' system, which allows us to upload and monitor the health data of our entire team, we have achieved full digitalization in our health management processes, except for legally required signed documents. This system enables us to track even the smallest changes in employee health and ensures that all symptoms suspected to be work-related are monitored through health surveys. We also prioritize heart health, a critical concern both in our country and globally. Using data entered 'Ironic,' we calculate the "Cardiovascular Risk Score" and create awareness in the early stages, providing an opportunity for intervention.

# Occupational Health and Safety

At Enerjisa Üretim, we view Occupational Health and Safety (OHS) as an indispensable part of our corporate culture, going beyond a mere priority. Under the slogan 'Always OHS,' we conduct annual reviews of our activities, continuously update our standards, and strive for ongoing improvement. **We consider OHS to be a shared responsibility among all our team members and encourage everyone to become OHS volunteers.** We firmly believe that occupational accidents and diseases are preventable, and we take all necessary measures to eliminate hazards, minimize OHS risks to acceptable levels, and safeguard and enhance the well-being of our team.

We place significant emphasis on digitalization to facilitate the active involvement of all team members in OHS-related activities and to ensure transparent monitoring of results. In pursuit of digitalization, we have pioneered and implemented numerous projects in the realm of occupational health and safety. **Through digitalization, we have developed mobile applications and web-based platforms designed to protect our colleagues,** promote the use of technology, and integrate our team into the occupational health and safety system.

*"At Enerjisa Üretim, we view Occupational Health and Safety as an indispensable part of our corporate culture, going beyond a mere priority."*

# OHS Digital Applications

## ENSAFE

ENSAFE represents the comprehensive digitization of crucial processes in the realm of occupational safety. This includes the digitalization of risk analysis, incident reporting and investigation processes, hazard and caution notifications, legal compliance management, EHS (Environment, Health, and Safety) field observations, meeting management, tracking accident-free working days, monitoring non-conformities, and following up on necessary actions.

**ENSAFE ensures that these digitalized processes are accessible**

**to the entire Enerjisa Üretim team.**

For instance, if an event occurs at one of our power plants, the information is immediately relayed to other power plants, allowing us to coordinate all team members as if they were in a single location.





## FARK@

Through our mobile application FARK@, we streamline access to the OHS (Occupational Health and Safety) system for Enerjisa Üretim teams and subcontractors. This platform enables instant notifications and facilitates the prompt resolution of nonconformities.

## YES - Contractor Integrated System Software

As soon as any individual enters our organization, we ensure that there is no difference between them or our colleagues, whether they are part of the Enerjisa team, contractor, or subcontractor employees.

Through this application, which we've developed to digitalize the OHS processes of our contractors and enhance their awareness of OHS issues, both Enerjisa Üretim teams and our contractors' teams actively participate in OHS processes.

**OHS-related procedures commence right from the moment a purchase order is placed through the YES system.** The requested information and documents specified within the OHS requirements are digitized and submitted by the contractor company via the YES system. This allows for easy evaluation of information and documents not only by the occupational safety unit but also by all relevant units.

## SAFETY VISION

Our Safety Vision software utilizes image processing technology through the cameras installed in our power plants to instantly detect unsafe situations and behaviours in the occupational health and safety field. Our goal is not only to identify these issues but also to address their root causes through notifications, ultimately preventing them from recurring. **Through these applications, we strive to be leaders in the industry by actively leveraging digitalization in the realm of occupational health and safety.**

# Diversity and Equal Opportunity

**Becoming a signatory of the Women's Empowerment Principles (WEPs) in 2022**, we made a strong commitment to promote gender equality and empower women, especially within Enerjisa Üretim. The WEPs, developed in collaboration with UN Women and the UN Global Compact, offer guiding principles to advance gender equality and the empowerment of women in the workplace, markets, and society.

The energy sector has traditionally been characterized by male dominance, and the industry's workforce still does not accurately reflect the diversity of the population and the broader labour force. Data from 2018, covering 29

countries, including 22 IEA members, showed a significant gender disparity in the energy sector. On average, there were 76% fewer women than men working in the energy sector, which starkly contrasts with the 8 percent average gender gap observed in the total workforce. The average gender pay gap based on skills in the energy sector across these countries is around 15%, meaning that even controlling for skill level, women working in the sector earn 15% less than men<sup>3</sup>.

*"Proud of becoming a signatory of the Women's Empowerment Principles in 2022."*

3) <https://www.iea.org/data-and-statistics/data-tools/gender-and-energy-data>

The barriers faced by women in the energy sector are like those faced in other areas of the economy. However, it is urgent for countries to attract and retain a diverse workforce in the energy sector to ensure the innovation and inclusive perspectives needed to successfully manage the low-carbon energy transition. The transformation of the sector towards sustainable clean energy sources presents a golden opportunity to achieve gender equality.

**Improving gender equality by 2050 is projected to lead to an increase in GDP of between 6.1% and 9.6%, or €1.95 to €3.15 trillion, according to European Union estimates<sup>4</sup>.**

4) The economic case for gender equality in the EU. European Institute for Gender Equality. (2019, 23 July). <https://eige.europa.eu/gender-mainstreaming/policy-areas/economic-and-financial-affairs/economic-benefits-gender-equality/economic-case>

**In 2022, our workforce consisted of a total of 976 colleagues with an average age of 36, comprising 16% women and 84% men. Our goal is to promote greater gender diversity in the energy production sector, which is traditionally male dominated globally. In 2021, we welcomed 19 disabled colleagues, including 4 women, to our team. Additionally, in 2022, we hired 10 disabled colleagues, including 2 women, further emphasizing our commitment to diversity and inclusion.**

## Equal Women Certificate

We are proud to note that we have become the first power generation company in the sector to be awarded the “Equal Women at Work Certificate”. Our certification audit was conducted independently by Intertek, a British audit company with a global presence, offering services in various sectors, including auditing, surveillance, testing, quality control, and certification across more than 100 countries. At Enerjisa Üretim, we remain dedicated to promoting gender equality and eliminating all forms of discrimination, further contributing to the advancement of our industry.











**“We have employed our first female turbine technician in our Erciyes WPP project and now we dream of creating a power plant managed and operated entirely by women.”**

# Climate Change and Environment



# Our Renewable Energy Strategy

|   | Target   | 2021                         | 2022                        | Performance       |
|---|--|------------------------------|-----------------------------|-------------------|
|     | 2045 Net Zero Carbon Target  | 7.600.387                    | 6.971.942                   | - 8,3%            |
|    | Planting 1.5 million saplings by 2025  | 285.000                      | 340.000                     | 19.3% realisation |
|     | Recovering and reusing 5 million m <sup>3</sup> of industrial wastewater in thermal power plants by 2025 | 1,079 million m <sup>3</sup> | 726 thousand m <sup>3</sup> | 36% realisation   |
|    | Reduce in-office single-use plastics by 90% by 2023  | -35%                         | -67%                        | 87% realisation   |

Energisa Üretim continues to lead the private sector in Türkiye, boasting the largest renewable energy capacity and generating **14.6 terawatt-hours (TWh) of electricity in 2022**. Our company's strength lies not only in its capacity but also in the quality and diversity of its energy production. Presently, we operate in 23 different power plants using five distinct technologies, contributing to approximately 5% of Türkiye's electricity demand. In 2022, we expanded our total installed capacity from 3,607 megawatts (MW) to 3,727 MW.

At Energisa Üretim, we are committed to achieving Net Zero Carbon status by no later than 2045. To fulfil this ambition, we have redirected our investments exclusively towards renewable energy sources. Through investments in wind and solar power plants, **we aim to boost our generation**

**capacity to over 5,000 MW within the next five years**, with the objective of increasing our renewable energy portfolio from 46% to over 60%.

In the final quarter of 2022, we successfully commissioned the Erciyes Wind Power Plant (WPP) with a capacity of 65 megawatts (MW) and the Akhisar Wind Power Plant (WPP), the former featuring the country's largest wing diameter. This allows us to harness energy potential more efficiently, even with lower wind speeds and less land utilization.

Additionally, in 2022, we entered into a significant turbine purchase agreement valued at US\$ 1.2 billion with the German wind turbine manufacturer Enercon. These turbines, equipped

with 175-meter rotor diameters, are among the world's largest, and we are proud to introduce them as prototypes in Türkiye. Our partnership with Enercon contributes substantially to the Turkish economy across multiple facets, including domestic and renewable energy production, equipment manufacturing, job creation, and the development of skilled human resources. This aligns with Türkiye's National Energy Plan, which aims to achieve a wind power capacity of 16.1 thousand MW by 2035. **Through the commissioning of our additional 1,000 MW capacity in new wind power plants, we anticipate mitigating approximately 2.2 million tons of greenhouse gas emissions annually.**

In our pursuit of greater energy efficiency and resource conservation, we are committed to reducing our environmental footprint. In 2022, we achieved a significant milestone by integrating a 14.5 MW auxiliary source hybrid solar project into our Erciyes Wind Power Plant (WPP) project. With the commissioning of our Bandırma 1-2, Tufanbeyli, and Çanakkale hybrid solar projects, we successfully completed a total of 41 MW auxiliary source hybrid solar projects during the year, **representing 27% of our targeted 150 MW by the end of 2024.**

Our relentless focus on efficiency yielded results as **we managed to reduce our emission intensity from 458 g/kWh to 453 g/kWh in 2022** while growing our output. This improvement was driven by enhanced efficiency measures and the successful commissioning of our auxiliary source hybrid solar projects and is expected to accelerate in the years ahead.

Throughout these strategic investments, we continued to collaborate with our stakeholders in pioneering financing programmes. In 2022, we secured a **US\$ 102 million loan in alignment with Green Principles**, earmarked for financing our wind power plants and the expansion of our 41 MW Hybrid Solar Power Plant portfolio. In a significant partnership, we joined forces with Nordex Energy, a prominent turbine manufacturer, to support this loan with a 15-year Euler Hermes ECA loan as part of the Üretim Next program.

Our investments in renewable energy not only cater to Türkiye's growing electricity demand but also lay the foundation to produce green

hydrogen. In 2022, we initiated the production of green hydrogen at our Bandırma Energy Base, opening the door to a future where Türkiye can emerge as an energy exporter. This pivotal achievement underscores our country's growing role as a strategic energy solution provider, not just for Europe but for a broader global landscape.

*"Our investments in renewable energy not only cater to Türkiye's growing electricity demand but also lay the foundation to produce green hydrogen."*





**“Strategic investments in renewable energy, decarbonization and green hydrogen are diversifying and expanding our portfolio.”**



Erciyes Wind Power Plant

# Contribution to Green Transformation

Enerjisa Üretim continues to focus on providing exceptional solutions that caters to the diverse needs of all market participants, leveraging our product diversity, robust financial foundation, and adaptable pricing strategies.

Alongside our extensive range of green products serving various project types, technologies, periods, and certificate types, we have successfully completed initiatives to offset Scope 1-2-3 emissions stemming from our stakeholders' activities. We believe we have made a significant impact on promoting green transformation among our stakeholders, both in Türkiye and

internationally, engaging with over 500 companies across 20 countries and 25 sectors.



"Our Green Transformation project won a Customer Experience Altın Yaka\* Award for transforming our clients into clean energy partners to further joint sustainability goals."

\* The Sabancı Group's Altın Yaka Award aims to spotlight best practice projects, practices and business models.

Through our prominent position, representing a transaction volume of 2% globally, we were able to both support our own emissions reduction but also leverage this position into furthering the emission reduction goals of our stakeholders. Within Türkiye, our comprehensive green transformation consultancy has allowed us to establish a market leadership position in IREC sales, reaching 20%. Moreover, through solar Power Purchase Agreements (PPA) with our stakeholders, we put in place projects that enable them to meet their internal energy consumption needs

through renewable energy, effectively making them our renewable energy partners. Our achievements in promoting green transformation were further validated when we were honoured with the first prize in the Customer Experience category at the 13th Altın Yaka\* Awards in 2022, recognising our “Green Transformation” project as a holistic and end-to-end initiative.

| Market Share   | 2021        | 2022         | Change |
|--|-------------|--------------|--------|
| IREC Sales   | 500,000 MWh | 1,70,000 MWh | 240%   |
| IREC Türkiye Market Share                                    | 15%         | 20%          |        |
| IREC Global Market Share                                     | 1%          | 2%           |        |
| Green Energy Certificate Buy/<br>Sell Total                  | 1,000,000   | 10,000,000   | 900%   |
| Sales of Carbon Emission<br>Reduction Certificates (units**) | 66,500 tCO2 | 670,000 tCO2 | 900%   |

\*\* One certificate represents 1 ton of CO<sub>2</sub>-e emissions reduced.

\* The Sabancı Group's Altın Yaka Award aims to spotlight best practice projects, practices and business models.

# Biodiversity Conservation and Afforestation

In the last quarter of 2022, the COP 15 United Nations Conference on Biodiversity concluded with an agreement to guide global action on nature by 2030. The signed Kunming-Montreal Global Biodiversity Framework (GBF) aims to halt biodiversity loss, restore ecosystems, and protect indigenous rights. **The plan includes protecting 30 per cent of the planet and 30 per cent of degraded ecosystems by 2030 and increasing funding for developing countries.**

At Enerjisa Üretim, we align our activities with the overarching global goals of the GBF, which aim to prevent

the extinction of threatened species, reduce the rate of species extinction, and ensure the sustainability and management of biodiversity. In 2022, as part of the sapling planting protocols, we signed with the Turkish General Directorate of Forestry (OGM) for the **“Breath for our Future Afforestation Project”** and with the Turkish District Governorship of Bozcaada for the “Republic of Türkiye Mobilisation”, we exceeded the target we set in the previous year by planting a total of 340,000 saplings in our impact areas where our enterprises operate.

**Commencing in 2021, we have undertaken our afforestation initiative**

annually through protocols with OGM and OGEM-VAK, a prominent NGO specializing in afforestation. Based on OGEM-VAK data, we are proud to be consistently ranked as the leading private sector company planting the most saplings. Each year, our goal is to plant 10 thousand times the number of saplings as our organization’s age.



**“We’re committed to planting 10,000 times our  
Company’s age annually.”**





## Arkun Dam Wildlife Project

Since 2015, we have been conducting specialized studies for wildlife in the vicinity of the Arkun HEPP Dam, which we operate as part of the Arkun Dam Wildlife Project in collaboration with the General Directorate of Nature Conservation and National Parks. In this ecologically significant region, we conduct field studies and employ satellite transmitters to monitor and document the ecosystem, species, and biological diversity, subsequently generating reports to foster wildlife development.

In 2021, we employed GPS-GSM transmitters to track two wild goats named Barut and Yavuz via satellite, providing the General Directorate of Nature Conservation and National Parks with the obtained data, maps, and analyses.

**On 20 October 2022, we installed an iridium GSM satellite transmitter on a chamois for the first time in Türkiye, enabling real-time monitoring of this four-year-old chamois named 'Fırtına'.** We are committed to further enhancing biological diversity in our impact area through collaborative initiatives with our stakeholders.





## Raising Awareness

In 2022, we distributed the “I’m Protecting Wildlife Notebook” which contains photographs and information about fauna and flora species. This initiative was carried out in collaboration with the General Directorate of Nature Conservation and National Parks, and it reached students and teachers in primary schools located within the Arkun Dam impact area.

Additionally, we organized the second edition of our award-winning wildlife photography contest in 2022. This contest aims to raise awareness about biodiversity within Enerjisa Üretim and offers training and promotional activities to foster a culture of wildlife

appreciation. We also continue to publish our online magazine focused on biodiversity. Furthermore, we are developing a wildlife exhibition area within the Arkun Dam main power plant building, where we showcase information about the history of the Arkun Dam Wildlife Project and highlight the diverse flora and fauna species that have been monitored in the area. This initiative serves to inform both our internal and external stakeholders about the project’s accomplishments.

## Forest Safety, Honey Forest, and Beekeeping

**In response to the growing impact of the climate crisis and the recent increase in forest fires, we have been actively engaged in efforts to prevent and combat these fires while promoting greater awareness.**

We have conducted comprehensive training programs on fighting forest fires, involving both our team members and volunteers within the ecosystem. Through collaborations with relevant stakeholders, including the Provincial Directorates General of Forestry, we have organized specialized training sessions. **These sessions were**

**conducted in three distinct regions, namely Adana, Istanbul, and Balikesir, and saw the participation of a total of 156 volunteers.**

As part of our commitment to forest security, we have constructed Fire Pools in regions where the General Directorates of Forestry identified a need. These fire pools serve as critical resources, enabling firefighting teams to respond effectively to potential wildfires. **In total, we have established 7 separate fire pools in the regions of Antalya, Muğla, and Adana.**

Additionally, we have provided a total of 450 fire-resistant boats to support the efforts of the Adana, Kahramanmaraş, and Kozan Forestry Directorates.

In our ongoing efforts to contribute to the forest ecosystem and promote biodiversity, we have implemented

two noteworthy projects entitled the “**Establishing Honey Forests**” and “**Beekeeping Training and Mass Disease Control.**” These initiatives, conducted in Kahramanmaraş Göksun and Çanakkale Eceabat, are part of our broader commitment to the protection and development of biological diversity, particularly in the context of beekeeping and bee protection.

Underpinning these initiatives, we have successfully implemented two Honey Forest projects, benefiting approximately 300 million bees across approximately 4,000 beehives. This includes 200 million bees in Çanakkale and 100 million bees in Kahramanmaraş, where we have established thriving bee habitats. To support these habitats, we partnered with the Directorate of Forestry and planted approximately 23,000 trees of various species.

In our commitment to fostering sustainable beekeeping practices, we conducted training sessions for beekeepers, equipping them with essential knowledge on sustainable

beekeeping and bee disease management. These training programs reached a total of 225 beekeepers. Furthermore, we distributed Varroa control pesticides to support 51,000 beehives in the regions of Adana, Kayseri, and Kahramanmaraş. Our efforts aim to protect and promote the well-being of bees, vital pollinators in our ecosystems.



# Waste Management

Our waste management strategy revolves around initiating processes from the plant's design phase to proactively prevent or minimize waste generation. In instances where waste generation is unavoidable, we diligently explore recycling opportunities. **Our organization-wide waste management philosophy is firmly rooted in the principles of the circular economy, advocating for a Take-Long-term Use-Recycle approach rather than a Take-Use-Dispose one.** As of 2022, we have received Zero Waste Certificates for 21 of our electricity generation facilities as well as our Ataşehir headquarters.

| Waste (tons)          | 2020 | 2021 | 2022 | Change (2022-2021) |
|-----------------------|------|------|------|--------------------|
| Hazardous waste*      | 114  | 521  | 326  | - 37%              |
| Non-hazardous waste** | 56   | 43   | 47   | 8%                 |

In line with Sabancı Holding's commitment to the Business Plastics Initiative (BPG), we are dedicated to achieving a 90% reduction in our use of single-use plastics by the end of 2023. As of the close of 2022, we've made significant strides by reducing our reliance on single-use plastics **by an impressive 78% compared to our 2020 baseline.**

\* In 2022, 324.3 tons (99.50%) of hazardous waste was treated, 1.28 tons recycled and 0.014 tons, was sent to hazardous land fill.

\*\* This number does not include 2.29 million tons of coal ash sent for impoundment in 2022. Of the remaining, 24.4 tons (32%) was sent to landfill and 47.6 tons (68%) was recycled.



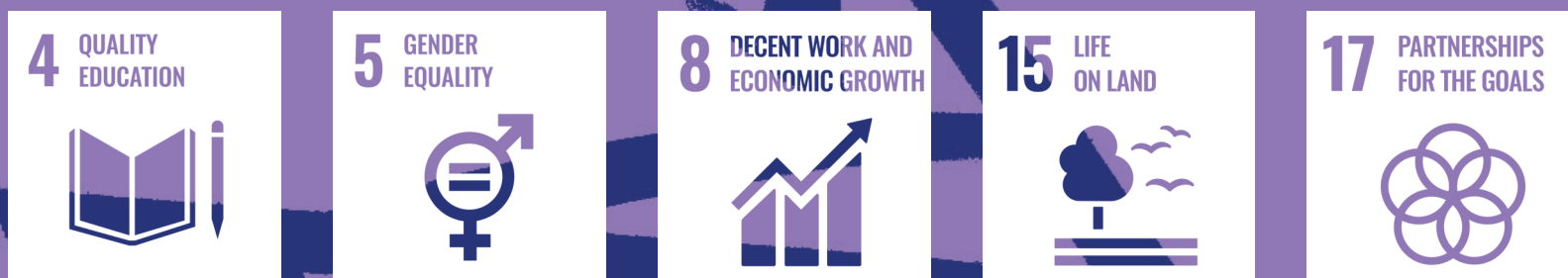
In our pursuit of greater sustainability, we not only strive to minimize our water consumption in energy generation but also place paramount importance on treating wastewater such that it safeguards the aquatic environment while adhering to rigorous international standards.

To mitigate our impact on aquatic ecosystems, we have installed state-of-the-art Advanced Technology Biological Package Wastewater Treatment Plants at our Köprü and Yamanlı II hydroelectric power plants. In this upgrade, we've gone above and beyond legal requirements, aligning our practices with the Equator Principles, considered a benchmark for environmental risk management by the International Finance Corporation. By removing organic contaminants such as nitrogen, phosphorus, and total coliforms from discharged wastewater that couldn't

be adequately treated otherwise, we've effectively curtailed issues like algae blooms, mucilage formation, and oxygen depletion in water bodies.

Additionally, we're actively addressing the substantial water consumption associated with our thermal power plants. In 2022, we successfully recovered and reused 726,000 m<sup>3</sup> of industrial wastewater, representing an impressive 33% of our total usage. Looking ahead, our target is to recover and reuse 5 million m<sup>3</sup> of industrial wastewater at thermal power plants by 2025, further reinforcing our commitment to responsible resource management.

# Energy Supply Security



# Energy Supply Security

|   | Target   | 2021                  | 2022  | Performance |
|---|--|-----------------------|-------|-------------|
|    | Commissioning 565 MW wind power plants by 2025   | 10%                   | 21.2% | 21.2%       |
|    | Commissioning 150 MW hybrid solar power plants by 2025                                 | Project plan prepared | 27.3% | 27.3%       |
|  | Signing 5 new initiatives by allocating a cumulative \$1 million to innovation by 2025 | US\$ 0.5 million      | 100%  | 5 / 5       |
|   | Start producing green hydrogen by 2023   | 50%                   | 100%  | 100%        |

As little as five years ago, investments in clean energy were on par with those in fossil fuels, but in 2023, this balance is expected to shift significantly in favour of renewable energy, with a staggering US\$ 1.7 trillion directed towards clean energy compared to US\$ 1 trillion for fossil fuels. This dramatic shift is an unexpected outcome of the global energy crisis, and it's serving to expedite the transition to cleaner and more sustainable energy sources.

The Paris Agreement sets a pivotal benchmark, necessitating a 9:1 investment ratio towards clean energy to steer clear of **surpassing the critical 1.5-degree global warming threshold by 2030**. Managing the intricate transition to renewable energy comes with its own set of challenges and demands meticulous attention. Beyond



substantial financial commitments, it's imperative to secure long-term equity for the infrastructure investments made by energy generation companies. Adaptable supply security management, particularly in the face of geopolitical developments, hinges on the assurance of uninterrupted energy supply derived from energy sources boasting high efficiency and availability across a broad geographical spectrum.

Unlike fossil-fueled power plants, which can swiftly adapt to fluctuations in demand, renewable power plants require supplementary backup power sources or energy storage systems to ensure a consistent power supply, especially during periods of reduced generation.

The implementation of backup systems introduces added costs and complexity into the equation. Equally vital is cultivating a skilled workforce well-versed in emerging technologies such as solar and wind power, grid integration, and energy storage, as they play a pivotal role in overseeing these sophisticated systems.

**As Enerjisa Üretim, having a portfolio with the flexibility to respond quickly to instant changes plays an important role not only in terms of production but also in providing support in emergency situations.** In 2022, we continued to contribute to the balancing in the market by meeting 4% of the Load Take (YAL) and Load Shedding (YAT) instructions received in case of imbalance in the system, and 11% of the Primary Frequency Control (PFC) and Secondary Frequency Control (SFC) reserve capacity requirements used by the system operator to ensure the operational safety and system integrity of the system.

**At the 9th ICCI Energy Awards, we were honoured for our cutting-edge technology and remote operation of 12 hydroelectric plants, along with 5 wind and solar power facilities.** Thanks to a higher level of digital integration along the energy value chain, we increased both availability and efficiency. Through our state-of-the-art Central Operating Room Senkron, which earned us the Technology, Digitalisation, and Innovation Special Award in 2022, we monitor our entire generation portfolio. This enables us to achieve peak efficiency in energy generation while enhancing our performance to the fullest.

Senkron optimizes resource utilization, enhances efficiency, and effectively minimizes carbon emissions To extend the benefits of this technology across our

stakeholder network, we are strategically planning to conduct our Senkron service operations, encompassing our digital energy platform, including business transformation, data services, cybersecurity, and green energy solutions, through a dedicated legal entity within our parent company, starting in 2023.



“Our goal is to broaden the adoption of our Central Operating Room Senkron, recipient of the Technology, Digitalisation, and Innovation Special Award at the 9th ICCI Energy Awards, among our stakeholders.”

# Efficiency and Effective Use of Resources

Enhancing energy efficiency, a critical factor in the efficient utilization of resources, through operational and technical optimization, remains a central strategic objective, and we are committed to ongoing improvement and the integration of new technologies to attain this goal.

**With a reservoir volume of 672 million cubic meters and an annual generation capacity of 2.95 terawatt-hours (TWh), we employ the PERA optimization model, which operates in the cloud environment.** This enables us to monitor and analyse the water basins and river resources that sustain them, allowing us to efficiently plan

the operation of our hydroelectric power plants. To proactively mitigate potential risks, we incorporate meteorological data, including real-time temperature, precipitation, and snowfall measurements from over a hundred monitoring stations and State Hydraulic Works current observation stations, into our early warning system, which helps us manage meteorological and hydrological risks effectively.

Furthermore, our commitment to a 'Predictive Maintenance Approach' and our digitalization initiatives at the Bandırma I and II power plants resulted in a remarkable reduction of breakdown maintenance incidents to 17% in 2022.

These initiatives not only contributed to continuous improvement but also yielded significant natural gas savings.

*"Furthermore, our commitment to a 'Predictive Maintenance Approach' and our digitalization initiatives at the Bandırma I and II power plants resulted in a remarkable reduction of breakdown maintenance incidents to 17% in 2022."*

# Digital Transformation

Enerjisa Üretim's strategy is deeply rooted in the development of sustainable and renewable energy assets, and integral to this strategy is our commitment to digital transformation. Given the dispersed nature of renewable resources, technology plays a pivotal role in enabling real-time data monitoring. For instance, cutting-edge technology allows us to **remotely monitor the occupational health and safety** of our colleagues working at wind farms. Furthermore, the adoption of cloud and edge computing technologies facilitates swift access to real-time data, enabling our teams to promptly identify issues and implement corrective measures through proactive alert systems. The future of decentralized energy production, an increasingly prevalent trend, hinges on the adept management of data by agile and proficient teams.

**Our growth vision revolves around a digital-centric approach and as such, we place a strong emphasis on ensuring uninterrupted access to data and building a proficient digital team capable of harnessing data effectively.** Simultaneously, we remain committed to forging a corporate architecture that generates technology rather than merely consuming it. Underpinning this vision is our **'Data Democratisation'** strategy, where we strive to facilitate seamless and independent data access and analysis through the adoption of **'low code'** platforms. To achieve this, we are dedicated to strengthening the collaboration between the

Information Technology department and various business units.

With our extensive and continually expanding digital expertise, we embarked on a new digital framework aimed at delivering value to the sector. This framework extends our reach to offer products and services across Türkiye, Europe, and the global stage. We have begun developing products and services in four key domains: business transformation, data analytics, cybersecurity services, and digital energy platforms. These endeavours are founded on a comprehensive assessment of our competencies and the evolving market demands.

In 2022, we finalized our strategic plans to establish a cybersecurity monitoring centre and deliver cyber threat intelligence services tailored to the energy sector, including consultancy offerings to our customers. Our initial efforts have commenced to launch the first Operational Technology/Industrial Control System cybersecurity operation service in Türkiye, and the Middle East and North Africa region in 2023. Our commitment extends beyond fulfilling our internal requirements, as we aspire to share our valuable knowledge and experience in this field with external stakeholders in 2023.

*"Our initial efforts have commenced to launch the first Operational Technology/Industrial Control System cybersecurity operation service in Türkiye, and the Middle East and North Africa region in 2023."*

# Innovation

Our strategy of continuous development in new-generation technologies isn't confined to internal initiatives alone; it extends to ecosystem stakeholders such as start-ups, academia, techno cities, and incubation centres outside our organization.

**In 2022, our focus encompassed various domains within the realm of new energy technologies, including hydrogen, storage, and digital energy services.**

Over the past three years, we have been actively conducting pilot studies for hydrogen utilization and production. In February 2022, we signed a green hydrogen cooperation protocol in collaboration with Eti Maden, Aspilsan, and TÜBİTAK MAM, under the auspices

of the South Marmara Development Agency. As pioneers in Türkiye, we kickstarted green hydrogen production by installing a small-scale electrolyser to explore the green hydrogen potential in the South Marmara region. The green hydrogen we produce is currently employed for generator cooling at our Bandırma II power plant. In the future, our ambition is to gradually transition our natural gas power plants into green hydrogen-powered facilities.

In 2022, we submitted a project proposal for the "Small Hydrogen Valleys" initiative as part of the European Union Horizon Clean Hydrogen Joint Initiative call. As part of this project aimed at establishing Türkiye's inaugural Hydrogen Valley, Energisa Üretim

Bandırma Energy Base is slated to generate a minimum of 500 tons of green hydrogen annually. Serving as the project's sponsor, in collaboration with the South Marmara Development Agency and 16 local and international

*"Bandırma Energy Base is slated to generate a minimum of 500 tons of green hydrogen annually."*

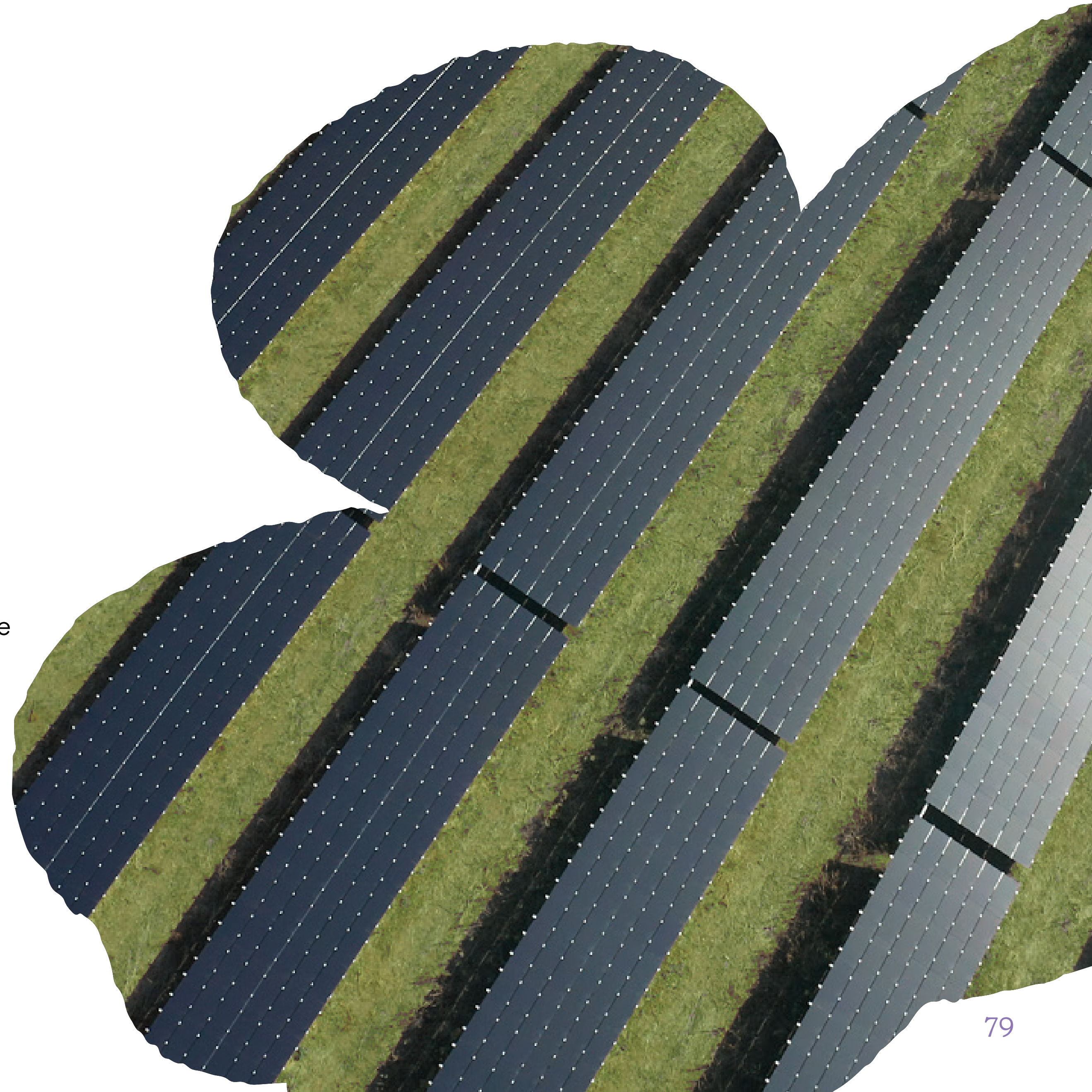
stakeholders, we anticipate a total investment of US\$13 million for this €36.8 million project coordinated by the European Union.

In line with our constant commitment to occupational health, we've developed a mobile application named 'Yol Arkadaşım' in partnership with a start-up. This app provides users with certified safe route information for power plant routes and offers access to alternative routes and real-time user location data in emergency situations.

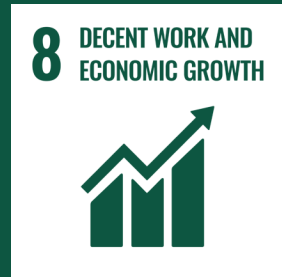
Our robotics project, featuring the four-legged autonomous robot known as Senkrobot, has been conducted within our facilities. It underscores our dedication to harnessing digital transformation opportunities facilitated

by the advanced technologies introduced by **Industry 4.0**. In our pursuit of unmanned power generation plants, we're actively developing solutions in **artificial intelligence, machine learning, and data analytics through robotics, mobile, and IIoT technologies.**

In 2022, we organized the **Wind Force Hackathon**, the largest event of its kind in the Turkish energy sector. Themed around Wind Force, this hackathon brought participants together to devise analytical solutions to production forecasting and predictive maintenance challenges related to wind turbines. It encouraged innovative approaches and diverse perspectives, offering participants the opportunity to vie for various prizes.



# Corporate Governance





# Senior Management

**Recognizing the integral importance of sustainability within Enerjisa Üretim's overarching business and growth strategy, Senior Management plays a pivotal role in providing guidance and overseeing the sustainability agenda.** We have actively engaged Senior Management in shaping our strategic blueprint and ensure they remain well-informed about key matters through our robust Sustainability Governance framework. As part of our concerted efforts to embed sustainability governance firmly within our corporate governance structures, the Board of Directors bears the

responsibility of endorsing sustainability processes and policies. Moreover, the CEO regularly briefs the Board on sustainability strategy and objectives during board meetings.

**Under the committed leadership of the CEO (who assumes a dual responsibility of Chairperson of the Sustainability Steering Committee), Senior Management is dedicated to the seamless integration of sustainability into every facet of our operations.** This entails incorporating sustainability considerations into the scrutiny of our strategic blueprint, annual budget, and innovation plans. Furthermore, Senior Management leads Enerjisa Üretim's sustainability endeavours, including those addressing the critical issue of climate change. This is achieved through diligent assessments of our operations, competitive landscape, and market dynamics, all with a keen focus on advancing our sustainability objectives.

# Internal Audit

Consistent with its role of providing an independent, objective assurance and consulting activity designed to add value and improve our operations, **the Internal Audit Department at Enerjisa Üretim plays a vital role in ensuring that our internal control system functions effectively and efficiently.**

This department is responsible for three main tasks: process audits, consultancy services, and ethical reviews.

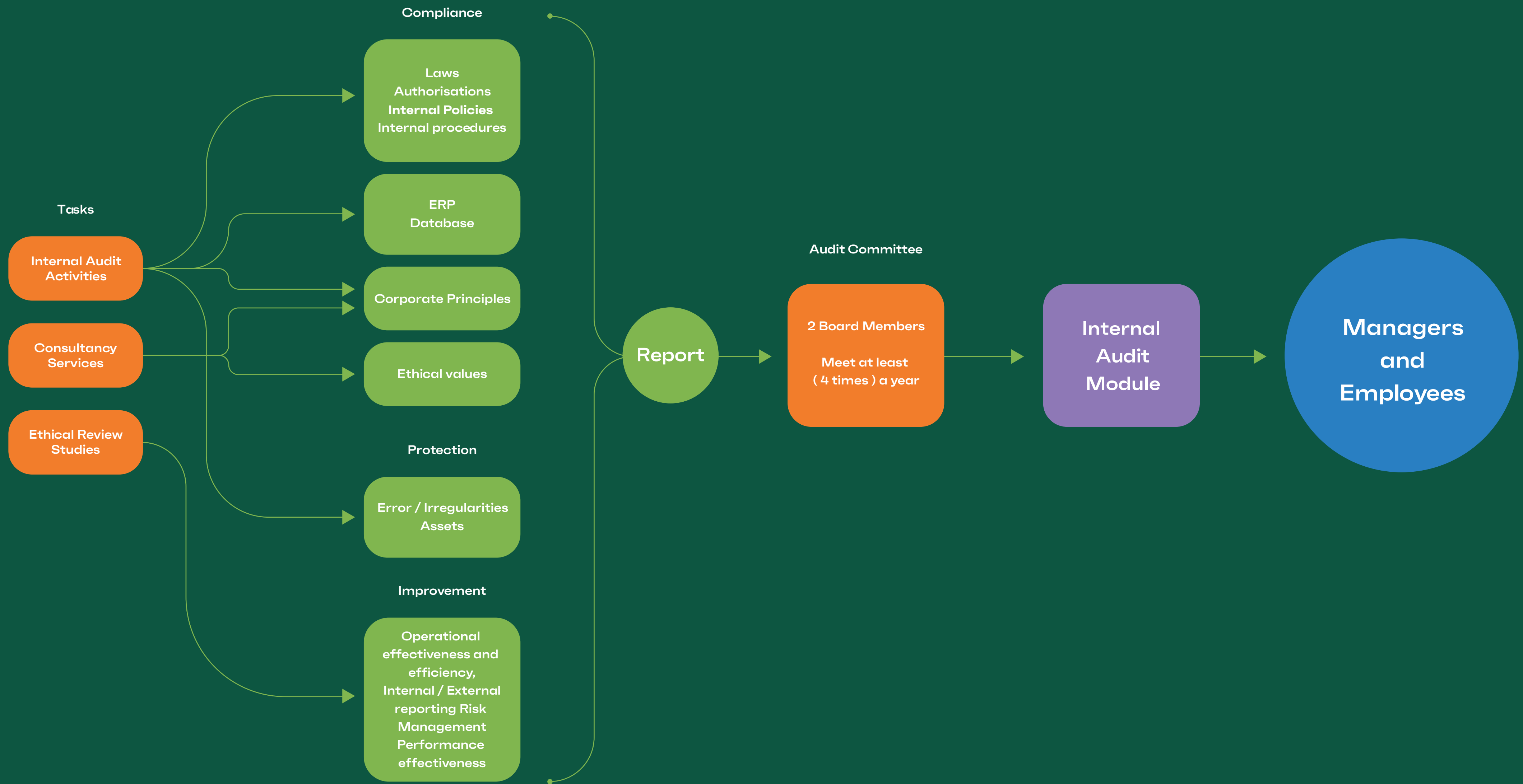
Each year, we employ a risk-based audit methodology that aligns with our strategic and sustainability priorities to evaluate the internal control system. In 2021, the department conducted 15 audits, a number that slightly decreased

to 14 audits in 2022. To enhance the effectiveness and sustainability of our audit processes, we implemented the Internal Audit Module, which allows for more efficient monitoring of audits, findings, and action plans across the entire company.

The Internal Audit Department operates independently and reports directly to the Audit Committee, comprising two members of the Board of Directors. **In 2022, the Audit Committee and Internal Audit held a total of five meetings to discuss audit findings and recommendations.**

Our internal audit activities strictly adhere to International Internal Audit

Standards and the Code of Ethics. Our commitment to compliance with these standards is validated through regular Quality Assurance Assessments (QAR), which are conducted every five years as mandated by international standards. Independent audit firms last performed the QAR study in 2018. To further develop and share their expertise in the professional field, all team members within the department are members of the Internal Audit Institute of Türkiye.



# Code of Business Ethics and Compliance

Enerjisa Üretim's primary principles concerning business ethics and compliance are rooted in the **Universal Declaration of Human Rights, relevant international standards, industry best practices, as well as the policies and rule sets laid out by our shareholders, Sabancı Holding and E.ON.** In alignment with these principles, we have developed the Enerjisa Üretim Code of Business Ethics, alongside Enerjisa Üretim Compliance Rules to provide comprehensive ethical and compliance guidance for our operations.

◀ [Enerjisa Üretim Code of Business Ethics](#)

## Enerjisa Üretim Code of Business Ethics (En-ETHICS)

The **Code of Business Ethics stands as the cornerstone guiding document for all our operations.** This comprehensive code encompasses a wide range of topics, including conducting our internal and external affairs in adherence to ethical standards, safeguarding all forms of company assets and information, preventing conflicts of interest, and combating bribery and corruption. It goes beyond the Company's legal obligations, outlining our responsibilities to

customers, colleagues, shareholders, suppliers, business partners, competitors, society, and our team's obligations to Enerjisa Üretim.

Our code of ethics booklet, known as EnEtik, is readily accessible to the public on our corporate website.

Employees continually enhance their understanding of business ethics rules and principles by completing regular training through the e-learning platform each year. They reaffirm their commitment to these standards by signing the "Business Ethics Compliance Statement."

## Enerjisa Üretim Compliance Rules

Our commitment to compliance is clearly defined in our Compliance Booklet, which lays out the rules, employee rights, criteria aligned with our company's values, and fundamental principles that all our teams at Enerjisa Üretim and its subsidiaries are expected to uphold. **This booklet serves as the primary guiding document in shaping our compliance policies and procedures, and all other compliance regulations within our company are developed in accordance with its framework.**

Our compliance rules and policies encompass a wide spectrum, addressing the Company's legal obligations, including competition law, anti-bribery, anti-money laundering, and corruption, as well as our responsibilities to

customers, colleagues, shareholders, suppliers, business partners, competitors, and society at large.

To foster a robust compliance culture, our employees receive ongoing, interactive training through digital platforms. We also organize in-person training sessions at our facilities and head office, ensuring comprehensive coverage and active participation.

Furthermore, Enerjisa Üretim encourages its employees, work teams, and all stakeholders to report any potential ethical, legal, or Company policy violations. This can be done by calling the Ethics Line at '0216 512 4242' or by contacting the Internal Audit Department via email at

[enetik\\_uretim@enerjisauretim.com](mailto:enetik_uretim@enerjisauretim.com)

It is important to note that only the Internal Audit Department has the authority to access these reports and conduct investigations into any alleged violations.

**The oversight of compliance matters falls under the purview of the Chief Legal Counsel and Compliance Advisor. The Compliance Advisor receives bi-annual reports from all departments regarding their adherence to legal regulations and regulatory requirements within their respective domains.** Furthermore, our teams receive guidance on international sanctions that may arise from customer and supplier relations, export controls, and the monitoring of adverse news through digital applications.

The resolution of compliance breaches, necessary corrective actions, and progress reporting are overseen by the Compliance Board, comprising the CEO, CFO, HR Assistant General Manager, Chief Legal Counsel, and, when it pertains to ethical rules, the Internal Audit Director. Regular meetings are **held every six months** to assess the compliance landscape. Audits and investigations related to ethical issues are conducted directly by the Internal Audit Directorate. In 2022, no compliance violations, including bribery and corruption, were identified in the audits, complaints, or notifications received.

Compliance Violation Notification Lines are as follows:

[uyum.ihbar@enerjisauretim.com](mailto:uyum.ihbar@enerjisauretim.com)

0216 512 40 60

As a member of the “Global Compact Signatories Association”, our Company actively participates in the United Nations (UN) Global Compact Network Türkiye. This engagement aligns with the UN Global Compact, which stands as the world’s most expansive and all-encompassing sustainability initiative. Under this commitment, we pledge to adhere to the 10 fundamental principles, **organized into four main categories, across all our business operations. Furthermore, we undertake the responsibility of annually reporting our activities within this framework.**

# Sustainable Purchasing Policy

Effective and mutually beneficial relationships with suppliers are a key driver of competitiveness for organizations. By adopting a modern supplier relationship management system that places emphasis on fostering relationships rather than traditional procurement, businesses can enhance both the efficiency and effectiveness of their procurement processes. Such a system optimizes resource planning to ensure a continuous supply chain and facilitates cost management.

At Enerjisa Üretim, we embrace a sustainable procurement perspective that strives to establish a structure

aligning with the principles of sustainable development—social, environmental, and economic balance—while addressing material, service, and business needs. Within our supply chain processes, we take a holistic approach, considering the full life cycle of materials, and endeavour to minimize our environmental impact.

Through Sustainable Purchasing, we champion a perspective that supports sustainable practices in our procurement processes. **This approach prioritizes sustainability in contracts, supplier management, and collaborations, aiming to reduce environmental impact, maximize community benefits, promote**

**expenditures that contribute to the circular economy, and enhance the value created throughout the product life cycle.** We remain committed to transparency principles and ensure our decisions are proportionate and equitable.

Businesses that integrate sustainability into their operations are better equipped to navigate changing conditions, proactively manage risks, and **align with the principles of the United Nations Global Compact, particularly the 16th Sustainable Development Goal.** This goal focuses on reducing corruption and bribery while promoting effective, accountable, and transparent organizations throughout the value chain.

At Enerjisa Üretim, we have initiated a sustainability rating process for our identified suppliers, evaluating them in the areas of Corporate Governance, Social Responsibility, Environmental Management, Monitoring, and Reporting. The objectives of this assessment are as follows:

**- To determine the sustainability score of our supplier organizations and rate them across these four main categories, considering verifiable examples and publicly available data related to their activities.**

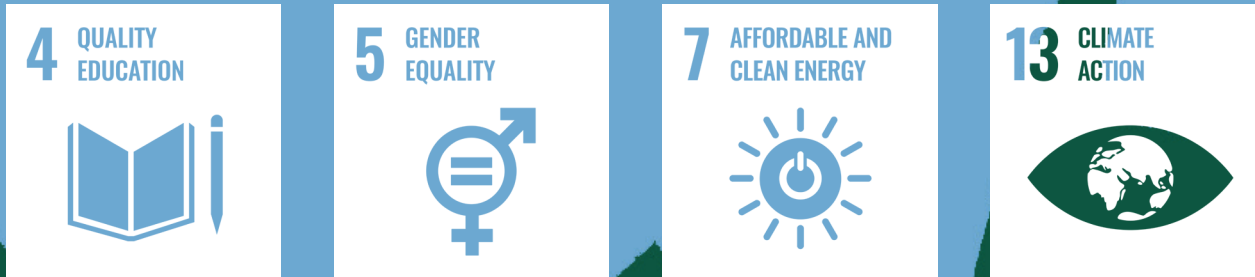
**- To identify the areas in which these organizations excel and where they need improvement to enhance their overall sustainability performance. This enables organizations to track their progress annually and share their results in their annual and sustainability reports.**

Through this sustainability assessment, we aim to provide our suppliers with a measurable benchmark for their sustainability efforts. This allows them to gauge their sustainability performance and take proactive steps to align with sustainability standards and continually improve.

Furthermore, we view our suppliers and stakeholders as essential business partners, recognizing that our cooperation is vital to achieving our goals. Therefore, we consider our suppliers' adherence to our "Enerjisa Üretim Sustainable Procurement Principles" as a primary responsibility. These principles encompass our supply chain operations and outline the expected code of conduct for our suppliers. We expect our suppliers to commit to these principles, communicate them throughout their supply chains, and ensure their implementation by their own suppliers. By incentivizing our suppliers to produce environmentally efficient and high-quality products, we aim to transform Enerjisa Üretim's supply chain into a more sustainable and reliable network.



# Risk Management Organisation and Culture



# Risk Management Organisational and Culture

**Energisa Üretim is exposed to a range of risks, encompassing technical risks stemming from our assets, market risks, counterparty risks, and operational risks related to our involvement in the electricity and natural gas sectors.** Our integrated approach to risk management is designed to identify, evaluate, and mitigate these risks and opportunities that may impact our operational, strategic, and financial plans. Through various methodologies, we aim to effectively manage risks while harnessing the potential benefits associated with identified opportunities.

Within our organization, two distinct departments are responsible

for managing risks in their respective domains. The Technical Risk Management department oversees technical risks associated with our assets, while the Risk Culture department is focused on managing commercial, financial, and corporate risks, as well as ensuring business continuity.

Our approach to risk management extends beyond a technical and methodical perspective; we also emphasize its cultural dimension. In an environment characterized by rapid change and uncertainties, integrating risk management into our daily decision-making processes becomes imperative. We are actively enhancing our Enterprise

Risk Management Organization practices to align with the evolving needs of the future. Additionally, we are undertaking initiatives to cultivate a dynamic and adaptable risk culture that can thrive in forward-looking environments.

## Risk Culture

In 2022, we initiated the establishment of two new committees aimed at enhancing our risk culture, facilitating cultural transformation, more effectively addressing strategic and systemic risks, and bolstering coordination efforts. The Risk Leadership Committee, comprised of senior management team members, is dedicated to managing strategic and organizational risks and formulating policies. On the other hand, the Enterprise Risk Management Committee, featuring broader participation from our functional leaders, assesses the existing risk landscape, proactively identifies systemic risks, and undertakes coordination activities to propagate a

risk-aware culture throughout the organization.

**To ensure the continuity of our business processes, we have incorporated Business Continuity Risk Management into our Financial, Commercial, and Corporate Risk Management practices, a process initiated in 2021.** Drawing from business impact analyses and risk assessments, we have successfully developed Business Continuity Plans on a departmental basis, with the goal of minimizing the potential impact of process disruptions and facilitating rapid recovery.

At Energisa Üretim, we carefully monitor market risks using advanced risk management tools and techniques that we have honed and employed over the years in both asset optimization and commercial endeavours. Our commercial activities are conducted with significant consideration of risk capital and risk limit structures.

**We employ advanced risk management methodologies to mitigate the adverse effects of exchange rate fluctuations.** Despite the ongoing uncertainties, 2022 concluded with commendable achievements and a high level of performance in terms of risk management across our organization.

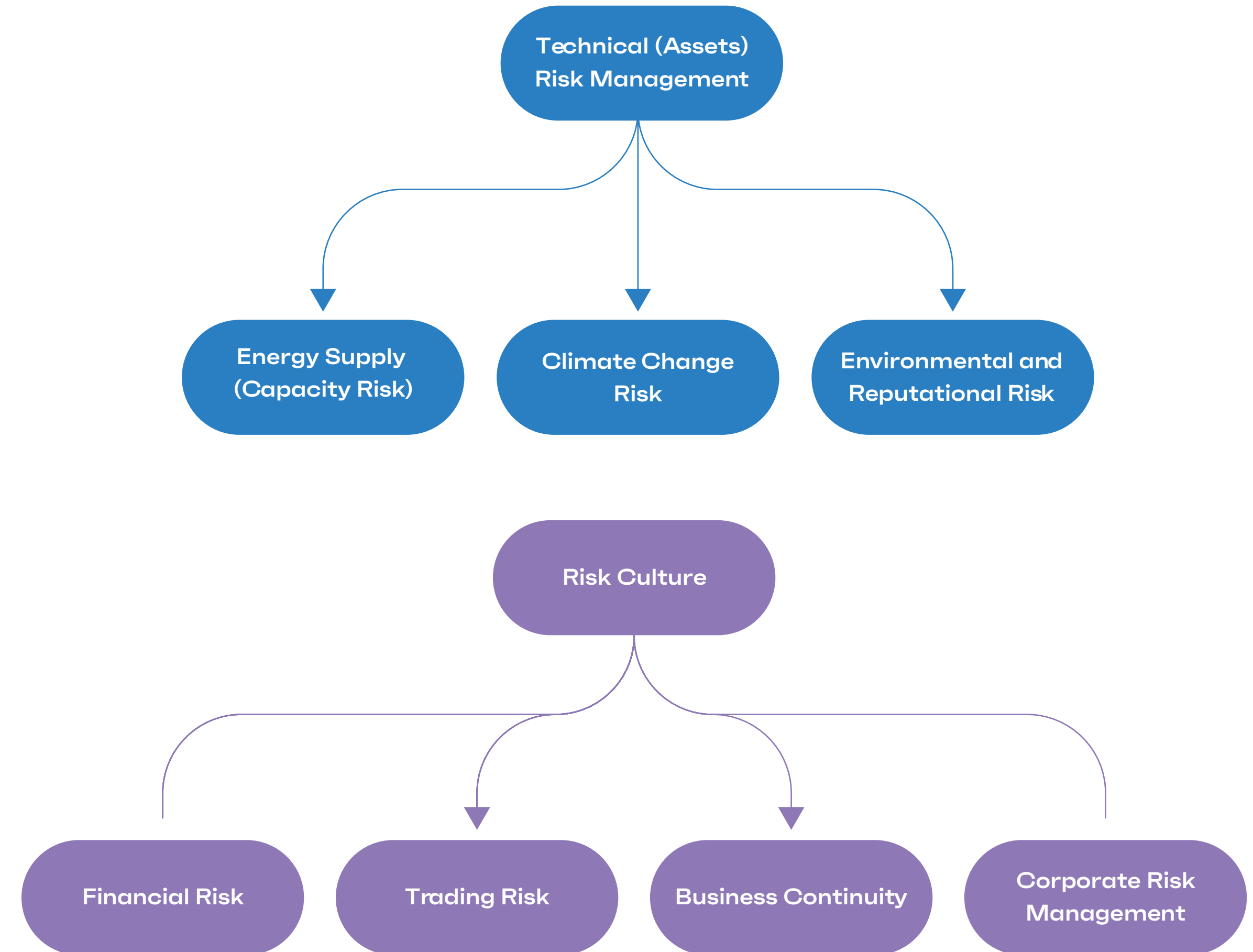
## Technical Risk Management

In 2022, we attained the ISO 55001 Asset Management Certificate for our Synchronous and Hydroelectric Power Plants, at our Bandırma Base and WPPs. Our dedication to excellence in asset management continues in 2023, as we embark on the journey to secure this certification for our Tufanbeyli Power Plant.

As part of the ISO 55001 Asset Management System, our Strategic Asset Management Plans are designed to incorporate comprehensive medium and long-term risk assessments. To further underscore our commitment to sustainability and align it with our risk management framework, we have

undertaken risk analyses for all our power plants. Additionally, we have initiated preliminary investigations to monitor climate change-related risks, adhering to the guidelines set forth by the Task Force on Climate-related Financial Disclosures (TCFD).

As we move forward into 2023, we remain steadfast in our efforts to identify climate change risks comprehensively and to formulate proactive strategies aimed at addressing them.





**"We won the Barry Holt Award in the Exceptional Risk Management category, presented by the 2022 IIRSM Risk Excellence Awards."**

# Annexes

# Member Organisations

Enerjisa Üretim actively engages with various associations and organizations, either directly as a member or in advisory roles, to represent energy and power production viewpoints, and contribute to the energy sector's development. Some of the most notable ones include:

- **Borsa Istanbul Energy Committee**
- **ETD - Electricity Trade Association**
- **EÜD - Electricity Producer Association**
- **GÜYAD - Energy Investors Association**
- **International Institute of Risk and Safety Management**
- **ISO Energy Committee**
- **PETFORM - Petroleum and Natural Gas Platform Association**
- **TÜREB - Turkish Wind Energy Association**
- **SHURA**
- **BCSD Türkiye - Business Council for Sustainable Development**
- **TEID - Ethics and Reputation Society**
- **TOBB Natural Gas Committee**
- **TOBB Energy Committee**
- **Internal Audit Institute of Türkiye Institute of Asset Management**

- **TUSIAD - Turkish Industrialists' and Businessmen's Association**
- **UN Global Compact**
- **WEPs - Women's Empowerment Principles**

Organising the Physical Asset Management Conference in 2022. Around the theme of 'sustainability', Enerjisa Üretim aimed to highlight the contributions of physical asset management studies to the energy sector and promote the sharing of knowledge among stakeholders. In addition to these types of stakeholder meetings, Enerjisa Üretim maintains ongoing communication with various associations and institutions in the sector through platforms such as social media, sustainability reports, and other channels.

# Indicators

Data marked in orange have received limited external assurance.

## Social Indicators

| EMPLOYMENT RETENTION  | 2020  |     | 2021  |     | 2022  |     |
|---|-------|-----|-------|-----|-------|-----|
|   | Women | Men | Women | Men | Women | Men |
| Total number of employees who resigned                                | 12    | 24  | 14    | 50  | 22    | 84  |
| The number of employees under the age of 30 who resigned              | 6     | 7   | 3     | 9   | 12    | 9   |
| The number of employees ages 30-50 years old (inclusive) who resigned | 6     | 15  | 11    | 34  | 10    | 72  |
| The number of employees 50+ who resigned                              | 0     | 2   | 0     | 7   | 0     | 3   |
| The number of positions filled by internal candidates                 | 20    | 72  | 9     | 44  | 24    | 40  |
| The number of all vacant positions                                    | 152   |     | 175   |     | 217   |     |

| EMPLOYEES BY SENIORITY | 2020  |     | 2021  |     | 2022  |     |
|------------------------|-------|-----|-------|-----|-------|-----|
|                        | Women | Men | Women | Men | Women | Men |
| 0-5 years              | 81    | 409 | 86    | 407 | 119   | 438 |
| 5-10 years             | 23    | 211 | 25    | 201 | 26    | 218 |
| 10 years +             | 9     | 65  | 12    | 118 | 14    | 158 |

| SUB-CONTRACTORS                             | 2020  |     | 2021  |     | 2022 |     |
|---|-------|-----|-------|-----|------|-----|
|   | Women | Men | Women | Men | Men  | Men |
| Number of subcontracted employees by gender | 34    | 522 | 55    | 502 | 87   | 549 |

| PROFILE OF EMPLOYEES                      | 2020  |     | 2021  |     | 2022  |     |
|---|-------|-----|-------|-----|-------|-----|
|   | Women | Men | Women | Men | Women | Men |
| Total number of employees                 | 113   | 685 | 123   | 726 | 159   | 814 |
| Office workers                            | 106   | 271 | 116   | 311 | 152   | 354 |
| Non-office (technical, operational, etc.) | 7     | 414 | 7     | 415 | 7     | 460 |

| MANAGERS                      | 2020  |     | 2021  |     | 2022  |     |
|-------------------------------|-------|-----|-------|-----|-------|-----|
|                               | Women | Men | Women | Men | Women | Men |
| Total number of managers      | 14    | 48  | 18    | 62  | 26    | 100 |
| Under 30 years of age         | 1     | 0   | 0     | 0   | 0     | 0   |
| 30 - 50 years old (inclusive) | 13    | 45  | 17    | 57  | 24    | 94  |
| 50 years +                    | 0     | 3   | 1     | 5   | 2     | 6   |

| BOARD OF DIRECTORS | 2020  |     | 2021  |     | 2022  |     |
|--------------------|-------|-----|-------|-----|-------|-----|
|                    | Women | Men | Women | Men | Women | Men |
| Directors          | 2     | 5   | 2     | 5   | 1     | 5   |

| NEW HIRES                              | 2020  |     | 2021  |     | 2022  |     |
|--|-------|-----|-------|-----|-------|-----|
|  | Women | Men | Women | Men | Women | Men |
| Total number of new hires for the year | 19    | 47  | 24    | 84  | 53    | 164 |
| Under 30 years of age                  | 13    | 25  | 20    | 35  | 31    | 74  |
| 30 - 50 years old (inclusive)          | 6     | 20  | 4     | 44  | 22    | 90  |
| 50 years +                             | 0     | 2   | 0     | 5   | 0     | 0   |



## Social Indicators

| TOTAL EMPLOYEE TURNOVER RATES  | 2020  |     | 2021  |     | 2022  |     |
|--|-------|-----|-------|-----|-------|-----|
|  | Women | Men | Women | Men | Women | Men |
| Under 30 years of age  | 9%    |     | 8%    |     | 10%   |     |
| 30-50 years old  | 3%    |     | 7%    |     | 11%   |     |
| 50 years +   | 18%   |     | 30%   |     | 12%   |     |
| Kadın çalışan  | 11%   |     | 11%   |     | 4%    |     |
| Erkek çalışan  | 4%    |     | 7%    |     | 10%   |     |
| İlk kademe (N-1) yönetici  | 0%    |     | 6%    |     | 0%    |     |
| Orta kademe (N-2) yönetici   | 14v   |     | 8%    |     | 4%    |     |
| Üst kademe (N-3) yönetici  | 57%   |     | 114%  |     | 11%   |     |
| PARENTAL LEAVE   | 2020  |     | 2021  |     | 2022  |     |
|  | Women | Men | Women | Men | Women | Men |
| Total employees on maternity or paternity leave                                  | 5     | 30  | 2     | 42  | 4     | 46  |
| Ratio of employees returning to work after maternity/paternity leave             | 2     | 30  | 2     | 42  | 4     | 46  |
| After returning following parental leave, continued work for a min. 12 months    | 2     | 30  | 2     | 42  | 4     | 43  |
| The ratio of employees returning to work from maternity leave to total employees | 0,61% |     | 0,23% |     | 100%  |     |

| TRAINING PROGRAMMES   | 2020      |        | 2021        |        | 2022       |        |
|---|-----------|--------|-------------|--------|------------|--------|
|   | Women     | Men    | Women       | Men    | Women      | Men    |
| Total training hours by gender                                | 6,804     | 48,030 | 10,673      | 65,204 | 14,797     | 82,193 |
| Under 30 years of age   | 12,652    |        | 21,053      |        | 22,557     |        |
| 30 - 50 years old (inclusive)                                 | 41,450    |        | 53,316      |        | 71,253     |        |
| 51 years of age and over                                      | 732       |        | 1,508       |        | 3,180      |        |
| First level (N-1) Manager                                     | 912       |        | 232         |        | 279        |        |
| Middle level (N-2) Manager                                    | 4,007     |        | 2,094       |        | 3,452      |        |
| Upper level (N-3) Manager                                     | 7,90      |        | 10,538      |        | 16,480     |        |
| Ethics  | 19        | 113    | 58          | 358    | 140        | 782    |
| Diversity and Inclusion                                       |           |        |             |        | 22         | 116    |
| Fighting Bribery and Corruption                               | 19        | 113    | 58          | 358    | 140        | 782    |
| Environment and Sustainability                                | 42        | 260    | 131         | 804    | 319        | 987    |
| Total cost of Training Programs (TL)                          | 4,965,000 |        | 11,0022,000 |        | 29,701,539 |        |
| Training spend per employee (TL)                              | 15,230    |        | 12,982      |        | 30,526     |        |
| PERFORMANCE EVALUATION  | 2020      |        | 2021        |        | 2021       |        |
|   | Women     | Men    | Women       | Men    | Women      | Men    |
| Number of employees undergoing regular performance evaluation | 98        | 658    | 110         | 673    | 140        | 750    |
| Employee Satisfaction Survey Results                          | 83%       | 90%    | 88%         | 83%    | 72%        | 84%    |

## Environmental Indicators

| TYPE OF TECHNOLOGY |                              | 2021                                   | 2022             | % Change |
|--------------------|------------------------------|--|------------------|----------|
|                    |                              | Emisyon (metric ton CO <sub>2</sub> e) |                  |          |
| Scope 1            | Lignite Thermal Power Plants | 4,060,36                               | <b>4,164,026</b> | 2,6%     |
|                    | Natural Gas Plants           | 3,505,641                              | <b>2,705,591</b> | -22,8%   |
|                    | Hydroelectric Plants         | 5,528                                  | <b>1,099</b>     | -80,1%   |
|                    | Wind Energy Plants           | 1,554                                  | <b>302</b>       | -80,6%   |
|                    | Solar Energy Plants          | 1                                      | <b>68</b>        | N/R      |
|                    | Ataşehir Head Quarters       | 181                                    | <b>233</b>       | 28,5%    |
| Total Scope 1      |                              | 7,573,041                              | <b>6,871,319</b> | -9,3%    |
| Total Scope 2      |                              | 14,836                                 | <b>30,852</b>    | 108,0%   |
| Total Scope 3      |                              | 12,099                                 | <b>69,770</b>    | 476,7%   |

| ENERGY CONSUMPTION BY FUEL TYPE (2022) |                   |                      |
|--|-------------------|----------------------|
| Natural Gas                            | m <sup>3</sup>    | <b>1,310,546,771</b> |
| Diesel                                 | litre             | <b>1,654,697</b>     |
| Coal                                   | ton               | <b>6,268,847</b>     |
| Fuel-Oil                               | m <sup>3</sup>    | <b>2</b>             |
| Petrol                                 | litre             | <b>67,325</b>        |
| LPG                                    | Kg                | <b>16,817</b>        |
| Electricity                            | kWh               | <b>71,308,302</b>    |
| Heat/Steam/Cooling Gas/Electricity     | Electricity – MWh | <b>14,643,088</b>    |

## Environmental Indicators

| OTHER INDICATORS                     | 2021                | 2022             | Change (%) |
|--------------------------------------|---------------------|------------------|------------|
| Hazardous Waste (tons)*              | 521                 | <b>326</b>       | -37.5%     |
| Non-Hazardous Waste (tons) **        | 43                  | <b>73</b>        | 68.4%      |
| Emissions Intensity (gr/kWh)         | 458                 | 453              | -1%        |
| Samplings Planted (units)            | 285,000             | 340,000          | 19.3%      |
| Total Plastic Use (ton)              | 9.3                 | 5.5              | -40.86%    |
| WATER CONSUMPTION (2022)             |                     |                  |            |
| Total Water Withdrawal               | m <sup>3</sup>      | <b>2,241,647</b> |            |
| Total Domestic Waste Water Discharge | m <sup>3</sup>      | <b>114,009</b>   |            |
| Total Water Recycling /Reused        | m <sup>3</sup>      | <b>725,981</b>   |            |
| Water Withdrawal Intensity ***       | m <sup>3</sup> /MWh | 0.15             |            |

\* In 2022, 324.3 tons (99.50%) of hazardous waste was treated, 1.28 tons recycled and 0.014 tons was sent to hazardous land fill.

\*\*\* This number does not include 2.29 million tons of coal ash sent for impoundment in 2022. Of the remaining, 24.4 tons (32%) was sent to landfill and 47.6 tons (68%) was recycled.

\*\*\* 2021 Water withdrawal intensity was 0.22 m<sup>3</sup>/MWh

\*\*\*\* The amount of internal consumption to power our hydroelectric, wind and solar power plants and hybrid power plants.

| INTENSITY INDICATORS (2022)                                       |                                  |                  |
|---|----------------------------------|------------------|
| Greenhouse Gas Emission Intensity                                 | t CO <sub>2</sub> -e / TL income | <b>0,1244</b>    |
| Energy Intensity  | MWh / TL income                  | <b>0,39527</b>   |
| OTHER ENERGY INDICATORS (2022)                                    |                                  |                  |
| Share of Renewable Energy Consumption in Total Energy Consumption | %                                | <b>6</b>         |
| Renewable Energy Production                                       | MWh                              | <b>4,048,977</b> |
| Renewable Energy Consumption****                                  | MWh                              | <b>48,804</b>    |
| TRAVEL INDICATORS (2022)  |                                  |                  |
| Total Annual Business Air Travel                                  | km                               | <b>5,681,799</b> |
| Total Annual Personnel Commuting                                  | km                               | <b>2,576,549</b> |

## OHS Indicators

| HOURS WORKED                    | 2020      | 2021      | 2022      |
|---------------------------------|-----------|-----------|-----------|
| Total hours worked              | 4,559,489 | 4,729,686 | 5,044,765 |
| OHS FOR DIRECT EMPLOYEES        | 2020      | 2021      | 2022      |
| Number of incidents             | 4         | 3         | 3         |
| Number of fatalities            | 0         | 0         | 0         |
| Number of occupational diseases | 0         | 1         | 2         |
| Injury-related absenteeism      | 22        | 93        | 25        |
| Lost day rate (LWR)             | 0.97      | 3.93      | 0.99      |

| OHS FOR SUB-CONTRACTOR EMPLOYEES         | 2020   | 2021   | 2022   |
|--|--------|--------|--------|
| Number of accidents                      | 9      | 12     | 17     |
| Number of fatalities                     | 0      | 0      | 0      |
| Number of occupational diseases          | 0      | 2      | 1      |
| Abstenteeism due to accidents            | 22     | 117    | 132    |
| OHS TRAINING                             | 2020   | 2021   | 2022   |
| OHS Training for Employees (hours)       | 23,545 | 37,018 | 33,409 |
| OHS Training for Sub-contractors (hours) | 17,760 | 9,846  | 15,568 |

# GRI Content



CONTENT INDEX  
ESSENTIALS SERVICE

2023

## Statement of Use

This report has been prepared for Energisa Enerji Üretim A.Ş., Energisa Elektrik Enerjisi Toptan Satış A.Ş., Energisa Doğalgaz Toptan Satış A.Ş., and Energisa Europe Kft. for the period January 1, 2022 - December 31, 2022, in accordance with GRI Standards.

## GRI 1 Used

GRI 1: Foundation 2021

## Applicable GRI Sector Standard(s)

/

| GRI STANDARD/<br>OTHER SOURCE          | DISCLOSURE  | LOCATION  | OMISSION               |        |             |
|--|---|---|------------------------|--------|-------------|
|  |   |   | REQUIREMENT(S) OMITTED | REASON | EXPLANATION |
| <b>General Disclosures</b>             |   |   |                        |        |             |
| <b>GRI 2: General Disclosures 2021</b> | <b>2-1</b> Organizational details   | Scope of Report, p. 8   |                        |        |             |
|  | <b>2-2</b> Entities included in the organization's sustainability reporting | Scope of Report, p. 8   |                        |        |             |
|  | <b>2-3</b> Reporting period, frequency and contact point                    | Scope of Report, p. 8   |                        |        |             |
|  | <b>2-4</b> Restatements of information                                      | GRI Content Index: There is no restated information in the report.                              |                        |        |             |
|  | <b>2-5</b> External assurance   | PwC Bağımsız Denetim ve Serbest Muhasebeci Mali Müşavirlik A.Ş. has provided limited assurance. |                        |        |             |
|  | <b>2-6</b> Activities, value chain and other business relationships         | Sustainability Strategy and Our Value Chain, p. 10 -11  |                        |        |             |
|  | <b>2-7</b> Employees  | Indicators, p. 97   |                        |        |             |
|  | <b>2-8</b> Workers who are not employees                                    | Indicators, p. 97-101   |                        |        |             |

# GRI Content

| GRI STANDARD/<br>OTHER SOURCE                 | DISCLOSURE  | LOCATION  | OMISSION               |        |             |
|---|---|---|------------------------|--------|-------------|
|   |   |   | REQUIREMENT(S) OMITTED | REASON | EXPLANATION |
| <b>Corporate Governance</b>                   |   |   |                        |        |             |
| <b>GRI 3: Material Topics 2021</b>            | <b>3-3</b> Management of material topics  | Corporate Governance, p. 81   |                        |        |             |
|   | <b>2-9</b> Governance structure and composition   | Corporate Governance, p. 81   |                        |        |             |
|   | <b>2-10</b> Nomination and selection of the highest governance body                     | Corporate Governance, p. 81   |                        |        |             |
|   | <b>2-11</b> Chair of the highest governance body  | Sustainability Governance, p. 16-19. ; Corporate Governance, p. 81        |                        |        |             |
|   | <b>2-12</b> Role of the highest governance body in overseeing the management of impacts | Sustainability Governance, p.16-19  |                        |        |             |
|   | <b>2-13</b> Delegation of responsibility for managing impacts                           | Sustainability Governance, p. 16-19                                       |                        |        |             |
|   | <b>2-14</b> Role of the highest governance body in sustainability reporting             | Corporate Governance, p. 81   |                        |        |             |
|   | <b>2-15</b> Conflicts of interest   | Business Ethics and Compliance, p. 84-86                                  |                        |        |             |
|   | <b>2-16</b> Communication of critical concerns  | Business Ethics and Compliance, p. 84-86                                  |                        |        |             |
|   | <b>2-17</b> Collective knowledge of the highest governance body                         | <a href="#">← <i>Energisa Üretim 2022 Turkish Annual Report</i> p. 81</a> |                        |        |             |
|   | <b>2-18</b> Evaluation of the performance of the highest governance body                | Sustainability Governance, p. 16-19                                       |                        |        |             |
|   | <b>2-19</b> Remuneration policies   | Corporate Governance, p. 81   |                        |        |             |
| <b>2-20</b> Process to determine remuneration | Corporate Governance, p. 81   |   |                        |        |             |

# GRI Content

| GRI STANDARD/<br>OTHER SOURCE         | DISCLOSURE  | LOCATION   | OMISSION               |   |   |
|---------------------------------------|---|--|------------------------|---|---|
|                                       |   |  | REQUIREMENT(S) OMITTED | REASON  | EXPLANATION   |
|                                       | 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                                     | Energisa Üretim has classified its annual total wage rates as confidential. |
| <b>Regulation and Compliance</b>      |   |  |                        |   |   |
| GRI 3: Material Topics 2021           | 3-3 Management of material topics                               | <a href="#">Code of Business Ethics</a> p. 84-86   |                        |   |   |
|                                       | 2-22 Statement on sustainable development strategy              | Sustainability Strategy and Our Value Chain, p. 10-11  |                        |   |   |
|                                       | 2-23 Policy commitments   | Our Contribution to Society, p. 21; Business Ethics and Compliance, p. 84-86                             |                        |   |   |
|                                       | 2-24 Embedding policy commitments                               | Our Contribution to Society, p. 21; Waste Management, p. 69-70; Business Ethics and Compliance, p. 84-86 |                        |   |   |
|                                       | 2-25 Processes to remediate negative impacts                    | Energy Supply Security, p. 72; Sustainable Purchasing Policy, p. 87-88                                   |                        |   |   |
|                                       | 2-26 Mechanisms for seeking advice and raising concerns         | Business Ethics and Compliance, p. 84-86   |                        |   |   |
|                                       | 2-27 Compliance with laws and regulations                       | Business Ethics and Compliance, p. 84-86   |                        |   |   |
|                                       | 2-28 Membership associations                                    | Memberships, p. 95-96  |                        |   |   |
|                                       | 2-29 Approach to stakeholder engagement                         | Our Sustainability Priorities, p. 12-13  |                        |   |   |
| 2-30 Collective bargaining agreements | There is no collective bargaining agreement in Energisa Üretim. | 2-30 a; 2-30 b   |                        | There is no collective bargaining agreement in Energisa Üretim. |   |

# GRI Content

| GRI STANDARD/<br>OTHER SOURCE           | DISCLOSURE   | LOCATION   | OMISSION               |        |             |
|---|--|--|------------------------|--------|-------------|
|   |  |  | REQUIREMENT(S) OMITTED | REASON | EXPLANATION |
| <b>Material Topics</b>                  |  |  |                        |        |             |
| GRI 3: Material Topics 2021             | 3-1 Process to determine material topics   | Our Sustainability Priorities, p. 12-13  |                        |        |             |
|   | 3-2 List of material topics  | Our Sustainability Priorities, p. 12-13  |                        |        |             |
| <b>Circular Economy</b>                 |  |  |                        |        |             |
| GRI 3: Material Topics 2021             | 3-3 Management of material topics  | Sustainability Strategy and Our Value Chain, p. 10-11; Waste Management, p. 69-70                          |                        |        |             |
| GRI 201: Economic Performance 2016      | 201-1 Direct economic value generated and distributed                                | Sustainable Purchasing Policy, p. 87-88  |                        |        |             |
|   | 201-2 Financial implications and other risks and opportunities due to climate change | Climate Change and Environment, p. 54-70   |                        |        |             |
|   | 201-3 Defined benefit plan obligations and other retirement plans                    | Our People and Culture, p. 37-52   |                        |        |             |
|   | 201-4 Financial assistance received from government                                  | No help was received.  |                        |        |             |
| GRI 203: Indirect Economic Impacts 2016 | 203-1 Infrastructure investments and services supported                              | Energy Supply Security, p. 72-73, Sustainable Purchasing Policy, 87-88, Our Contribution to Society, p. 21 |                        |        |             |
|   | 203-2 Significant indirect economic impacts  | Enerjisa Üretim 2022 Turkish Annual Report, p. 66  |                        |        |             |



# GRI Content

| GRI STANDARD/<br>OTHER SOURCE      | DISCLOSURE   | LOCATION   | OMISSION               |        |             |
|------------------------------------|--|--|------------------------|--------|-------------|
|                                    |  |  | REQUIREMENT(S) OMITTED | REASON | EXPLANATION |
| <b>Climate Crisis</b>              |  |  |                        |        |             |
| <b>GRI 3: Material Topics 2021</b> | <b>3-3</b> Management of material topics                                   | Climate Change and Environment, p. 54-70 ;<br>Energy Supply Security, p. 72-73; Sustainability<br>Strategy and Our Value Chain, p. 10-11 |                        |        |             |
|                                    | <b>302-1</b> Energy consumption within the organization                    | Indicators, p. 99  |                        |        |             |
| <b>GRI 302: Energy 2016</b>        | <b>302-2</b> Energy consumption outside of the<br>organization             | Indicators, p. 99-100  |                        |        |             |
|                                    | <b>02-3</b> Energy intensity   | Indicators, p. 100   |                        |        |             |
|                                    | <b>302-4</b> Reduction of energy consumption                               | Energy Supply Security, p. 72-73;<br>Innovation, p. 78-79  |                        |        |             |
|                                    | <b>302-5</b> Reductions in energy requirements of<br>products and services | Our Renewable Energy Strategy, p. 54-57;<br>Energy Supply Security, p. 72-73   |                        |        |             |
|                                    | <b>306-1</b> Waste generation and significant<br>waste-related impacts     | Waste Management, p. 69-70   |                        |        |             |
| <b>GRI 306: Waste 2020</b>         | <b>306-2</b> Management of significant waste-related<br>impacts            | Waste Management, p. 69-70   |                        |        |             |
|                                    | <b>306-3</b> Waste generated   | Waste Management, p. 69-70   |                        |        |             |
|                                    | <b>306-4</b> Waste diverted from disposal                                  | Indicators, p. 100   |                        |        |             |
|                                    | <b>306-5</b> Waste directed to disposal                                    | Waste Management, p. 69-70   |                        |        |             |

# GRI Content

| GRI STANDARD/<br>OTHER SOURCE            | DISCLOSURE   | LOCATION   | OMISSION               |        |             |
|--|--|--|------------------------|--------|-------------|
|  |  |  | REQUIREMENT(S) OMITTED | REASON | EXPLANATION |
| <b>Water Management</b>                  |  |  |                        |        |             |
| <b>GRI 3: Material Topics 2021</b>       | <b>3-3</b> Management of material topics   | Waste Management, p. 69-70   |                        |        |             |
| <b>GRI 303: Water and Effluents 2018</b> | <b>303-1</b> Interactions with water as a shared resource  | Waste Management, p. 69-70 ; Our Contribution to Society, p. 21                            |                        |        |             |
|  | <b>303-2</b> Management of water discharge-related impacts   | Waste Management, p. 69-70   |                        |        |             |
|  | <b>303-3</b> Water withdrawal  | Indicators, p. 100   |                        |        |             |
|  | <b>303-4</b> Water discharge   | Waste Management, p. 69-70   |                        |        |             |
|  | <b>303-5</b> Water consumption   | Indicators, p. 100   |                        |        |             |
| <b>Biodiversity</b>                      |  |  |                        |        |             |
| <b>GRI 3: Material Topics 2021</b>       | <b>3-3</b> Management of material topics   | Biodiversity Conservation and Afforestation, p. 62-68; Sustainability Governance, p. 16-19 |                        |        |             |
| <b>GRI 304: Biodiversity 2016</b>        | <b>304-1</b> Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas | Biodiversity Conservation and Afforestation, p. 62-68                                      |                        |        |             |
|  | <b>304-2</b> Significant impacts of activities, products and services on biodiversity  | Biodiversity Conservation and Afforestation, p. 62-68                                      |                        |        |             |
|  | <b>304-3</b> Habitats protected or restored  | Biodiversity Conservation and Afforestation, p. 62-68                                      |                        |        |             |

# GRI Content

| GRI STANDARD/<br>OTHER SOURCE               | DISCLOSURE   | LOCATION   | OMISSION               |        |             |
|---|--|--|------------------------|--------|-------------|
|   |  |  | REQUIREMENT(S) OMITTED | REASON | EXPLANATION |
| <b>Emissions / Carbon Footprint</b>         |  |  |                        |        |             |
| <b>GRI 3: Material Topics 2021</b>          | <b>3-3</b> Management of material topics             | Climate Change and Environment, p. 54  |                        |        |             |
| <b>GRI 305: Emissions 2016</b>              | <b>305-1</b> Direct (Scope 1) GHG emissions          | Indicators, p. 99, Our Renewable Strategy p. 54  |                        |        |             |
|   | <b>305-2</b> Energy indirect (Scope 2) GHG emissions | Indicators, p. 99  |                        |        |             |
|   | <b>305-3</b> Other indirect (Scope 3) GHG emissions  | Indicators, p. 99  |                        |        |             |
|   | <b>305-4</b> GHG emissions intensit                  | Our Renewable Energy Strategy, p. 54; Indicators p. 100  |                        |        |             |
|   | <b>305-5</b> Reduction of GHG emissions              | Indicators p. 99   |                        |        |             |
| <b>Afforestation</b>                        |  |  |                        |        |             |
| <b>GRI 3: Material Topics 2021</b>          | <b>3-3</b> Management of material topics             | Climate Change and Environment, p. 62 - 68 ; Our Contribution to Society, p. 21                                      |                        |        |             |
| <b>Production Using Renewable Resources</b> |  |  |                        |        |             |
| <b>GRI 3: Material Topics 2021</b>          | <b>3-3</b> Management of material topics             | Message from the CEO and Chairman of the Sustainable Steering Committee, p. 6-7 ; Our Sustainability Strategy, p. 10 |                        |        |             |
| <b>RandD Innovation</b>                     |  |  |                        |        |             |
| <b>GRI 3: Material Topics 2021</b>          | <b>3-3</b> Management of material topics             | Innovation, p. 78-79   |                        |        |             |

# GRI Content

| GRI STANDARD/<br>OTHER SOURCE           | DISCLOSURE  | LOCATION   | OMISSION               |        |             |
|---|---|--|------------------------|--------|-------------|
|   |   |  | REQUIREMENT(S) OMITTED | REASON | EXPLANATION |
| <b>Human / Employee Rights</b>          |   |  |                        |        |             |
| GRI 3: Material Topics 2021             | 3-3 Management of material topics   | <p>◀ <a href="#">Code of Business Ethics</a> p. 84-86</p>  |                        |        |             |
| GRI 205: Anti-corruption 2016           | 205-1 Operations assessed for risks related to corruption                             | <p>Business Ethics and Compliance, p. 84-86</p> <p>◀ <a href="#">Code of Business Ethics</a></p> <p>◀ <a href="#">Compliance Rules</a></p> |                        |        |             |
|   | 205-2 Communication and training about anti-corruption policies and procedures        | <p>◀ <a href="#">Code of Business Ethics</a> p. 84-86</p>  |                        |        |             |
|   | 205-3 Confirmed incidents of corruption and actions taken                             | <p>◀ <a href="#">Code of Business Ethics</a> p. 84-86</p>  |                        |        |             |
| GRI 206: Anti-competitive Behavior 2016 | 206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices | <p>Business Ethics and Compliance, p. 84-86</p> <p>◀ <a href="#">Code of Business Ethics</a></p> <p>◀ <a href="#">Compliance Rules</a></p> |                        |        |             |

# GRI Content

| GRI STANDARD/<br>OTHER SOURCE                | DISCLOSURE   | LOCATION   | OMISSION               |        |             |
|--|--|--|------------------------|--------|-------------|
|  |  |  | REQUIREMENT(S) OMITTED | REASON | EXPLANATION |
| <b>Human / Employee Rights</b>               |  |  |                        |        |             |
| GRI 401: Employment 2016                     | 401-1 New employee hires and employee turnover   | Indicators p.97, Our People and Culture p.37,<br>◀ <a href="#">People and Culture Policy</a> |                        |        |             |
|  | 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees | Indicators p.101,<br>◀ <a href="#">People and Culture Policy</a>                             |                        |        |             |
|  | 401-3 Parental leave   | Indicators p.98,<br>◀ <a href="#">People and Culture Policy</a>                              |                        |        |             |
| GRI 402: Labor/Management Relations 2016     | 401-4 Minimum notice periods regarding operational changes   | Our People and Culture, p.39   |                        |        |             |
| <b>Occupational Health and Safety</b>        |  |  |                        |        |             |
| GRI 3: Material Topics 2021                  | 3-3 Management of material topics  | Occupational Health and Safety, p. 47  |                        |        |             |
| GRI 403: Occupational Health and Safety 2018 | 403-1 Occupational health and safety management system   | Occupational Health and Safety, p. 47  |                        |        |             |
|  | 403-2 Hazard identification, risk assessment, and incident investigation                                 | Occupational Health and Safety, p. 47  |                        |        |             |

# GRI Content

| GRI STANDARD/<br>OTHER SOURCE                       | DISCLOSURE   | LOCATION                              | OMISSION               |        |             |
|---|--|---------------------------------------|------------------------|--------|-------------|
|   |  |                                       | REQUIREMENT(S) OMITTED | REASON | EXPLANATION |
| <b>Occupational Health and Safety</b>               |  |                                       |                        |        |             |
| <b>GRI 403: Occupational Health and Safety 2018</b> | <b>403-3</b> Occupational health services  | Occupational Health and Safety, p. 47 |                        |        |             |
|   | <b>403-4</b> Worker participation, consultation, and communication on occupational health and safety                       | Occupational Health and Safety, p. 47 |                        |        |             |
|   | <b>403-5</b> Worker training on occupational health and safety   | Indicators, p. 101                    |                        |        |             |
|   | <b>403-6</b> Promotion of worker health  | Occupational Health and Safety, p. 47 |                        |        |             |
|   | <b>403-7</b> Prevention and mitigation of occupational health and safety impacts directly linked by business relationships | Occupational Health and Safety, p. 47 |                        |        |             |
|   | <b>403-8</b> Workers covered by an occupational health and safety management system  | Occupational Health and Safety, p. 47 |                        |        |             |
|   | <b>403-9</b> Work-related injuries   | Indicators, p. 101                    |                        |        |             |
|   | <b>403-10</b> Work-related ill health  | Indicators, p. 101                    |                        |        |             |

# GRI Content

| GRI STANDARD/<br>OTHER SOURCE                        | DISCLOSURE   | LOCATION   | OMISSION               |        |             |
|--|--|--|------------------------|--------|-------------|
|  |  |  | REQUIREMENT(S) OMITTED | REASON | EXPLANATION |
| <b>Talent Management</b>                             |  |  |                        |        |             |
| <b>GRI 3: Material Topics 2021</b>                   | <b>3-3</b> Management of material topics   | Our People and Culture, p. 37-46   |                        |        |             |
| <b>GRI 404: Training and Education 2016</b>          | <b>404-1</b> Average hours of training per year per employee                           | Training and Development, p. 41-46 ; Indicators, p. 98, p.101  |                        |        |             |
|  | <b>404-2</b> Programs for upgrading employee skills and transition assistance programs | Training and Development, p. 41-46 ; Indicators, p. 98, p.101  |                        |        |             |
| <b>Equal Opportunity and Diversity</b>               |  |  |                        |        |             |
| <b>GRI 3: Material Topics 2021</b>                   | <b>3-3</b> Management of material topics   | Diversity and Equal Opportunity, p. 50-51  |                        |        |             |
| <b>GRI 405: Diversity and Equal Opportunity 2016</b> | <b>405-1</b> Diversity of governance bodies and employees                              | Diversity and Equal Opportunity, p. 50-51  |                        |        |             |
|  | <b>405-2</b> 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.<br><a href="#">▶ People and Culture Policy</a> |                        |        |             |
| <b>Employee Satisfaction and Loyalty</b>             |  |  |                        |        |             |
| <b>GRI 3: Material Topics 2021</b>                   | <b>3-3</b> Management of material topics   | Business Ethics and Compliance, p. 84-86   |                        |        |             |

# GRI Content

| GRI STANDARD/<br>OTHER SOURCE                                  | DISCLOSURE   | LOCATION   | OMISSION               |        |             |
|--|--|--|------------------------|--------|-------------|
|  |  |  | REQUIREMENT(S) OMITTED | REASON | EXPLANATION |
| <b>Business Ethics</b>   |  |  |                        |        |             |
| GRI 3: Material Topics 2021                                    | 3-3 Management of material topics  | Business Ethics and Compliance, p. 84-86<br><a href="#">Code of Business Ethics</a><br><a href="#">People and Culture Policy</a>                                   |                        |        |             |
| GRI 406: Non-discrimination 2016                               | 406-1 Incidents of discrimination and corrective actions taken   | Diversity and Equal Opportunity, p. 50-51  |                        |        |             |
| 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.<br><a href="#">People and Culture Policy</a> |                        |        |             |
| GRI 408: Child Labor 2016                                      | 408-1 Operations and suppliers at significant risk for incidents of child labor                                      | Energisa Üretim has no activities that pose a risk in terms of child labor cases.<br><a href="#">People and Culture Policy</a>                                     |                        |        |             |
| GRI 409: Forced or Compulsory Labor 2016                       | 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor                       | Business Ethics and Compliance, p. 84-86<br><a href="#">People and Culture Policy</a>  |                        |        |             |
| <b>Energy Supply Security</b>                                  |  |  |                        |        |             |
| GRI 3: Material Topics 2021                                    | 3-3 Management of material topics  | Sustainability Strategy and Our Value Chain, p. 10-11 ;<br>Energy Supply Security, p. 72-73  |                        |        |             |



# GRI Content

| GRI STANDARD/<br>OTHER SOURCE                   | DISCLOSURE   | LOCATION   | OMISSION               |        |             |
|---|--|--|------------------------|--------|-------------|
|   |  |  | REQUIREMENT(S) OMITTED | REASON | EXPLANATION |
| <b>Risk Management</b>                          |  |  |                        |        |             |
| GRI 3: Material Topics 2021                     | 3-3 Management of material topics  | Risk Management and Organizational Culture, p. 90-93                                       |                        |        |             |
| <b>Process Security</b>                         |  |  |                        |        |             |
| GRI 3: Material Topics 2021                     | 3-3 Management of material topics  | Technical Risk Management, p. 92   |                        |        |             |
| <b>Technology and Digitalization</b>            |  |  |                        |        |             |
| GRI 3: Material Topics 2021                     | 3-3 Management of material topics  | Digitalisation, p. 76-77   |                        |        |             |
| <b>Supply Chain Management</b>                  |  |  |                        |        |             |
| GRI 3: Material Topics 2021                     | 3-3 Management of material topics  | Sustainable Purchasing Policy, p. 87-88; Energisa Üretim 2022 Turkish Annual Report, p. 35 |                        |        |             |
| GRI 308: Supplier Environmental Assessment 2016 | 308-1 New suppliers that were screened using environmental criteria        | Sustainability Strategy and Our Value Chain, p. 10-11                                      |                        |        |             |
|   | 308-2 Negative environmental impacts in the supply chain and actions taken | ◀ <u>Code of Business Ethics</u> p.84-68   |                        |        |             |
| GRI 414: Supplier Social Assessment 2016        | 414-1 New suppliers that were screened using social criteria               | Our Contribution to Society, p. 21; Energisa Üretim 2022 Turkish Annual Report p., 35      |                        |        |             |
|   | 414-2 Negative social impacts in the supply chain and actions taken        | Our Contribution to Society, p. 21   |                        |        |             |

# GRI Content

| GRI STANDARD/<br>OTHER SOURCE                         | DISCLOSURE   | LOCATION  | OMISSION               |        |             |
|---|--|---|------------------------|--------|-------------|
|   |  |   | REQUIREMENT(S) OMITTED | REASON | EXPLANATION |
| <b>Increasing Sector Competencies</b>                 |  |   |                        |        |             |
| GRI 3: Material Topics 2021                           | 3-3 Management of material topics  | Training and Development, p. 40-46 ;<br>Energy Supply Security, p. 72-73  |                        |        |             |
| GRI 404: Training and Education 2016                  | 404-3 Percentage of employees receiving regular performance and career development reviews     | Training and Development, p. 40-46; Indicators, p.98  |                        |        |             |
| <b>Information Security Privacy</b>                   |  |   |                        |        |             |
| GRI 3: Material Topics 2021                           | 3-3 Management of material topics  | Digitalisation, p. 76-77  |                        |        |             |
| <b>Economic Performance</b>                           |  |   |                        |        |             |
| GRI 3: Material Topics 2021                           | 3-3 Management of material topics  | There is no material issue regarding the economic performance for the period.   |                        |        |             |
| <b>Gender Equality</b>                                |  |   |                        |        |             |
| GRI 3: Material Topics 2021                           | 3-3 Management of material topics  | Diversity and Equal Opportunity, p. 50-52; Our Contribution to Society, p. 21-29; Sustainability Strategy and Our Value Chain, p. 10-11 |                        |        |             |
| <b>Cooperation and Partnerships with Stakeholders</b> |  |   |                        |        |             |
| GRI 3: Material Topics 2021                           | 3-3 Management of material topics  | Sustainability Governance, p. 16-19   |                        |        |             |
| GRI 413: Local Communities 2016                       | 413-1 Operations with local community engagement, impact assessments, and development programs | Sustainability Governance p. 16-19; Our Contribution to Society, p. 21-35   |                        |        |             |
|   | 413-2 Operations with significant actual and potential negative impacts on local communities   | Sustainability Governance p. 16-19; Our Contribution to Society, p. 21-35   |                        |        |             |

# GRI Content

| GRI STANDARD/<br>OTHER SOURCE  | DISCLOSURE                        | LOCATION   | OMISSION               |        |             |
|--------------------------------|-----------------------------------|--|------------------------|--------|-------------|
|                                |                                   |  | REQUIREMENT(S) OMITTED | REASON | EXPLANATION |
| <b>Dissabled People</b>        |                                   |  |                        |        |             |
| GRI 3: Material Topics 2021    | 3-3 Management of material topics | Our Contribution to Society, p. 22; Diversity and Equal Opportunity p. 51      |                        |        |             |
| <b>Contributing to Society</b> |                                   |  |                        |        |             |
| GRI 3: Material Topics 2021    | 3-3 Management of material topics | Our Contribution to Society, p. 21-35  |                        |        |             |
| <b>Children</b>                |                                   |  |                        |        |             |
| GRI 3: Material Topics 2021    | 3-3 Management of material topics | Our Contribution to Society, p. 21-35  |                        |        |             |
| <b>Animal Welfare</b>          |                                   |  |                        |        |             |
| GRI 3: Material Topics 2021    | 3-3 Management of material topics | Our Contribution to Society, p. 21   |                        |        |             |
| <b>Culture and Art</b>         |                                   |  |                        |        |             |
| GRI 3: Material Topics 2021    | 3-3 Management of material topics | Our People and Culture, p. 39-40   |                        |        |             |
| <b>Sports</b>                  |                                   |  |                        |        |             |
| GRI 3: Material Topics 2021    | 3-3 Management of material topics | Our Contribution to Society, p. 26-29  |                        |        |             |
| <b>Refugees</b>                |                                   |  |                        |        |             |
| GRI 3: Material Topics 2021    | 3-3 Management of material topics | During the reporting period, there were no material issues regarding refugees. |                        |        |             |

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