ENERJİSA ÜRETİM

2024 INTEGRATED ANNUAL REPORT

IN THE FOOTSTEPS OF PIONEERS



IN THE FOOTSTEPS OF PIONEERS

The energy sector is transforming. But this transformation continues along a path yet to be fully mapped. Renewable energy, digital technologies, climate risks, just transition, social impact, women's leadership... These are still headlines being written and directions being sought. And for years, we've been on the move under these very headlines.

Because we are not the ones who lose time searching for a compass.

We walk the path of those who have the courage to take the first step – even when no one is leading the way, without hesitation or delay.

As Enerjisa Üretim, we bravely take the first step into uncharted territories, clearing the way instead of waiting.

We walk in the footsteps of pioneers.

And while walking in the light of those before us, we do not merely follow – we leave new footprints toward a better future.



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About the Report

Enerjisa Üretim 2024 Integrated Annual Report has been prepared to provide a comprehensive view of our strategic objectives within the energy sector, our financial and operational performance, and our focuson sustainability.

Building on our deep expertise, operational competencies, and leadership position in the energy sector, the results we have achieved based on our corporate values and strategic priorities are presented in this report through an in-depth analysis. With our broad and balanced generation portfolio, our ability to efficiently generate from various energy sources supports our strong position in Türkiye's energy sector. In our growth journey focused on renewable energy, we are diversifying our generation with investments in hydroelectric, wind, and solar power, steadily advancing towards our goals of environmental sustainability and operational efficiency. By 2024, with a renewable energy installed capacity of 47.4%, we aim to contribute to combating climate change and secure a strong presence in the energy landscape of the future.





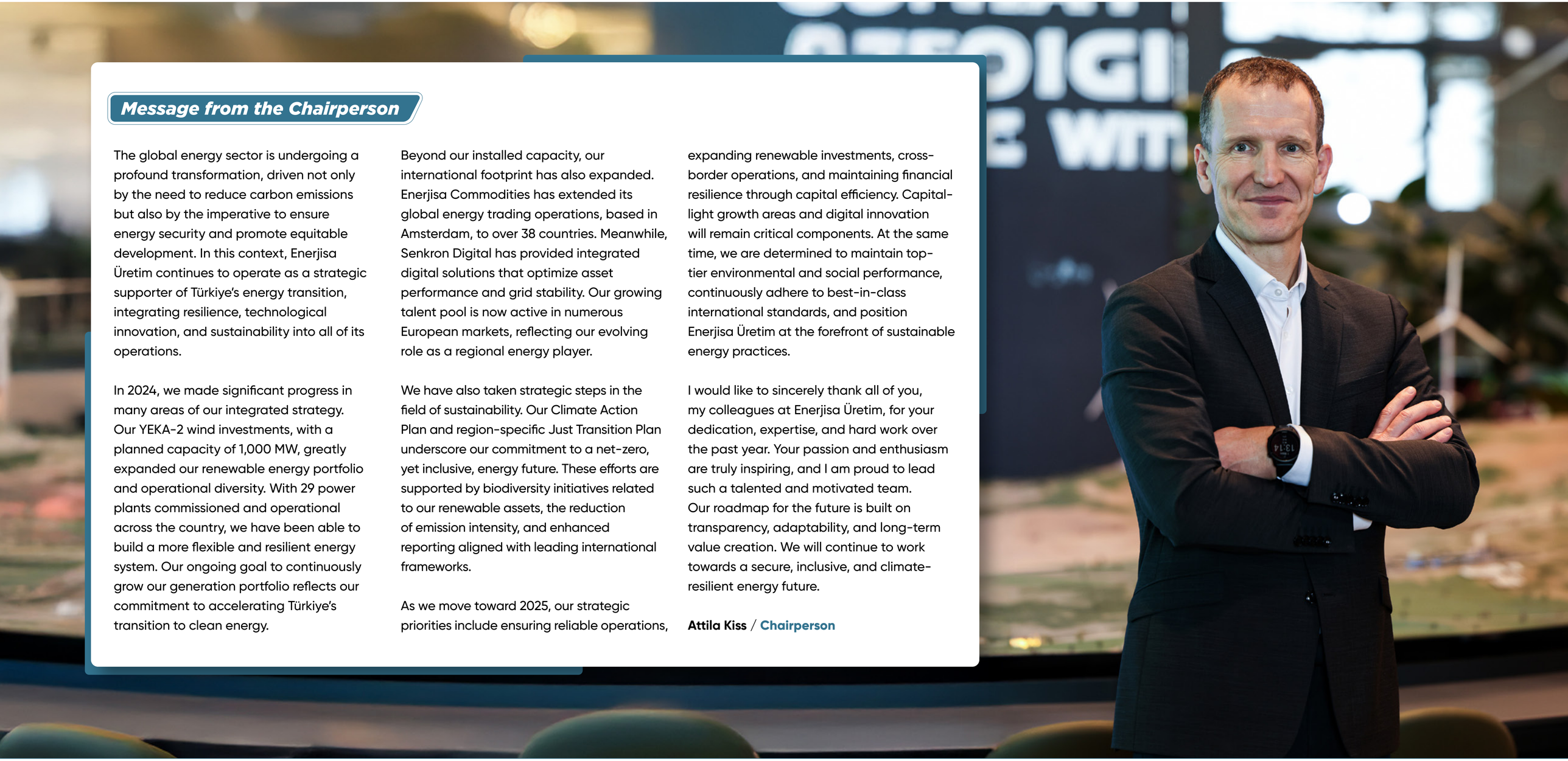
This report covers the period from January 1 to December 31, 2024, and has been prepared in alignment with the GRI Standards, Integrated Reporting Framework, UNGC, WEPs, and TCFD principles . Our disclosures regarding these standards can be accessed in the **"Appendices"** section. In line with our mission of "powering a better future, with a deep respect for life," our pursuit of excellence, culture of responsibility, and trust-based approach to business form the cornerstone of our corporate identity. Our "winning and losing as a team" mindset reflects the importance we place on teamwork and the trust we have in our employees.

Our approach to sustainability is addressed within the framework of the Integrated Reporting Framework's six capitals (Financial Capital, Manufactured Capital, Natural Capital, Human Capital, Social and Relationship Capital, Intellectual Capital). Through this report, we present to our stakeholders how our value creation model, risk and opportunity management, and long-term impacts and contributions are structured.

While emphasizing that all our power plants and operations comply with sustainability principles, we are proud to share our first integrated annual report.



[1] United Nations Global Compact, UNGC, Women's Empowerment Principles, WEPs and Task Force on Climate-related Financial Disclosures, TCFD



Message from the Chairperson

The global energy sector is undergoing a profound transformation, driven not only by the need to reduce carbon emissions but also by the imperative to ensure energy security and promote equitable development. In this context, Enerjisa Üretim continues to operate as a strategic supporter of Türkiye's energy transition, integrating resilience, technological innovation, and sustainability into all of its operations.

In 2024, we made significant progress in many areas of our integrated strategy. Our YEKA-2 wind investments, with a planned capacity of 1,000 MW, greatly expanded our renewable energy portfolio and operational diversity. With 29 power plants commissioned and operational across the country, we have been able to build a more flexible and resilient energy system. Our ongoing goal to continuously grow our generation portfolio reflects our commitment to accelerating Türkiye's transition to clean energy.

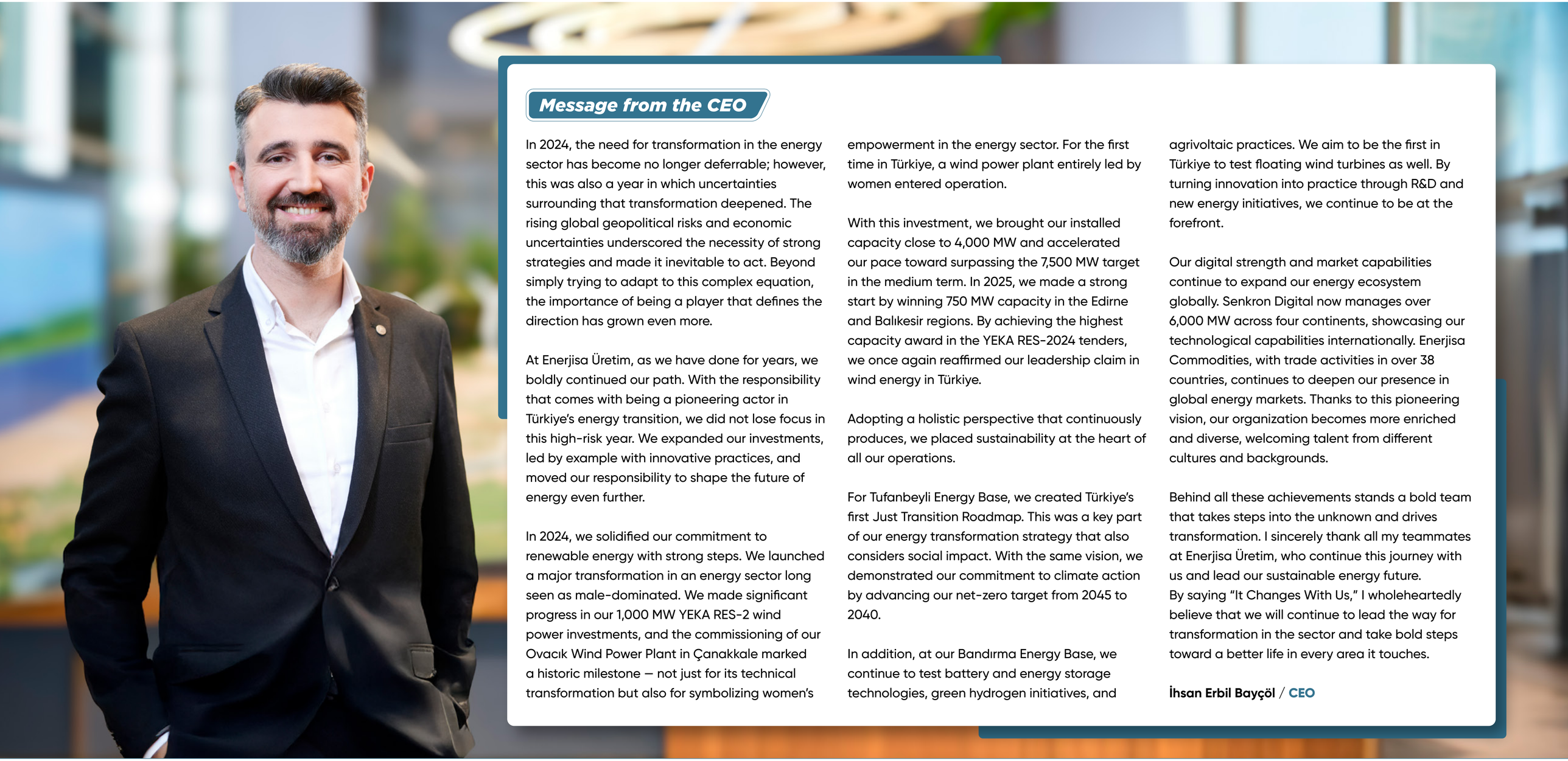
Beyond our installed capacity, our international footprint has also expanded. Enerjisa Commodities has extended its global energy trading operations, based in Amsterdam, to over 38 countries. Meanwhile, Senkron Digital has provided integrated digital solutions that optimize asset performance and grid stability. Our growing talent pool is now active in numerous European markets, reflecting our evolving role as a regional energy player.

We have also taken strategic steps in the field of sustainability. Our Climate Action Plan and region-specific Just Transition Plan underscore our commitment to a net-zero, yet inclusive, energy future. These efforts are supported by biodiversity initiatives related to our renewable assets, the reduction of emission intensity, and enhanced reporting aligned with leading international frameworks.

As we move toward 2025, our strategic priorities include ensuring reliable operations, expanding renewable investments, cross-border operations, and maintaining financial resilience through capital efficiency. Capital-light growth areas and digital innovation will remain critical components. At the same time, we are determined to maintain top-tier environmental and social performance, continuously adhere to best-in-class international standards, and position Enerjisa Üretim at the forefront of sustainable energy practices.

I would like to sincerely thank all of you, my colleagues at Enerjisa Üretim, for your dedication, expertise, and hard work over the past year. Your passion and enthusiasm are truly inspiring, and I am proud to lead such a talented and motivated team. Our roadmap for the future is built on transparency, adaptability, and long-term value creation. We will continue to work towards a secure, inclusive, and climate-resilient energy future.

Attila Kiss / **Chairperson**



Message from the CEO

In 2024, the need for transformation in the energy sector has become no longer deferrable; however, this was also a year in which uncertainties surrounding that transformation deepened. The rising global geopolitical risks and economic uncertainties underscored the necessity of strong strategies and made it inevitable to act. Beyond simply trying to adapt to this complex equation, the importance of being a player that defines the direction has grown even more.

At Enerjisa Üretim, as we have done for years, we boldly continued our path. With the responsibility that comes with being a pioneering actor in Türkiye's energy transition, we did not lose focus in this high-risk year. We expanded our investments, led by example with innovative practices, and moved our responsibility to shape the future of energy even further.

In 2024, we solidified our commitment to renewable energy with strong steps. We launched a major transformation in an energy sector long seen as male-dominated. We made significant progress in our 1,000 MW YEKA RES-2 wind power investments, and the commissioning of our Ovacık Wind Power Plant in Çanakkale marked a historic milestone — not just for its technical transformation but also for symbolizing women's empowerment in the energy sector. For the first time in Türkiye, a wind power plant entirely led by women entered operation.

With this investment, we brought our installed capacity close to 4,000 MW and accelerated our pace toward surpassing the 7,500 MW target in the medium term. In 2025, we made a strong start by winning 750 MW capacity in the Edirne and Balıkesir regions. By achieving the highest capacity award in the YEKA RES-2024 tenders, we once again reaffirmed our leadership claim in wind energy in Türkiye.

Adopting a holistic perspective that continuously produces, we placed sustainability at the heart of all our operations.

For Tufanbeyli Energy Base, we created Türkiye's first Just Transition Roadmap. This was a key part of our energy transformation strategy that also considers social impact. With the same vision, we demonstrated our commitment to climate action by advancing our net-zero target from 2045 to 2040.

In addition, at our Bandırma Energy Base, we continue to test battery and energy storage technologies, green hydrogen initiatives, and agrivoltaic practices. We aim to be the first in Türkiye to test floating wind turbines as well. By turning innovation into practice through R&D and new energy initiatives, we continue to be at the forefront.

Our digital strength and market capabilities continue to expand our energy ecosystem globally. Senkron Digital now manages over 6,000 MW across four continents, showcasing our technological capabilities internationally. Enerjisa Commodities, with trade activities in over 38 countries, continues to deepen our presence in global energy markets. Thanks to this pioneering vision, our organization becomes more enriched and diverse, welcoming talent from different cultures and backgrounds.

Behind all these achievements stands a bold team that takes steps into the unknown and drives transformation. I sincerely thank all my teammates at Enerjisa Üretim, who continue this journey with us and lead our sustainable energy future.
By saying "It Changes With Us," I wholeheartedly believe that we will continue to lead the way for transformation in the sector and take bold steps toward a better life in every area it touches.

İhsan Erbil Bayçöl / **CEO**

Partnership Structure



As Enerjisa Üretim, we carry out our operations with the strength we draw from Sabancı Holding – one of Türkiye's most established conglomerates – and E.ON, one of Europe's leading energy companies.

ENERJİSA ÜRETİM

Our Brands and Legal Entities

ENERJİSA ENERJİ ÜRETİM A.Ş.

VEGA RÜZGÂR ENERJİSİ ELEKTRİK ÜRETİM A.Ş.

İZMİT KANDIRA RES ELEKTRİK ÜRETİM A.Ş.

AKHİSAR RES ENERJİ A.Ş.

SERBEST ENERJİ SANAYİ VE TİCARET A.Ş.

ENERJİSA COMMODITIES

ENERJİSA COMMODITIES B.V.

ENERJİSA EUROPE KFT.

ENERJİSA ELEKTRİK ENERJİSİ TOPTAN SATIŞ A.Ş.

ENERJİSA DOĞALGAZ TOPTAN SATIŞ A.Ş.

senkron DIGITAL

SENKRON ENERGY DIGITAL SERVICES B.V.

YEDS YENİLENEBİLİR ENERJİ DİJİTAL SERVİSLERİ A.Ş.

Enerjisa Üretim Portfolio



MISSION

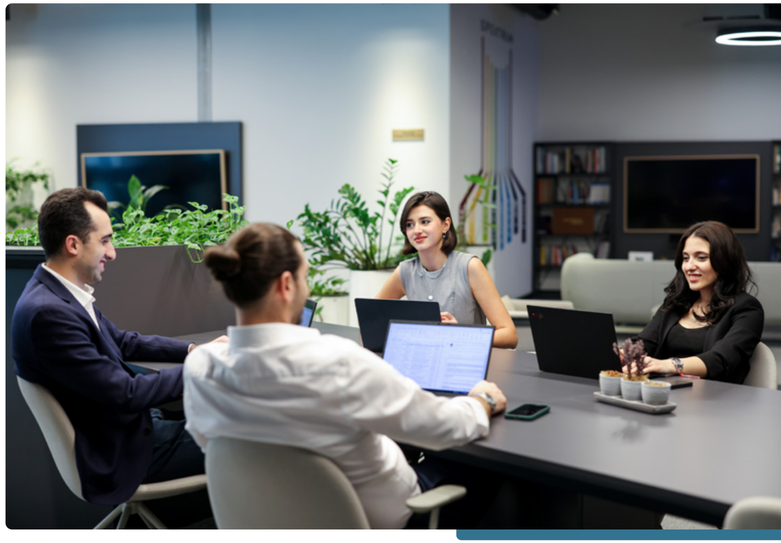
We generate energy for a better future by respecting life.

PURPOSE

To be an energy company that constantly improves its knowledge, sets standards and directs the future of the sector.







PRINCIPLES

WE PURSUE PERFECTION: *We do not allow mediocrity and always strive for better.*

WE TAKE OWNERSHIP OF OUR JOB: *We shoulder responsibility and take initiative.*

OUR WORD IS VALUABLE: *We stand behind our promises and do not make promises we cannot keep.*

WE ARE A TEAM: *We win together, we lose together.*

AWARDS

With Our 2023 Annual Report

LACP Vision Awards
Online Reports – Energy Sector – **Platinum Award**
Best Report Narrative in the EMEA Region – **Gold Award**
Technical Achievement **Award**
Ranked 52nd globally among the **Top 100 Reports,**
5th in the EMEA Region **Top 50,**
Featured among the **Top 20** in Türkiye

iNova Awards
Online Reports – Energy Sector – **Gold Award**
Best of Category – **Grand Award**

ARC Awards
Annual Report PDF Version – **Silver Award**
Photography and Video – **Silver Award**

Galaxy Awards
Online Reports: PDF – **Gold Award**

IADA Awards
PDF Version – Integrated Presentation – **Gold Award**

Stevie IBA
Best Annual Report in Private Companies – **Bronze Award**

Felis
Corporate Publications – **Felis Award**

Prida
Corporate Publications and Reports – **Achievement Award**

İstanbul Marketing Awards
Annual Report Design
Sustainability Report Design

Brandon Hall Group Excellence Awards
Best Unique or Innovative Learning and Development Program – Power MBA – **Gold Award**
Best Certification Program – Power MBA – **Gold Award**
Best Employee Recognition Program – İyi ki Varsın – **Gold Award**
Best Talent Acquisition Process – Nextchanger – **Gold Award**
Best Use of Blended Learning – Power MBA – **Silver Award**
Best Extended Enterprise Learning Program – Power MBA – **Bronze Award**

The Stevies
Most Innovative Learning and Development Program **(Power MBA)**
- Success in Certification Programs **(Power MBA)**
- Success in Extended Enterprise Learning Programs **(Power MBA)**
- Best Recognition and Reward Strategy **(İyi ki Varsın)**

6th Energy and Climate Forum – Our Energy, Our Future Award Ceremony
Social Impact – Momentum Education Program received an **Award**

Turkish Basketball Federation
Osman Salakoğlu Basketball with the Community – Community **Service Award**

IDC Türkiye CIO Summit Awards
- Sustainability Category – Runner-**Up Award**
- Innovative Energy for a Sustainable Future

Marketing Türkiye – Climate and Sustainability Awards
Selected as the Most Renewable Energy-Friendly Brand of the Year

Great Place to Work Institute – Türkiye's Best Employers List 2024
Achieved "Great Place to Work" Certification

Top Employers Institute
Recognized with the Top Employer Certification

Realta Consulting – Most Admired Companies 2024
Ranked among Türkiye's 100 Most Admired Companies

Marketing Türkiye – Brands Protecting Sports List
Featured with our #EnerjimizBasketbol project

Fast Company Türkiye – Sustainability Leaders 2024
Our CEO İhsan Erbil Bayçöl was included in the list

BMI Business School Istanbul & DataExpert
– Türkiye's Top 50 Most Influential CFOs
Our CFO Mert Yaycıoğlu was listed
– Türkiye's Top 50 Most Influential Tech Leaders
Our CIO & Deputy GM of Digital Technologies Ali İnal was listed

Business Life Magazine
– Türkiye's Top 50 Most Influential CFOs
Our CFO Mert Yaycıoğlu was listed
– Türkiye's Top 50 Most Influential CHROs
Our VP of Human and Culture, Ayşegül Gürkal, was listed

Altın Lider Awards
We were recognized as leaders in CEO, CFO, and CHRO categories

Ekonomist Magazine – Türkiye's Top 50 Procurement & Supply Chain Leaders
Our VP of Procurement and Supply Chain, Aziz Ünal, was included in the list

Legal 500 Türkiye 2024 – Leading In-House Counsel List
Our Head of Legal, Zeynep Kalaycı, was included in the list

IN THE FOOTSTEPS OF MARY PARKER FOLLETT
TOWARDS AN ORGANIZATION THAT SHAPES THE FUTURE TOGETHER



MARY PARKER FOLLETT

Mary Parker Follett was one of the first thinkers to question the command-and-control management mindset during a time when industrial society was being restructured. She emphasized the importance of shared power and authority, and promoted leadership based on collaboration and collective wisdom. Believing in the creative potential that diversity brings, she advocated for equal participation in organizational structures by all segments of society—including women, workers, and other underrepresented groups.

At Enerjisa Üretim, we place diverse perspectives at the heart of our governance and grow with a mindset that is inclusive and built on collective intelligence.

Governance Structure and Business Ethics Principles

At Enerjisa Üretim, we not only operate within the framework of operational excellence but also strive to create a sustainable business model based on transparency, ethical management principles, and strong corporate governance. Our Board of Directors, auditing mechanisms, and ethical management processes are essential components of our robust governance framework.

Our Corporate Governance Approach:

Transparency: We ensure clear and reliable information flow across all our business processes.

Accountability: By fully adhering to business ethics principles, we provide assurance to our stakeholders.

Sustainable Management: We continually enhance our mechanisms for ethics, compliance, and risk management.

Our governance structure is supported by business ethics rules and compliance processes, with risk management and internal control systems proactively preventing potential violations.



Business Ethics, Compliance, and Anti-Corruption

Our ethical values are one of the cornerstones of our corporate culture. At Enerjisa Üretim, we are committed to full compliance with business ethics standards and adopt a zero-tolerance policy towards unethical practices in our business processes.

Our Business Ethics Rules serve as a guide to ensure that our company consistently applies its ethical principles and values in a sustainable manner. This system, known as **"EnEtik"**, is a corporate structure developed to ensure ethical compliance in all our relationships with internal and external stakeholders. It covers a wide range of areas, from the protection of company assets and information to preventing conflicts of interest, combating bribery and corruption, and fulfilling legal obligations. These rules, which are binding for both our employees and business partners, apply to all interactions, both internal and external, and strengthen the understanding of ethical management in the business world. In this context, our company requires its business partners to commit to ethical compliance in the contracts signed with them and ensures the full implementation of ethical compliance principles in business processes.

If any of our stakeholders encounter an issue contrary to business ethics, they can contact us through the following reporting channels (all notifications received through the specified channels are reviewed solely by the Internal Audit Department and are handled with strict confidentiality in compliance with the Personal Data Protection Law No. 6698 (PDPL)).

Ethics Hotline Phone Number: 0216 512 4242
E-mail: enetik_uretim@enerjisauretim.com
Enerjisa Üretim Code of Business Ethics >

As stated in Enerjisa Üretim's Anti-Money Laundering, Anti-Corruption and Anti-Bribery Policy, we embrace the anti-corruption and anti-bribery principles of the United Nations Global Compact and the OECD Guidelines for Responsible Business Conduct for Multinational Enterprises.



Our Code of Business Ethics serves as a guide to ensure the sustainable implementation of our company's ethical principles and values.



Compliance Processes

Transparency, accountability, and effective oversight mechanisms form the foundation of our corporate governance philosophy. Our compliance policies are designed to ensure full alignment with applicable laws and internal regulations. As part of this framework, we maintain ongoing training programs, reporting channels, and audit mechanisms.

Our Legal and Compliance Department plays a pivotal role in overseeing all ethics and compliance processes. Reporting directly to the CEO, the department ensures that our operations remain fully aligned with both national and international regulations.

We have established Compliance Violations Reporting Mechanisms for our employees and business partners, enabling reports to be submitted via email or phone. These are forwarded directly to the Legal and Compliance Department. The process is conducted independently, and all potential violations are reviewed by the Enerjisa Üretim Compliance Board. Reports regarding compliance-related matters may also be submitted through the following channels:

Email Compliance Violation Reports to: uyum.ihbar@enerjisauretim.com
Compliance Violations Reporting Hotline Phone Number: 0216 512 40 60

Comprehensive information about our compliance processes can be found in the Enerjisa Üretim Compliance Manual, which has been developed in accordance with the frameworks set by Sabancı Holding and E.ON. This manual covers a wide range of critical areas such as anti-corruption, competition law, data privacy, and international sanctions.

As of 2024, no confirmed incidents of corruption have been recorded within our company.

Enerjisa Üretim Compliance Principles >

Stakeholders may also reach out through the Compliance Violation Reporting Channels. These channels are exclusively accessible by the Chief Legal Counsel and the Compliance Advisor. Upon receiving a report directly or via the Compliance Advisor, the Chief Legal Counsel first conducts a preliminary assessment to determine whether the issue relates to ethics. If deemed relevant, the report is escalated to the Internal Audit Department for further investigation.

Among the key initiatives we undertake to strengthen our employees' understanding of ethics and compliance are mandatory ethics and compliance training sessions, delivered regularly via our e-learning platform. These ongoing trainings ensure that employees remain up to date and each year they reconfirm their commitment by signing the Code of Ethics Compliance Statement, reinforcing the company-wide adoption of our ethical standards.

As part of our ethics and compliance trainings in 2024:

- ***1,222 employees completed the Compliance Rules Training.***
- ***895 employees completed the Compliance Training Series***
- ***138 employees received in-person training***
- ***141 employees participated in online live training sessions.***

Enerjisa Üretim is a member of the Ethics and Reputation Association and the United Nations Global Compact Network Türkiye, under which we are also a member of the Global Compact Signatories Association. Each year, we publish our performance in the areas of governance, human rights, labor practices, environmental responsibility, and anti-corruption through the UNGC CoP



(Communication on Progress) Report, ensuring transparency for all our stakeholders. These memberships reflect our commitment to globally recognized standards of ethical and sustainable business conduct.

Enerjisa Üretim UNGC CoP Reports >

Our commitment to ethical principles is an integral part of our corporate identity. Through awareness training programs, we are cultivating a strong culture of compliance for both our employees and business partners.

Enerjisa Üretim Organizational Structure

Board of Directors

As a cornerstone of our corporate governance approach, the Board of Directors leads the company's strategic decision-making, drives long-term value creation, and ensures sustainable growth. ***Board members oversee financial and operational performance while making strategic decisions aimed at enhancing our competitive strength within the sector.***

Enerjisa Üretim Board of Directors

Attila Kiss
Chairman of the Board

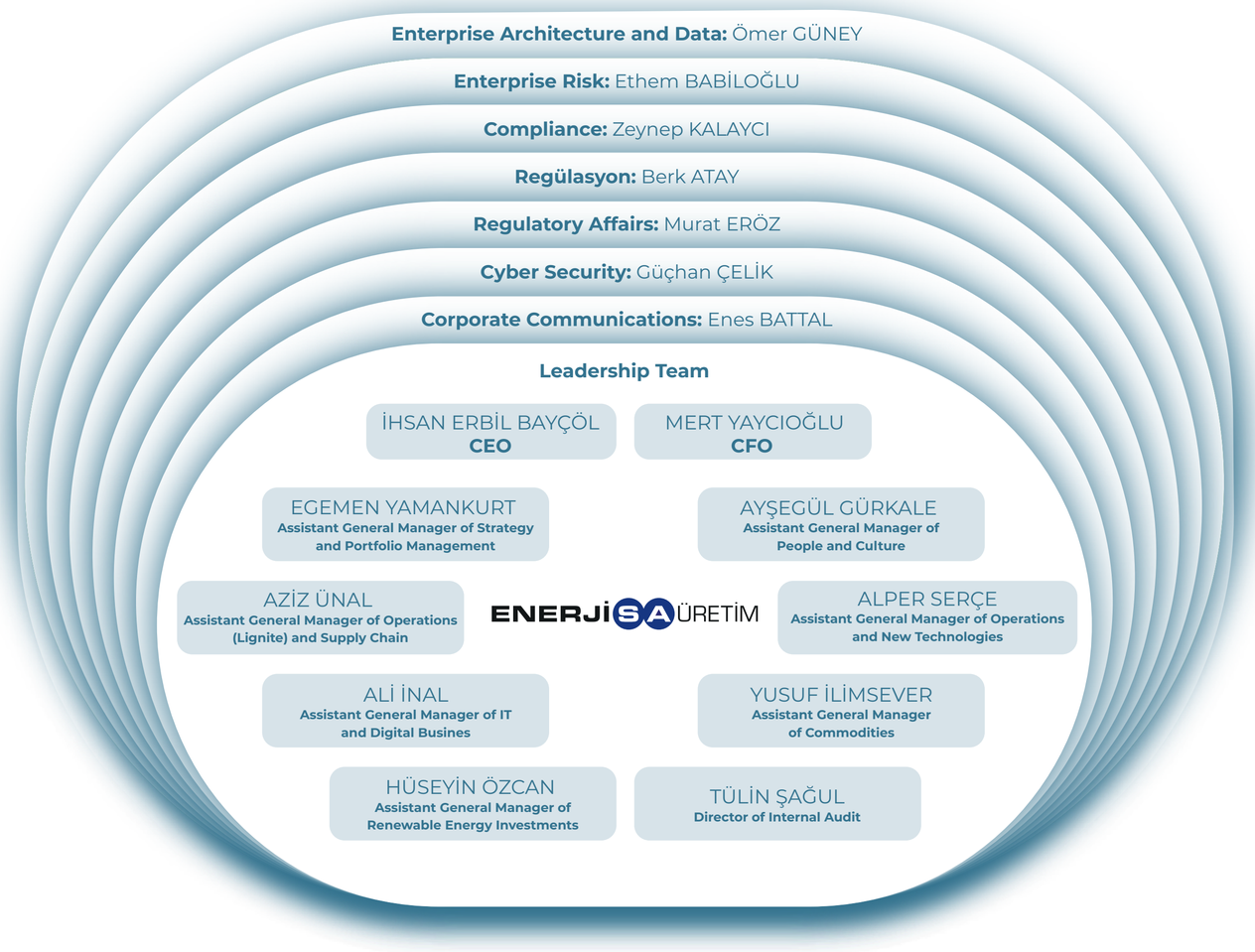
Yeşim Özlale
Member of the Board

Kıvanç Zaimler
Deputy Chairman of the Board

Diddo Diddens
Member of the Board

Nusret Orhun Köstem
Member of the Board

Guntram Dr. Würzberg
Member of the Board



Team leaders (Enterprise Architecture and Data, Enterprise Risk, Compliance, Regulatory Affairs, Sustainability, Cyber Security, Corporate Communications) work with the team of teams concept, they carry out their activities in line with the CEO and the leadership team in their areas of responsibility.

Leadership Team

At Enerjisa Üretim, we have a strong Leadership Team that guides us in reaching our sustainable growth objectives. While guiding the company's strategic decision-making processes, our Leadership Team plays an active role in enhancing operational effectiveness and creating long-term value.



İHSAN ERBİL BAYÇÖL

CEO

Following his graduation from Boğaziçi University, Department of Civil Engineering in 2000, İhsan Erbil Bayçöl completed his MBA at Sabancı University as well as the Advanced Management program at WHU Otto Beisheim School of Management. He started his career as a Project Control Engineer at Bechtel-Enka Joint Venture and joined Enerjisa in 2008. Bayçöl has been serving as Enerjisa Üretim CEO since January 2020. His greatest passion is cycling, and his interests include team games and basketball. He is married with two children.



MERT YAYCIOĞLU

CFO

Mert Yaycıoğlu graduated from Middle East Technical University, Department of Business Administration in 1998. He previously held various positions at PricewaterhouseCoopers, PwC and Finmeccanica, and joined Sabancı Holding in 2009. Since 2020, he has served as the Enerjisa Enerji Group Purchasing and Business Units Finance Department Head respectively and has 25 years of work experience to his credit. Yaycıoğlu, who joined the Enerjisa Üretim team in 2022, is married and has one child. His hobbies include playing tennis and gastronomy cultures.



AYŞEGÜL GÜRKALE

ASSISTANT GENERAL MANAGER OF PEOPLE AND CULTURE

Ayşegül Gürkale graduated from Marmara University, Department of Economics in English, and completed her MBA at Sabancı University. She worked in different areas of responsibility such as Commercial Banking, Product Development, Strategic Planning, Regional Manager, Human Resources and Purchasing Deputy General Manager in Pamukbank, Garanti Emeklilik and Aksigorta companies respectively in the Banking and Insurance sector. Gürkale, who joined the Enerjisa Üretim team in 2022, is interested in horse riding and sailing. She is married and the mother of two children.



ALPER SERÇE

ASSISTANT GENERAL MANAGER OF OPERATIONS (WPP, HEPP, SPP, NGCCPP) AND NEW TECHNOLOGIES

Serçe graduated from ITU Electrical Engineering in 2000 and worked as a manager in domestic and international energy projects at TEKFEN and GAMA. He joined Enerjisa Üretim in 2014 and completed the Sabancı University Energy Management master's program in 2017. He served as the Hydroelectric Power Plants and New Technologies Director for 4 years. As of August 1, 2024, he continues his duty as the Business and New Technologies GMY.



YUSUF İLİMSEVER

ASSISTANT GENERAL MANAGER, COMMODITIES

Upon completing his undergraduate degree in Industrial Engineering at Middle East Technical University, Yusuf İlimsever received his International Business degree from Kingston University in 2009. He started his business life at JJ Food Service and joined Enerjisa in 2011, holding expert and managerial positions in the fields of Energy Trading and Risk Management. İlimsever has 14 years of work experience to his credit. He is interested in football, history and travel and is married with one child.

Leadership Team



ALİ İNAL

ASSISTANT GENERAL MANAGER OF IT AND DIGITAL BUSINESS

Having graduated from Doğuş University, Department of Industrial Engineering, Ali İnal received his master's degree in IT Business Solutions from Alpen-Adria University in Austria, and completed the senior managers' programme, titled Gold for Business Leaders, at HEC Business School in France. He started his career at Advancity Internet Solutions in 2001 and has approximately 22 years of work experience. İnal joined Enerjisa Üretim in July 2019 as Information Technologies Director. His interests include technology, music, amateur astronomy and whiskey culture. He is married and has three children.



EGEMEN YAMANKURT

ASSISTANT GENERAL MANAGER OF STRATEGY AND PORTFOLIO MANAGEMENT

After graduating from Anadolu University Civil Engineering and Environmental Engineering departments, Egemen Yamantürk received his postgraduate education in Hydrology and Water Resources and completed the MBA program at Sabancı University Faculty of Management Sciences. He started his career as a Field Engineer in the Eskişehir Wastewater Treatment Plant Project in 2008, and worked as a Hydraulic Engineer at DHI Slovakia in 2009. In 2011, he completed his job as a Project Assistant at Anadolu University and started working at Enerjisa. His hobbies include traveling, swimming and cinema. He is married with one child.



AZİZ ÜNAL

ASSISTANT GENERAL MANAGER OF OPERATIONS (LIGNITE) AND SUPPLY CHAIN

Aziz Ünal graduated from Yıldız Technical University, Department of Chemical Engineering, and received his MBA degree from Yeditepe University. After working at Kale Balata and Colgate Palmolive, he joined Enerjisa in 2008. Ünal has played various roles in the purchasing teams of Enerjisa and Enerjisa Üretim. He has 21 years of work experience in the automotive supply industry, FMCG and energy sectors. His hobbies include traveling, karting, swimming and running.



HÜSEYİN ÖZCAN

ASSİSTANT GENERAL MANAGER OF RENEWABLE ENERGY INVESTMENTS

Özcan, a graduate of Gazi University Civil Engineering, focused his career in the field of EPC (Engineering, Procurement and Construction). He gained extensive EPC experience including bid preparation, engineering, procurement, field installation, construction, testing and commissioning processes by working on strategic projects at leading companies such as STFA, Bechtel, Enka, Gama and Rönesans. In his new role at Enerjisa Üretim, he manages the planning, execution and commissioning processes of renewable energy power plant investments such as wind and solar.



TÜLİN SAĞUL

AUDIT LEADER

Tülin Sağul graduated from Marmara University, Department of Economics in English. She previously worked in various positions at Akçansa and Sabancı Holding respectively, and also as an auditor at EY. In April 2019, she joined Enerjisa Üretim. Sağul has 29 years of work experience. She is married with one child. Her hobbies include basketball, sculpture making and jewelry design.

Committees and Policies

Our Committees: Strategic Contributions to Decision-Making Processes

At Enerjisa Üretim, a strong governance structure and effective decision-making mechanisms play a vital role in achieving our sustainable growth objectives. In this context, we have a number of committees operating across various fields. Below are several key committees, particularly those linked to audit and oversight functions. Each contributes meaningfully to our strategic goals, drawing on their areas of expertise.

Innovation Committee: This committee is responsible for coordinating activities that maximize the value added to the organization through innovative projects falling outside of conventional procurement processes. It ensures the establishment of necessary systems, maintains communication with ***internal and external stakeholders, records all processes, and facilitates the connections required for implementation.***



Audit Committee: Focused on enhancing transparency, this committee oversees the company's financial reporting, internal controls, and independent audit functions. It ensures internal audit operations are conducted independently and reports directly to the Board of Directors.

Sustainability Steering Committee: Chaired by the CEO and including the CFO, Assistant General Manager of Operations & New Technologies, Assistant General Manager of Operations & Supply Chain, Assistant General Manager of People & Culture, and an independent member, this ***committee is responsible for setting sustainability goals, allocating resources, and overseeing monitoring processes.***

Sustainability Management Committee: This committee works to ensure effective execution of sustainability initiatives across operational regions. It evaluates strategic and policy trends and coordinates the integration of targets into business plans. ***It is chaired by the Director of Asset Management and Sustainability.***

Risk Management Committee: This committee meets regularly to monitor commercial risks and evaluate cross-border energy trading activities. ***Members include the CFO, Assistant General Manager of Commodities, Assistant General Manager of Strategy & Portfolio Management, and the Risk Culture Leader.***

Risk Leadership Committee: Shapes the organizational structure and risk culture of the company and leads the creation of company-wide risk management strategies. Identifies systemic risks, ensures that ***long-term strategies are evaluated in light of these risks and guides risk management practices.***

Commercial Risk Committee: Ensures the effective assessment and management of market, credit, operational, and financial risks arising from the company's commercial activities. It approves changes to risk procedures, sets risk limits, evaluates the introduction of ***new products and market entries, and enhances commercial risk awareness.***

Technical Risk Committee: ***Established to identify technical risks and opportunities associated with the asset lifecycle*** including the development, operation, and decommissioning of power plants and the Synchronous Center Control Room. Members include the CEO, Assistant General Manager of Operations & New Technologies, Assistant General Manager of Operations & Supply Chain, and the Director of Asset Management and Sustainability.



Asset & Liability Committee: ***Formed to monitor and manage financial risks,*** this committee evaluates matters such as deposits, borrowings, and currency/interest rate risk. Action plans are developed in line with the company's risk appetite.

Our Corporate Policies: A Responsible and Sustainable Management Approach

At Enerjisa Üretim, we prioritize ethics, social responsibility, and sustainability at every stage of our business processes.
Through a comprehensive set of corporate policies covering business ethics, human rights, integrated management systems, and occupational health, we embrace a sustainable management philosophy throughout all our operations. These guiding policies and procedures shape how we conduct our business and support our commitment to effective, transparent, and accountable operations. In line with our transparency principle, we share the following key policy documents publicly as part of our comprehensive corporate framework:

Code of Business Ethics: We ensure all employees and stakeholders act with integrity, transparency, and accountability. ***Mechanisms for reporting ethical concerns are managed with strict confidentiality.***
Click here to read the policy >

Compliance Handbook: This document outlines ***the compliance principles, rights, and responsibilities of all employees within the Enerjisa Üretim structure and its subsidiaries.*** It reflects the shared values of Hacı Ömer Sabancı Holding (H.Ö. Sabancı Holding/SAHOL) Ethics Rules (SA-Ethics) and E.ON Compliance Rules, and aligns with relevant regulations (e.g., Competition Law, Energy Market Regulatory Authority, and Personal Data Protection).
Click here to read the policy >

People & Culture Policy: We are committed to creating a fair, safe, and supportive work environment centered around diversity, inclusion, equity, and employee well-being. *Click here to read the policy* >

Social Responsibility Policy: Through this policy, ***Enerjisa Üretim aims to address the needs of individuals and communities by acting responsibly and respecting human rights.***
Click here to read the policy >

Open Door Policy: ***We foster a two-way communication culture that encourages feedback,*** allowing all employees to share their thoughts directly with their managers.
Click here to read the policy >

Zero Tolerance Policy Against Violence and Harassment: We are committed to providing all employees and stakeholders with a respectful, equitable, inclusive, and safe workplace. We strictly oppose all forms of violence and harassment and stand firmly against discrimination and inequality. ***We conduct training, establish support mechanisms, maintain confidentiality, and cultivate a violence-free organizational culture.*** *Click here to read the policy* >

Business Continuity Management Policy: We implement business continuity plans to ensure our operations continue even in times of crisis. ***In 2024, we certified this process with ISO 22301 (Business Continuity Management System).***
Click here to read the policy >

Integrated Management Systems Policy: ***We aim for operational excellence*** by establishing integrated systems in the areas of quality, environment, occupational health and safety, energy, and asset management.
Click here to read the policy >

Information Security Management Policy: We safeguard the confidentiality, integrity, and accessibility of our information ***assets in compliance*** with ISO 27001 (Information Security Management System) to ***maintain business continuity.***
Click here to read the policy >

Privacy Policy: In line with our legal obligations regarding personal data protection, we prioritize user privacy, collecting data for specific, ***legitimate purposes and processing it securely.***
Click here to read the policy

Enterprise Risk Management Policy: Our risk management approach is integrated into all business processes, enabling us to effectively navigate uncertainties while pursuing our strategic objectives and delivering sustainable value to our stakeholders.
Click here to read the policy >

Personal Data Protection and Processing: To ensure the confidentiality, integrity, and security of personal data, ***we apply a transparent and compliant structure*** that includes the Personal Data Protection and Processing Policy, Personal Data Retention and Disposal Policy, Policy on Protection and Processing of Sensitive Personal Data, Procedure for Receiving, Evaluating, and Responding to Data Subject Requests, and the Request Form.
Click here to read the policy >

Human Rights Policy: Through this policy, Enerjisa Üretim aims to establish a workplace and business environment that respects and protects the rights of all individuals and communities while promoting a culture of respect, integrity, and dignity.
Click here to read the policy >

Environmental, Social, and Governance (ESG) Policy: We embed ESG principles into all our activities, ***placing climate action, the transition to renewable energy, human rights, fair working conditions, and transparent and ethical governance at the heart of our business model.*** We pursue our sustainability goals with a mindset of continuous improvement, transparency, and community value creation alongside all our employees.
Click here to read the policy >



Risk Management

At Enerjisa Üretim, we adopt an approach that not only manages risks but transforms them into opportunities. By integrating our Risk Management processes with our strategic objectives, we support the long-term success and sustainable growth of our company. Through systematic and analytical methods, we bring uncertainties under control and strengthen our decision-making processes.

Our Risk Management Approach

Our Enterprise Risk Management team works in close collaboration with all departments across the company to identify, analyze, monitor and manage operational and value chain risks. By evaluating the risks associated with climate change and other sustainability factors within our portfolio, we enable the direct observation and management of our impact.

As of 2024, financial volatility, operational risks, and uncertainties arising from climate change have been assessed using advanced modelling techniques, enhancing our overall risk management capacity. In this context:

Potential impacts of financial and operational risks have been quantitatively analyzed under numerous possible scenarios using Monte Carlo Simulations.
This method allows us to estimate the effects of these risks on EBITDA , cash flow, and net income with 90% confidence intervals, thus providing measurable insights into how uncertainties may influence decision-making.

[2] EBITDA (Earnings Before Interest, Taxes, Depreciation and Amortization)

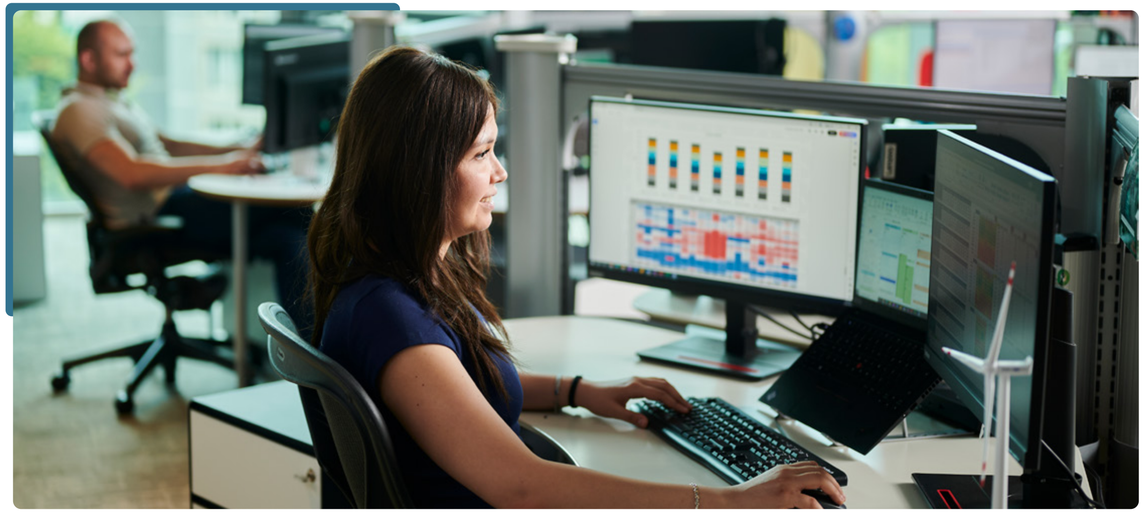
Scenario analyses have been employed to evaluate the company's resilience to climate change, market fluctuations, and regulatory changes, shaping our sustainability-focused strategies.

Our Technical Risk Management team works to identify and eliminate risks that could pose harm to people or the environment, lead to regulatory non-compliance, or reduce plant availability, while also identifying value-generating opportunities. Risk identification is carried out using internal (process-based) and external (ISO, credit providers, consultants, insurers, etc.) inputs through a 3-Tier Risk Assessment Approach (5*5 Risk Assessment Matrix).

How We Manage Risks?

We conduct our risk management processes with a data-driven approach supported by in-depth analysis and simulations. In this regard, we categorize risks into five key areas, ensuring strategic coherence:

1. **Financial Risks:** We manage energy market volatility, exchange rate fluctuations, interest rate changes, and credit risks through proactive financial modelling and hedging strategies.



2. **Business Continuity Risks:** We develop comprehensive business continuity plans to address potential technical failures at generation facilities, disruptions in maintenance processes, and supply chain interruptions. Through our Business Continuity Committee, we also manage risks related to natural disasters, technological failures, and logistical breakdowns.

3. **Technical Risks:** Technical Risk Management unit oversees actual/potential risks arising from barriers to optimal asset utilization. These include matters related to process safety, occupational health and safety, environmental and social concerns, compliance, reputation, and financial targets. The impact of technical risk is assessed not only in operational terms, but also in relation to financial performance and business continuity.

4. **Enterprise Risks:** Through our Risk Leadership Committee, we steer the company's overarching risk management strategy and focus on systemic risks. ***Our Enterprise Risk Committee works to shape our risk culture and address strategic risks.*** This includes broad risk assessments covering reputational, legal and regulatory, procurement, IT, and human resources risks.

5. **Commercial Risks:** Our Commercial Risk Committee manages risks arising from proprietary trading activities. This involves analyzing counterparty and receivables risks, maturity mismatch risks, market risks, regulatory compliance, and trading operations risks.

Risk Management Organization and Culture

We adopt a holistic view of risk management, combining technical and methodological approaches with efforts to foster risk awareness across our corporate culture. ***Established in 2022, our Risk Leadership Committee enables more effective discussion and coordination of strategic and systemic risks.*** Within this framework, we identify, analyze, and manage risks and opportunities that may affect our operational, strategic, and financial plans. While our Technical Risk Management Department oversees technical risks, our integrated risk approach is further reinforced through the Enterprise Risk Management, Commercial Risk Management, Financial Risk Management, and Business Continuity departments under the umbrella of our Risk Culture organization. Analyses are reviewed by the relevant committees and integrated into action plans accordingly.

We maintain a robust process for identifying, assessing, and managing environmental dependencies, impacts, risks, and opportunities across our operations, suppliers, financed activities, customers, and assets. By mapping key suppliers, we ensure a multidisciplinary and company-wide integration of risk and opportunity management across short, medium, and long-term horizons. All risk management procedures are audited by the Enterprise Risk Management (ERM) and Technical Risk Management Departments.

With the launch of our Kutup Yıldızı (North Star) system in 2024, we have taken a visionary step towards operational excellence. The system integrates key operational processes such as Technical Risk Management, Change Management, Budgeting, Project and Document Management across our power plants, enhancing consistency and transparency in budgeting, optimizing risk management, fostering cross-functional collaboration, enabling real-time risk monitoring, and driving continuous improvement and innovation. This system also enables early identification of risks stemming from technical changes, informs budget decisions with risk data, and ensures full transparency in project management and documentation processes.



We use big data analytics and advanced technology-assisted models to detect risks at an early stage in our audit processes.

Insurance

Enerjisa Üretim implements an effective insurance management strategy to protect its assets and operations. Through comprehensive insurance programs covering both operational and construction phases, we provide protection against various risks, including property damage, business interruption, machinery breakdown, terrorism, third-party liability, cyber risks, and directors' liability. The company conducts regular risk assessments to determine necessary coverage and ***works closely with brokers and reinsurers to optimize the premium-coverage balance.*** Furthermore, claims arising during the year are managed swiftly and efficiently, from initial notification through to compensation, thereby supporting business continuity. Looking ahead, the company aims for continuous improvement by taking into account new risks and changing market conditions in line with its expanding investment portfolio.

Internal Audit Activities

At Enerjisa Üretim and its subsidiaries, we continuously assess the effectiveness and adequacy of internal control systems. Our Internal Audit Department operates with an independent, objective, and value-adding approach. We assume responsibility across four key areas: audit activities, consultancy services, ethical investigations, and management systems certification processes. We report our audit activities directly to the Audit Committee, which consists of two members of the Board of Directors.

In 2024, five meetings were held with the participation of Internal Audit management and Audit Committee members, during which audit strategies, findings, and follow-up actions were evaluated.

Conduct of Audit Activities

Through internal audit activities, we provide assurance to the Board of Directors via the Audit Committee. Our Internal Audit Department conducts regular annual risk assessments to determine the scope of audits for the following year based on our audit universe. The annual audit plan is then implemented with the approval of the Audit Committee and Board of Directors.

We use advanced analytical techniques such as big data analysis and anomaly detection in our audit processes to conduct comprehensive evaluations. Data Analytics unit performs in-depth reviews using various analytics software, while also automating internal control scenarios for continuous monitoring.

In 2024, we conducted a total of 16 internal audits covering areas such as investments, energy trading, information technologies, corporate finance, compliance, and technical risk management. In addition, we performed on-site audits at 14 different power plants to strengthen the effectiveness of field audits and gain closer insights into operations, allowing us to carry out our audit processes in a more data-driven, proactive, and inclusive manner.

We share our audit findings with relevant function managers, develop corrective action plans, and present auditor opinions regarding the effectiveness of internal controls. These action plans are tracked in real-time by all relevant managers and employees via the system-based Internal Audit Module, with significant matters shared throughout the same process.

Consulting Services

Beyond auditing, our Internal Audit Department also acts as a strategic partner, contributing to the company's decision-making processes through consultancy services.

Throughout the year, the Board of Directors, Audit Committee, and leadership team may request deeper analysis of specific business processes or assessments of internal control effectiveness. In such cases, the Internal Audit Department conducts the relevant work, offering valuable insights and supporting process efficiency. To further strengthen business continuity, we have developed comprehensive continuity plans and training resources. We also conduct regular field visits to assess environmental impacts, ensure compliance with environmental legislation, and evaluate legal permits and potential sanctions related to air, and water.

Our Internal Audit Department contributes to enhancing the effectiveness of internal control mechanisms through in-depth analyses in the areas of Environmental, Social, and Governance (ESG). ***It also plays an advisory role, helping to strengthen governance processes.*** Going beyond traditional audit activities, we actively participate in corporate social responsibility initiatives and process improvement efforts across the company. Rather than solely focusing on risk-based evaluations, we act as a guiding partner in fortifying critical processes that support the organization's development.

Compliance with International Standards and Management Systems

At Enerjisa Üretim, we place great importance on aligning with international standards in line with our principles of sustainable growth, operational excellence, and corporate governance. In this context, the governance and coordination of certification processes related to management systems defined by the International Organization for Standardization (ISO) are conducted by the Internal Audit Department in full compliance with global Internal Audit Standards. This compliance is validated every five years through an independent Quality Assurance Review. ***In the most recent assessment held in 2023, we received a 'Compliant' rating across all standards, the highest score achievable.*** In 2024, we took our commitment to management systems even further by earning the Business Continuity Management System (ISO 22301) certification, bringing our total number of management system certifications to seven.

Throughout the year, we successfully completed 10 external audits conducted by accredited organizations, with zero major or minor non-conformities identified during these reviews. These results underscore our full compliance with management systems and our effective execution of a continuous improvement mindset.

The management system certifications held by Enerjisa Üretim are as follows:

- **ISO 9001** – Quality Management System (20 Power Plants, ESA Office, ETS Office, Senkron Digital, Amsterdam Office)
- **ISO 14001** – Environmental Management System (20 Power Plants, ESA Office)
- **ISO 22301** – Business Continuity Management System (ESA Office)
- **ISO 27001** – Information Security Management System (24 Power Plants, ESA Office, Senkron Digital, Amsterdam Office)
- **ISO 45001** – Occupational Health and Safety Management System (20 Power Plants, ESA Office)



- **ISO 50001 –** Energy Management System (11 Power Plants, ESA Office)
- **ISO 55001** – Asset Management System (20 Power Plants, ESA Office)

We remain committed to strengthening our management systems, enhancing our processes in line with international best practices, and supporting our goals for sustainable growth.

IN THE FOOTSTEPS OF SABİHA RIFAT GÜRAYMAN

WITH WOMEN WHO BREAK NEW GROUND IN TÜRKİYE



SABİHA RIFAT GÜRAYMAN

Sabiha Rıfat Gürayman was Türkiye's first female civil engineer, remembered for her work on Anıtkabir and the construction of bridges across Anatolia—a true pioneer who redefined possibilities for women in engineering.

At Enerjisa Üretim, we continue along the trail she blazed. **At Ovacık Wind Power Plant**, operated entirely by a team of female engineers and technicians, we are leading the wind with women and building the future together.

Employee Experience and Development

We're shaping the future of energy through the power of women and the unity of differences.

At Enerjisa Üretim, we don't just produce energy—we empower equality, diversity, and transformation. Today, in an industry once perceived as male-dominated, women's voices are stronger than ever. We are building not only energy, but also a brand-new work environment shaped by women, diverse cultures, and unique life stories.

Together with our female engineers and team members from various countries, we make decisions and cultivate a culture of collaboration that transcends borders. In this environment, where people of all ages and backgrounds work side by side, we believe diversity isn't just a strength, it's a necessity. We welcomed 79 female and 172 male employees to our organization, increasing our workforce by 251 and continuing our growth journey with a total of 1,327 employees in 2024.



Through our employee-centric approach and collaborative production culture, we're continuously strengthening our employer brand. In line with this vision, we achieved several prestigious milestones in 2024. Our workplace was internationally recognized with Top Employer and Great Place to Work certifications, and we proudly earned a place on Türkiye's Best Employers List. Our Power MBA program, developed in collaboration with Sabancı University EDU, earned 3 Gold Awards at The Stevie Awards. Meanwhile, our "İyi ki Varsın" (Glad to Have You) recognition initiative won a Bronze Award. We were honored with a total of 6 awards, 4 of them gold, at the Brandon Hall Awards. We remain a top choice for young talent, standing out in the "Most Admired Companies" list with our strong culture and growth opportunities. Throughout the year, we also took pride in receiving awards in five different categories at the Golden Leader and Golden Collar Awards, celebrating the power of shared success.

Talent Management

At Enerjisa Üretim, we continuously enhance our performance management processes to support the development of our employees and align with our company's strategic objectives. In this context, we introduced the Objectives and Key Results (OKR) system for the first time in 2024. With the OKR system, we aimed to more clearly define individual and team goals, thereby increasing transparency and strategic alignment in performance management. Our 85% OKR alignment score demonstrates that our employees have successfully adapted to this new system and are delivering effective performance in line with our strategic goals.

To increase the effectiveness of our performance management processes, we implemented the 5-point calibration practice. This system allows us to evaluate employee performance more objectively and comprehensively, while providing a multi-faceted perspective on both individual and team performance. The calibration process, completed with a 100% alignment rate, reveals the reliability and effectiveness of our performance evaluation system. Our 2024 performance efficiency score of 90% proves that our employees are performing at a high level and contributing significantly to our corporate goals. We remain committed to a transparent, fair, and data-driven evaluation approach to support the performance and development of our employees. Through the OKR system, calibration processes, and efficiency analyses, we continue to evolve our performance management system, enabling our employees to reach their highest potential both individually and as teams.

Development and Talent Programs

We have designed and implemented comprehensive programs to support the development of both our employees and the professionals of the future:

In 2024, we welcomed 79 women and 172 men to our team, increasing our workforce by 251 people. Today, we continue to grow with a total of 1,327 employees.

Our Awards

TOP EMPLOYER

GPTW

GOLDEN COLLAR

- *Finalist - REDKA*
- *Finalist – Unified Scada*

GOLDEN LEADER

- *CEO*
- *CFO*
- *CHRO*

STEVIE

- *Most Innovative Learning and Development Program (Power MBA)*
- *Excellence in Certificate Programs (Power MBA)*
- *Achievement in Extended Enterprise Learning Programs (aPower MBA)*
- *Best Recognition and Appreciation Strategy ("İyi ki Varsın") (Glad to Have You)*

BRANDON HALL

- *Most Unique or Innovative Learning and Development Program (Power MBA)*
- *Best Certificate Program (Power MBA)*
- *Best Employee Recognition and Appreciation Strategy ("İyi ki Varsın") (Glad to Have You)*
- *Best Talent Acquisition Process (Nextchanger)*
- *Best Use of Blended Learning (Power MBA)*
- *Best Extended Corporate Learning Program (Power MBA)*

Power MBA

Launched to cultivate professionals who can adapt to the dynamic nature of the energy sector, think strategically, and possess strong leadership competencies, the Power MBA Program offers participants both technical and managerial expertise. Conducted in collaboration with Sabancı University EDU, the program aims to support the next generation of leaders shaping the future of the energy ecosystem.

Spanning nine months, the program takes a holistic approach, covering a wide range of topics, from energy fundamentals to financial markets, generation technologies, management processes, strategy development, and the future of the energy sector. Participants gain up-to-date industry knowledge and develop critical skills such as strategic decision-making, problem-solving, and leadership. A key feature of the program is the combination of theoretical content with practical applications. Through technical site visits, participants observe energy generation processes firsthand, and international power plant visits at the end of the program provide valuable exposure to global energy markets. As a result, participants strengthen their knowledge and skills while gaining a global perspective. We completed the fourth cohort of the Power MBA Program, which began in November 2020, as of 2025. To date, we have reached 282 graduates and proudly hosted professionals from 146 different companies in our program.



In 2024, 249 new colleagues joined us as full-time employees.

Additionally, 13 students participated in our short-term internship program, and 7 students joined our long-term internship program. We continue to grow with our energy and provide young talent with a strong start to their careers.

At Enerjisa Üretim, we believe that the Power MBA Program not only enhances in-house competencies but also contributes to the broader development of the energy sector and the energy transition. In line with this belief, we remain dedicated to nurturing the energy leaders of the future.

In 2024:

- 94 participants in 3 classes (2 Turkish classes, 1 English class)
- Participants from 6 countries, including Türkiye (Hungary, Bulgaria, Bosnia and Herzegovina, United Arab Emirates, Croatia)
- 10 international participants
- Professionals from 56 different companies enriched our program.

Genç Fikir

With the Young Ideas program, which allows our employees under the age of 30 to share their ideas directly with senior management, we support intergenerational learning. Young Ideas Volunteers actively participate in decision-making processes, join reverse mentoring and leadership meetings, and bring their projects to life with support from senior leadership. In 2024, 8 young colleagues actively participated in the program.

NEXTCHANGER

To cultivate the energy leaders of the future, we launched the Nextchanger New Graduate Young Talent Leadership Program. This program aims to attract young talent with 0–2 years of work experience who are eager to build a career in the energy sector and are open to learning and development. Designed to make a lasting impact in the sector, the program offers a comprehensive framework to develop both technical and leadership skills.



The Nextchanger Program allows new graduates to integrate into various business processes, experience industry dynamics firsthand, and strengthen their professional competencies. The program includes:

- Technical and competency-based training to build sector-specific knowledge and skills
- Site visits to observe energy generation processes in the field and learn through direct experienceProject work to develop teamwork, problem-solving, and strategic thinking skills
- Leadership and personal development programs to strengthen leadership capabilities and support professional growth

Throughout the program, ***participants rotate across different departments at Enerjisa Üretim, gaining insights into both technical and managerial processes.*** They also receive direct feedback from expert mentors and managers, guiding their professional development.

Energy Youth College Internship Program

Our company offers a long-term internship program called Energy Youth College. Participants who successfully complete this program have the opportunity to continue their careers with us by joining our Nextchanger new graduate recruitment program. Energy Youth College targets 3rd and 4th-year university students who are interested in the energy sector and eager to grow.

Students benefit from various technical and behavioral training opportunities, supporting their personal and professional development.



In 2024, 34 new colleagues joined us through the Energy Youth College Program, and 31 through the Nextchanger Program.

Sabancı Holding Talent and Development Programs

- In 2024, a total of 29 participants from our company were nominated to development programs offered by Sabancı Holding. The programs attended are as follows:
- Emeritus TPX Graduate Program
- Gen AI
- HR Minds / HR Journey
- X-Celerate
- X-Lab
- X-Teams

1 Seed participant joined our company as part of the Seed MT Young Talent Program.

Through the New Generation Career Experience Program[3], 2 participants completed internships at our company.

University Events and Collaborations

Now in its fourth year, the Enerjisa Üretim Academy contributes not only to the development of our employees but also to young talents through university collaborations. In line with our Spektrum philosophy, while enhancing talents' technical and behavioural competencies, we offer a new-generation learning journey that introduces them to current technologies, broadens their perspectives, and makes learning enjoyable.



We run a comprehensive university collaboration program aimed at sharing our industry knowledge and experience with young talents and bringing future energy professionals into the sector. In 2024, we reached over 14,500 students through 55 events across 26 different universities. In these events, we provided students with up-to-date sector insights, guiding their career planning and raising awareness about energy.

Our programs extend beyond national borders to create an international impact. Under the "A Day at Enerjisa Üretim" initiative, we hosted students from leading universities such as Penn State, Pennsylvania, Texas, and the University of Denver, allowing them to experience the core dynamics of the energy sector firsthand.

Long-Term Partnerships with Universities

We develop sustainable and effective partnerships with Türkiye's leading universities:

- For seven years, our experts have served as guest instructors in the "Fuel Chemistry and Technology" course within the Istanbul Technical University's Chemical Engineering undergraduate program, sharing comprehensive energy sector knowledge.
- Collaborations with Manisa Celal Bayar University, Bilgi University, and IYTE include contributions to academic content, organizing seminars, technical visits, and career days to offer students close-up industry exposure.

Applied Projects and Technical Trainings

- Within the IYTE collaboration, we completed the Mini-Synchronous setup at İzmir Institute of Technology and delivered an eight-session hybrid training program on the OnePact software for effective use of this infrastructure. In cooperation with Celal Bayar Vocational School, we offered internships to 5 electrical department students in 2024 and planned a similar quota for 2025. We maintained direct communication with students, providing internship information and VR-supported introduction activities.

Inclusive Development Programs

- **Womentum Program:** Running for 10 weeks, Womentum focuses on skills young women need in their career journeys, offering development in resilience, agility, empathy, communication, and

3 The Next Generation Career Experience Program offers third- and fourth-year university students an eight-week opportunity to gain hands-on project experience and engage with the Sabancı ecosystem. In 2023, 42 high-potential university students from six countries participated in the program, with 54% of them being women.

critical thinking. In 2024, we received over 4,000 applications from 67 provinces and graduated 1,058 participants. We plan to expand the program to more provinces in 2025.

- **Enerjisa Vocational and Technical Anatolian High School Internship Development Program:** At our Tufanbeyli campus, we delivered workshop-based practical training for 4th-year students in areas including Occupational Health and Safety, Electricity, I&C, and Mechanical Maintenance. A total of 40 students participated in the program.

Foreign Employees

As of 2024, within our Senkron IT and Enerjisa Commodities brands, we work with colleagues from 10 different countries, including Hungary, Serbia, Italy, the Netherlands, India, Egypt, Greece, France, and the United Kingdom. ***We prioritize growth through international talent and strengthening our global vision by enhancing cultural diversity.***



Collaboration with Bandırma Science High School

At the career day event held on February 11th at Bandırma Science High School, four of our engineers (electrical maintenance engineer, I&C maintenance engineer, chemical process manager, and environmental engineer) joined forces with our People and Culture partner to engage with students. Sharing their career stories, they informed and inspired young people about the energy sector and their professional paths.

Training and Development

Aligned with our strategic goals and employees' development needs, we design learning and development products to strengthen behavioral, technical, and leadership competencies. Alongside face-to-face training options, Enerjisa Üretim's online learning platform, the E-Development Portal, offers innovative and rich content such as E-Orientation, Technical Trainings, IT Trainings, Mandatory Trainings, and Managerial Competency Courses.

Each power plant identifies its specific technical needs and establishes annual training programs accordingly. Additionally, we support hands-on technical classroom projects, engineer development programs, and specialised technical training to help our engineers and interns gain field experience, cultivating the energy professionals of tomorrow.

Now completing its fourth year, Enerjisa Üretim Academy supports not only our team members but also young talents through university partnerships.

Following our Spektrum philosophy, we continue this next-generation educational journey that promotes talent development, keeps them up to date with current technologies, and fosters learning through new perspectives and enjoyable experiences.

Among the 818 courses in our training catalogue, we offer unique technical experiences such as ManeVRa and WindVR applications prepared with VR technology and the VR-based Advanced Defensive Driving Simulator, all industry firsts. ***Furthermore, our internal training activities continue with courses on Computers, PLC, Automation, Hydraulics, Pneumatics, and Mechanics.***

Through our "Train the Trainer" program conducted by Enerjisa Üretim Academy's corporate trainers, we cultivate internal instructors to ensure sustainable knowledge and experience transfer.

We connect with participants via interactive training sessions held in the Pekiyi Track training hall at our Tufanbeyli Spektrum Campus or through the Pekiyi Track website, increasing occupational health and safety awareness and empowering a safe working environment.

Through our Women Technicians and Engineers Transforming Wind into Energy Program and the Tufanbeyli Internship Program, we have enabled graduates to enhance their professional knowledge, build strong industry connections, and start their careers confidently with the technical training and applications provided at the Spektrum Campus.

Committed to our vision of developing future energy professionals, we will continue investing in education to sustain these programs and bring more talented youth into the sector.

In 2024, Enerjisa Üretim Academy's training activities included:

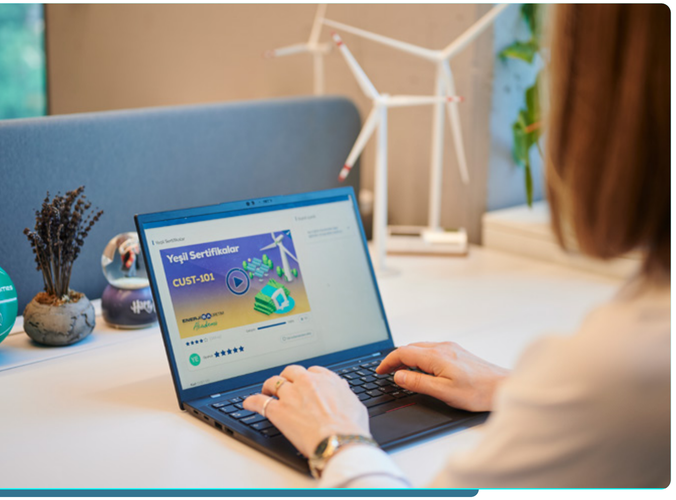
- A total ***investment of TL 28 million*** in technical and mandatory trainings.
- Delivering ***133,417 hours*** of training covering technical, mandatory, and competency development content to enhance our employees' knowledge and skills.
- Supporting sectoral knowledge sharing with ***592*** external training programs.
- Officially certifying employee competencies through ***402*** different legal certification trainings.
- Integrating these trainings into the E-Development platform to build a robust ***digital learning*** infrastructure accessible anytime, anywhere for our employees.
- Designing or revising ***67*** training programs with expert internal trainers, increasing content on the E-Development portal to ***160*** courses.
- Conducting ***70*** different face-to-face technical internal trainings to boost technical knowledge and field experience.
- Supporting full compliance with legal requirements by facilitating the acquisition of ***2,373*** certificates across ***49*** different legal scopes.

With these ongoing investments in education, we continue supporting our employees' personal and professional growth while contributing to the future of our industry.

A total of 133,417 training hours were completed, comprising 39,684 hours via the E-Development platform and 93,733 hours through HRWEB, resulting in an average of 102 hours of training per employee based on a workforce of 1,300.

Support Programs: Enerjisa Üretim provides employees with ***LinkedIn Learning*** accounts, master's and doctoral degree support, coaching assistance, and foreign language training via conversation classes or the Cambly app, tailored to needs and proficiency levels.

Orientation Trainings: We organize a two full-day, face-to-face orientation program at the Headquarters for all new team members joining Enerjisa Üretim. The program covers ***introductions to***



12 Orientation Classes

%95 Satisfaction

226 Participants

192 hours

People and Culture Units, Sustainability initiatives, Enerjine Sağlık program, Occupational Health and Safety processes, IT and Digitalization applications, and other essential topics. Social activities such as panels, Human Bingo, "Explore the Office" tours, quizzes, and Welcome Celebrations support our new colleagues in settling in quickly.

Leader Next: At Enerjisa Üretim, we have launched a comprehensive and sustainable leadership development program aimed at enhancing the professional skills of all our leaders responsible for team management, elevating their leadership competencies to an advanced level, and increasing their effectiveness within their teams.

This development journey, named "Leader Next," is designed to strengthen our leaders' capabilities both individually and at the team level, with the goal of transforming them into more effective leaders.

The program is structured around three core pillars: "Collaboration," "Feedforward Culture," and "Performance Teams." Each module is supported by diverse learning methodologies to ensure active engagement and effective learning for our leaders. Accordingly, a rich development process has been crafted, incorporating classroom training sessions, orientation meetings, interactive sessions that encourage experience sharing, and action learning workshops.

Catalogue Trainings (Enrich Teams): All team members without team management responsibilities participate in face-to-face personal development training based on identified competency needs. Training topics cover a wide range of skills, including Adaptability, Creativity, Behavioral Finance, Persuasion and Negotiation, Communication, Motivation, Teamwork, Strategic Planning, Analytical Thinking, Time Management, Critical Thinking, Presentation Skills, and Stress Management. Additionally, we organize seminars available both onsite and online to support personal development. These seminars provide team members with up-to-date knowledge on current topics while broadening their perspectives, contributing to both their professional and personal growth.

492 Different Participants[5]

%90 Satisfaction

27 Different Trainings

38 Class

[5] 98% of the target audience of 500 people

Combine (Comb People Development Program): We successfully completed our Comb People (Combine) training and development program, designed to cultivate employees identified as "combs", those with expertise in at least three different fields, by enhancing their end-to-end business process knowledge. The program spanned 17 weeks and offered a total of 34 hours of training across 24 different subjects.

The program included 73 participants, 37 of whom attended mandatory sessions and 36 optional ones. Mandatory attendees maintained an 85% attendance rate. Both the midterm and final exams held online achieved full participation, with average scores of 79% and 88%, respectively. All mandatory participants surpassed the 70% success threshold and earned their graduation from the program.

272 Different Participants

%90 Satisfaction

3 Different Seminars

7,5 Hours

The overall satisfaction rate for the trainings was 85%, with the session titled "European Electricity and Gas Market and the Role of Enerjisa Commodities in Dispatch" receiving the highest satisfaction rate of 98.8%. The Comb People program contributed to supporting our multi-skilled employees from a strategic perspective and enhanced our organizational agility.

Gender Equality

At Enerjisa Üretim, we uphold equality as a fundamental principle. We promote equality, diversity, and inclusion across all our processes, ensuring equal treatment for everyone regardless of age, gender, religion, race, marital status, health condition, nationality, sexual orientation, disability status, political views, or any other factors.

We believe in the importance of diversity and, through our inclusive work culture, ***protect the rights of all employees in full compliance with legal regulations, managing our human resources processes on the basis of equal opportunity.*** We have established a transparent, secure, and retaliation-free reporting mechanism for all our employees and business partners.

Gender-Based Violence (GBV) & Gender Equality Focal Points

In 2024, Enerjisa Üretim demonstrated a strong commitment to creating a healthy and safe working environment by taking significant steps to prevent discrimination, violence, and harassment in the workplace. We published the Anti-Discrimination, Violence and Harassment Policy along with the Zero Tolerance Procedure against Violence and Harassment, aiming to provide an equitable and safe working environment for all employees.

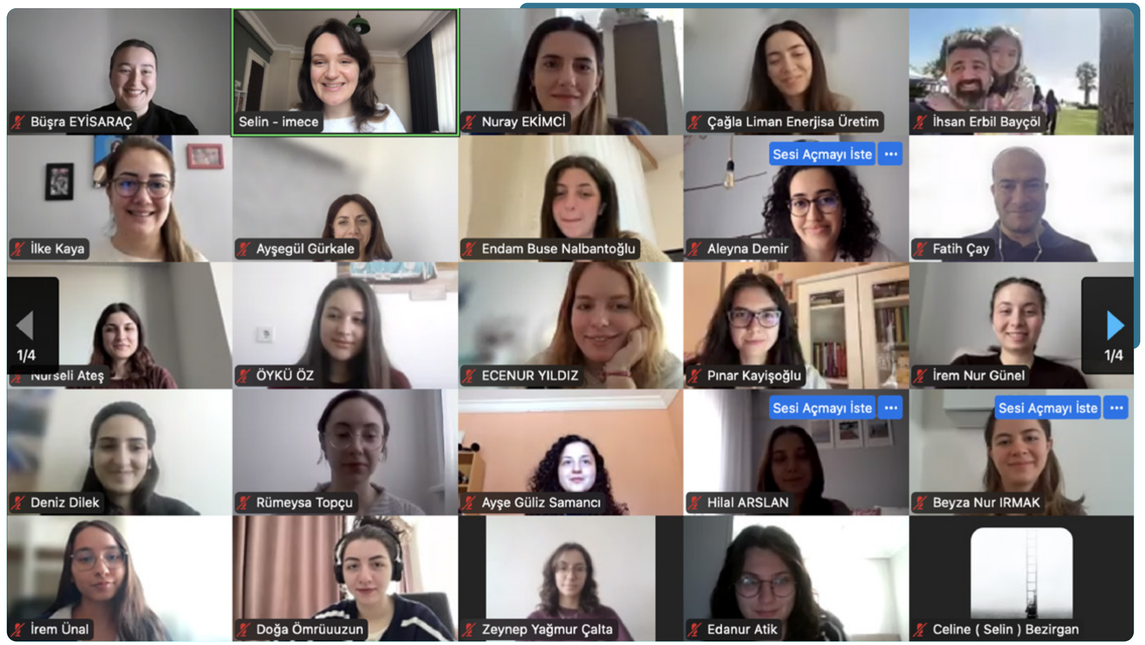
Expanding our People and Culture Policy in line with these principles, we developed a framework that supports gender equality. This framework includes a set of measures and practices designed to create equal opportunities for all employees and firmly prevent discrimination and violence. To effectively implement the zero-tolerance policy in our workplace, we appointed Gender Equality Focal Points tasked with raising awareness and guiding our employees. These focal points play a crucial role in fostering an inclusive, respectful, and safe workplace environment. We conducted extensive awareness-raising activities at our headquarters, field offices, and sites, and published poster materials to ensure easy access to policies and procedures for all employees.

Relevant Policies and Procedures:

- ***Human Rights Policy***
- ***Anti-Discrimination, Violence and Harassment Procedure***
- ***Enerjisa Üretim Human Rights Standards Operating Procedure***
- ***Enerjisa Üretim Compliance Policy***
- ***Policy on the Protection and Processing of Special Categories of Personal Data***
- ***Zero Tolerance Policy Against Violence and Harassment***
- ***Open Door Policy***
- ***Current Status Analysis Guide for Enerjisa Üretim Human Rights Policies***

Projects Within the Scope of Gender Equality

In June 2024, we published our Zero Tolerance Policy and Procedure Against Violence and Harassment. As part of our efforts to foster an inclusive and safe work environment, a Workplace Gender-Based Violence and Harassment Survey was conducted with all employees in April 2024. Gender Equality Ambassadors were appointed—led by our People and Culture Business Partnership team—and introduced to the entire company. Our 35-member Nextchanger team completed an online training journey on DEI and shared their knowledge and experiences with each other through “Learn from Each Other” sessions.



Women Turning Wind into Energy

Enerjisa Üretim launched the Women Turning Wind into Energy (REDKA) Project to increase women’s employment and strengthen diversity in the energy sector. This project supports newly graduated women engineers’ entry into the energy industry, aiming to boost women workforce participation and enhance their professional development. The REDKA program facilitates femalewomen engineers’ sector entry while developing their technical and behavioral competencies, enabling them to build sustainable careers.

The program includes:

- Technical training providing comprehensive knowledge on wind energy and energy generation processes.



- Deep dives into technical subjects such as wind turbines, energy transmission systems, and operational processes.
- Behavioral competency training focused on leadership, communication, strategic thinking, and teamwork skills.
- Mentoring and coaching support to closely monitor participants' professional development, offering direct feedback from seasoned industry experts.
- Fieldwork and plant visits to apply theoretical knowledge practically and gain on-site industry experience.

Through REDKA, women engineers strengthen their technical skills in the wind energy sector while gaining opportunities to actively contribute to projects shaping the industry's future.

Successful participants gain access to long-term career opportunities within Enerjisa Üretim. Seven new team members joined us in 2024 under this program.



Women Technicians Turning Wind into Energy

Another initiative to support women's employment and increase the representation of women technicians in the energy sector is the Women Technicians Turning Wind into Energy Project. Developed in collaboration with Enercon, ***this program empowers women technicians by enhancing their technical skills and enabling them to build lasting careers in the sector.***

This comprehensive eight-week training and development platform for women technicians interested in entering the wind energy sector includes:

- Turbine training where participants learn in detail about the mechanical and electrical components of wind turbines and gain practical experience.
- Field applications to apply theoretical knowledge on-site, providing real-world work experience.
- Mentoring and coaching support offering direct feedback and career guidance from industry professionals.

The project aligns with our vision of operating the Ovacık Wind Power Plant (WPP) entirely with a team of women employees. In 2024, four women technicians successfully completed their technical training and joined Enerjisa Üretim, starting their roles at Ovacık WPP. This milestone not only increases women representation in technical roles but also sets a strong example of commitment to gender equality in the sector.

Enerjisa Üretim remains steadfast in supporting gender equality through these policies, taking determined steps to eliminate discrimination and violence, and consistently providing a safe, fair, and respectful work environment. This ensures all our employees can work with confidence and fully realize their potential.

Womentum

Womentum is a dynamic 10-week development program designed to build the essential competencies young women need for their career journeys. Focusing on critical skills such as resilience, agility, empathy, communication, and critical thinking, the program equips participants with strong personal and professional capabilities. In 2024, Womentum received over 4,000 applications from across Türkiye, attracting participants from 67 provinces and graduating 1,058 individuals, steadily expanding its impact.



IN THE FOOTSTEPS OF ALICE HAMILTON

A CONSCIOUS COMMITMENT TO SAFETY AND WELLBEING

ALICE HAMILTON

Alice Hamilton paved the way for systematic awareness in occupational health through her pioneering research on lead poisoning and chemical risks in the workplace. In the early 20th century, she uncovered the invisible dangers faced by workers and gave voice to the unheard. **As the first female faculty member at Harvard University**, she reinforced her place in science through her fight for equality.

At Enerjisa Üretim today, we believe that a safe working environment is not only built on rules, but also on the holistic wellbeing of every individual. With this perspective, we implement practices that integrate physical safety with mental and emotional wellbeing, fostering an inclusive culture that supports the health, psychological resilience, and quality of life of all our employees.



Health, Safety, and Wellbeing

Occupational Safety Culture

At Enerjisa Üretim, we consider employee health and safety a core value. We embrace a culture that goes beyond compliance, one that is empowered by individual awareness and team spirit. Safety is an integral part of every individual's daily work practices. We value a structure in which every team member feels responsible not only for their own safety but also for the safety of their colleagues and work environment.

Our safety culture is rooted in solidarity. Whether in the field, at the office, on the road, or at home, maintaining safe behaviors and building safe environments together is a shared responsibility. We don't see occupational health and safety as limited to individual efforts; it's a culture collectively built and sustained by the entire organization.

We know that priorities can change. That's why we say not OHS first,' but ' OHS At All Times.

Human-Centered Systems Empowered by Technology

With advancing technology, our employees remain the most vital component of our processes. At Enerjisa Üretim, we enhance employee health and safety through digital solutions like ENSAFE, IRONIC, YES, Fark@, Safety Vision, vehicle tracking systems, and Power BI, allowing us to monitor field data in real time, analyze it, and identify potential risks before they emerge. We use these tools to strengthen safety awareness, encourage teams to take ownership of their data, and promote continuous improvement. Technology, in this sense, becomes an enabler that encourages, facilitates, and visualizes safe behavior. Because we believe that ***a sustainable culture of occupational health and safety can only be achieved through systems that grow and learn alongside people.***



A Safer Future Together

We feel responsible for preparing people for the world of tomorrow. On this journey, we act in unison with our teammates, suppliers, business partners, and all stakeholders. We believe a safer future is only possible through a culture in which everyone contributes and feels personally accountable.

We view health and safety not merely as a set of rules, but as a culture where shared care and solidarity shine through, and where everyone feels responsible and engaged. We are committed to making this approach the cornerstone of our corporate culture and to strengthening it with every step we take.

We will continue to live and reflect our respect for life in every aspect of our work. ***By aligning corporate value creation with individual value creation, we are determined to help build a more sustainable future for both our employees and society as a whole.***

Our Implementations

"Safe work is a shared responsibility."

To ensure active participation in occupational health and safety goals, we've set measurable targets across the organization. These targets support both individual accountability and corporate progress. Our Occupational Health and Safety performance management system monitors the following:

TRIF/LTISR Performance

While we value proactive indicators, reactive ones also play a key role. TRIF and LTISR are the only reactive metrics in our system and help us stay focused on safety outcomes.

- **TRIF Performance:** Tracks incident rates resulting in medical attention or lost workdays.
- **LTISR Performance:** Measures the rate of lost days from incidents leading to time off work.

Hazard Reporting

Encouraging employees to report hazardous situations strengthens collaboration, enables early risk detection, and promotes safer environments.

Field Observations and Inspections

We conduct regular monthly field observations to detect and respond to risks and non-compliance early on.

Field Tours

Field tours conducted by our managers in line with the principle of visible and tangible safety leadership help raise safety awareness on site and strengthen communication between teams.

Drills

We organize drills that ensure active participation from employees at all levels and reinforce leadership roles.

Road Safety

We promote traffic safety through speed violation reduction, defensive driving training, and monitoring vehicle compliance.

Risk Assessments

We foster a sense of both personal and collective responsibility by involving employees in risk assessment processes.

HSE-Focused Technical Training

We run structured training programs to improve employees' HSE knowledge and skills not only via Safety Officers but also experienced and knowledgeable employees.

Toolbox

At the start of each day, teams gather to review the tasks ahead, discussing associated risks and preventive measures.

Non-Compliance Management

Timely and effective closure of identified non-compliances is a key measure of both individual and departmental performance.

Incident Investigations

Thorough and timely investigations are essential to our assessment of both individual and team performance.

Working Hours

Through fair, flexible, and transparent working hours management, we protect our employees' health and work-life balance.



While raising our occupational health and safety standards to the highest level, we also made pioneering strides in psychosocial health and wellbeing. Through psychosocial risk assessments, employee assistance services, our Colors Within Us inclusion program, and preventive health programs, we aimed to create a work environment where everyone feels safe, valued, and supported.

We believe it is our duty not just to meet today's needs, but to prepare people for the world of tomorrow. A safe and well work environment is an investment not only for today, but also for the future.

We are committed to making this approach the foundation of our corporate culture and to strengthening it every step of the way.

We will continue to embody and uphold our commitment to health, safety, and wellbeing in every aspect of our work. By integrating corporate and individual value creation, we aim to help both our employees and society move toward a more sustainable future.

Our vision for Health and Wellbeing is to cultivate an inclusive and sustainable work culture where every team member can achieve complete physical, psychological, and social wellbeing. Our approach considers individual differences and life stage needs, aiming to create an environment where all employees feel safe, supported, and valued. Through comprehensive initiatives such as preventive healthcare, psychosocial safety, psychological support, promotion of healthy living habits, and caregiver assistance—we strive to enhance our employees' wellbeing both internally and within their surrounding conditions. By developing programs grounded in respect for societal diversity, we are building a health and wellbeing ecosystem that upholds everyone's right to equal participation and access to opportunities.

Our strategy is founded on the belief that health and wellbeing are not solely individual responsibilities but organizational priorities. To achieve this goal, we have assembled a comprehensive team comprising nine occupational physicians, three psychosocial health and safety partners, seven employee health and wellbeing partners, 10 healthcare support staff, two physiotherapists, four dietitians, five fitness trainers, and other specialists.

Health and Wellbeing Strategy

The health, safety, and wellbeing of all living beings in our workplace is always a central part of what we do. From generation to management, from field operations to our offices, supporting and strengthening physical, psychological, and social wellbeing is essential to our sustainable success.

In the past year, we advanced our proactive health and safety culture with respect for life at the heart of everything. We established systems that anticipate risks, enable learning, and promote continuous improvement, embracing both individual and collective responsibility. Our inclusive approach, which values uniqueness, enabled us to implement programs responsive to diverse needs. We believe wellbeing is not only about protection from risk but also about unlocking potential and enhancing quality of life.



Health and Wellbeing Implementations

2024 Health Culture Satisfaction Rate

%80

Preventive Health Implementations

Protecting our colleagues' health and preventing disease risks are fundamental priorities of our health and wellbeing strategy. Under Preventive Health Practices, we manage individual and environmental risks at an early stage through periodic health screenings, vaccination campaigns, ergonomics training, pre-employment health checks, and workplace hygiene initiatives.

- Periodic health screenings
- Vaccination campaigns - 2,404 vaccine doses (influenza and tetanus vaccines)
- Ergonomics training and applications
- Pre-employment health checks
- On-site health services
- Risk assessment and workplace hygiene practices
- Self-breast examination training for early detection of breast cancer
- Heart Health Guide

Psychosocial Risk Management

Psychosocial safety means feeling secure, supported, and valued in the workplace, providing protection against risks like stress, burnout, and social isolation. Through our Psychosocial Risk Management practices, we systematically assess risk factors and empower our employees with programs focused on healthy



workload management, open communication culture, conflict prevention, and enhancing psychological resilience.

- Risk-based improvement actions (balancing demands and resources)
- Defining actions with colleagues in managerial roles
- Awareness campaigns

Psychological Safety Practices

We believe that psychological safety is reinforced by a sense of individual support, and with this awareness, we expand the realm of psychological safety through micro-support mechanisms aimed at individual wellbeing. Our Employee Assistance Programs (EAP) offer psychological counseling, occupational functionality consultations, and psychotherapy services, enabling individuals to address their internal challenges with professional support. We create a structurally safe environment through team and organizational group workshops and secure feedback mechanisms, while ensuring that each employee can receive the level of support they require through individual psychotherapy and counseling opportunities. We understand that true psychological safety is achieved when individuals feel secure both in their environment and within themselves.

In 2024, a total of 75 colleagues participated in our group workshops. Additionally, we held 1,972 sessions/meetings with 407 colleagues.

- Employee Assistance Programs
- Psychological counseling, occupational functionality, and psychotherapy services
- Nextchanger Sharing Workshops
- EYC Sharing Workshops
- Time Management Group Workshop
- Being a Driver in Istanbul Traffic Group Workshop
- Team Psychological Safety Workshops
- Mental Health Awareness Guide for Leaders and Colleagues





Healthy Living and Wellbeing Programs

Through our "Enerjina Sağlık" Program, we aim to create positive changes in our colleagues' daily habits, strengthen health awareness, and enhance quality of life. Our wellbeing programs integrate health consciousness into our daily lives and behaviors. We support the spread of balanced nutrition habits through healthy eating seminars and awareness campaigns, and we promote the integration of physical activity into daily life through sports and mobility encouragement programs.



In 2024, we completed 2,890 exercise sessions with 304 colleagues.

We highlight the importance of rest and biological rhythm through sleep health information initiatives and aim to reduce individual risks with preventive campaigns against tobacco, alcohol, and substance addiction. For example, 17 colleagues with a body mass index (BMI) in the risky category have reduced their BMI below the critical level of 30.

Additionally, among colleagues who consulted our physiotherapists, an average 14.6% reduction in pain levels was observed. We also offer opportunities for our employees to experience healthy living together and boost their individual motivation through participatory practices like wellness challenge events, hydration campaigns, and step competitions. By supporting collective action, we aim to strengthen community awareness.

- Sports, exercise, and mobility encouragement programs
- Sleep health information initiatives
- EMS, personal training, reformer Pilates, and functional training
- Tobacco, alcohol, and substance addiction prevention campaigns
- Wellness challenge events, step competitions
- Ergonomic risk assessment
- "Blue Life Practices" Webinar Series
- Healthy Living Webinars (Health Awareness Trainings on HIV, Breast Cancer, and Cervical Cancer)

Inclusive Health Practices

We want every individual to have an equal starting point in their health and wellbeing journey. Therefore, ***we shape our health practices with a more inclusive perspective, offering solutions that respect each employee's needs, life stage, and identity.*** Through support mechanisms sensitive to the needs of socially marginalized groups and special programs for individuals with chronic illnesses, we encourage full participation in health and wellbeing processes. Our approach, which embraces "supported self-management," allows our colleagues to set their own health goals, receive support when needed, and take more conscious, empowered steps in their daily lives. Additionally, we develop support solutions tailored to colleagues in different life stages, such as pregnancy, parenting, and aging, enabling each individual to realize their potential in a healthy and safe manner.

In light of the practices below, we identified ***6 individuals at high risk of cardiovascular events in cardiology screenings conducted with 184 colleagues and implemented preventive interventions.*** In breast screenings conducted with 134 colleagues, we detected breast cancer in one individual and initiated treatment. Aside from these, we also supported our employees through various health programs;

- Women's health programs (breast cancer screenings)
- Sexual health awareness programs (HPV vaccination, HIV and cervical cancer awareness initiatives)
- Inclusive psychosocial support practices for LGBTQ+ employees
- Special health monitoring and support programs for individuals with chronic illnesses (cardiological evaluations and examinations, cardiovascular risk assessments)
- Supportive programs during pregnancy and parenting processes (newborn nurse caregiver support)
- English-language counseling options in psychological health services

Caregiver Support

Care responsibilities and caregiving labor, which significantly impact our colleagues' work-life balance, are increasingly recognized realities of the workforce. Responsibilities such as caring for children, the elderly, individuals with chronic illnesses, or those with special needs can directly affect employees' physical and mental load. ***Caregiver support practices play a critical role in preventing burnout under caregiving burdens, preserving emotional wellbeing, and maintaining a more balanced life.***





In this context, we designed our "Good Enough" parenting counseling program ***to reduce parental caregiving burdens, create sharing spaces, and provide psychosocial support.*** Inspired by Winnicott's "good enough parenting" approach, 25 colleagues came together in this program to share experiences, receive individual counseling, and offer peer support through group activities.

- **Psychosocial Support:** Specialized psychological counseling to help manage caregiving burdens
- **Information and Education Programs:** Training for caregivers on stress management, time management, and access to support resources
- **Easy Access to Care Resources:** Sharing information and providing guidance services about service providers in areas like childcare and eldercare
- **Care Support Groups:** Establishing peer support groups where employees with similar responsibilities can share experiences
- **Newborn Nurse Support:** Providing in-home support to parents for seven days post-birth, offering education on newborn care, baby care, and nutrition

Colors Within Us

The "Colors Within Us" program is a holistic initiative aimed at fostering inclusion, diversity, and equity within our corporate culture, striving for a sustainable inclusion transformation.

The program focuses on building a work environment where all colleagues, regardless of their diverse identities, experiences, and perspectives, feel safe, valued, and equal. In this scope, policies adopting a zero-tolerance approach to all forms of discrimination are developed. To support inclusive and respectful communication in the workplace, awareness-raising activities are conducted regarding language, behavior, and interaction practices.

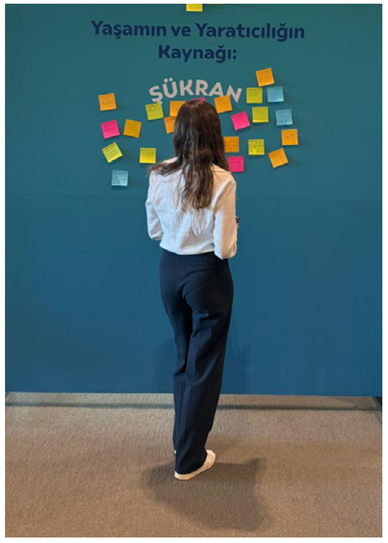
Through training programs, workshops, and interactive events, the awareness that diversity is a source of richness is disseminated throughout the organization. The program encompasses not only visible diversity elements but also deeper layers such as thought patterns, emotional experiences, and life backgrounds. This approach encourages an environment where every individual can contribute to the organization with their unique colors.

"Colors Within Us" is carried out within a systematic framework led by Psychosocial Health and Safety Partners to strengthen employee wellbeing and psychological safety. The program aims to reinforce employees' sense of belonging, increase equal opportunity within the organization, and support equity-focused leadership understanding at all levels. In line with this approach, "Colors Within Us" is positioned not just as a project but as a living and evolving cultural change movement permeating every area of the organization.

Feedback from Our Team in 2024

"I never thought I would reflect so deeply in my professional life until now. These sessions have been incredibly beneficial for me. It's like I can breathe again..."

"Getting through the process of loss and grief... The company's attention made me feel supported and appreciated. I didn't know how to navigate this period. They prevented me from making many mistakes. It also raised awareness in my work relationships. The company took quick action, we got involved in the process promptly, and I'm very satisfied..."



"It's wonderful that it can reach and integrate with every employee. I believe that we can overcome challenges together when issues arise..."

"The better I am, the more beneficial I can be for the company, and this management awareness makes me feel valued..."

"Even the companies that claim to be the best in the country are far behind..."



IN THE FOOTSTEPS OF PETER DRUCKER

TOWARDS A FINANCIAL CULTURE

THAT CREATES VALUE THROUGH PIONEERING INVESTMENTS

PETER DRUCKER

Peter Drucker, a pioneer of modern management science, famously said, ***"The best way to predict the future is to create it."*** With this insight, he showed that strategic decisions require not only courage, but also vision.

To Drucker, being a pioneer was not a privilege—it was a responsibility. ***"To be pioneering is the entrepreneur's standard. Only then does abundance emerge."*** With this belief, he revealed the transformative power of conscious, value-driven investments.

Today, Drucker's vision lives on in our financial culture at Enerjisa Üretim—where sustainable value creation, courage, and discipline guide our every investment.

Economic Performance and Financial Strategies

With our solid financial structure, strong responsiveness, and continuous investments, we are shaping the future of clean energy.



Financial Performance in 2024

Key financial metrics for 2024, prepared in accordance with International Financial Reporting Standards (IFRS), are presented below:

TL **161,6** billion	**Total Assets**
TL **56,1** billion	**Net Sales**
TL **10,5** billion	**EBITDA**
TL **4,5** billion	**Net Profit for the Period**
TL **-14,6** billion	**Free Cash Flow**
2,2	**Net Debt/EBITDA**

Investment Activities and Future Outlook

In 2024, Enerjisa Üretim signed a major financing agreement worth $1.012 billion for the 750 MW portion of our YEKA-2 project. This agreement represents not only a major investment but also a strong vote of confidence from the international financial community in Türkiye's clean energy future. With the support of leading local and global financial institutions including DFC, JP Morgan, HSBC, KfW IPEX-Bank, DEG, Proparco, and Akbank, we established a solid financial foundation for the project.

As we head into 2025, we are actively engaged in financing discussions for the remaining 250 MW portion of YEKA-2, as well as for our wind energy projects in Edirne and Balkaya, which we are developing under YEKA-2024 and which will have a combined installed capacity of 750 MW. These projects represent not only a significant increase in capacity but also major steps forward in Türkiye's green energy transition.

To safeguard our financial position amid high market volatility, we executed foreign exchange (FX) hedging transactions totaling over $1 billion, effectively neutralizing the impact of exchange rate fluctuations on our balance sheet. We adopted a similarly disciplined approach to interest rate risk, implementing interest rate swaps (IRS) also exceeding $1 billion.

We also honored our dividend commitment for 2024, distributing $165 million in full to our shareholders by March 2025. This strong performance reflects the effectiveness of our strategic financial management, the trust of our investors, and our unwavering commitment to long-term value creation.

Green Finance Framework

At Enerjisa Üretim, our commitment to sustainability goes beyond our operational processes; we are also aligning our financial strategies with this focus. Through our Green Finance Framework, we are establishing dedicated financing structures for projects that generate environmental benefits, laying a strong foundation for our long-term climate goals. This framework also allows us to build deeper sustainability partnerships with our investors.

Our framework is fully aligned with the Green Bond Principles (2021) of the International Capital Market Association (ICMA) and the Green Loan Principles (2023) of the Loan Market Association (LMA). Under this framework, the proceeds from green financial instruments will be exclusively allocated to projects involving solar energy, wind energy (both onshore and offshore), and hydroelectric projects that meet specific eligibility criteria. For example, only run-of-river plants, those with a power density above 5W/m², or projects with lifecycle emissions below 100 gCO_2/kWh are supported.



Excluded sectors include fossil fuel production and use, nuclear energy, deforestation-related activities, the arms and defense industry, gambling, tobacco, and any activity that could harm the environment or biodiversity. The eligibility assessment and selection of projects are meticulously managed by the Green Finance Working Group, which includes representatives from our CEO, CFO, Treasury, Sustainability, and Strategy teams. This group is responsible not only for identifying eligible projects but also for overseeing fund allocation and leading the preparation of annual impact reports.

Enerjisa Üretim is targeting net-zero carbon emissions by 2040. To this end, we are committed to growing solely through renewable energy investments. In this context, we continue to grow solely through renewable energy investments; by achieving our target of 7,500 MW of installed capacity by 2030 mainly through these investments, we demonstrate our commitment to a sustainable future. Our YEKA-2 Wind Power Plant project plays a key role in achieving these goals. With 1,000 MW of installed capacity expected to come online through this project, we anticipate avoiding approximately 2.3 million tons of CO_2 emissions annually.

All projects supported under the Green Finance Framework undergo comprehensive environmental and social impact assessments, in line with national regulations and the Equator Principles. We uphold the highest environmental and social standards in areas such as biodiversity conservation, water resource management, community engagement, and stakeholder participation. For instance, the YEKA-2 project includes extensive biodiversity assessments covering flora, fauna, and bird migration routes.



With 1,000 MW of installed capacity expected to come online through our projects, we anticipate avoiding approximately 2.3 million tons of CO_2 emissions annually.

Our framework has been rated "Dark Green" by S&P Global in its Second Party Opinion (SPO) report, indicating strong alignment with a long-term low-carbon and climate-resilient future. This classification demonstrates that our financing framework is highly aligned with a long-term, low-carbon, and climate-resilient future. The SPO also highlighted several strengths, including our robust environmental risk management structures, measures against physical climate risks, climate risk analyses aligned with the TCFD, and the transparency of our energy transition strategies.

The allocation and use of funds are monitored transparently, and we share annual reports with investors to track performance indicators such as CO_2 emissions reductions, renewable energy generation (MWh/GWh), and added installed capacity (MW). This transparency allows investors to directly measure the impact of their capital and make data-driven decisions on sustainable investments.

Our Green Finance Framework, along with the SPO we received, not only supports the development of Türkiye's green finance market but also serves as one of the most concrete tools in realizing our company's long-term climate vision.

Our Green Finance Framework >
Second Party Opinion >

Commercial Operations and Market Optimization

In 2024, Enerjisa Üretim remained focused on maintaining a strong and balanced financial structure by closely monitoring financial risks. Our leadership team and finance teams proactively developed strategies throughout the year to mitigate currency, interest rate, and liquidity risks.



As part of this effort, we conducted detailed analyses of:

- Our current and projected balance sheet structure,
- Cash flow and profitability expectations,
- Financial risk levels.

In a year marked by high inflation, tight monetary policy, and volatile market conditions, currency, interest rate, and liquidity risks remained at the top of our financial agenda. Effective cash management, debt servicing capacity, and balance sheet strength emerged as key tools in navigating these risks.

Given our ongoing investment phase, liquidity management and access to financing became top priorities. Accordingly, we successfully secured financing for our YEKA-2 projects.

To support investment decisions, we conducted in-depth due diligence processes, including comprehensive analyses of target companies and assets. These evaluations involved stress testing revenue forecasts and market scenarios, along with net present value (NPV) analyses.

Key steps we took to build a solid and disciplined financial framework that supports our sustainable growth include;

- Managing cash flows in multiple currencies to minimize exchange rate exposure,
- Using long-term financial instruments to balance interest rate and liquidity risks,
- Monitoring and managing credit risk through models that account for the financial strength of counterparties.

IN THE FOOTSTEPS OF MARIA TELKES

TOWARDS TOMORROWS GROWN BY SUN AND SOIL



MARIA TELKES

Maria Telkes was one of the first scientists to see the sun as a force that could make life more sustainable. She led the development of the world's first solar-powered home, proving that renewable energy could directly improve human life.

At Enerjisa Üretim, we carry this vision forward by launching Türkiye's first agrivoltaic farming initiative. At the Bandırma Energy Base, we bring sunlight and soil together—making it possible to produce both clean energy and agricultural yield from the same land, in harmony.

2024 Highlights on Generation

Total Net Generation: 13.119.575 MWh

29 Installed Power Plants

Approximately 4% of Türkiye's Energy Demand

1,835 MW Installed Renewable Energy Capacity

12 HPPs

Energy Supply for 6.5 Million Households

2 Energy Hubs

87 thousand solar panels

11 WPPs

149 Wind Turbines

2 SPPs

11 Active Renewable Energy Project Sites



Business Operations

Hydroelectric Power Plants

As the energy generator with the highest number of hydroelectric power plants in Türkiye's private sector, we play a vital role in ensuring energy supply security. With a total of 12 hydroelectric power plants located across the Seyhan (6), Ceyhan (4), Çoruh (1), and Eastern Black Sea (1) basins, we have reached an installed capacity of 1,350 MW, contributing reliably and consistently to the national energy system.

Kavşak Bendi HPP

LOCATION: ADANA
INSTALLED CAPACITY: 191 MW
COMMISSIONING YEAR: 2013
RESERVOIR CAPACITY: 30 HM^3



YAMANLI 2 HPP

LOCATION: ADANA
INSTALLED CAPACITY: 82 MW
COMMISSIONING YEAR: 2015
RESERVOIR CAPACITY: Regulator



KANDİL DAM AND HPP

LOCATION: KAHRAMANMARAŞ
INSTALLED CAPACITY: 208 MW
COMMISSIONING YEAR: 2013
RESERVOIR CAPACITY: 439 hm^3



DAĞDELEN HPP

LOCATION: KAHRAMANMARAŞ
INSTALLED CAPACITY: 8 MW
COMMISSIONING YEAR: 2013
RESERVOIR CAPACITY: Regulator



KÖPRÜ HPP

LOCATION: ADANA
INSTALLED CAPACITY: 156 MW
COMMISSIONING YEAR: 2013
RESERVOIR CAPACITY: 93 hm^3



DOĞANÇAY HPP

LOCATION: ADANA
INSTALLED CAPACITY: 62 MW
COMMISSIONING YEAR: 2017
RESERVOIR CAPACITY: Regulator



HACININOĞLU HPP

LOCATION: KAHRAMANMARAŞ
INSTALLED CAPACITY: 142 MW
COMMISSIONING YEAR: 2011
RESERVOIR CAPACITY: Regulator



ARKUN DAM AND HPP

LOCATION: ARTVİN
INSTALLED CAPACITY: 245 MW
COMMISSIONING YEAR: 2014
RESERVOIR CAPACITY: 283 hm^3



MENGE HPP

LOCATION: ADANA
INSTALLED CAPACITY: 89 MW
COMMISSIONING YEAR: 2012
RESERVOIR CAPACITY: 51 hm^3



KUŞAKLI HPP

LOCATION: ADANA
INSTALLED CAPACITY: 20 MW
COMMISSIONING YEAR: 2013
RESERVOIR CAPACITY: Regulator



SARIGÜZEL DAM AND HPP

LOCATION: KAHRAMANMARAŞ
INSTALLED CAPACITY: 103 MW
COMMISSIONING YEAR: 2013
RESERVOIR CAPACITY: 59 hm^3



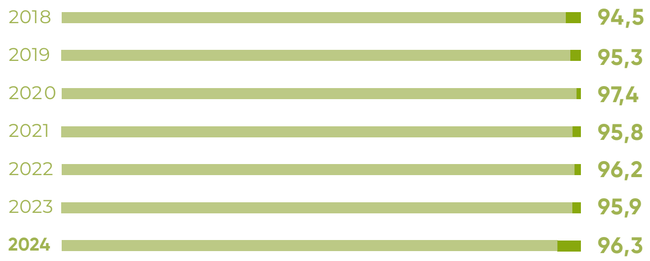
ÇAMBAŞI HPP

LOCATION: TRABZON
INSTALLED CAPACITY: 44 MW
COMMISSIONING YEAR: 2013
RESERVOIR CAPACITY: Regulator

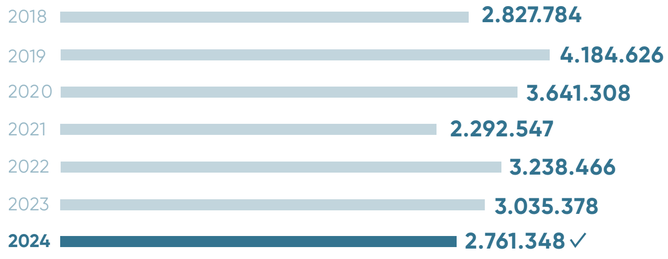


Hydroelectric Power Plants – 2024 Developments

Availability Rates (%)



Net Generation Values (MWh)



Operational Efficiency and Advanced Technology Applications

Thanks to high availability and efficient commercial operations, we had a successful year at our hydroelectric power plants despite the drought experienced at the beginning of the year. To enhance operational efficiency, we implemented advanced techniques and modernization efforts. Key initiatives carried out in this context include:

- ***By using Magnetic Wall Crawler technology, we eliminated the risks associated with scaffold installation during penstock wall thickness measurements, setting a precedent in Türkiye.*** Additionally, we lowered unit vibration levels to safer thresholds through advanced vibration analysis methods.
- Maintenance activities for 34 units were optimized with a focus on commercial conditions and operational efficiency.

In 2024, we successfully completed our energy generation projects within the planned timeframe and in full compliance with safety standards. During this process, we established a strong correlation between total employee work hours and project efficiency, which allowed for more streamlined business processes.

Investments and Modernization Efforts

We continue to invest in renewable energy to boost the efficiency of our hydroelectric power plants and support sustainable power generation. As part of these efforts, we installed a total of 10 micro wind turbines and 4 solar panels at the Yamanlı, Menge, Köprü, Kavşakbendi, Kandil, Hacınınoğlu, and Sarıgüzel HPP sites, providing an additional 12 kWh of capacity. Moreover, secondary frequency control (SFC) capacity upgrades at Kandil and Sarıgüzel HPPs have improved generation efficiency and marked a key step toward reducing carbon emissions.

To ensure the safety and operational continuity of our plants, we carried out extensive modernization projects. Noteworthy developments include:

- Revisions of the minimum flow plant and main powerhouses at Kandil and Sarıgüzel HPPs were completed, increasing long-term durability and operational safety. These upgrades not only extend the lifespan of the power plants but also support the preservation of natural resources. At Çambaşı HPP, the outer facade of the powerhouse was restored to improve resistance to environmental factors.
- SCADA & PLC upgrades at Çambaşı HPP modernized the automation infrastructure, enhancing system reliability and operational efficiency. This expansion of remote monitoring and control capabilities supports faster and more effective decision-making through real-time data analysis.
- At Dağdelen HPP, the warning system was upgraded to make energy generation processes safer and more sustainable. Completion of the dam body coating has further strengthened the plant's structural integrity and improved long-term protection against external impacts. At Yamanlı II HPP, the replacement of Turbine 5's runner enabled more effective utilization of waterpower and increased generation capacity.
- At Köprü HPP, the diesel generator was overhauled to improve the reliability of the plant's energy supply.

A feasibility report has been completed to increase the current number of 34 units to 35. This expansion is expected to support regional energy supply security and offer sustainable solutions to meet growing national energy demand.

Digitalization and Process Optimization

By accelerating digitalization across operational processes, we are enhancing both efficiency and control capabilities. Key initiatives in this area include:

- Through the RFID Project, we digitized warehouse processes to optimize inventory tracking and material management. This has reduced labor requirements, minimized error rates, and lowered operational costs.
- The modernization of SCADA & PLC systems has expanded remote monitoring and control capabilities, supporting faster and more effective decision-making through real-time data analysis.



Wind Power Plants

We continued to realize Turkey's wind potential and pioneer the clean energy transformation with the power plants we put into operation in 2024 and the new investments we initiated.

BALIKESİR WPP

LOCATION: BALIKESİR
INSTALLED CAPACITY: 143 MW
COMMISSIONING YEAR: 2012



DİKİLİ WPP

LOCATION: KOCAELİ
INSTALLED CAPACITY: 7 MW
COMMISSIONING YEAR: 2021



AKHİSAR WPP

LOCATION: MANİSA
INSTALLED CAPACITY: 62 MW
COMMISSIONING YEAR: 2011



ÇANAKKALE WPP

LOCATION: ÇANAKKALE
INSTALLED CAPACITY: 30 MW
COMMISSIONING YEAR: 2011



ERCİYES WPP

LOCATION: KAYSERİ
INSTALLED CAPACITY: 79 MW
COMMISSIONING YEAR: 2022



AKKÖY WPP

LOCATION: AYDIN
INSTALLED CAPACITY: 25 MW
COMMISSIONING YEAR: 2023



ÇEŞME WPP

LOCATION: İZMİR
INSTALLED CAPACITY: 19 MW
COMMISSIONING YEAR: 2015



HARMANCIK WPP

LOCATION: ÇANAKKALE
INSTALLED CAPACITY: 21 MW
COMMISSIONING YEAR: 2024



AYDOS WPP

LOCATION: İSTANBUL
INSTALLED CAPACITY: 14 MW
COMMISSIONING YEAR: 2021



DAĞPAZARI WPP

LOCATION: MERSİN
INSTALLED CAPACITY: 39 MW
COMMISSIONING YEAR: 2012



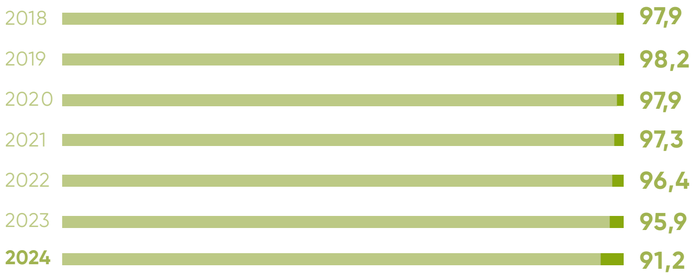
OVACIK WPP

LOCATION: ÇANAKKALE
INSTALLED CAPACITY: 38 MW
COMMISSIONING YEAR: 2024

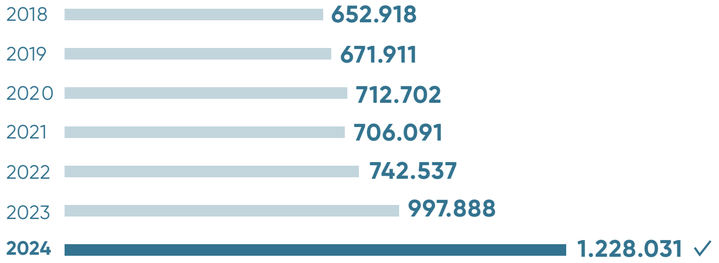


Wind Power Plants – 2024 Developments

Availability Rates (%)



Net Generation Values (MWh)



Akköy WPP

We ensured Dark Plant security and surveillance throughout the year at our Dark Plant Akköy power plant, which began operating in 2024 under an unmanned operation concept! The power plant site was continuously monitored via 24/7 active remote surveillance and announcement systems. Thanks to an integrated camera infrastructure, unusual activities within or around the power plant were instantly detected and promptly reported to the relevant teams.



Akhisar RES

In line with our wind energy investment goals and Türkiye's strong renewable energy potential, we commissioned ***an additional 7 MW of capacity at Akhisar Wind Power Plant*** in 2024, following approval from the Ministry. We also completed ISO 9001, 14001, 45001, and 55001 certification processes for the power plant.

Erciyes WPP

As part of our ISO certification efforts, Erciyes Wind Power Plant successfully obtained ISO 9001, 14001, 45001, and 55001 certifications following preparatory work and audits, enhancing our compliance with international standards.

Aydos WPP

Aydos Wind Power Plant, which joined our portfolio in 2024, operates in the Çatalca region of Istanbul ***with a licensed capacity of 14 MW. The power plant has been actively monitored,*** with uninterrupted operations throughout the year and no major malfunctions reported in 2024.

Balıkesir WPP

As part of our expansion efforts at Balıkesir Wind Power Plant, we completed mechanical assembly works, ***increasing the plant's total installed capacity and further strengthening our contribution to Türkiye's sustainable energy future.***





Blade inspections for 25 turbines were conducted using autonomous drone technology. High-resolution images captured from 16 turbines were rapidly processed through AI-based analysis, generating detailed reports. Additionally, our Battery Monitoring System enabled real-time tracking of critical parameters such as voltage, temperature, and internal resistance, ensuring continuous compliance with optimal operating ranges.

Çeşme WPP

Prioritizing employee safety, we completed Medium Voltage (MV) cell upgrades at Çeşme Wind Power Plant. As a result, switching operations that previously required close proximity can now be performed remotely through the integration of the switchgear system with SCADA (Supervisory Control and Data Acquisition).

Ovacık WPP

With a corporate culture dedicated to increasing women's employment and advancing gender equality in the sector, we launched a groundbreaking initiative not only in Türkiye but across the region. ***Ovacık Wind Power Plant is the first and only wind power plant in Türkiye entirely operated by women, managing operations, maintenance, and fault response activities.***





Çanakkale WPP

Thanks to planned maintenance work at Çanakkale Wind Power Plant, we achieved a notable improvement in our plant's availability rate.

Dağpazarı WPP

Through maintenance operations at Dağpazarı Wind Power Plant, we significantly improved availability performance. ***We also took tangible steps toward environmental responsibility and sustainability by installing an EV charging station.*** In a socially conscious effort, we organized a breast cancer awareness seminar in Dağpazarı village to raise public awareness. Furthermore, we enhanced road safety by constructing a 2.5-kilometer safety barrier along the path used for both plant access and village transport.

Dikili WPP

By installing an electric vehicle charging station, we reaffirmed our commitment to environmental sensitivity and sustainability. As part of our digitalization initiatives, we reduced paper usage in work permit procedures, supporting the shift toward digital operations.

Harmancık WPP

In 2024, five turbines of our 42 MW capacity plant were officially accepted by the Ministry, and generation activities commenced with an installed capacity of 21 MW.



Malkara, 19 Mayıs, and İzmit WPPES

In line with our goal of strengthening our electricity storage infrastructure, Public Participation Meetings (PPM) were held for Malkara Wind Power Plant with Energy Storage (WPPES), 19 Mayıs WPPES, and İzmit WPPES. The Environmental Impact Assessment (EIA) processes have also been initiated.



Solar Power Plants

We continued our hybrid investments in 2024. From pioneering agrivoltaic applications to storage systems, we see each of our investments as steps we take with determination towards a better future.

Solar Power Plants

BANDIRMA SPP

LOCATION: BALIKESİR
INSTALLED CAPACITY: 2,4 MW
COMMISSIONING YEAR: 2017



KARABÜK SPP

LOCATION: KARABÜK
INSTALLED CAPACITY: 7,7 MW
COMMISSIONING YEAR: 2017



Hybrid Solar Power Plants

BANDIRMA 1 HYBRID SPP

LOCATION: BALIKESİR
INSTALLED CAPACITY: 17,5 MW
COMMISSIONING YEAR: 2022



BANDIRMA 2 HYBRID SPP

LOCATION: BALIKESİR
INSTALLED CAPACITY: 11,9 MW
COMMISSIONING YEAR: 2022



ERCIYES 1 HYBRID SPP

LOCATION: KAYSERİ
INSTALLED CAPACITY: 14,6 MW
COMMISSIONING YEAR: 2022



ÇANAKKALE 1 HYBRID SPP

LOCATION: ÇANAKKALE
INSTALLED CAPACITY: 3 MW
COMMISSIONING YEAR: 2022



ÇANAKKALE 2 HYBRID SPP

LOCATION: ÇANAKKALE
INSTALLED CAPACITY: 1,4 MW
COMMISSIONING YEAR: 2024



ERCIYES 2 HYBRID SPP

LOCATION: KAYSERİ
INSTALLED CAPACITY: 9,3 MW
COMMISSIONING YEAR: 2022



KENTSA HYBRID SPP

LOCATION: KOCAELİ
INSTALLED CAPACITY: 2 MW
COMMISSIONING YEAR: 2023



TUFANBEYLİ HYBRID SPP

LOCATION: ADANA
INSTALLED CAPACITY: 14,4 MW
COMMISSIONING YEAR: 2022



BARES HYBRID SPP[6]

LOCATION: BALIKESİR
INSTALLED CAPACITY: 11,9 MW
COMMISSIONING YEAR: 2023

[6] The approval processes have not yet been finalized.



Solar Power Plants – 2024 Developments

Net Generation Values (MWh)



We aim to increase our installed solar power capacity to 150 MW by 2027!

Bandırma SPP

Bandırma SPP successfully completed its 7th year of operation. All periodic maintenance tasks were completed in less than 10 people-days by our teams, ***leading to a significant improvement in the plant's availability rate.*** We continued agrivoltaic practices in unused areas of the plant site, advancing our efforts to integrate agriculture with renewable energy.

Bandırma 1 Hybrid SPP

All work items for the 11 MW expansion area (Bandırma 3 Hybrid SPP), which had received regulatory approval, were completed, and the plant was successfully commissioned following final acceptance by the Ministry. This brought ***the total installed hybrid solar capacity at the Bandırma Energy Hub to 29.4 MW.***

Bandırma 2 Hybrid SPP

At the Bandırma 2 Hybrid SPP site, a 2 MW/4 MWh Battery Energy Storage System integrated into the TR 1 transmission line was successfully commissioned. This integration enhances the plant's energy management and efficiency while contributing to grid stability. Storage containers were installed on-site to establish organized inventory management and bring more structure to operational processes.

Karabük Unlicensed SPP

Our 7 MW Karabük Unlicensed SPP has completed its 7th year of generation. Thanks to regular maintenance, a notable improvement in the plant's availability rate was achieved. Road upgrades at the Karabük SPP site also improved site accessibility and operational efficiency.

Çanakkale Hybrid SPP

At the Çanakkale 1 Hybrid SPP site, ***all 6-month and 1-year periodic maintenance obligations were fully completed as per contractor commitments.*** To minimize the impact of cement dust on the panels, an automated washing robot was procured, and certified training was provided to solar operations staff on its use.

BARES Hybrid SPP

As part of the Bares 1 Hybrid SPP Koza project, a Kraftwerk Kennzeichnen System (KKS) was implemented for all equipment to support the transition to MS Dynamics. ***The SCADA integration of Bares 2 Hybrid SPP was completed, and remote monitoring was enabled via Senkron Digital.*** GES firewall configurations were set in line with Enerjisa Üretim IT procedures to authorize remote site access for the contractor.

Kentsa Hybrid SPP

At Kentsa Hybrid SPP, 15 inverters were replaced with updated versions as per the manufacturer's instructions. A ground blade failure in the medium-voltage input breaker was repaired by the contractor.



Erciyes Hybrid SPP

The 6-month and 1-year maintenance of ERC 1 Hybrid SPP was carried out in collaboration with the contractor. For ERC 2 Hybrid SPP, the employer and Ministry acceptance for 9.28 MW was completed. ***The total installed solar capacity reached 23.84 MW.*** To support a more sustainable future, trial efforts were made to control weeds.

Tufanbeyli Hybrid SPP

For the TFB 1 Hybrid SPP site, the 6-month and 1-year periodic maintenance tasks were successfully carried out by our teams with an average workload of 8.5 people-days per MW. The same scheduled maintenance was fully completed at the TFB 2 Hybrid SPP site. To improve on-site operational organization, ***storage containers were installed, strengthening inventory management and listing leftover project materials.*** In the TFB 2 Hybrid SPP expansion, a 1 MW segment was prepared for energization and Ministry acceptance. For the TFB 3 Hybrid SPP, 9 MW has received Ministry acceptance, while the remaining 3.29 MW is in progress.

Other Energy Hubs

Türkiye's First Domestic Lignite-to-Renewable Energy Transformation Hub: Tufanbeyli

The Tufanbeyli Energy Hub is poised to become a symbol of Türkiye's energy transition, leading the way in shifting from lignite to renewable energy. This transformation project, ***which aims to serve as a global example, plans to gradually and systematically convert our lignite-fired power plant into a low-emission power generation plant by 2040.***

Throughout this transition, we prioritize advancing with technologies and sustainable generation approaches that minimize environmental impacts without compromising energy supply security. This comprehensive transformation process of the Tufanbeyli Energy Hub not only contributes to our net-zero carbon target but also holds strategic value for regional development and employment.

Located in the Tufanbeyli district of Adana, the 450 MW Tufanbeyli Energy Base is among the largest and most efficient domestic lignite power plants developed by the private sector in Türkiye.

The plant operates using Circulating Fluidized Bed (CFB) technology and is designed for minimal water consumption. In this context, the dry-type cooling system minimizes water usage, thereby reducing negative environmental impacts. Advanced flue gas treatment systems have been implemented to minimize environmental effects. These measures include:

- Feeding limestone into the CFB boilers and the Flue Gas Desulfurization (FGD) system.
- Producing limestone through blasting at the quarry, followed by crushing, screening, and micronizing processes to make it suitable for the plant.
- A flue gas treatment system that allows the addition of limestone to both the boiler and the wet FGD system.

In 2024, efforts at the Tufanbeyli Energy Hub focused on enhancing plant efficiency, reducing environmental impacts, and optimizing operational processes. The projects implemented in this scope were realized through teamwork, innovative approaches, and a commitment to continuous improvement.

Thanks to the SPP installation and internal consumption reduction projects carried out in 2024, ***the plant's internal consumption rate was reduced by 6%.*** This not only lowered energy generation costs but also increased resource efficiency.

The plant contributes to regional energy supply security, especially during harsh winter conditions or transmission line failures, by meeting the electricity needs of the Tufanbeyli district.

Just Transition Roadmap: A Scientific and Inclusive Approach to Tufanbeyli's Future

At Enerjisa Üretim, we approach the climate crisis with a holistic transformation perspective that considers not only environmental but also social justice. In line with this approach, we implemented ***Türkiye's first "Just Transition Roadmap" in 2024, specifically for the Tufanbeyli Energy Hub.*** Our goal is to support the transformation of the plant into a low-carbon structure while minimizing potential economic, social, and psychological risks for local residents and employees, thereby developing an inclusive model that creates opportunities for local development and social cohesion. This roadmap, prepared with an interdisciplinary perspective, goes beyond being a technical transition plan; it is a visionary transformation document that also considers socio-economic and environmental impacts. In this transformation process, we adopted an interdisciplinary approach based on multi-stakeholder participation.



In 2024, maintenance work on electrical faults in Tufanbeyli provided a total of 138 MWh of energy, preventing outages.

With a total gross generation of 3,705 GWh in 2024, , we achieved the highest power generation in the plant.

Through consultations with local residents, unions, private sector representatives, academics, non-governmental organizations, and public authorities, many stakeholders were actively involved in the process. This participatory model allowed us to understand the unique needs and expectations of the region and shape our solutions in line with local realities.

Our work has been shaped by ***17 concrete project proposals aimed at minimizing the region's future socio-economic risks, grouped under two main strategic axes.*** The first strategic axis focuses on skill-based employment initiatives that aim to equip workers with new skills and enable their employment in different sectors. These include new skill acquisition programs, vocational training courses, and other supportive initiatives.

The second strategic axis involves transformation initiatives to support rural development. These projects aim to support the region's economic and social development, including promoting agriculture and livestock, supporting rural tourism, and strengthening local businesses. Each project has been meticulously planned with short, medium, and long-term action steps, estimated employment impacts, and stakeholder responsibilities.

The Just Transition Roadmap developed specifically for Tufanbeyli has been compared with global best practices. Successful just transition experiences in Poland have been examined, and guidance documents from global organizations such as the United Nations, International Labour Organization, and World Economic Forum have been integrated into this work. These global comparisons ensure that the plan aligns with international standards and is sustainable.

To support the transformation of the Tufanbeyli Power Plant into a net-zero emission power plant, we will continue our efforts to sustain our just transition plan. ***As of 2025, a dedicated "Just Transition Working Group" will be established to initiate, prioritize, and develop new projects, making the process continuous.*** This group will ensure the plan is regularly updated and evolves according to the region's needs.

You can reach our Just Transition report here >

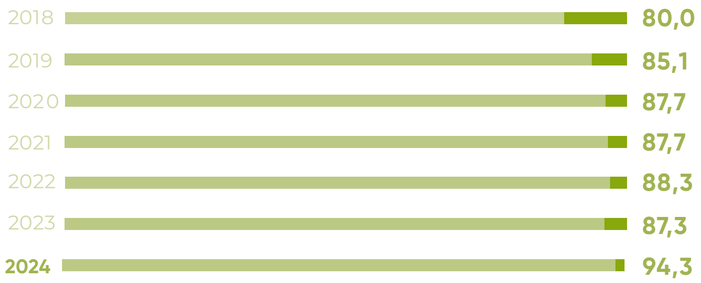


TUFANBEYLİ ENERGY HUB

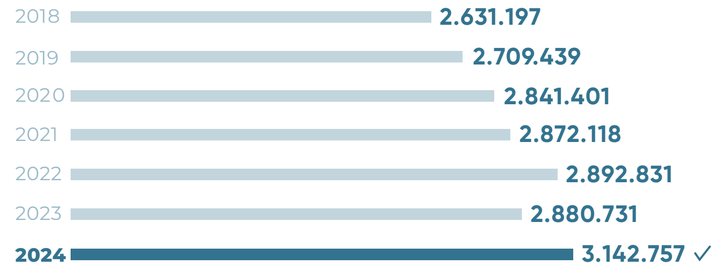
LOCATION: ADANA
INSTALLED CAPACITY : 450 MW
COMMISSIONING YEAR: 2016

Tufanbeyli Energy Hub – 2024 Developments

Availability Rates (%)



Net Generation Values (MWh)



Other Energy Hubs

Bandırma Energy Hub: A Strategic Pillar of Türkiye's Energy Supply Security

Bandırma Energy Hub plays a vital role in ensuring Türkiye's energy supply security not only through its high efficiency but also thanks to its strategic location. With direct access to the western transmission lines, where electricity demand is at its peak, our hub stands out as a dependable power source, especially during periods when supply-demand balance becomes critical, thanks to its high cycle efficiency and rapid start-up capability.

Our Bandırma 1 and Bandırma 2 Natural Gas Plants act as dynamic guardians of system stability, capable of responding instantly to grid fluctuations. Their ability to close potential supply gaps within minutes significantly enhances grid flexibility and contributes consistently to the security of supply. Additionally, the effective execution of day-ahead and intra-day planning throughout the year helps ensure that this security is maintained in a sustainable way. The combination of operational agility and advanced planning capabilities continues to deliver strategic value during critical periods for grid stability.

Bandırma Energy Hub generates electricity using innovative generation technologies. In this respect, it functions not only as a power generation site but also as a hub for innovation and R&D where next-generation energy solutions are brought to life. By closely following advancements in energy technologies, the hub serves as a launchpad for pioneering projects in the sector.

Projects in Progress at Bandırma Energy Hub

Enercon–Enerjisa Üretim Bandırma Energy Hub Collaboration Project

As part of our collaboration with Enercon at the Bandırma Energy Hub, we are conducting preliminary work for the installation of the E-175 EP5 model, one of the world's largest turbines with a 175-meter rotor diameter, a capacity of 6 MW, and upgradable output. The project is expected to be completed in 2025.

TÜRKIYE'S TWO MOST EFFICIENT NATURAL GAS POWER PLANTS SERVING GRID RELIABILITY



3 WIND TURBINE PROJECTS



1 INTEGRATED HYDROELECTRIC POWER PLANT SUPPLYING THE INTERNAL NEEDS OF THE POWER PLANT



TÜRKIYE'S FIRST GREEN HYDROGEN VALLEY [7]



3 HYBRID SOLAR POWER PROJECTS, INCLUDING 1 AGRIVOLTAIC SYSTEM



5 TONS OF HARVEST THROUGH AGRIVOLTAIC FARMING

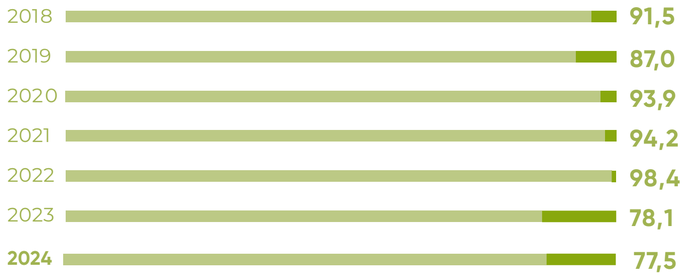


Driven by the goal of a sustainable energy future, Bandırma Energy Hub continues to strengthen its vision of becoming a platform that leads the sector's transformation through bold initiatives and technology-driven collaborations with forward-thinking stakeholders.

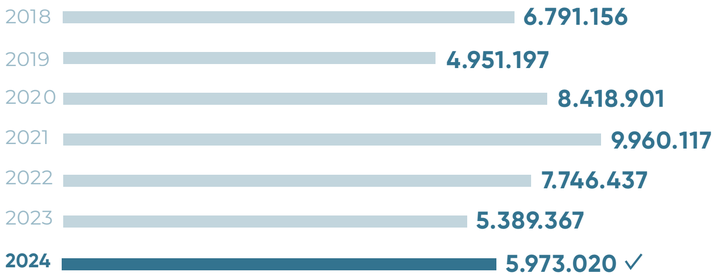
[7] We've launched pilot-scale hydrogen production

Bandırma Energy Hub – 2024 Developments

Availability Rates (%)



Net Generation Values (MWh)



Domestic Electrolyzer Development

In partnership with TÜBİTAK MAM, we are developing a domestically produced electrolyzer (30 kW PEM) at Bandırma-2 Power Plant. Completion is targeted for 2025.

Battery Installation

A 2 MW / 4 MWh battery energy storage unit integrated with a 5 MW SPP and connected to the medium-voltage busbar of the natural gas power plant is being installed at Bandırma-2. The project is scheduled for completion in 2025.

Administrative Building Carbon Zero Project – Green Building

Through our Green Building project, we aim to meet the energy needs of the Bandırma-1 administrative building using solar and wind power. This energy is stored via a rooftop wind turbine and solar panels installed on Pomega hybrid containers. Our "carbon zero" initiative, which powers lighting, ventilation, heating, and other energy needs of the Bandırma-1 administrative building, was successfully commissioned in August 2024.

Reflective Membrane Application – Collaboration with Kordsa

Bifacial panels in solar power plants increase electricity generation by capturing sunlight reflected from the ground. However, vegetation growth beneath the panels over time can hinder efficiency and complicate maintenance. To address this, we began working with Kordsa in 2024 on implementing a special ground cover (membrane) designed to reflect sunlight more effectively. We expect the application to improve energy output. Project completion is set for 2025.

"Southern Marmara Hydrogen Coast" Valley Project

In 2023, we continued feasibility work on Türkiye's first Hydrogen Valley, with a budget of €36.8 million and €8 million in EU grants. This initiative is led by the South Marmara Development Agency, Sabancı University, and 15 local and international partners. As part of our "Southern Marmara Hydrogen Coast" initiative, we are leading the establishment of Türkiye's first green hydrogen production facility at the Bandırma Energy Hub, aiming to produce at least 500 tons of green hydrogen annually. Additionally, our pilot-scale electrolyzer project, developed to supply cooling needs for the Bandırma-2 generator, enabled us to produce approximately 2.45 tons of hydrogen in 2024.

Efficiency, Safety, and Operational Continuity at Bandırma Power Plants

In 2024, Bandırma 1 and 2 power plants generated a combined 6.05 TWh of energy. We completed extensive and scheduled maintenance on gas and steam turbines with a strong focus on occupational health and safety, achieving zero workplace accidents.



BANDIRMA ENERGY HUB

LOCATION: BALIKESİR
POWER PLANT: BALIKESİR BANDIRMA 1 NATURAL GAS COMBINED CYCLE POWER PLANT (NGCCPP)
INSTALLED CAPACITY : 939 MW
COMMISSIONING YEAR: 2010

LOCATION: BALIKESİR
POWER PLANT: BANDIRMA 2 NATURAL GAS COMBINED CYCLE POWER PLANT (NGCCPP))
INSTALLED CAPACITY: 607 MW
COMMISSIONING YEAR: 2016

To advance operational excellence, we implemented digital initiatives to improve equipment efficiency and resource use. We enhanced operational efficiency through digital tools such as water consumption monitoring, leakage analysis, forecasting models, and load change analyses. We also digitized our work permit processes via Microsoft Dynamics.

For employee safety, we held 975 people-hours of OHS training and conducted 10 drills throughout the year. Furthermore, we renewed Bandırma 1's environmental permit, which is now valid until 2029.

R&D and Emerging Technologies

Agrivoltaic Farming Initiatives

In 2024, we implemented agrivoltaic farming at our solar power plant at the Bandırma Energy Hub, creating a sustainable model that integrates power generation and agriculture.

By combining energy and farming through agrivoltaic systems, we support sustainability in both sectors. Our Bandırma project involves cultivating annual and perennial crops beneath solar panels, focusing on increasing agricultural productivity.



This dual-use model maximizes land efficiency by producing clean energy and boosting agricultural yield.
Crops grown under the panels benefit from reduced moisture loss due to shading, which promotes healthier growth. Shade also reduces heat stress, enhancing photosynthesis efficiency and protecting sensitive plants from temperature shocks. Additionally, the system supports biodiversity, as shade-loving crops can thrive in these conditions. Moisture from plants and lower ambient temperatures contribute to improved panel efficiency, optimizing energy output. The microclimate created under the panels reduces evaporation, conserves water, stabilizes soil temperature, and minimizes erosion, preserving soil health.

As of 2024, results from just two pilot plots have clearly demonstrated the potential of agrivoltaic farming. During the winter season, we achieved high yields of broccoli, cabbage, and cauliflower, while the summer season brought a diverse harvest including peppers, eggplants, melons, and mint. The shading effect-maintained product quality and extended the harvest period. ***This application not only supports local agriculture and the regional economy but also allows for more efficient use of natural resources while reducing carbon emissions.***

The microclimate created by the solar panels enhances plant growth, lowers water usage, and increases drought resistance. Ultimately, this model establishes a mutually supportive ecosystem between power generation and agriculture, offering an integrated solution to climate change.

Click here to read our Agrivoltaic Farming blog post.

Kentsa Power Plant

Commissioned in 1998 in Kocaeli, our Kentsa Natural Gas Power Plant (40 MW installed capacity) continues to play a key role in supplying energy to industrial facilities. It ensures uninterrupted and reliable electricity for factories in the region, supporting sustainable generation. We further enhanced this infrastructure in 2023 with a 2 MW hybrid solar investment. With the integration of solar energy, we are reducing our carbon footprint and reinforcing our environmentally friendly approach to power generation. Kentsa, with its hybrid design, strengthens energy security and represents a major step toward our green transformation goals.



Energy Supply Security

At Enerjisa Üretim, we are committed to meeting Türkiye's rapidly growing energy demand by focusing on renewable energy investments and reinforcing our leadership in this area. We go beyond power generation by prioritizing energy supply security to support the sustainable development of the national economy and society. To meet this goal, we've developed a robust, long-term strategy to supply 5% of Türkiye's energy demand.

Our vision is built on innovation, reliability, and environmental responsibility, guiding us toward a cleaner, more efficient, and more resilient energy future. This journey not only addresses today's needs but also aims to deliver sustainable solutions for the world of tomorrow. Through our innovative projects and technologies, we minimize environmental impact while effectively meeting society's energy demands.

With our vision of "Generating Energy for a Better Future," we've made sustainability and energy security central to all operations. We're committed to using resources efficiently, protecting nature, and leaving a livable world for future generations. Together with our employees and stakeholders, we bring this vision to life, striving for excellence at every step. While fulfilling these responsibilities, we aim to create value for society and grow in harmony with transformation in the energy sector.

We see energy supply security not just as ensuring uninterrupted service, but as a cornerstone of a sustainable and forward-looking strategy. In the face of global risks like climate change, rising energy demand, and technological shifts, strengthening the resilience of our energy system has become a top strategic priority. To this end, we're expanding our resource diversity, strengthening our generation portfolio with low-emission technologies, and developing innovative solutions to improve system flexibility.

Alongside expanding our renewable energy capacity, we are integrating advanced battery and storage technologies, ***scaling hybrid power plants, and incorporating alternative energy solutions into our processes.*** We also prioritize strengthening domestic generation infrastructure and enhancing operational safety through digital monitoring systems. Energy supply security is not only essential for meeting today's needs, but it's also a key lever in building a resilient energy infrastructure capable of withstanding future climate scenarios, demand fluctuations, and geopolitical uncertainties. With this vision, we are taking solid steps toward a strong and sustainable system that can meet the energy needs of the future.

Focus Areas on Energy Supply Security

- ***Renewable Growth***
- ***Meeting Supply and Demand***
- ***Efficient and Effective Use of Resources***
- ***Digital Transformation***
- ***Innovation and Product Development***

We approach energy supply security with an innovative vision focused on shaping the future. In this context, our top priority is renewable growth. We're building the foundation of a sustainable energy system by shifting toward eco-friendly resources and centering our operations around low-carbon generation. At the same time, we're committed to ensuring that energy is available at the right time, in the right place, and in the right amount. This means carefully managing the balance between supply and demand while developing flexible and resilient structures that offer proactive solutions to evolving needs.

We prioritize the efficient and effective use of resources across the entire energy value chain, from generation to consumption. In doing so, we support both environmental and economic sustainability. Digital transformation is a core part of this process. By equipping our operations with smart technologies, we enable real-time decision-making and continuously elevate our speed, transparency, and safety. Innovation drives everything we do, and we're committed to creating high-value products and services that meet evolving needs and make a meaningful impact in the energy sector.

By the end of 2024, we successfully commissioned our Harmancık and Ovacık Wind Power Plant (WPP) projects to further strengthen energy supply security. ***These initiatives represent a significant step not only in expanding our generation capacity but also in supporting the sustainable use of renewable energy.*** From the construction phase onward, we implemented comprehensive management practices aimed at mitigating environmental impact and ensuring operational sustainability.



IN THE FOOTSTEPS OF CHARLES KEELING

TOWARD A SUSTAINABLE FUTURE

THROUGH CARBON REDUCTION

CHARLES KEELING

Charles Keeling was the first to systematically measure carbon dioxide levels in the atmosphere, making the human impact on it visible for the first time. With the Keeling Curve, he laid the foundation for data-driven decisions in the fight against climate change.

At Enerjisa Üretim, we are moving forward without boundaries toward a sustainable future through the solutions we develop for green energy certification and carbon markets.



Trading

Under our global energy and environmental commodities brand, Enerjisa Commodities, we maintain a strong presence in international markets as part of our core trading operations.

In today's fast-moving energy landscape where flexibility and speed are critical, we operate 24/7 as a dynamic and strategic player.

By expanding our global trading network, we continue to boost our competitive edge, staying closely aligned with market trends to deliver high-value solutions to our customers.

Combining our financial market expertise with advanced technology and strong risk management capabilities, we are well-positioned to drive sustainable growth and achieve operational excellence.

Commercial Services

As part of our commercial strategy, Enerjisa Commodities has established an effective trading network across the Turkish and European energy markets, operating across a broad spectrum of activities. With our agile structure and advanced risk management strategies, we continue to position ourselves as a strong player in energy trading.

Scope of Operations:

- ***Electricity trading in organized and over-the-counter (OTC) energy markets across Türkiye and Europe***
- ***Participation in cross-border electricity capacity auctions***
- ***Natural gas trading***
- ***Power plant imbalance management services***
- ***Tailored solutions for renewable assets in the market***
- ***Energy supply and customer solutions for end-users***
- ***International carbon and green energy trading***



Our Strength Comes from Our Brand!

At Enerjisa Üretim, our corporate trust and reputation continue to shape the strategic direction of our energy trading initiatives. ***With our robust financial structure, deep market knowledge, and innovative perspective, we are committed to advancing at every step and achieving sustainable growth.*** In line with this vision, our European expansion initiative launched three years ago has evolved into active trading operations in over 14 countries, significantly enhancing our global footprint.

This growth in European energy markets has been driven entirely by the expertise and dedication of our in-house teams. Our success has not only created cost advantages but has also strengthened Enerjisa



Commodities' operational capabilities, deepened our insights and expertise, and increased our global competitiveness. ***As we look ahead, we remain focused on entering new markets, expanding our trading network, and accelerating our journey of sustainable growth.***

Market Competency

At Enerjisa Commodities, we maintain a strong and balanced financial and corporate infrastructure through well-defined risk and working capital frameworks.

Our success in energy trading is rooted in our qualified human capital and advanced technical infrastructure. Our team of high-potential energy trading professionals enables us to operate with a dynamic and innovative spirit. With 40% of our team composed of international experts, we are expanding our global perspective and enhancing our market presence.

Driven by a talented workforce, cutting-edge technological infrastructure, and a strategic management approach, we continue to create value and grow on a global scale.

In the Turkish energy market, we stand out with our expertise in pricing and market-making. Our deep understanding of market dynamics and strong analytical capabilities allow us to develop competitive pricing strategies and optimize our trading operations. Our internally developed Energy Trading Risk Management (ETRM) system and sound risk management policies form the backbone of our success. Developed entirely in-house, this system enables fast, reliable, and flexible management of energy trading operations while minimizing financial and operational risks.

To effectively manage carbon risks and enhance our market capabilities, we utilize an internal carbon pricing mechanism. This system helps align our practices with regulatory requirements and supports our long-term compliance objectives.

We are a leading energy trading player in Türkiye.

We focus on Northwest European (NWE) markets, creating value through specialization.

We have established a strong commercial presence in Southeast Europe (SEE).

We maximize returns with limited risk and working capital.

We ensure continuous risk monitoring processes.

We foster a high-performance culture and continuously improve it.

We attract young talents and integrate them with experienced professionals.

Short-Term Objectives:

- ***Expand our PPA (Power Purchase Agreement) capacity in Türkiye.***
- ***Grow our end-consumer energy supply portfolio in the domestic market.***
- ***Strengthen our role as a cross-border trading player by securing EU gas storage capacity.***



- ***Explore trading opportunities across various countries and markets.***
- ***Evaluate opportunities to become a small-scale LNG trading player.***
- ***Expand our battery storage services through capacity increases.***
- ***Boost our credibility in the EU to broaden our product portfolio and scope.***
- ***Offer asset-backed commercial services.***
- ***Enhance operational capabilities and prevent potential errors.***
- ***Integrate and develop AI-based solutions for day-ahead trading platforms.***

Commercial Achievements

Commercial Achievements

- We operate through two companies: Enerjisa Europe Kft. in Hungary and Enerjisa Commodities BV in Amsterdam, supported by our departments in Istanbul.
- Our international team spans Amsterdam and Istanbul, with expertise in trading, sourcing, asset management, and risk management.
- We trade electricity and gas, both physical and derivatives, in 14 European countries.
- We are registered on EEX, EPEX, TTF, HENEX, IBEX, HUPX, SEEPEX, and ICE.

- In 2024, we completed registrations for Trading Hub Europe and CEGH. GME registration has also recently been finalized.
- We report to international authorities including ACER (REMIT), ESMA, RAE, EWRC, AERS, and MEKH.
- Our trading and sales operations are managed via our in-house developed ETRM/VEGA systems as part of our risk management framework.
- Our dedicated team supports analysis across European electricity, gas, and carbon markets using diverse models.
- We develop global solutions through renewable energy and voluntary carbon trading certificates.
- Each year, we build on our experience to enhance our trading performance.
- In 2024, our trading volume in European markets reached approximately 60 TWh. As a global player in Green Energy Certificate trading, we operated in over 32 countries, achieving a ~2% share of the global market.
- We continue to structure our European presence under the Marco Polo business plan, supported by an intensive branding initiative.

Our Energy Trading Performance in Numbers

We hold a significant market position with 71 TWh in electricity, gas, and green energy trading volume.

Enerjisa Commodities in Numbers

***71 TWh** trading volume, 2024*

***18** analysts*

***14** different EU markets*

***198** counterparties*

***11** Operations*

***20** front office*

***8** Market analyst*

***5** risk*

Flexible and Diverse Customer-Focused Solutions

With deep expertise in energy markets, innovative digital tools, and a commitment to sustainable trading, we continue to meet the evolving needs of our stakeholders.

Our broad product portfolio, robust financial structure, and flexible pricing strategies enable us to deliver tailored solutions across all market segments. We meet customer expectations not only with diversified pricing options but also through our industry experience, infrastructure knowledge, regulatory expertise, and operational know-how.Technical concepts like “Market Clearing Price (MCP),” “YEKDEM (Renewable Energy Sources Support Mechanism),” “Imbalance,” “Financial Cost,” and “Consumption Forecast” are becoming increasingly significant in our customers’ daily operations. In response, we develop innovative digital solutions to provide direct access, accelerated by the pandemic-driven digitalization trend. One such solution, our “Enerjisa Access” platform, enables customers to monitor their entire energy performance in real-time and manage their energy costs. Through predictive analytics dashboards, we also help optimize energy supply and consumption strategies.



We offer comprehensive and strategic energy purchase agreements to help our generator stakeholders hedge against price and imbalance risks. These agreements not only provide financial security against market volatility but also support generators in maintaining operational stability.

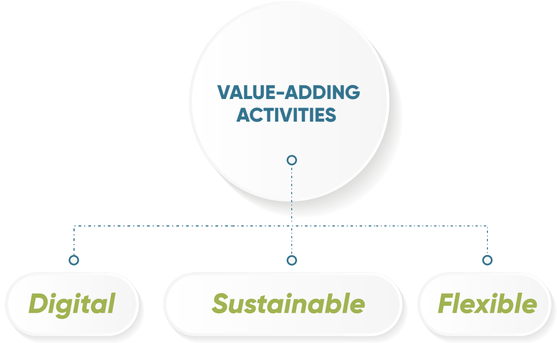
We also raise awareness and offer solutions through our green certification and carbon offsetting processes. In line with our commitment to sustainable energy trading, we deliver effective services in carbon markets to support customers in meeting their environmental pledges.

Our role as the Official Green Sponsor of the EuroLeague for three years is a key milestone. Throughout the season, we'll calculate and offset the carbon footprint from matches held in Türkiye. This initiative is part of our continued efforts to expand our global presence in 2024.

Our Achievements in Türkiye

- We lead the Turkish long-term wholesale electricity market with a trading volume of ***7 TWh/year.***
- We manage a ***+3.2 GW*** end-user industrial customer portfolio.
- We operate one of the largest balancing groups, managing over ***26%*** of total volume.
- In 2024, we commercially managed over ***760 MW*** of renewable energy capacity, including power plant management services.
- We consistently ranked among ***the top companies in total intraday*** market volume throughout 2024.
- We are an active player in gas trading, including storage and spot market operations.
- We operate in voluntary renewable certificate markets ***in 28 countries*** with a trading volume of ***2.6 TWh.***

Value-Adding Activities



The Future of Energy Management

Digital Solution Partnership

As a digital solution partner in energy, we've made our stakeholders' processes more predictable, agile, and intelligent. Through data-driven solutions and AI-powered forecasting, we deliver efficient digital platforms for managing energy trading.

Sustainability Initiatives

Pursuing our goal to lead the green transformation, we are increasing investments in carbon management and renewable energy projects, helping our partners meet their sustainability goals.

We took on a three-year role as the Official Green Sponsor of the EuroLeague to raise Enerjisa Commodities' brand awareness and showcase our environmental capabilities..





Certified Arenas

As part of the league, we certify the electricity used in the arenas where the games are played with I-REC — the world's most prestigious voluntary carbon certification. We launched this initiative in Turkey and aim to expand it across all EuroLeague countries very soon.

Carbon Footprint Offsetting

At the end of the league, we committed to offsetting the carbon footprint generated by transportation, accommodation, and food & beverage services for the games played in Turkey, through certified carbon credits.

Tree Planting

As part of our Green Partnership with EuroLeague, we plant a tree for each spectator attending EuroLeague games in Turkey throughout the season, across various regions. With this project, we aim to unite sports with sustainability and leave a more livable world for future generations.

Awareness Building

We enhance energy literacy and reinforce risk awareness. We offer exclusive consultancy, analysis support, and training to help our partners make informed, strategic decisions in the face of market fluctuations

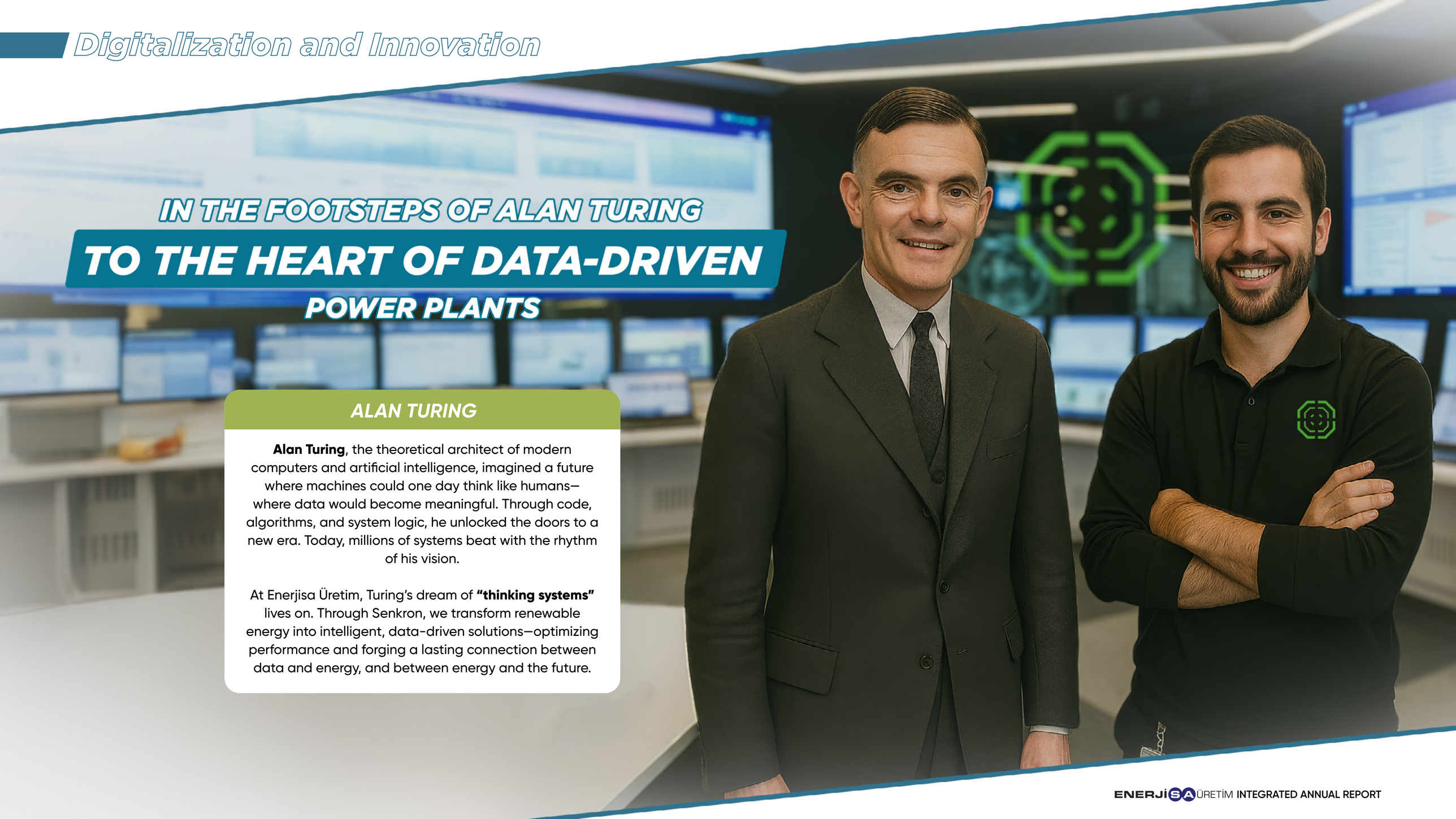
Managing Commercial and Optimization Risks

Managing Commercial and Optimization Risks
We define our commercial and optimization risk policies to manage risks such as price fluctuations and additional costs affecting the profitability of traded or produced electricity, natural gas, petroleum products, and lignite. ***Together with the Commercial Risk Management Department and related teams, we continuously monitor and report all commercial and optimization activities.*** We track risks daily and manage allocated risk capital and trade limits in line with our risk appetite. For measuring commercial risks, we utilize advanced Value at Risk (VaR) models.

By actively trading on organized and OTC energy markets in Europe, Enerjisa Commodities has enhanced cross-border trading depth. With full digital integration via our ETRM system, we monitor all positions and conduct real-time risk assessments. In pursuit of becoming a leading green energy market player, we are expanding into new markets and cross-border carbon trading. We continuously analyze counterparty risks and monitor contractual and operational exposures. Our robust risk management strategy supports our strong market position and drives sustainable success.

Our Trading and Optimization Risk Management Committee includes the CFO, Assistant General Manager of Commodities, Assistant General Manager of Strategy and Portfolio Management, and the Risk Culture Leader. The committee defines our risk appetite, authorities, limits, and trading principles, while also evaluating the effectiveness of existing systems and planning actions for identified risks.





IN THE FOOTSTEPS OF ALAN TURING

TO THE HEART OF DATA-DRIVEN POWER PLANTS

ALAN TURING

Alan Turing, the theoretical architect of modern computers and artificial intelligence, imagined a future where machines could one day think like humans—where data would become meaningful. Through code, algorithms, and system logic, he unlocked the doors to a new era. Today, millions of systems beat with the rhythm of his vision.

At Enerjisa Üretim, Turing's dream of **"thinking systems"** lives on. Through Senkron, we transform renewable energy into intelligent, data-driven solutions—optimizing performance and forging a lasting connection between data and energy, and between energy and the future.

Beyond generation and trading, our third core business line at Enerjisa Üretim is leading the digital transformation of the energy sector. We contribute to shaping the industry and the future of sustainable energy. Our digital solutions increase operational efficiency and make energy management smarter and more sustainable.

We leverage artificial intelligence, big data analytics, and automation technologies to maximize plant performance and enhance our competitive edge in energy trading. In addition, we provide a wide range of services from cybersecurity to predictive maintenance, driving innovation and carrying the energy ecosystem into the future.

Senkron Digital:

Digital Transformation and Cybersecurity in the Energy Landscape of the Future

Established in the second quarter of 2023, Senkron Digital delivers pioneering solutions in the digitalization of the energy sector and the cybersecurity of critical infrastructure. ***Today, we help manage over 6,000 MW of energy capacity efficiently and effectively across more than 40 facilities in 11+ countries across 4 continents.*** With our technology solutions and deep operational expertise, we actively safeguard more than 25,000 operational assets, contributing to the security of global critical infrastructure. We are shaping the transformation of the energy industry and helping build safer, more efficient, and more sustainable infrastructures. At Senkron Digital, we combine more than 20 years of operational experience in the energy sector with cutting-edge technology and an entrepreneurial mindset, remaining a trusted partner to our clients throughout their digital transformation journey.



Driving Energy Digitalization with Innovative Solutions

The drive for digitalization in the energy industry strengthens the pursuit of operational excellence while making the security of critical infrastructure a more strategic priority. Senkron Digital is shaping the infrastructure of the future with solutions that address both needs. Our ONEPACT® platform ensures end-to-end digitalization and performance optimization of power plants, while CYBERPACT® supports the protection of critical infrastructure, including energy, from cyber threats.

This holistic approach lays a solid foundation for a secure, efficient, and sustainable future in an increasingly digital world.

ONEPACT

Senkron Digital's modular software suite, ONEPACT SUITE®, delivers end-to-end digital solutions across the value chain of renewable energy assets. Each module is purpose-built to optimize plant operations, boost performance, and enhance security.

OnePact Monitor

By continuously monitoring millions of data points from power plants in real time, we detect potential anomalies early, ***prevent performance losses, and ensure uninterrupted operations.*** Our data-driven approach to performance monitoring and fault detection delivers maximum efficiency in energy generation processes.

OnePact Predict

Our AI-powered predictive maintenance technology forecasts equipment failures before they happen, enabling proactive intervention. ***This reduces unplanned downtime, lowers operational costs, and supports the sustainability of power generation.***

OnePact Feasibility

For hybrid power plants and battery storage investments, we offer AI-supported market modeling and technical-physical analyses. We help investors identify high-return scenarios, empowering faster, smarter, and more profitable investment decisions.

CYBERPACT

CyberPact - 360° Cybersecurity for Critical Infrastructure

As infrastructure becomes more digitalized, cyber threats grow in both scale and complexity. Senkron Digital addresses these risks with CYBERPACT®, delivering comprehensive, round-the-clock protection for critical infrastructure.

CyberPact OT SOC

Our 24/7 Operational Technology Security Operations Center (OT SOC) continuously monitors critical infrastructure, ***responds to real-time threats, and ensures compliance with national and international standards.*** With effective threat detection and rapid response capabilities, we safeguard operational continuity.

CyberPact Audit
We conduct in-depth cybersecurity audits of infrastructure systems and enhance compliance with standards such as IEC 62443 and NIST. By strengthening the resilience of critical assets, we help systems achieve the highest level of security.

European-Based Structure, Global Impact

With our international headquarters in Amsterdam, we develop localized solutions tailored to diverse markets, particularly in Europe, and are accelerating our growth.
Throughout 2024, Senkron Digital has expanded its global footprint through participation in international events, business development initiatives, and product innovations. By engaging with global energy leaders at leading energy and renewable energy conferences in Germany, Spain, and the United States, we've showcased our cutting-edge solutions. Domestically, we've taken an active role in security, energy storage, and carbon market-focused events in Türkiye, supporting the sector's sustainability goals.



On the business development front, we've launched new projects in strategic markets such as Italy, Albania, North Macedonia, Serbia, Bosnia and Herzegovina, Bulgaria, and Croatia, while also initiating renewable energy partnerships across the African continent. ***Our strategic partnerships in Italy have further fueled our growth in OT cybersecurity solutions.*** On the product and service development side, we've expanded the scope of cybersecurity solutions tailored to the operational technology and renewable energy sectors. Additionally, we've initiated the development of next-generation digital products focused on energy market operations and trading solutions.

Sustainability and Our Vision for the Future

At Senkron Digital, our digital solutions are designed to reduce environmental impact, ensure access to energy, and contribute to the circular economy. The solutions we offer integrate strategic competencies that support the sustainable transformation of the energy sector.

Senkron Digital Communication

Emission Reduction

- Unplanned downtime is minimized, reducing stop-start related carbon emissions.
- Remote monitoring and operations management reduce field visits, thereby cutting transportation-related emissions.
- Reduced inefficient maintenance operations and real-time performance tracking help optimize energy consumption.
- More stable integration of renewable resources balances grid load and decreases dependency on fossil fuel-based generation.



Reliable and Continuous Energy Access
- Real-time monitoring systems detect failures in advance, enabling uninterrupted service.
- Feasibility analyses for battery systems provide flexible and sustainable responses to demand fluctuations.
- Remote management capabilities reduce the impact of geographical constraints and enhance continuous access to energy.
- Grid flexibility solutions bolster both supply security and the continuity of cost-effective generation.

Circular Economy and Waste Management
- Predictive maintenance extends equipment lifespan, reducing resource consumption.
- Timely interventions and scheduled maintenance minimize hardware waste and emergency service needs.
- Optimized energy flows and battery solutions reduce losses and enable energy reuse.
- Modeling based on investment scenarios prioritizes infrastructure with lower environmental impact.

Risk Management and Early Warning Systems

- CyberPact OT SOC enables 24/7 monitoring, threat detection, and incident response in OT systems.
- Predictive maintenance systems detect faults before they occur, preventing operational disruptions.
- Cybersecurity audits and PURDUE-based analyses are designed to enhance infrastructure resilience.
- Feasibility tools support investment and operational decisions by enabling risk-based, data-driven approaches.

Senkron ROC

As the Senkron ROC team, we are responsible for the uninterrupted 24/7 generation of our renewable energy power plants. From our Central Control Room, we monitor all generation processes and carry out data archiving and regulatory reporting to institutions like TEİAŞ and DSI.

Within this scope:

- ***We launched our Artificial Plant Manager (Unified SCADA) project,*** enabling ***autonomous operation of our plants without operator intervention.***
- By calculating undergeneration, ***we optimized processes*** and ***ensured full compliance with generation plans.***
- Plants commissioned under ***YEKA projects*** are now operated under the ***Senkron Digital*** umbrella.
- We now serve ***41 power plants (including hybrid) with 3,910 MW of installed capacity.***
- Using our innovative methods, ***we prevented over 5,000 MWh in energy losses.***
- ***We incorporated 21 facilities and 3,061 MW of installed capacity*** into our operational coverage.
- ***With over 100 findings,*** we enhanced turbine performance and availability metrics.
- ***We automated performance reports*** for Bandırma 1 and 2 power plants.
- Through efficiency-enhancing projects, ***we added 2.5 MW of extra capacity.***
- We implemented ***Onepact Predict digital data models*** for our critical assets.



In 2025, we plan to expand our models using new digital tools and Onepact Predict developed by Senkron Digital at Bandırma and Tufanbeyli power plants. Additionally, we will provide performance monitoring services for capacities exceeding 5,000 MW.

To ensure operational continuity during disasters and emergencies, we also plan to back up our Central Control Room with a mobile infrastructure. In addition to our existing redundancy plans, our mobile command center will be operational starting September 2025.

ÜRETİMIT

Our digital transformation goes beyond suppliers and operations, also enhancing employee experience and improving business processes.

Through our digital systems used across a wide stakeholder spectrum, from internal to external, we enable more efficient teamwork, while standardizing and accelerating business processes. Our digital solutions in critical areas like maintenance, operations, performance monitoring, and security simplify fieldwork and make supplier and customer workflows more transparent and effective.

We believe that the operational improvements we've made in core functions play a critical role in achieving our goals. As part of this effort, we introduced infrastructure allowing for budget tracking with flexible currency monitoring, and integrated progress payment processes into our core ERP system, ensuring a transparent, error-free workflow.

In Enerjisa Üretim's widespread organizational structure, effective management of our network infrastructure is crucial for both operational excellence and supply security. Through the projects we have implemented in this area, ***we enhanced our existing digital infrastructure by establishing next-generation, flexible, and secure connections.*** We also introduced traffic balancing capabilities and enabled more efficient use of backup lines such as radio link and satellite-like connections. Additionally, we continued our approach of advancing traditional IT infrastructure through professional service procurement and initiated collaboration projects within environments where next-generation monitoring, evaluation, and management platforms are utilized.

We launched the Talos infrastructure, which eliminates manual workload for eligible procurement items, saving time and significantly reducing operational burdens, thus enhancing efficiency. Moreover, we deployed infrastructures that enable financial calculations and revaluations to be tracked digitally, in order to ensure legal compliance directly, eliminate errors, and accelerate processes.

Our portfolio includes various energy-sector-specific software solutions such as Cpro, Predictor, CM Report, and Genius, which we use to maximize value across different points of the value chain. These platforms support our company's strategic decision-making by providing data analysis, price forecasting, and portfolio optimization functionalities tailored to the energy market.

The key IT initiatives carried out under Enerjisa Üretim are summarized below:

- With the Koza Project, we redesigned our maintenance and operations processes, completing equipment management, analytics, and process standardization. By digitizing our work permit procedures, we increased both efficiency and safety.
- We successfully completed our compliance efforts with ISO 27001:2022, the Digital Transformation Office of the Presidency of Türkiye, and the EMRA Maturity Model.
- We expanded our operations by opening offices in Amsterdam and Ümraniye.
- We launched nomination and scheduling processes tailored to the European Market.
- As part of our new wind investments, we activated our IT infrastructure to enhance the efficiency of our power plants.

In 2025, we will further boost our communication and operational efficiency by designing a 5G communication infrastructure at the Tufanbeyli Power Plant. Simultaneously, we will introduce an AI-integrated solution that optimizes electric truck operations, offering sustainable and intelligent logistics services.

Information Security and Privacy

At Enerjisa Üretim, all infrastructures we manage are considered nationally critical, and we treat cybersecurity not as a standalone service but as an integral part of our business processes and operations. Accordingly, we manage the security monitoring, operations, and response processes of all our power plants from a centralized location.

We continuously enhance our value-generating infrastructures through cyber intelligence integration.

Aware of the vital role humans play in cybersecurity and information protection, we are accelerating efforts to improve awareness, knowledge, and skills. We conducted tabletop exercises and simulations based on energy-sector-specific scenarios. These comprehensive efforts aim to boost our company's effectiveness in the energy sector, optimize operational processes, and elevate security standards.

To meet all legal obligations regarding the protection of personal data and institutionalize our sensitivity in this area, we have established key policies such as the Personal Data Protection and Processing Policy, the Personal Data Retention and Disposal Policy, and the Sensitive Personal Data Protection and Processing Policy. Additionally, we have made the Data Subject Application, Evaluation, and Response Procedure and an accompanying Application Form available to facilitate data subject requests.

In line with these policies, we take all necessary technical and administrative measures to ensure that personal data is processed securely and transparently.

You can access the full details of these policies through the ***Personal Data Protection and Processing section on our website.***

Number of Assets Protected Against Cyber Threats: 25,000+

We aim to establish and continuously improve our Information Security Management System in compliance with the ISO 27001 standard. The core purpose of this system ***is to ensure the confidentiality, integrity, and accessibility of information that is legally protected, vital for daily operations, and essential for maintaining our strategic competitive advantage.***

To that end:

- We adopt an effective and robust information security risk management approach to reduce or eliminate identified risks in our covered processes, ***dedicating the necessary resources to bring risks to an acceptable level.***
- ***We regularly conduct training and awareness activities*** to inform our employees, third-party partners, and stakeholders about their roles and responsibilities regarding information security.
- We develop and maintain appropriate business continuity plans and systems to ***ensure the ongoing operation of our critical processes.***
- We manage information security breaches effectively and ***implement the necessary precautions to prevent recurrence.***



- We fully comply with applicable laws, regulations, energy market requirements, contractual obligations, and industry standards related to information security, ***and we continuously pursue improvements within this framework.***
- We set security control objectives and regularly conduct audits and reviews to ***enhance*** our Information Security Management System.
- ***We ensure that*** all employees comply with our information security policies, procedures, and controls.

Innovative Contributions Completed in 2024

- ***We signed a collaboration agreement with one of Germany's leading research institutions,*** HAW Hamburg's Competence Center for Renewable Energies and Energy Efficiency (CC4E), as part of the Turkish-German Energy Forum held in Berlin.
- We actively participated in domestic and international events to ***follow emerging technologies and future energy-sector trends, seeking ways to integrate them into our operations.***
- ***We acquired a Relationship Management (RM) tool*** to log and report interactions with startups and companies with which we are in discussions, partnerships, or project development under New Technologies. ***Integration of this tool has been successfully completed.*** Additionally, we designed and ***implemented a form*** to streamline innovation project reporting.

Our 2025 Goals

- ***We aim to organize the "Digitalization in Hydropower 2025"*** event in collaboration with VGBE, focusing on the digital transformation of hydroelectric power plants.
- We plan to collaborate with the MIT Energy Initiative (MIT EI) to review current projects, identify mutual innovation areas, and ***begin work on prioritized initiatives.***
- In partnership with CC4E and the İzmir Institute of Technology (İYTE), ***we plan to engage*** in projects related to hydrogen production, renewable energy systems, energy storage, and smart grids.
- In collaboration with an academic tech startup, we are developing a project to improve the structural health monitoring of our WPP turbines. This includes using laser scanning technology to ***reduce maintenance costs and enhance operational continuity.***
- In partnership with a U.S.-based company, we plan to ***launch a pilot project*** at one of our plants to test perovskite solar cells, an alternative to silicon-based solar cells.
- ***We aim to use Archimedean turbines,*** capable of operating at very low flow rates and converting the potential energy of upstream water, in our hydroelectric power plants. We plan to implement a horizontal surface Archimedean turbine at the Hacınınoğlu Power Plant and ***complete feasibility studies for installing an Archimedean screw turbine*** in the loading pool at the Bandırma Power Plant.



IN THE FOOTSTEPS OF WANGARI MAATHAI

TOWARDS A TRANSFORMATION IN THE FUTURE



WANGARI MAATHAI

Wangari Maathai, the first African woman to win the Nobel Peace Prize, launched the **Green Belt Movement** in Kenya, leading to the planting of over 30 million trees. She championed environmental protection not only as an ecological act, but as a human, social, and intergenerational responsibility. She framed women as central agents of environmental action, and inspired a global mindset shift toward sustainability—far beyond the borders of Africa.

At Enerjisa Üretim, we embrace this perspective by placing sustainability at the core of every decision we make. This approach allows us to build systems that address climate, nature, society, and the economy as interconnected parts — driving carbon reduction, biodiversity, resource conservation, and long-term resilience across all areas of impact.

Sustainability and Strategic Management

Our Sustainability Governance

In today's business world, sustainability is considered not only as the fulfillment of environmental responsibilities but also ***as a holistic strategy that creates economic and social value.*** At Enerjisa Üretim, we focus on creating lasting solutions for the future by implementing practices that protect and strengthen our ecosystem in the areas where we operate. Embracing change, we aim to be pioneers of sustainable transformation in the energy sector by investing in innovative business models.

Our People and Culture Policy, which includes topics such as diversity and inclusion, aims to create a diverse and inclusive working environment across our organization, with our Board of Directors playing a key role. In this context, we adopt a core principle of ensuring representation from individuals with different knowledge, experiences, and backgrounds, and we prioritize gender balance across all our teams. Through our Board of Directors' annual report, we transparently share our progress toward diversity and inclusion goals, including the gender distribution of our Board and leadership team , as well as the roadmap we've set to achieve these goals. If goals are not met, we explain the reasons and report our corrective actions. This approach is a clear demonstration of our commitment to making diversity and inclusion a cornerstone of our corporate culture. This policy has been developed by our parent company, Sabancı Holding, and we fully comply with its content as a subsidiary.



At Enerjisa Üretim, in line with our strategic priorities in sustainability, such as climate change and environmental impacts, we emphasize the importance of ensuring environmental competence at the Board level and continuously developing this competence. We believe that the collective knowledge and awareness of our Board members regarding environmental issues play a vital role in determining our resilience to environmental risks and opportunities. With this understanding, we prioritize candidates with environmental knowledge and experience during our Board selection processes, especially aiming to include individuals with expertise in environmental, climate, and sustainability matters in our governance structure.



We regularly inform our Board members about environmental regulations, developments, and industry trends, collaborating with both internal expertise and external specialists. Furthermore, we assess environmental risks and opportunities regularly with an independent and expert advisory committee tied to our Board, integrating these evaluations into our strategic decision-making processes. As part of our human resources processes, we periodically review the environmental competencies of our Board members and prepare individual development plans for areas that need improvement. We continue to strengthen our collective environmental awareness by ensuring that at least one Board member has deep knowledge and experience in environmental sustainability. We view monitoring, evaluating, and integrating climate-related risks and opportunities into our strategic decisions as a governance responsibility at the leadership team level.

In this regard, ***our Board acts as the key body responsible for overseeing climate-related issues.*** These responsibilities are clearly defined in the Board members' job descriptions, areas of authority, and related policy documents. We provide updates to our Board members on the latest climate developments at least twice a year; in extraordinary circumstances,



we organize off-agenda sessions to ensure their environmental awareness is continuously up to date. When evaluating climate risks and opportunities in our strategic decision-making processes, we also consider the impact of these factors on our value chain, shaping our investments and business model accordingly. Moreover, when assessing the performance of our Board members, ***we take into account their contributions to achieving climate-related goals and integrate these contributions into our reward system.***

We understand that environmental impacts are not limited to our direct operations but extend throughout our entire value chain, from our suppliers to our customers, from our distribution networks to our recycling processes. Therefore, we do not limit our Board's environmental competencies to internal processes alone but address environmental risks and opportunities across the entire value chain. By providing strategic guidance on areas such as low-carbon supply chains, circular economy practices, and sustainable business models, we evaluate the long-term environmental impacts of our decisions with a holistic perspective.

We also shape our leadership team's performance evaluation and compensation system ***For our CEO, 10% of performance is directly, and*** an additional ***20% is indirectly,*** linked to the achievement of our sustainability targets.

Additionally, ***at least 10% of the annual KPIs for committee members are connected to sustainability*** and climate change. This ensures that sustainability-focused decision-making processes are encouraged, and we aim to manage the long-term environmental and social impacts of our company at the highest level. By aligning the responsibilities of our leadership team with our sustainability goals, we are fostering a culture of sustainable transformation throughout our organization.

Our Compensation Policy is shaped within our Job Family Model, which defines organizational roles, key responsibilities, and performance indicators. In our compensation model, there are two main components for our executives: base salary and performance bonuses. We base performance bonuses on the annual evaluation of both company-wide and individual achievements. The CDP Climate Change score directly impacts our executives' performance bonuses. With this system, we aim to maintain compensation balance, boost employee motivation and loyalty, and retain our talented workforce, helping us achieve all our strategic goals.



As we shape our corporate culture with a sustainability-focused perspective, we align our strategic decisions accordingly and manage the process effectively through our Sustainability Committee. We have structured our sustainability governance through a lean and functional system, involving the ***Sustainability Steering Committee,*** responsible for oversight and evaluation, the ***Sustainability Management Committee,*** responsible for managing goals and activities, and the ***subcommittees,*** which support operational processes.

The Sustainability Management Committee is responsible for overseeing and managing the company's sustainability goals and practices within the regions where Enerjisa Üretim operates. Among the committee's responsibilities are reviewing policy trends and risks affecting sustainability performance and reputation, setting mid-term strategies and annual goals considering potential opportunities, identifying resource needs, defining roles and responsibilities, and overseeing budget planning and management. Strategic issues evaluated by Sustainability subcommittees are first addressed by the Sustainability Management Committee before being presented to the Board of Directors.

The Sustainability Steering Committee is responsible for reviewing and evaluating initiatives, objectives, and performance. It ensures that sufficient resources are provided for participation in sustainability activities. While the CEO regularly informs the Board of Directors about asset management strategies, the agenda of the Sustainability Steering Committee is reviewed at the highest level. Under the leadership of the CEO, the committee, which consists of the CFO, Assistant General Manager of Operations & New Technologies, Assistant General Manager of People and Culture, and an independent member, meets quarterly to review sustainability objectives and resource allocations, with more frequent meetings possible if necessary.

The Board of Directors oversees strategic supervision, policy and compliance, finance and risk management, innovation and performance, evaluation, and review, ensuring that all climate-related processes are managed at the highest level. Our Board plays a guiding role in approving annual budgets, setting innovation and R&D priorities, evaluating large-scale capital expenditures, and making strategic decisions related to acquisitions, mergers, and asset sales. In addition, it plays a decisive role in evaluating and approving major capital expenditures, as well as decisions on acquisitions, mergers, and asset sales. The Board also monitors climate-related goals and leads the creation of transition plans. Climate and environmental agendas are regularly discussed in Board meetings, with strategic decisions on climate risks and opportunities being made in this forum. The CEO informs the Board at each meeting about the field-level applications of projects, and budgets are reviewed and approved at each meeting.

Two main committees have been established within the Board of Directors:

- ***The Risk Management Committee*** monitors physical and transition-related climate risks, develops preventive and corrective measures, and makes recommendations to the Board of Directors. The committee conducts regular analyses to reduce risks and assess opportunities, reporting developments to the Chairperson of the Board.
- ***The Audit Committee*** regularly informs the Chairperson of the Board about climate-related risks and initiatives, ensuring transparency and accountability.

Throughout the year, our CEO and Leadership Teams provide critical insights and guidance to the Chairperson of the Board regarding environmental dependencies, impacts, and risks. While our CEO reviews ESG matters on a monthly basis, regulatory developments are discussed weekly with the Leadership Team and relevant departments. Over the course of the year, our CEO and Leadership Team continuously offer strategic insights and guidance to the Chairperson of the Board on environmental dependencies, impacts, and risks.

Our Asset and Sustainability Leader, also acting as the Chief Sustainability Officer (CSO), leads our team of environmental and sustainability experts, providing feedback from the finance, risk, and strategy departments to the CEO. This process is managed by the Sustainability Steering Committee, chaired by the CEO, and consisting of the CSO, CFO, CHRO, COO, and our Independent Advisor. Strategic and operational oversight is provided by our Board of Directors, who ensure that environmental controls and procedures are integrated with other internal functions. Additionally, we ensure that all necessary notifications are communicated to responsible parties by labeling and distributing relevant procedures through the Document Management Center. This structure enables us to effectively manage our sustainability goals and focus on creating long-term value.

To ensure that our financial sustainability and growth objectives align with our climate strategy, the CFO plays a key role in decision-making processes related to environmental and climate change issues, as a member of both the Sustainability Steering Committee and the Board of Directors. The CFO regularly evaluates climate-related impacts, dependencies, risks, and opportunities, following the guidance of the Risk Management Committee, Sustainability Committee, and CSO. Based on these assessments, the CFO allocates financing for investments in low-carbon technologies and growth plans while limiting budgets for projects that contradict our sustainability and climate change strategy or do not align with our growth plans. Additionally, the inclusion of QuickCarbon, a company offering carbon management solutions, and the launch of investments in charging stations for decarbonization in the electricity sector, have been implemented under the leadership of the CFO.

As part of our sustainability management structure, the key climate-related issues for Enerjisa Üretim in 2024 are as follows:

We accelerated our emissions reduction strategy by bringing forward our net zero carbon target from 2045 to 2040.

We conducted comprehensive evaluation workshops under the CSRD, TNFD, and TCFD frameworks to assess risks, opportunities, and impacts.

We expanded our hybrid solar power plants in 2024 with an additional 14 MW installed capacity.

We accelerated the Green Hydrogen Valley project in Bandırma, moving toward our target annual generation capacity of 500 tons.

We strengthened our wind energy investments with the capacity increase of Erciyes WPP, taking us a step closer to our 1000 MW target.

Our Sustainability Strategy

Inspired by the multi-layered and systemic nature of energy, our sustainability strategy is shaped around the goal of providing clean, reliable, and societally valuable energy. Through this strategic approach, we reflect a holistic and forward-looking transformation perspective at every level, from technical infrastructure to corporate governance, from environmental protection to societal benefit.

We do not view the elements of clean energy, reliable energy, and value-driven energy as separate or prioritized parts. Rather, we define these three components as indispensable complementary elements that must operate together, in synchrony, for a sustainable and meaningful energy system. Each goal focuses on different strategic areas, but we believe they can only create true transformation when implemented together. Therefore, we approach the energy system not only through technical and economic dimensions but also from an environmental responsibility and societal impact perspective. At the heart of our strategy is a balanced and integrated value approach that focuses on producing multi-dimensional benefits.

At Enerjisa Üretim, we believe sustainability is not just a goal, but an approach that should be at the center of all our decisions. In this context, we aim to manage transformation processes that meet today's needs while enhancing our capacity to create long-term value, by considering environmental, economic, and societal dimensions together.

Clean Energy



In line with our clean energy goal, we are committed to maximizing power generation from renewable and low environmental impact sources. In this regard, we are promoting low-emission generation technologies, managing natural resources in accordance with circular economy principles, protecting biodiversity, and working to reduce environmental impacts based on scientific foundations.

When developing our renewable energy projects, we pay attention not only to technical feasibility but also to multi-dimensional criteria such as biophysical limits, habitat integrity, local environmental sensitivities, and stakeholder expectations. We conduct all our operations in full compliance with regulations, without accidents, and with great care, addressing environmental performance not only through technological competence but also through corporate diligence and governance quality.

Reliable Energy



As energy demand increases, ensuring a reliable energy supply in a continuous and sustainable manner is one of our key priorities. To this end, we are enhancing the physical resilience of our generation assets, developing flexible solutions to climate and operational risks. By diversifying the technology in our generation portfolio through our investments, we are strengthening our system efficiency and operational predictability through hybrid systems and digital monitoring infrastructures. Additionally, we are focusing on upgrading our thermal plants to enhance supply security, considering the need for reserve capacity. Every step we take toward supply security is designed to balance energy security with sustainable development goals. This approach is based on science-based decision-making processes, not only for today but also for future system resilience.

Value-Driven Energy



We view energy not only as a service but also as a fundamental tool for societal development. With this perspective, we go beyond ensuring the economic accessibility of energy, implementing projects that increase societal benefit, create employment, and support local development.

The reliance on domestic and renewable energy sources in our energy infrastructure holds strategic value, not only for environmental sustainability but also for our country's energy independence and economic stability. This approach helps reduce external dependence, increases domestic value added, and makes a holistic contribution to the national economy.

In line with our strategic governance approach, we identify the necessary changes in our sector in a timely manner and take proactive steps to make our energy generation processes more efficient and sustainable. We view sustainability not only as a goal but as a responsibility integrated into all our business processes. Throughout the project development processes and investment decisions at our 29 power plants, we prioritize balancing environmental and nature-based impacts and focus on sustainability criteria. This enables us to adopt an approach that is sensitive to the needs of society and our employees, supports global transformation, and ensures the long-term continuity of our business models.

We implement our sustainability strategy not merely as a framework where objectives are defined at a strategic level, but as an integrated management model in which these goals are aligned with thematic priorities and translated into multi-layered action plans. In doing so, we establish an implementation system grounded in corporate-level consistency and impact-oriented execution.

In line with this approach, we structure our sustainability efforts around four key thematic areas: Environment and Climate Change, Energy Supply Security, Social Contribution, and Our Employees. By detailing each area with tangible goals and prioritized initiatives, we have transformed our sustainability management from a conceptual commitment into a practical and measurable structure. This entire framework is built upon the principle of "Goal, Focus, and Action Integrity," which we have adopted companywide.

Our Sustainable Strategy Model



Environment and Climate Change

We place environmental sustainability and the fight against climate change at the heart of our long-term strategic priorities. We view this area not just as a compliance requirement, but as a reflection of our environmental responsibility as an organization. In this context, we develop projects aimed at reducing greenhouse gas emissions, implement innovative carbon management mechanisms, and enhance our decision-making processes through risk analyses based on climate scenarios. We promote nature-based solutions and address resource efficiency practices aligned with circular economy principles through a wider perspective, from consumption reduction to reuse. Measures aimed at reducing our water footprint are integrated into all operational processes. Our efforts extend beyond improving the efficient use of raw materials, reducing waste, and minimizing the use of harmful chemicals in generation; we also pursue nature and biodiversity preservation with a restorative approach focused on rebuilding ecosystem services. We incorporate regional ecological sensitivities and environmental carrying capacities into our decision-making and develop solutions that maximize environmental contribution.

We move beyond environmentally compliant power generation by ***fostering coexistence with nature, managing resources responsibly for future generations, and embedding science-based environmental awareness as a core element of our corporate culture.***



Social Contribution

We deepen our sustainability strategy with a strong social dimension, operating with an awareness of the influential role the energy sector can play in societal transformation. We are guided by the principles of social justice, inclusion, and equal opportunity, and we develop just transition practices for communities that may be affected by the transformation process. We support women in taking on more visible and active roles within the energy sector and prioritize programs that promote gender equality.

To help cultivate the skills required by the green transition, we diversify our talent development programs and expand our social responsibility efforts to include children, nature-dependent communities, and vulnerable groups. We design these initiatives not only as short-term social support, but as systematic solutions aimed at strengthening local resilience over the long term.



We view our energy investments as tools for development that prioritize social benefit and aim to transform our social impact into measurable and lasting value.

Our Employees

To ensure corporate sustainability, we place our human capital at the center of this transformation. ***We see our employees not just as operational enablers, but as key drivers of strategic alignment, cultural transformation, and corporate value creation.*** Guided by the principles of diversity and inclusion, we encourage the participation of individuals from diverse backgrounds and experiences and strive to ensure fair representation in corporate decision-making. Through our upskilling and reskilling programs, we support adaptation to evolving job roles and new technologies brought about by the green transition. We offer competency programs that go beyond technical skills, encompassing strategic thinking, collaboration, and leadership.

We foster continuous learning through partnerships with universities, research centers, and industry stakeholders, while also enhancing access to knowledge and supporting personal development. Furthermore, we cultivate a human-centered and motivating work environment through holistic programs designed to support physical, mental, and social well-being. This empowers our employees to become not only implementers but also champions and transformative forces behind our sustainability strategy.

At Enerjisa Üretim, we invest in human-centered ecosystems and innovative business models to build a better future.

Through our ESG efforts in the regions where we operate, we focus on making our current investments more sustainable. As a signatory of the United Nations Global Compact (UNGC), we incorporate global sustainability principles into our business processes. This step strengthens our efforts in key areas such as the environment, human rights, labor standards, anti-corruption, diversity, and inclusion.

As a member of BCSD Türkiye (Business Council for Sustainable Development), we share our insights and experiences in meetings focused on pressing topics such as climate change, energy efficiency, and the circular economy. We also play an active role in shaping efforts toward achieving net-zero emissions and in designing Türkiye's circular economy roadmap.

Through these contributions, we reaffirm our strong commitment to sustainability and environmentally friendly business models.

Investments in renewable energy projects are a key component of our sustainability strategy. By channeling all our new investments into renewable energy projects, we aim to reduce our environmental impact and increase clean power generation. We support public accountability and transparency by openly reporting the sustainability principles embedded in our business processes.

All our renewable energy investments, particularly our YEKA (Renewable Energy Resource Area) projects, decarbonization efforts, and green hydrogen initiatives, allow us to diversify our portfolio. In doing so, we simultaneously contribute to the national economy, the environment, and society. Our dedicated team, committed to energy supply security and the mission of producing energy for a better future, creates positive impacts across our entire value chain.

To achieve our net-zero carbon target, we aim to base all our power generation on renewable sources by 2040. In line with this, we prepared and approved our Climate Transition Plan in 2024. The plan focuses on phasing out fossil fuel-based power plants while expanding our renewable energy capacity. We are integrating solar power into existing plants to develop hybrid solutions and directing all new investments solely toward green energy technologies such as wind and solar. In parallel, we continue R&D efforts for future-oriented technologies such as green hydrogen and run optimization projects to enhance process efficiency in our plants.

Our transition plan, which is approved and will be updated every five years, is integrated into our CEO's performance targets and is aligned with our long-term strategies that support emission intensity reduction and a just transition.

You can find more details about our 2040 Net Zero Carbon Target in the ***Decarbonization and Climate Strategy*** section.



Our Focus Areas Under the Framework of Our Sustainability Strategy:

Climate Change and Environment

Energy Supply Security

People and Culture

Social Contribution

Our Sustainable Business Model

Sustainability is one of the top priorities in Enerjisa Üretim's sustainability efforts and is fully integrated into our decision-making processes. Our sustainability approach follows a continuous "plan, implement, monitor, and develop" cycle, which is supported by four key pillars:

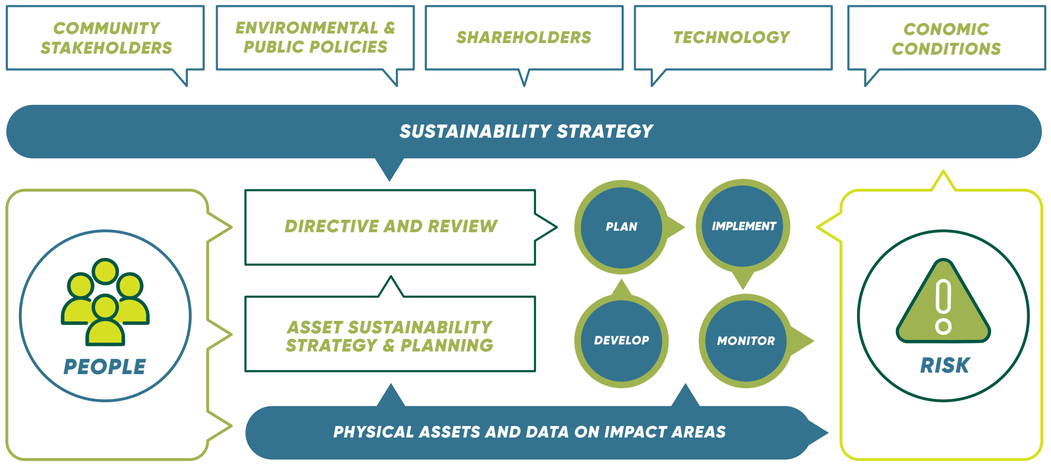
Sustainability Strategy: Our five-year goals are set by the Sustainability Management Committee and approved by the Sustainability Steering Committee. These goals are shaped by stakeholder feedback, public policies, technological advancements, and the company's economic outlook.

People: Achieving our sustainability goals requires broad-based participation across the entire organization. Managers are responsible for aligning business plans with sustainability targets and defining key performance indicators to track progress.

Physical Assets and Impact Data: Our sustainability initiatives are driven by up-to-date data, considering operational needs, social and environmental impacts, and input from local stakeholders.

Risks and Opportunities: Accurately identifying risks and opportunities ***is critical to making informed decisions and adapting effectively, both of which are essential for the success of our sustainability practices.***

Our Sustainable Business Model



Value Creation Model

Capital Components	Inputs and Resources
Human Capital	• Total number of Enerjisa Üretim employees: 1,291 • Total investment in technical and mandatory training for employees: TL 28 million • Training and development programs (Power MBA, Nextchanger, REDKA [Technicians] Energy Youth College) • Leadership and talent development programs (X-Celerate, HR Journey, SEED) • Diversity and inclusion programs (Women Converting Wind into Energy, GBVH & Focal Point) • Equal pay for equal work and gender equality policies • Inclusive workplace practices and social benefits supporting employee well-being • Occupational health and safety training • Internal innovation and idea-sharing platforms (Genç Fikir/Young Ideas) • Corporate training partnerships (Sabancı Holding, Universities)
Social and Associative Capital	• Total community investment: + TL 22,500,000 • Collaborative projects with local communities • Social responsibility projects • University partnerships • Local procurement rate: 16.41% • Product and service safety audits • Supply chain sustainability policies • Public health support (donations to hospitals, equipment provision) • Customer relationship management and data security systems"
Natural Capital	• Mandatory environmental investments: + TL 16,000,000 • Voluntary environmental investments: + TL 14,000,000 • Renewable energy generation processes • Water management and efficiency projects • Carbon management and decarbonization initiatives • Circular economy and waste management projects • Energy efficiency initiatives • Climate change mitigation and adaptation plans • Biodiversity projects"

Value Creation Model

Capital Components	Inputs and Resources
Financial Capital	• Investment and financial management processes • Long-term power purchase agreements • Power plant acquisitions and new investments • Financing of decarbonization projects • Supply chain risk management efforts • Total assets of Enerjisa Üretim: TL 161.6 billion • Joint projects with industry stakeholders (VGBE, Greentown Labs, MIT EI)"
Manufactured Capital	• Power plant capacity expansion and new technology investments • Digital infrastructure and data analytics systems • New power plant and battery energy storage projects • Power plant asset management systems (ISO 55001, etc.) • Waste heat recovery systems • 13,119,575 MWh of energy as of 2024 • Water well drilling and irrigation channel projects within the scope of local community support initiatives"
Intellectual Capital	• Activities of the New Technologies Department • Cybersecurity and digitalization efforts • R&D and innovation investments: over TL 16 million • Academic research conducted in collaboration with universities • Patent and intellectual property rights management • Digitalization and advanced analytics projects"

Our Sustainable Strategy Model



Outputs	Value Created	Stakeholder Engagement
• Number of participants in talent development programs: ***2,398*** • Number of new hires: ***251*** • Average annual training hours per employee: 102 hours • Number of students reached through university partnerships: ***Over 14,500*** • Total occupational health and safety training hours: 975 person-hours • Number of female employees brought into the sector: ***297*** • Overall percentage of female employees: 20%"	• Human capital development and talent management were strengthened. • Diversity and inclusion were enhanced to create a more inclusive work environment. • Workforce capacity in occupational health and safety was expanded. • The culture of innovation within the company was promoted. • New talents were introduced to the sector through university collaborations. • Increased recruitment of women into the sector (REDKA, women technician programs)	• Employees • Senior Management • Subsidiaries and Affiliates • Customers • Suppliers"
• Number of events held through university partnerships: ***55*** • Number of suppliers assessed for supply chain sustainability: ***22*** • Employment generated through local hiring and economic empowerment projects: 214 people	• Community relations were strengthened, fostering social acceptance. • Environmental and social risks were reduced through supply chain sustainability policies. • Support was provided to the local economy. • Collaboration on innovation and entrepreneurship within the sector was expanded. • The company's stakeholder relationships were reinforced.	• Employees • Shareholders • Subsidiaries and Affiliates • Customers • Suppliers • Universities
• Total Scope 1 emissions in 2024: ***6.408.020 tCO_2e*** • Total water withdrawal in 2024: ***307,606,305.1 m^2*** • Total water consumption in 2024: ***2,948,502 m^2*** • Electricity generated from renewable energy projects: ***X (4,004) GWh*** • Reduction in water withdrawal compared to the previous year: ***9%*** • Revenue generated from renewable energy projects: ***TL 12.7 billion"***	• Water consumption and wastewater management processes were improved. • Decarbonization strategies were enhanced, strengthening environmental sustainability. • Sustainable energy production was ensured through renewable energy projects. • The integration of circular economy practices into business processes was increased.	• Employees • Senior Management • Subsidiaries and Affiliates • Customers • Suppliers • Universities"
• Investments in generation power plants: ***TL 20.8 billion*** • Number of power plants included in the carbon certification process: ***24*** • Assets insured under risk management***: EUR 5 billion*** • Volume of renewable energy certificates issued: approximately ***1.65 TWh*** • Total net profit: ***TL 4.5 billion*** • Sales revenue: ***TL 56.1 billion***	• Financial sustainability and economic contributions were strengthened. • Risk management and financial resilience were enhanced. • Financial performance optimisation of power plants was improved. • Sustainable financing projects were diversified. • Support was provided for various projects aimed at social and economic development..	• Employees • Subsidiaries and Affiliates • Customers • Suppliers • Financial Institutions
• Newly installed plant capacity: ***113 MW*** • Battery energy storage units installed: ***2 MW / 4 MWh*** • Average availability of plants: ***96.3% (Hydro), 94.3% (Tufanbeyli), 77.4% (Natural Gas), 91.2% (Wind)*** • Number of systems developed under digitalization initiatives: ***8***	• Power plant infrastructures were strengthened, increasing overall energy generation capacity. • Operational efficiency was improved through digitalisation and data analytics. • Cybersecurity measures were enhanced to protect critical infrastructure. • Operational excellence was strengthened through technical risk management.	• Shareholders • Customers • Suppliers
• Number of domestic and international event participations: ***12*** • Number of intellectual property and patent applications: ***2***	• The company's innovation capacity was elevated. • Predictive capabilities in the energy sector were enhanced through AI and data analytics solutions • Competitive advantage was reinforced through advanced technology and R&D projects.	• Employees • Customers"

Stakeholder Engagement

No .	Stakeholder Name	Communication Channel	Communication Frequency
Internal Stakeholders	*Employees*	• Meetings and Consultations • Events and Trainings • Employee Satisfaction Surveys • Enerjisa Üretim Code of Business Ethics • Enerjisa Üretim Ethics Hotline • Feedback Mechanisms • Digital Platforms	*Ongoing*
	Shareholders	• Meetings and Consultations • General Assembly Meetings	*Monthly*
	Leadership Team	• Meetings and Consultations • Leadership Team Meetings	*Quarterly*
External Stakeholders	*Affiliates and Subsidiaries*	• Meetings and Consultations • Sustainability Reports Published Annually Since 2020 • Digital Platforms • General Meetings	*Quarterly*
	Customers	• Meetings and Consultations • Satisfaction Surveys • Complaint System/Call Center • Sustainability Reports Published Annually Since 2020 • Digital Platforms	*Twice a year*
	Financial Institutions	• Meetings and Consultations • Sustainability Reports Published Annually Since 2020 • Digital Platforms	*Twice a month*
	Suppliers	• Meetings and Consultations • Sustainability Reports Published Annually Since 2020 • Business Ethics Information Meetings • Digital Platforms	*Monthly*
	Universities	• Academic Conferences and Seminars • Sponsorship and Support • Scholarships and Internship Opportunities • Digital Platforms	*Twice a year*

At Enerjisa Üretim, we place great importance on maintaining continuous and transparent dialogue with our stakeholders to better understand their perspectives, expectations, and concerns. Guided by our stakeholder engagement approach, we shape our sustainability initiatives and projects based on their feedback. This interaction not only helps us improve our business processes but also strengthens our double materiality assessments and due diligence practices. Throughout this process, which is grounded in transparency, integrity, and ethical values, we work collaboratively with our stakeholders to build a more sustainable future.

Supply Chain

At Enerjisa Üretim, we believe that sustainability should be an all-encompassing concept, both in our country and globally. In this context, we continue our sustainability efforts throughout the management and operation of our supply chain, which impacts all of our generation operations. We prioritize building a sustainable supply chain for all processes, from material and service procurement to post-consumption stages. We shape our social, environmental, corporate, and economic gains according to our sustainable procurement principles, considering the benefit of both our community and our suppliers.

As a leading force in Türkiye's energy transformation, we prioritize boosting local employment, workforce development, and domestic supply capacity. In this context, we actively contribute to the regional economy by increasing our local procurement ratio. As of 2024, local purchases accounted for 16.41% of our total procurement. Additionally, 74% of our total procurement volume is sourced from suppliers based in Türkiye. To support regional development and the national economy, we place a strong emphasis on utilizing local resources within our supply chain. At the same time, we support digital transformation strategies by



fostering strong, long-term, and trustworthy relationships with our suppliers. We incorporate human rights and environmental considerations at every stage of our supply chain, aiming to establish transparent, traceable, and sustainable supply chain processes. ***Throughout this journey, we conduct sustainability assessments to monitor supplier performance and drive continuous improvement.***

To strengthen our sustainable procurement strategies, we are digitizing our procurement processes, developing innovation-driven applications, and conducting comprehensive sustainability assessments. Through key digital transformation projects such as as the Procurement AI Project, Digital Progress Payment, Contract Management Program, Talos Procurement Robot and Smart Warehouse Management , we are not only improving the efficiency of procurement processes but also transitioning to paperless operations and advancing operational excellence. ***We leverage the Dow Jones Screening Tool to automatically detect and report any legal actions or compliance violations involving our registered suppliers.*** This system also allows us to screen high-risk

potential suppliers, enabling us to evaluate their ethical and compliance standing proactively.

Through these initiatives, we streamline our supplier evaluation processes, enhance environmental and social compliance, and strengthen overall performance management.

As of 2024, we have integrated sustainability principles into our supplier selection processes. Before establishing business relationships with our suppliers, we share our sustainability expectations and obtain a commitment to comply with these principles. We consider environmental and social risks at every stage of our supply chain and ensure compliance through a strong pre-selection process and risk mapping. Ethical values, human rights, and environmental sensitivity are among our top priorities in supply chain management. We enforce a zero-tolerance policy on critical issues such as child labor and forced labor. In this framework, we updated all our procurement contracts and social obligations specifications in 2024. ***New contracts include provisions to prevent child labor and forced labor, report and reduce carbon emissions, and implement environmental measures.***

In 2024, we regularly monitored whether our long-term suppliers fulfilled legal obligations regarding their employees' fundamental rights, such as salaries, social security, taxes and working hours. This practice aims to protect employee rights and prevent or mitigate potential social risks within our supply chain, including ensuring fair working conditions.



In the same year, we sent risk assessment surveys and audit checklists, including environmental, social, and governance (ESG) criteria, to critical suppliers. The responses were evaluated, site visits were conducted, and no major non-compliance was detected in the reviews.

We manage our climate transition process by transforming our supply chain and integrating it into our entire value chain. Our supply chain targets include developing our Scope 3 emission targets,, setting reduction goals, and integrating nature-climate risks into our value chain mapping process. To this end, by integrating QuickCarbon into our supply chain, we are supporting emission reduction across all our processes, starting with critical suppliers, and accelerating our decarbonization journey by providing carbon balancing opportunities. We have completed Scope 3 emissions reporting (GHG Protocol, Categories 1 and 2) for procurement processes by collecting primary data from wind turbine manufacturers and have started working on emission reduction strategies. As Enerjisa Üretim, we aim to achieve a sustainable transformation across our entire value chain by spreading our climate transition process.

To explore our Supplier Sustainability Principles in detail, you can refer to our ***Sustainable Supply Chain Principles document.***

Supplier Portal

With the Supplier Portal we launched to create a sustainable and transparent supply chain, we carry out more efficient and productive collaborations with our business partners. Supplier candidates can easily apply by uploading the required documents through the portal, while our existing suppliers can actively participate in announcement, evaluation, and feedback processes through the system.

Thanks to the infrastructure integrated into the SAP system, new applications are processed quickly, and suitable candidates, whose evaluation processes are completed, gain the right to become active suppliers in the system. By conducting all these processes digitally, we save time and manage all our processes transparently. This enables us to establish strong relationships and create an effective communication environment in all our processes.

With the digitalized processes of the Supplier Portal, we minimize the environmental impact by reducing paper consumption and contribute to the widespread use of sustainable practices.

We collaborate with our suppliers in line with environmental priorities such as energy efficiency, reducing carbon emissions, recycling, and waste management.
Click here to access our Supplier Portal.

Supply Chain Risk Mapping Initiatives

In 2024, the Board of Directors made an important decision to align Environmental, Social, and Governance (ESG) strategies with the TNFD framework, prioritizing

locations, evaluating dependencies and impacts, and conducting a value chain mapping analysis for Risks and Opportunities. To identify potential environmental and social risks in our supply chain, we completed risk mapping taking advantage of reports and indices released by international organizations. By identifying potentially risky regions and suppliers, we took a significant step in risk and impact management. Additionally, we began asking suppliers of wind turbine and solar panel manufacturers to complete the Bill of Materials (BOM) form, which shows the supply sources of product components. This allows us to detect potential environmental and social risks in the indirect suppliers (Tier 2) and subsequent layers of our supply chain.

Having completed risk mapping, we established our risk assessment process and carried out its first implementation.

In 2024, we sent risk assessment surveys to our critical suppliers and conducted a comprehensive evaluation in line with our sustainability criteria. We reported the results, provided feedback on areas for improvement, and requested corrective actions.

To enhance the sustainability performance of our suppliers, we implemented a comprehensive ESG-based Supplier Risk ***Assessment process, which led to the development of 65 concrete improvement recommendations.***

As part of this effort, we introduced awareness boards on biodiversity and launched informative content and capacity-building initiatives focused on critical areas such as child labor, forced labor, prevention of gender-based violence and harassment, cybersecurity, greenhouse gas emissions, and occupational health and safety.

[8] Bill of Materials
[9] Group of suppliers that provide goods or services directly to Tier 1 suppliers

Efficient Procurement Process

As part of our digitalization and data analytics initiatives, we prepared a procurement process data analysis report that includes supplier analyses, time-based data, indicators by category and material group, conditions related to suppliers, discount rates, and unit price fluctuations. This marked an important step toward managing procurement processes in a data-driven and efficient manner. To further enhance the efficiency of procurement operations, we developed and updated process flows, process cards, and guidelines. Additionally, we activated the transportation request form on the Education Informatics Network (EIN), enabling us to manage logistics processes more swiftly and accurately.

Supplier Media Monitoring Application

Through our in-house developed News Monitoring Application, we dynamically scan publicly available news sources for the names of our current suppliers. Supported by AI-powered sentiment analysis, the news related to our suppliers is classified as positive, negative, or neutral and regularly reported to our procurement team. This allows us to monitor our suppliers' ESG and ethical compliance performance in real time.

Supplier Development Efforts

To support the development of our supply chain, we prepared and shared various informational briefs



with all our suppliers. These covered key topics such as biodiversity, the prevention of child and forced labor, occupational health and safety, and gender equality. We conducted various training sessions and information meetings on our supply chain and sustainability practices. Subject matter experts provided training on issues such as human rights in the supply chain and compliance with the European Bank for Reconstruction and Development (EBRD) standards.

We supported the training and development of our stakeholders' employees working at our sites through the Enerjisa Üretim Academy. We also assisted our suppliers in fulfilling mandatory training and documentation requirements.

We aim to launch a women supplier/entrepreneur development program in 2025. The program is currently in the planning phase, with application and selection criteria already defined. In addition, we have established minimum women employee ratios to be required from contractors, with the goal of increasing women's employment among our suppliers.

In line with our vision of "Generating Energy for a Better Future," we place sustainability at the core of all our operations. Our sustainable supply chain management clearly reflect this vision in action. Since day one, we have pursued excellence with our employees and all business partners, and we continue to build a sustainable and ethically grounded future.

Double Materiality Analysis

Material Topics

At Enerjisa Üretim, we prioritize building trust-based, transparent, and participatory relationships with our stakeholders. We believe that the material topics we identify together with our stakeholders play a decisive role in shaping our sustainability strategy and setting our related goals. In this context, we actively gather input from both internal and external stakeholders and conduct a mutually engaging process to determine our sustainability materiality.

As part of our material topic analysis, we conducted a comprehensive assessment using several international references such as the European Green Deal, Sustainability Accounting Standards Board (SASB), Sustainalytics, S&P Sustainability Index criteria, MSCI ESG Materiality Map, and the World Economic Forum's Global Risks Report. Based on this, we identified and grouped prominent sustainability topics and presented them to our stakeholders for materiality. During the evaluation process, we created a list of Enerjisa Üretim's key stakeholders and reached out through online surveys. A wide range of stakeholders participated in the survey, including our employees, leadership team, Sabancı Holding, affiliates and subsidiaries, financial institutions, universities, customers, and suppliers. Through these stakeholder surveys, we identified the sustainability issues of critical importance to Enerjisa Üretim. As a result of this process, ***we defined 13 core sustainability topics that hold strategic importance for the long-term success of our company and the value we deliver to our ecosystem.***

Material Topics	Details
Climate Change and Decarbonization	As part of our efforts to combat climate change, we actively manage climate-related risks (both physical and transitional) across our operations and supply chain, while working to reduce greenhouse gas emissions. We prioritize transitioning to low-carbon technologies, improving energy efficiency, and developing climate-friendly solutions for a sustainable future.
Biodiversity and Ecosystem Protection	We view the protection of biodiversity and ecosystems as one of our core responsibilities. Accordingly, we ensure the sustainable management of natural habitats in both operational and supply chain activities, carry out reforestation efforts, take steps to prevent deforestation, and implement practices that help preserve ecological balance.
Water and Waste Management	To ensure the efficient use and preservation of water resources, we implement initiatives aimed at improving water quality within our operations and supply chain, reduce water stress risks, and adopt sustainable water and wastewater management practices. Aligned with our circular economy approach, we prioritize responsible sourcing, continuously enhance processes to minimize waste at its source, use resources more efficiently, and increase waste recovery. We adhere to the highest standards for the safe management of hazardous materials.
Gender Equality	Guided by our commitment to gender equality, we support equal access to rights, opportunities, and resources for all individuals, regardless of identity or orientation. We continue to take action to ensure equal representation, prevent discrimination in social and financial transactions, and foster an inclusive work environment.
Human Rights and Inclusion	Protecting the rights, well-being, and professional development of our employees is among our top priorities. We promote a workforce that values diversity and inclusion, uphold a zero-tolerance policy against all forms of violence, and enforce strict policies against child labor and forced labor. We ensure a fair and safe work environment that respects labor rights.
Health, Safety, and Working Conditions	Employee health and safety are among our primary concerns. We implement robust management systems to prevent industrial accidents, provide safe working conditions, and uphold the highest occupational health and safety standards.
Supply Chain Management	Our supply chain is guided by principles of social compliance and resource efficiency. We establish a structure aligned with sustainable procurement principles, working closely with suppliers to monitor social requirements and commitments, and strengthen responsible sourcing practices.
Social Responsibility	We build strong ties with both local and global communities, grounded in respect for human rights, and we develop impactful social responsibility projects. We continuously expand our initiatives to enhance social impact and contribute to sustainable development.
Energy Supply Security	To ensure energy supply security, we manage sustainable and uninterrupted generation processes and invest in robust technology and infrastructure to meet energy demand. We improve energy efficiency and promote renewable energy investments, contributing to the energy systems of the future.
New Technologies and Innovative Solutions	By developing innovative digital solutions and alternative business models in the energy sector, we help pave the way for new fields and entrepreneurial ventures. We aim to lead the transformation of the energy sector through continuous improvement in our digitalization and innovation processes.
Risk and Crisis Management	We adopt a proactive approach to risk management, forecasting systemic risks and implementing strategic plans to ensure business continuity. Our effective risk management practices support the sustainable growth of our company.
Corporate Governance and Business Ethics	We consider stakeholder engagement and interaction as integral to the way we do business. We strictly adhere to codes of business ethics, ensure full compliance with national and international regulations, and embrace ethical governance based on accountability and transparency.
Economic Performance	We shape our economic performance through a lens of responsibility and sustainability. We prioritize green financing and environmentally responsible investments, maintain business continuity while generating economic value, manage risks effectively, optimize resource use, and enhance our financial flexibility.

Environment Social Governance Technology

Our Double Materiality Matrix

In assessing our material topics, we adopted the double materiality analysis approach defined within the framework of the Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS), both developed by the European Financial Reporting Advisory Group (EFRAG). ***This approach allowed us to evaluate our material topics from two distinct perspectives: impact materiality and financial materiality.***

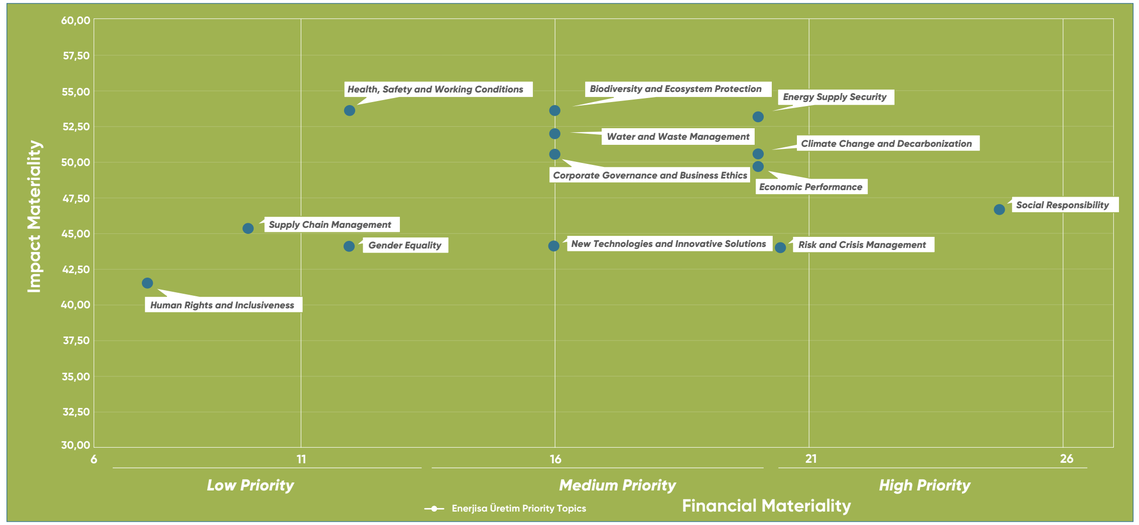
We structured our analysis process using a systematic methodology. Guided by EFRAG's recommendations and supported by our own sector-specific knowledge and insights, we developed a comprehensive scoring matrix and materiality matrix. This enabled us to assess sustainability issues holistically, considering both their potential impact on our financial performance and their effects on the environment and society.

To ensure our evaluations were as inclusive and effective as possible, we integrated multiple viewpoints and addressed our material topics across two key dimensions:

Impact Materiality: We considered the positive or negative, actual or potential impacts, ranging from short-term to long-term, that our value chain activities may have on people and the environment.

Financial Materiality: We analyzed past and future risks and opportunities that have had or are expected to have a material effect on our sustainable business development, financial performance, cash flow, access to financing, and cost of capital.

Enerjisa Üretim Double Materiality Matrix



In 2024, we conducted a comprehensive assessment of our material topics, examining both the environmental and social impacts of our own operations and the implications of external developments on our business model, value chain, and financial performance. We structured our 13 material topics using the Double Materiality Analysis approach, evaluating each through the lenses of both financial materiality and impact materiality.

The Double Materiality Matrix we developed presents a holistic view of the significance of the topics that emerged from our analyses, considering both their impact and financial priority. In our matrix, topics such as; Biodiversity and Ecosystem Protection, Water and Waste Management, and Energy Supply Security stand out as areas of high environmental and social impact, as well as strategic importance for the sustainability of our operations. On the other hand, topics like Climate Change and Decarbonization, Corporate Governance and Business Ethics, Economic Performance, and Social Responsibility play a critical role in ensuring business continuity and stakeholder trust, given their high financial relevance. Additionally, subjects such as Human Rights and Inclusion, Gender Equality, and New Technologies and Innovative Solutions remain on our strategic agenda due to their long-term potential to create social value and drive transformative change. ***Through this comprehensive analysis, we have gained a deeper understanding of the impacts of our activities and strengthened our ability to turn environmental, social, and governance-related risks into opportunities.*** Moving forward, we will continue to generate value around these priorities and stay committed to advancing toward a sustainable future, together with all our stakeholders.

Our Methodology

At Enerjisa Üretim, we developed our methodology in alignment with the ESRS and current guiding frameworks. We conducted our Double Materiality Analysis through a holistic lens, considering internal processes and sector-specific dynamics. The analysis was carried out in five key stages:

1. Engaging Our Stakeholders

In our stakeholder engagement process, we collaborated closely with experts from across our business units and group functions. As part of this year's scope covering 13 material topics, we distributed surveys to our stakeholders. Through these surveys, the scale of each topic's impact on the environment and society was assessed. This process provided a comprehensive view of stakeholder priorities and expectations. Additionally, our ongoing community engagement activities in the regions where we operate served as a strong foundation for identifying our most significant impacts and risks.

2. Defining the Scope of Impacts, Risks, and Opportunities

In defining impacts and identifying potential internal and external risks and opportunities that could affect our company, we leveraged internationally recognized sources such as the World Economic Forum's (WEF) Global Risks Report 2025, the Sustainability Accounting Standards Board (SASB) Standards, the Task Force on Climate-related Financial Disclosures (TCFD), and the Taskforce on Nature-related Financial Disclosures (TNFD).

We defined key impact drivers outlining our potential effects on nature by referencing the Science-Based Targets Network (SBTN) framework. For our power plants, we listed the dependencies identified as material by SBTN based on our direct operations.

We matched our material topics with the sub-topics and sub-sub-topics outlined in the ESRS Topic Standards. While aligning our material topics with the European Sustainability Reporting Standards (ESRS), we conducted a comprehensive assessment across environmental, social, and governance (ESG) dimensions. This approach allowed us to fully align our sustainability priorities with regulatory requirements.

In the environmental dimension, we focus on critical themes such as climate action, biodiversity protection, circular economy, and water management, contributing to ESRS standards E1 (Climate Change), E2 (Pollution), E3 (Water and Marine Resources), E4 (Biodiversity and Ecosystems), and E5 (Circular Economy).

On the social front, we prioritize employee rights, occupational health and safety, community engagement, and fair relations across our supply chain. These areas align with ESRS S1–S4, with a particular focus on enhancing ethical and sustainable practices in our supply chain through deeper assessments under ESRS S2 and S3.

In the governance dimension, we reinforce accountability and transparency in our decision-making processes through ethical business conduct, transparency policies, risk management, and sustainable finance practices, aligned with ESRS G1 (Business Conduct)

3. Evaluation of Impacts and Risks/Opportunities

As part of the impact and risk items we identified, we held an interactive double materiality assessment workshop in collaboration with experts from various business units. Conducted in a hybrid format, the workshop included around 65 participants representing 35 different departments within our company, alongside professional sustainability consultants. Participants reviewed the predefined impact, risk, and opportunity items, made necessary revisions, and shared their insights. We conducted scoring based on predefined threshold values established for the evaluation process.

In assessing impact materiality, we followed the ESRS guidelines and used parameters such as scale , scope and irremediability . For potential impacts, we also evaluated the likelihood criterion. Each topic was rated on a scale from "Very Low" (1) to "Very High" (5), enabling a thorough and nuanced impact analysis.

Taking into account the mitigation measures implemented, this indicates the extent of the impact on the environment or people.
It reflects how widespread the impact is on both the environment and individuals.
It denotes the degree of difficulty, in terms of cost and time, involved in reversing the damage.

Mapping of Our Material Sustainability Topics with ESRS Standards

Our Material Topics	Relevant ESRS
Climate Change and Decarbonization	E1 Climate Change E2 Pollution E4 Biodiversity and Ecosytstems
Biodiversity and Ecosystem Protection	E4 Biodiversity and Ecosytstems
Water and Waste Management	E2 Pollution E3 Water and Marine Resources E5 Resources and Circular Economy
Gender Equality	S1 Own Workforce S2 Workers in the Value Chain
Human Rights and Inclusion	S1 Own Workforce S2 Workers in the Value Chain
Supply Chain Management	S2 Workers in the Value Chain G1 Business Conduct
Energy Supply Security	E1 Climate Change E1 Energy
Health, Safety, and Working Conditions	S1 Own Workforce
Risk and Crisis Management	G1 Business Conduct
Corporate Governance and Business Ethics	G1 Business Conduct
Social Responsibility	S3 Affected Communities
New Technologies and Innovative Solutions	E1 Climate Change G1 Business Conduct E5 Resources and Circular Economy
Economic Performance	E1 Climate Change G1 Business Conduct S1 Own Workforce

For financial materiality, we analyzed the relevant risks and opportunities based on parameters such as their potential positive or negative effects on revenue and assessed the likelihood of these risks materializing. Existing risk mitigation measures already in place were also taken into account. Financial impacts were categorized as very low, low, medium, high, or critical, while the time horizon for each risk was assessed as short-, medium-, or long-term.

We also mapped the identified risks, opportunities, and impact items across our value chain, classifying them as Upstream, Own Operations, or Downstream.

4. Calibration of Significant Impacts and Risks/ Opportunities

We combined the outputs from the workshop and scored them to determine the "degree of materiality." To validate preliminary findings and make adjustments where necessary, we reengaged participants in the process and carefully documented the rationale for every update. Before finalizing the results, we performed additional calibrations across topics to ensure consistency and accuracy in our evaluations.

5. Leadership Team Approval

We shared the consolidated view of sustainability-related impacts, risks, and opportunities with the relevant departments and senior management. As a result of our analysis, and in line with our defined materiality threshold, we identified 10 risks, 12 opportunities, 16 negative impacts, and 16 positive impacts. These findings were adopted as a key reference point for strategic decision-making under the guidance of leadership team.

Our Risk, Opportunity, and Impact Tables

At Enerjisa Üretim, we view climate change as a critical global risk and are implementing a comprehensive climate transition plan to address it. While aiming to minimize climate risks by reducing our emissions and transitioning to carbon-free business models, we also focus on enhancing our resilience to the effects of climate change. As the impacts of climate change become increasingly evident, we continue to evaluate these risks and integrate them into our adaptation strategy to ensure long-term sustainability.

In addition to managing risks, we closely monitor and leverage opportunities arising from the global decarbonization process. We support our growth and innovation by incorporating opportunities in areas such as the expansion of renewable energy, digitalization, electrification of transportation, and green energy storage into our business strategy.

To effectively manage climate- and nature-related risks, we have implemented a robust risk and opportunity management framework. We utilize tools such as the Task Force on Climate-related Financial Disclosures (TCFD), stakeholder input, and external environmental reports to assess risks in alignment with global environmental priorities. We also aim to contribute to international goals such as the United Nations Sustainable Development Goals (SDGs) and the Global Biodiversity Framework, supporting planetary boundaries and biodiversity targets. Additionally, we are exploring alignment with the Taskforce on Nature-related Financial Disclosures (TNFD) to further strengthen our approach to nature-related risks and opportunities. Through these efforts, we aim to enhance our resilience, reduce our environmental footprint, and thrive in a sustainable, low-carbon future. To assess the potential impacts on our operations, we examine realistic climate scenarios provided by leading authorities such as the Intergovernmental Panel on Climate Change (IPCC), the International Energy Agency (IEA), and the Network for Greening the Financial System (NGFS), and integrate these into our strategies. These science-based scenarios help us comprehensively analyze potential future temperature increases.

We've also defined specific time horizons to identify short-, medium-, and long-term environmental, social, and governance risks and opportunities. These time frames were designed to align with the projected periods during which the effects of climate change are expected to be most significant and were shaped by their potential impacts on our strategies. To ensure alignment with our 2024 Carbon Disclosure Project (CDP) report, we defined our time horizons as follows: short term (0–5 years), medium term (5–10 years), and long term (10–30 years). In line with the TCFD framework, we categorized our physical and transition-related risks and opportunities under <2°C and 3.5–4°C scenarios. We also conducted Dependency–Impact–Risk–Opportunity (DIRO) analyses in alignment with TNFD. Based on this analysis, we evaluated how nature-related risks and dependencies translate into business outcomes and identified key risks and opportunities. Below, we share detailed information on the time horizons and value chain positions of risks, opportunities, and impacts related to our material topics.

Short Term (0–5 Years)	***We are focused on extending the lifespan of our assets, enhancing the performance of our renewable energy assets, and commissioning carbon reduction technologies. At the same time, we evaluate transitions within our energy generation portfolio, along with environmental, social, and governance (ESG) risks, opportunities, and impacts that may arise in our operating regions within a five-year short-term horizon.***
Medium Term (5–10 Years)	***In the medium term, we assess the longevity of our assets, transformations within our energy generation hub, and potential ESG-related risks, opportunities, and impacts (including new climate-related regulatory requirements) across a ten-year period. We conduct our strategic and capital planning for climate-related matters within a 5-10 year timeframe.***
Long Term (10–30 Years)	***Over the long term, we evaluate asset lifespans, transformations in our energy generation hub (with a focus on expanding our decarbonized portfolio), and ESG risks, opportunities, and impacts in our areas of operation from a 20-year perspective. We analyze long-term climate-related risks such as chronic changes in weather patterns over a 10–30 year horizon. Additionally, we take into account the potential impacts of risks that extend beyond five years and can be reasonably anticipated with a high degree of confidence.***

Climate Risk/Opportunity and Impact Table

ESRS Topic	ESRS Subtopic	Relevant Material Topic	Description of the Topic	Risk / Opportunity / Impact	Current / Potential	Position in the Value Chain	Occurrence Timeline	Actions Taken
ESRS E1: Climate Change	Climate Change Mitigation	Climate Change and Decarbonization	Increased operational costs due to carbon pricing, emissions trading systems, and mandatory green energy targets	Risk (Transition)	Potential	Own Operations	Short (0-5 Years)	We are actively collaborating with policymakers during the development of the Emissions Trading System (ETS).
	Climate Change Mitigation	Climate Change and Decarbonization	The misalignment between global climate policies and national strategies poses a risk to the economic sustainability of energy sector investments by jeopardizing long-term decarbonization goals.	Risk (Transition)	Potential	Downstream / Upstream / Own Operations	Medium (5-10 Years)	Through strategic planning based on climate scenarios (below 2°C and 3.5°C–4°C), we adopt a flexible and resilient investment approach. We are gradually decommissioning our fossil-fueled power plants and accelerating our investments in renewable energy. We support projects aligned with international standards through sustainability-linked financing models. By investing in emerging technologies such as carbon management, battery storage, and green hydrogen, we are preparing for CBAM and similar global mechanisms. With the "Just Transition Roadmap" developed specifically for the Tufanbeyli Lignite Power Plant, we mitigate social risks by supporting local development and workforce transformation. We integrate our climate goals at the management level and regularly monitor our actions through performance indicators.
	Climate Change Mitigation	Energy Supply Security	Operational challenges, financial burdens, and loss of competitive advantage during the transition from fossil fuels to renewable energy present potential risks	Risk (Transition)	Potential	Own Operations	Long (10-30 Years)	In line with our Climate Transition Plan, we are accelerating investments in renewable energy, reducing our dependence on fossil fuels, and managing the operational challenges of the transition process. Through sustainable financing models, we mitigate financial risks while strengthening grid resilience by investing in emerging technologies such as battery storage and green hydrogen. We also maintain close collaboration with ministries and regulators to ensure full compliance with national climate regulations.
	Energy, Waste	Energy Supply Security	Uncertainties around battery performance, lifespan, cost, and safety in large-scale energy storage systems creating investment risks	Risk (Transition)	Potential	Upstream	Short (0-5 Years)	To minimize policy-related risks during the energy transition process, we regularly engage in dialogue with relevant ministries and institutions, while closely monitoring global markets.
	Climate Change Adaptation	Climate Change and Decarbonization	Karbon kredisi projelerini geliştirerek ve kredi pazarında aktif rol alması	(Transition)	Potential	Upstream	Short (0-5 Years)	While conducting the carbon inventory and emissions analysis, potential areas for developing carbon credits are being explored. Through verification and certification processes, institutional capacity is being built for carbon credit trading, and downstream collaborations are
	Climate Change Mitigation, Enerji	Climate Change and Decarbonization	In addition to reducing reliance on fossil fuels and enhancing environmental sustainability through investments in renewable energy projects, this also presents an opportunity to lower carbon costs and generate long-term cost savings for the company.	Opportunity	Potential	Own Operations	Short (0-5 Years)	We reduce dependence on fossil fuels through our investments in renewable energy. We lower carbon costs and minimize risks arising from fluctuations in exchange rates and fuel prices.
	Climate Change Mitigation, Energy	Energy Supply Security	Through its BESS initiatives and steps aimed at enhancing grid flexibility and supporting the integration of more renewable energy, Enerjisa Üretim plays a key role in Türkiye's transition toward a more diversified, balanced, and forward-looking energy portfolio—positively influencing its reputation.	Opportunity	Potential	Upstream	Shor (0-5 Years)	We conduct analyses on storage systems and management solutions, and we test emerging technologies through small-scale pilot projects.

ESRS Topic	ESRS Subtopic	Relevant Material Topic	Description of the Topic	Risk / Opportunity / Impact	Current / Potential	Position in the Value Chain	Occurrence Timeline	Actions Taken
ESRS E1: Climate Change	Climate Change Mitigation, Energy	Energy Supply Security	Enerjisa Üretim increasing its revenue by expanding its renewable energy portfolio through projects at existing sites and further strengthening its wind power assets	Opportunity	Potential	Own Operations	Medium (5-10 Years9	Through repowering efforts at our current wind power plants (WPPs), we boost generation capacity and efficiency with higher-performing turbines. This not only improves CAPEX efficiency but also lowers carbon intensity, enhancing our access to green financing opportunities.
	Climate Change Mitigation, Energy	Energy Supply Security	Facilitating the elimination of supply-demand imbalances through the development of energy storage systems and flexible energy management solutions	Opportunity	Potential	Own Operations	Medium (5-10 Years9	Medium (5-10 Years When supported by technological infrastructure, policy frameworks, and consumer participation, energy storage and flexible management systems can significantly reduce supply-demand imbalances. To seize this opportunity, regulatory clarity, financial incentives, and strengthened digital infrastructure are just as critical as technological investments.
	Climate Change Mitigation, Energy	Climate Change and Decarbonization	Strengthening market leadership not only by increasing the capacity and efficiency of renewable energy power plants, but also by expanding the diversity of technologies and solutions	Opportunity	Potential	Own Operations	Medium (5-10 Years)	By improving power plant efficiency and diversifying our portfolio with various renewable energy technologies, we are becoming more resilient to market volatility.
	Climate Change Mitigation, Energy	Climate Change and Decarbonization	Air pollution resulting from emissions generated by Enerjisa Üretim's activities and facilities, negatively impacting environmental and public health	Negative Impact	Potential	Downstream (Downstream)	Long (10-30 Years)	Through continuous emissions monitoring systems, we ensure compliance with legal limits and deploy systems like FGD to reduce flue gas emissions.
	Climate Change Mitigation, Energy	Energy Supply Security	Enerjisa Üretim's expansion of its renewable energy portfolio to support Türkiye's energy policy focused on ensuring supply security and reducing external dependence, while also contributing to the reduction of the country's carbon emissions	Positive Impact	Current	Upstream	Short (0-5 Years)	Through our renewable energy investments, we are reducing Türkiye's dependence on imported energy resources and contributing to the country's energy supply security.
	Climate Change Mitigation, Energy	Energy Supply Security	Enerjisa Üretim's development of production and storage facilities for green hydrogen, thereby supporting the decarbonization of carbon-intensive sectors	Positive Impact	Current	Own Operations	Medium (5-10 Years)	Enerjisa Üretim aims to play an active role in the green hydrogen market by leveraging Türkiye's renewable energy potential and its strategic geopolitical position.
	Climate Change Mitigation, Energy	Energy Supply Security	Enerjisa Üretim's strategic focus on integrating battery energy storage systems (BESS) with its wind power plants (WPPs) and increasing storage capacity, contributing to the reduction of carbon emissions in the energy sector	Positive Impact	Potential	Upstream	Medium (5-10 Years)	By integrating battery storage systems into our wind power plants, we minimize generation-supply imbalances and enhance grid flexibility.

ESRS Topic	ESRS Subtopic	Relevant Material Topic	Description of the Topic	Risk / Opportunity / Impact	Current / Potential	Position in the Value Chain	Occurrence Timeline	Actions Taken
ESRS E2: Pollution	Water Pollution, Direct Impact Factors of Biodiversity Loss	Water and Waste Management	The risk of natural resource pollution and depletion due to global issues such as the climate crisis, population growth, overconsumption, environmental pollution, and deforestation, which can lead to disruptions in energy generation processes and increased costs	Risk (Transition)	Potential	Own Operations	Medium (5-10 Years)	We are enhancing efficiency in water and natural resource use, investing in technologies that reduce environmental impacts, and prioritizing renewable energy investments. We are conducting long-term planning based on climate scenario-based risk analyses and strengthening the environmental resilience of our power plants. Through digitalization and process optimization, we are making our power generation more sustainable and cost manageable.
	Air Pollution, Water Pollution, Soil Pollution, Hazardous Substances, Microplastics	Water and Waste Management	By investing in advanced air, water, and soil treatment technologies to prevent the release of pollutants into the environment, we are creating opportunities to reduce environmental impacts	Opportunity	Potential	Own Operations	Short (0-5 Years)	By ensuring full compliance with national and international environmental regulations and standards, we protect our reputation and avoid legal penalties and additional costs.
	Water Pollution	Water and Waste Management	Lubricants, coolants, or heavy metals used in solar panels and wind turbines can contaminate water if they mix with it	Negative Impact	Potential	Downstream and Own Operations	Short (0-5 Years)	To prevent the chemicals used in our solar and wind plants from polluting water sources, we implement leak-proof systems, secondary containment measures, and environmental management practices in compliance with ISO 14001.
	Water Pollution	Water and Waste Management	The stagnant water in the reservoirs under Enerjisa Üretim causes a decrease in oxygen levels due to algal blooms (eutrophication), creating water pollution and harming the ecosystem	Negative Impact	Potential	Downstream and Own Operations	Medium (5-10 Years)	To prevent algae blooms caused by stagnant water in our reservoirs, we implement water quality monitoring, controlled discharge management, and watershed protection practices.
	Soil Pollution, Water Pollution	Water and Waste Management	When solar panels reach the end of their lifespan (20-30 years), improper disposal can lead to the contamination of soil and water with lead, cadmium, and silicon-based components	Negative Impact	Potential	Downstream	Long (10-30 Years)	We are exploring recycling options for decommissioned solar panels and fiberglass turbine blades to prevent environmental harm.
	Soil Pollution	Water and Waste Management	Contamination of soil and long-term degradation of soil quality due to the leakage of heavy metals, oils, and cooling fluids used in power plants	Negative Impact	Potential	Downstream	Long (10-30 Years)	We implement sealed storage, leak detection, and licensed disposal practices to prevent heavy metals and chemical substances in power plants from seeping into the soil.
	Soil Pollution	Water and Waste Management	Soil pollution caused by improper waste management during the decommissioning of expired fiberglass turbine blades	Negative Impact	Potential	Downstream	Long (10-30 Years)	We explore recycling solutions to prevent environmental harm from end-of-life solar panels and fiberglass turbine blades.

ESRS Topic	ESRS Subtopic	Relevant Material Topic	Description of the Topic	Risk / Opportunity / Impact	Current / Potential	Position in the Value Chain	Occurrence Timeline	Actions Taken
ESRS E3: - Water and Marine Resources	Water	Water and Waste Management	Pollution of aquatic ecosystems as a result of inadequate wastewater management	Negative Impact	Potential	All	Short (0-5 Years)	To protect aquatic ecosystems, we treat wastewater using advanced treatment systems and deploy online water quality monitoring and recovery technologies.
	Water	Water and Waste Management	Impact of high-water consumption and wastewater discharge in lignite-fired power plants on aquatic ecosystems	Negative Impact	Potential	Upstream, Downstream, Own Operations	Short (0-5 Years)	To safeguard aquatic ecosystems, we treat wastewater with advanced treatment systems and implement online water quality monitoring, recovery technologies, and regulatory-compliant discharge procedures. This helps prevent pollution of natural water sources and supports ecosystem health.
	Water	Water and Waste Management	Water stress resulting from limited water resources and climate change poses a threat to the sustainability of power generation operations	Risk	Potential	Own Operations	Short (0-5 Years)	At Enerjisa Üretim, we prioritize efficient and sustainable water resource management across all our plants. We regularly monitor water consumption and wastewater management, identify discrepancies early through site-specific data, and take necessary actions. Under our ISO 14001 environmental management system, we design our projects with a focus on water conservation and reuse, enhancing resource efficiency through treatment and recovery systems. We support regulatory compliance by providing our employees with training on water management and environmental legislation. In regions facing water stress, we conduct detailed analyses using tools like the WWF Water Risk Filters and continually update our processes in line with changes in national and EU environmental regulations.
ESRS E4: - Biodiversity and Ecosystems	Direct Impact Factors of Biodiversity Loss	Biodiversity and Ecosystem Conservation	Destruction of forests and natural habitats due to tree logging for mining activities and grid infrastructure upgrades related to power plant operations	Negative Impact	Potential	Downstream, Upstream	Short (0-5 Years)	We plant e saplings in different regions to compensate for the trees required within our area of impact.
	Impacts on Species' Status	Biodiversity and Ecosystem Conservation	Wildlife fatalities caused by collisions at Enerjisa Üretim wind power plants	Negative Impact	Current	Own Operations	Short (0-5 Years)	Based on collision risk analysis outcomes, shutdown-on-demand protocols are implemented when necessary, and blade painting methods are used to mitigate risks.
	Direct Impact Factors of Biodiversity Loss	Biodiversity and Ecosystem Conservation	Land and flora/fauna degradation during construction/operation phases of WPP, SPP, and HPP projects; fragmentation of critical habitats, degradation of natural and modified habitats	Risk (Physical)	Current	Own Operations	Short (0-5 Years)	We conduct our Environmental Impact Assessments (EIAs) with a biodiversity-focused approach and develop Biodiversity Management and Action Plans accordingly. We identify critical habitats that require protection, and support ecosystem restoration efforts. For rare and endangered species, we apply both in-situ (on-site) and ex-situ (off-site) conservation methods to ensure biodiversity sustainability.

ESRS Topic	ESRS Subtopic	Relevant Material Topic	Description of the Topic	Risk / Opportunity / Impact	Current / Potential	Position in the Value Chain	Occurrence Timeline	Actions Taken
ESRS E4: - Biodiversity and Ecosystems	Impacts on the Scope and Status of Ecosystems	Biodiversity and Ecosystem Conservation	Enerjisa Üretim's efforts to minimize the environmental impact of its energy projects through reforestation, monitoring, and habitat restoration initiatives	Positive Impact	Current	Downstream, Upstream, Own Operations	Short (0-5 Years)	Through flora and fauna monitoring studies, we track endemic and endangered species using satellite transmitters and technical tools, report findings to official institutions, and help inform effective policy development. We also plant saplings equaling 10,000 times our organization's age to support habitat restoration.
	Direct Impact Factors of Biodiversity Loss	Biodiversity and Ecosystem Conservation	Continuity of wildlife can be ensured, and stakeholder satisfaction and corporate reputation can be enhanced through critical habitat restoration and the creation of ecological corridors	Positive Impact	Current	Own Operations	Short (0-5 Years)	With our restoration projects, we align with IFC/EBRD criteria during investment phases and increase opportunities for financing and collaboration.
	Direct Impact Factors of Biodiversity Loss	Biodiversity and Ecosystem Conservation	Combustion of lignite releases large quantities of carbon dioxide (CO_2), sulfur dioxide (SO_2), nitrogen oxides (NO_2), and particulate matter, leading to acid rain and reduced soil fertility	Negative Impact	Potential	Downstream, Upstream, Own Operations	Medium (5-10 Years	To reduce SO_2, NO_2, CO_2, and particulate emissions from lignite plants, we implement advanced filtration systems, fuel improvement, continuous emission monitoring, and transition projects in line with our net-zero targets.
	Impacts on Species' Status	Biodiversity and Ecosystem Conservation	Bird/bat collisions with wind turbines and transmission lines; risk of mortality for migratory species; night-time lighting attracts insects and bats, causing additional fatalities	Negative Impact	Current	Own Operations	Short (0-5 Years)	We reduce mortality rates for migratory birds and bats through collision risk analyses, turbine shutdown protocols, and flight diverter systems.
	Impacts on the Scope and Status of Ecosystems	Biodiversity and Ecosystem Conservation	Enerjisa Üretim enhancing its environmental impact assessment processes to reduce the effect of power plants on natural ecosystems	Positive Impact	Current	Own Operations, Downstream	Short (0-5 Years)	We conduct EIA processes based on scientific, transparent, and ecosystem-based principles while respecting natural balance.
	Impacts on Species' Status	Biodiversity and Ecosystem Conservation	Use of radar-based turbine shutdown systems and collision prevention instruments contributes positively to the ecosystem by protecting bird and bat populations and can be highlighted as an international best practice.	Positive Impact	Current	Own Operations	Short (0-5 Years)	Through biodiversity-conscious turbine shutdown strategies, we reduce environmental impact while optimizing energy efficiency.
ESRS E5: Resources and Circular Economy	Resource Inputs, Including Resource Usage	Water and Waste Management	Enerjisa Üretim promoting the use of recyclable and sustainable raw materials in power generation to ensure resource efficiency and conservation	Positive Impact	Potential	Downstream	Medium (5-10 Years)	Sustainable product design, traceability of raw materials, and recovery initiatives are being carried out in relation to the subject. The recovery of raw materials such as glass, aluminum, and silicon from decommissioned solar panels is also being evaluated.

ESRS Topic	ESRS Subtopic	Relevant Material Topic	Description of the Topic	Risk / Opportunity / Impact	Current / Potential	Position in the Value Chain	Occurrence Timeline	Actions Taken
ESRS S1: - Own Workforce	Resource Inputs, Including Resource Usage, Resource Outputs Related to Products and Services, Waste	New Technologies and Innovative Solutions	Environmental sustainability enabled by renewable energy, recycling technologies, waste management strategies, and smart city solutions	Positive Impact	Potential	Downstream	Medium (5-10 Years)	We assess waste tracking systems, renewable energy-supported bus stops, and energy-efficient building projects.
	Working Conditions	Risk and Crisis Management	Lack of psychological preparedness, risk analyses, and occupational health screenings for incidents posing a risk of organizational trauma	Risk	Potential	Downstream	Short (0-5 Years)	As part of psychosocial risk management, we conduct one-on-one meetings with employees and create organizational and individual action plans.
	Working Conditions	Health, Safety, and Working Conditions	Deficiencies in supporting employees' physical and mental health, safety, or ethical working conditions reduce workplace productivity and overall well-being	Negative Impact	Current	Downstream	Short (0-5 Years)	Based on interviews conducted with approximately 1,000 of our employees, we have identified 70 actions to drive improvements in the areas of people and culture. We address employee needs through vocational functional assessments and clinical psychologist support. We promote social-emotional growth through group workshops, strengthening interaction among employees.
	Working Conditions	Health, Safety, and Working Conditions	Enerjisa Üretim implementing policies to improve employee health, safety, and well-being in the energy sector	Positive Impact	Current	Downstream	Short (0-5 Years)	Through our " OHS At All Times" approach, we prioritize employee health and safety. We provide a safe work environment with OHS policies aligned with national and international standards. We promote a strong safety culture through regular training sessions and awareness programs. We ensure proactive OHS management through digital solutions such as ENSAFE, Fark@, and Safety Vision. We improve employee well-being through ergonomic conditions and wellness programs. In 2024, our employee well-being score reached 81.3%, exceeding the industry average. We achieved a total weight loss of 297 kg through dietician services, helping 17 employees fall below the critical BMI threshold. Through physiotherapy services, we reduced employee pain scores by 14.6%.
	Working Conditions	Health, Safety, and Working Conditions	Failure to provide sufficient health and occupational safety training for Enerjisa Üretim employees, or providing inadequate support, puts employee safety at risk	Negative Impact	Potential	Own Operations	Short (0-5 Years)	Our academy programs provide nearly 200 OHS training sessions and host leadership workshops.
ESRS S2: Değer zincirindeki çalışanlar	Equal Treatment and Opportunities for All	Health, Safety, and Working Conditions	Enerjisa Üretim organizing continuous training programs to enhance employees' technical knowledge and skills	Positive Impact	Current	Own Operations	Short (0-5 Years)	Through REDKA projects, we boost female employmentwomen's employment and implement pioneering practices in the sector. Under DIB , we conduct periodic training and workshops, and we plan to deliver mandatory human rights and GBVH (Gender-Based Violence and Harassment) training in 2025.

ESRS Topic	ESRS Subtopic	Relevant Material Topic	Description of the Topic	Risk / Opportunity / Impact	Current / Potential	Position in the Value Chain	Occurrence Timeline	Actions Taken
ESRS S2: Employees in the Value Chain	Other Employment Rights	Supply Chain Management	Supporting the local economy by working with local suppliers	Positive Impact	Current	Upstream	Short (0-5 Years)	In new energy projects, we ensure active community participation through local employment, local material usage, and training programs. We establish continuous dialogue mechanisms with local stakeholders and collaboratively assess the social impacts of our projects. In cooperation with local universities and vocational schools, we launch talent development programs.
	Working Conditions	Gender Equality	Increasing the number of women employees in the sector through Enerjisa Üretim's efforts to boost female employmentwomen's employment	Positive Impact	Current	Own Operations	Short (0-5 Years)	To increase women representation in management roles, we implement leadership development programs and provide training on gender equality in the workplace.
	Working Conditions	Supply Chain Management	Enerjisa Üretim establishing fair and sustainable business relationships with suppliers and partners to ensure employment security in the sector	Positive Impact	Current	Own Operations	Short (0-5 Years)	Taking into account the fluctuations in the energy sector, employment models aligned with just transition principles are being developed to offer flexible yet secure job opportunities for employees (e.g., reskilling programs). Workforce reduction processes, when necessary, are conducted in a transparent, fair manner with appropriate social support mechanisms in place.
ESRS S3: - Affected Communities	Economic, Social, and Cultural Rights of Communities	Energy Supply Security	Renewable energy projects and energy infrastructure investments providing opportunities to support local economies and create new jobs	Opportunity	Potential	Upstream	Medium (5-10 Years)	Through our social impact and stakeholder engagement strategy in YEKA projects, we support local employment and economic development.
	Economic, Social, and Cultural Rights of Communities, Rights of Local Communities	Social Responsibility	Establishing dialogue with communities, investing in social projects, and conducting social impact assessments help strengthen ties with society through enhanced community relations	Opportunity	Potential	Upstream	Short (0-5 Years)	At Enerjisa Üretim, community and cultural rights are an integral part of our human rights management processes. Our YEKA Social Impact and Stakeholder Engagement Strategy also outlines framework management systems in this regard. Accordingly, we carry out social impact processes involving local communities around both our plants and projects with a participatory perspective.
	Economic, Social, and Cultural Rights of Communities, Civil and Political Rights of Communities, Rights of Local Communities	Energy Supply Security	Contributing to regional development through infrastructure support in areas where Enerjisa Üretim plants are located	Positive Impact	Current	Upstream	Short (0-5 Years)	We contribute to regional development by supporting infrastructure in power plant and project areas. These supports include drilling operations, irrigation canals, road maintenance, and various other initiatives.
	Economic, Social, and Cultural Rights of Communities, Civil and Political Rights of Communities, Rights of Local Communities	Social Responsibility	Respiratory diseases, asthma, bronchitis, and lung disorders among residents near Enerjisa Üretim's lignite power plants due to emissions of harmful gases and particulates	Negative Impact	Potential	Downstream	Long (10-30 Years)	To mitigate the public health impacts of harmful gas and particulate emissions from lignite plants, we apply advanced treatment technologies, continuous monitoring systems, environmental impact modeling, filtration, and efficiency measures.

ESRS Topic	ESRS Subtopic	Relevant Material Topic	Description of the Topic	Risk / Opportunity / Impact	Current / Potential	Position in the Value Chain	Occurrence Timeline	Actions Taken
ESRS S4: Consumers and End Users	Impacts Related to Information for Consumers and/or End Users	Risk and Crisis Management	Panic and distrust in society caused by incorrect or incomplete information during the risk management process	Negative Impact	Potential	Downstream	Short (0-5 Years)	We implement decision-making mechanisms against risks through transparent communication and informative explanations that help prevent misinterpretations.
	Corporate Culture, Management of Relationships with Suppliers, Including Payment Practices	New Technologies and Innovative Solutions	Risk of losing competitive strength due to insufficient progress in new technology and digital applications focused on sustainability	Risk	Potential	Upstream	Medium (5-10 Years)	We maintain our leadership role in Türkiye by closely tracking industry developments.
ESRS G1: Business Conduct	Corporate Culture	New Technologies and Innovative Solutions	Increased digitalization leading to growing cybersecurity risks; potential cyber threats and attacks could disrupt or completely halt operational processes	Risk	Potential	Upstream, Downstream	Short (0-5 Years)	We implement backup and segmentation to defend against ransomware. We provide 24/7 monitoring and rapid response through our SOC (Security Operations Center). We maintain a DDoS protection infrastructure. We carry out penetration testing and vulnerability scans.
	Corporate Culture	Economic Performance	Challenges in adapting to the rapid growth trend in the renewable energy sector due to changing economic conditions, difficulties in accessing financing, rising costs, national and international developments, regulatory changes, and evolving strategic priorities	Risk	Potential	Upstream	Short (0-5 Years)	At Enerjisa Üretim, we closely follow national policies and align our investments accordingly.
	Corporate Culture	New Technologies and Innovative Solutions	Improved business efficiency through digitalized processes	Opportunity	Potential	Own Operations	Short (0-5 Years)	We support our company's digital vision with a participatory leadership model that aligns with corporate goals. We adopt a human-centric strategy that reflects cultural values, not just technology.
	Corporate Culture	Corporate Governance and Business Ethics	Creating long-term value through good corporate governance practices that benefit shareholders and key stakeholders	Opportunity	Potential	Own Operations	Long (10-30 Years)	Our governance structure is supported by business ethics rules and compliance processes, with risk management and internal control systems proactively preventing potential violations.
	Whistleblower Protection Policy, Corporate Culture	Corporate Governance and Business Ethics	Establishing stakeholder trust by developing an effective cybersecurity strategy to protect personal data	Opportunity	Potential	Downstream	Short (0-5 Years)	We ensure compliance with the European General Data Protection Regulation (GDPR) and Türkiye's Personal Data Protection Law (KVKK) to safeguard our corporate reputation and data security. We protect data through encryption and tokenization methods, implement measures against social engineering attacks, and regularly conduct data security audits within our supplier contracts.
	Management of Relationships with Suppliers, Including Payment Practices	Supply Chain Management	Promoting sustainable transformation in the supply chain by evaluating suppliers based on ESG criteria	Positive Impact	Current	Upstream	Short (0-5 Years)	Evaluating suppliers based on environmental, social, and governance (ESG) criteria not only reinforces environmental and social responsibility but also enhances economic efficiency, supports long-term growth, and strengthens brand reputation. The digitalization of supplier payments contributes to sustainability by increasing financial transparency and trust, thereby promoting a more efficient, responsible, and resilient supply chain. This approach marks the beginning of a sustainable transformation for all stakeholders across the supply chain.
	Management of Relationships with Suppliers, Including Payment Practices	Supply Chain Management	Supply chain risks negatively affecting core product markets due to difficulties in accessing raw materials and natural resources (e.g., metals used in battery production, semiconductors), reduced demand, or price volatility	Risk	Potential	Upstream	Long (10-30 Years)	We regularly monitor critical commodities and supply chain stress indices, continuing forecasting efforts to stay prepared for potential risks. As part of this, we develop category-based backup strategies and focus on localization and alternative supplier creation to strengthen our supplier base.

IN THE FOOTSTEPS OF RACHEL CARSON
TOWARDS BIODIVERSITY-DRIVEN SUSTAINABILITY



RACHEL CARSON

Rachel Carson revealed the devastating effects of pesticides like DDT—commonly used in agriculture—on bird species and entire ecosystems. Observing the disappearance of birds, she launched a science-based environmental movement that ultimately inspired the first environmental laws around the world.

With the same awareness, Enerjisa Üretim are committed to protecting biodiversity and maintaining ecosystem balance. Across our operational areas, we carry out extensive monitoring, conservation, and rehabilitation efforts—initiating wildlife projects that secure sustainability from the roots up.

Decarbonization and Climate Strategy

Our vision of Renewable Energy Leadership is based on a comprehensive approach grounded in scientific evidence, policy advancements, and technological transformation. Within this framework, our decarbonization and net-zero strategy aims not only to follow Türkiye's national energy transition but to emerge as a leading force shaping that transformation.

Decarbonization stands as a top strategic priority. Key objectives include investing in low-carbon technologies, expanding green electrification, and supporting Türkiye's 2053 net-zero target. While driving the energy transition, we identify our climate-related impacts, dependencies, risks, and opportunities in alignment with international standards, integrating climate adaptation and mitigation strategies into all business processes. This strategic framework prioritizes renewable, hybrid, and storage solutions to enhance the flexibility of our energy system and strengthen our digital capabilities.

Our Commitment to the Decarbonization Journey: Net Zero Carbon by 2040

Enerjisa Üretim's climate transition framework has been updated in line with current scientific data and policy expectations. As part of this update, ***the reference scenario in its long-term decarbonization roadmap has been revised, moving the target year from 2045 to 2040.***

This new target aligns closely with several key benchmarks, including the 1.5°C-aligned C2 scenarios outlined in the IPCC's Sixth Assessment Report (AR6)1, the International Energy Agency's Net Zero by 2050 roadmap, and the European Union's 2040 goal of a 90% reduction in greenhouse gas emissions. Additionally, it is structurally consistent with Türkiye's 2053 net-zero vision and the 2035 renewable energy capacity projections set out in the Türkiye National Energy Plan (TÜEP).

The net-zero carbon scenario for 2040 is framed as a probabilistic pathway, shaped by current technological, economic, and regulatory conditions.

Its feasibility will depend on a range of dynamic factors, including policy developments, access to finance, system flexibility, technology maturity, and operational transformation capacity. Within this context, the analyses and roadmap presented in the Climate Transition Plan offer a probability-based transformation model built on defined assumptions.



Updating the scenario marks a strategic milestone, particularly in areas such as low-carbon transformation of the generation portfolio, acceleration of renewable energy investments, development of flexible thermal infrastructure, and expansion of energy storage solutions. The emissions reduction targets extend beyond operational activities, encompassing all corporate decision-making mechanisms—from governance to investment planning.

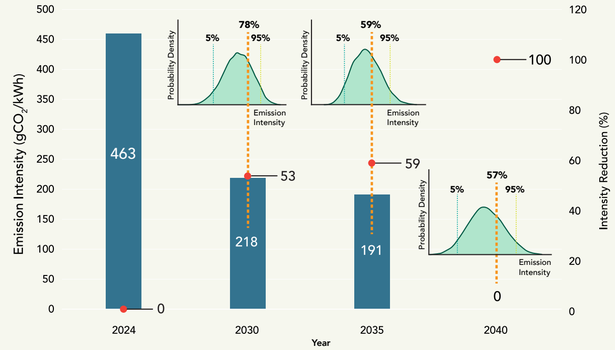
Built on this strategic direction, the Climate Transition Plan outlines the 2030 emissions intensity target in alignment with the IPCC C2 – 1.5°C scenario with high overshoot, along with the corresponding short-, medium-, and long-term strategic actions. The plan adopts an analysis-based approach to assess both resilience to climate-related risks and



preparedness for emerging opportunities.
For detailed information and analysis, please refer to our Climate Transition Plan.

The table below presents our updated emission intensity projections.

Emission Intencity Projection



Our Strategic Pillars

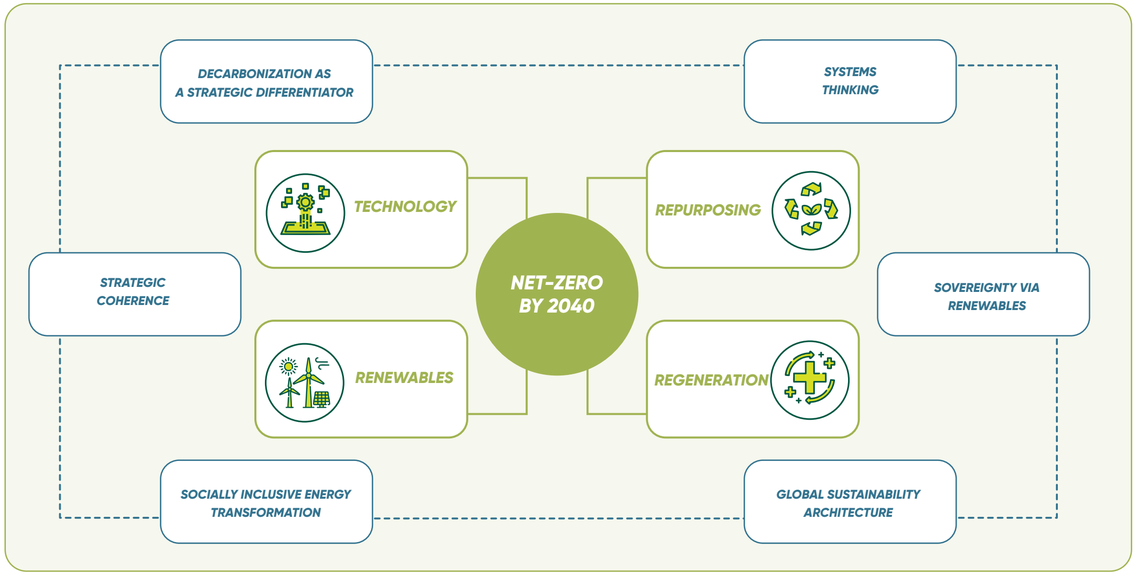
Enerjisa Üretim's climate strategy is shaped by a holistic assessment of scientific data, policy developments, technology trends, and societal expectations. Six core principles form the corporate foundation of this strategic direction:

Altı temel ilke, bu stratejik yönelimin kurumsal zeminini oluşturmaktadır:

1. ***Decarbonization as a Strategic Differentiator***
2. ***Carbon Pricing and Regulation as Enablers of Strategic Coherence***
3. ***System Thinking in Power Sector Innovation***
4. ***Energy Security Through Renewable Sovereignty***
5. ***Engagement with the Globally Sustainability Architecture***
6. ***Just and Regenerative Transition***

These principles not only enhance corporate resilience against climate risks but also enable us to approach the energy transition as a sustainable value creation process.

For detailed explanations and implementation steps of these principles, please refer to our Climate **Transition Plan.**



Focus Areas on Our Net Zero Journey

Our climate transition strategy is supported by four main focus areas that address the transformation comprehensively, not limited to reducing carbon emissions but encompassing technological, ecological, and systemic dimensions.

1. ***Increasing Renewable Energy Capacity***
2. ***Technological Innovation and Operational Optimization***
3. ***Transformation of Thermal Power Plants***
4. ***Ecosystem Restoration and Nature-Based Solutions***

1. Increasing Renewable Energy Capacity

Capacity Expansion in Existing Assets

Incremental capacity upgrades at operational plants enhance production efficiency while optimising the use of existing infrastructure and permits. These investments enable increased output without the need for additional greenfield developments.

Development of New Projects through the YEKA Mechanism

Wind auctions conducted under Türkiye's YEKA model form the foundation of the company's large-scale renewable energy investments. As a result of the YEKA- 2 wind power auctions, pre-license rights totaling 1,000 MW were secured in Aydın, Çanakkale, Balıkesir, and Muğla. In 2024, an additional 750 MW of capacity was allocated through the Edirne and Balkaya projects. Once completed, these investments are expected to prevent approximately 3.6 million tons of CO2 emissions annually.

Portfolio Expansion through Mergers and Acquisitions

The renewable asset portfolio is being strengthened through mergers and acquisitions. In addition to the Akhisar, Çeşme, Dikili, and Aydos wind farms, the pre- license for the Karaburun wind power project has also been incorporated into the portfolio. Acquisitions are made with careful consideration of asset quality, ease of grid connection, and hybrid/repowering potential.

Hybrid Power Plant Integration

Hybrid power plants combining wind and solar integration play a crucial role in demand-side flexibility and on-site emission reduction. A total of 90.69 MW of hybrid solar capacity has been commissioned, with a target of reaching 150 MW by 2027.

Battery Energy Storage Systems (BESS)

Battery systems are being deployed in integration with renewable assets. Enerjisa Üretim has secured a preliminary license for 500 MWh of storage capacity, and a pilot project with a 2 MW / 4 MWh capacity has been commissioned at the Bandırma Energy Hub. These systems hold strategic importance for maintaining grid frequency stability, reducing interruptions in renewable generation, and limiting the need for fossil fuel backup capacity.

2. Technological Innovation and Operational Optimization

We are implementing technological solutions to reducethe emissions intensity of our existing assets. The Carbon Capture, Utilisation and Storage (CCUS) pilot project targets the separation of both CO_2 and other pollutants from flue gases to produce fertilizer, contributing to the circular economy. Through AI-driven systems, battery integrations, and the electrification of mining operations, we are enhancing operational efficiency and developing solutions to address residual emissions.

3. Controlled Reduction of Fossil Based Generation

Without decommissioning our thermal power plants, we are restructuring them to serve as flexible backup capacity and transitioning to a model that continuously manages carbon intensity. . Hybrid solutions, fuel flexibility, and low-capacity factor operating principles are being implemented at the Bandırma and Tufanbeyli Energy Hubs. This approach preserves supply security while minimizing emissions.

4. Nature-Based Solutions and Ecosystem Restoration

Enerjisa Üretim views its climate strategy as more than just technical reductions, complementing it with nature-based solutions. Through afforestation, agrivoltaic applications, biodiversity management, and sustainable water use projects, we strengthen carbon sinks, enhance ecosystem resilience, and support local adaptability. Through our collaborations with the General Directorate of Forestry (OGM) and Foundation for Supporting Forestry Development and Forest Fire Fighting Services (OGEMVAK), we stand as the leading private sector actor in Türkiye in terms of the number of saplings planted. As part of these efforts, we aim to plant around 7 million trees by 2040. Our agrivoltaic projects at the Bandırma and Komşuköy sites improve agricultural yields and protect soil moisture; meanwhile, the irrigation transformation project in the Sarıgüzel basin saves 1.3 million m^2 of water annually and reduces CO_2 emissions by 280 tons. These initiatives represent tangible components of a nature-positive transition.

Our commitment to net zero carbon by 2040

Approximately 60% renewable portfolio with 7,500 MW installed capacity by 2030

Representation of at least 10% of Türkiye's wind energy capacity

As of 2027, the leading private sector company in Türkiye for tree planting, targeting 2 million saplings

Preventing at least 4.5 million tons of carbon emissions annually through wind energy investments[14]

Our climate strategy is built on innovative solutions and sustainable energy technologies that support low-carbon growth.

We manage climate risks, seize opportunities, and lead the transformation to create a better future and a resilient business strategy.

(14) As of 2027



Climate-Related Risks and Opportunities

Climate risks and opportunities have been assessed within the framework of various international climate scenarios. These scenarios include outcomes ranging from limiting temperature rise to below 2C to increases of up to 3.5-4C. The analyses have been conducted in alignment with TCFD recommendations. This approach enables a deeper understanding of potential climate impacts, supporting informed strategic

Asset-Based Evaluation

All our generation assets have been thoroughlyexamined in terms of their carbon intensity, integration of hybrid capacity, contributions to renewable energy, and impacts on grid flexibility.

Stakeholder-Driven Governance

Internal working groups, cross-departmental task forces, and the Sustainability Steering Committee guide scenario prioritization, while dialogues with external consultants, industry experts, and investors have shaped the contextual framework and priority analyses.

Policy Compliance and Agility

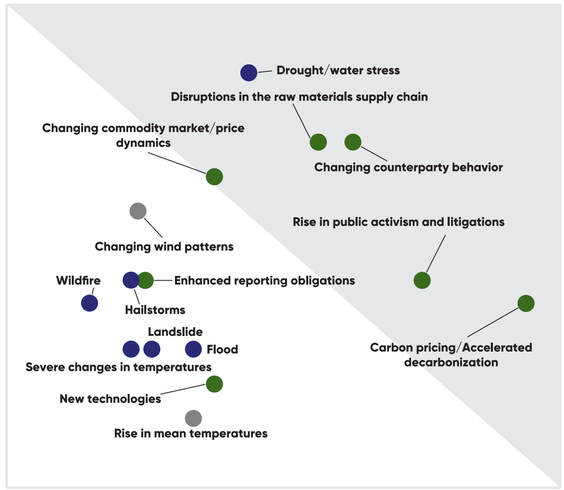
The plan emphasizes its alignment and adaptabilityto evolving regulations, taking into account the Turkish National Energy Plan, emerging ETS frameworks, the EU Carbon Border Adjustment Mechanism (CBAM), and decisions made at COP28.

Climate-Related Risks and Opportunities

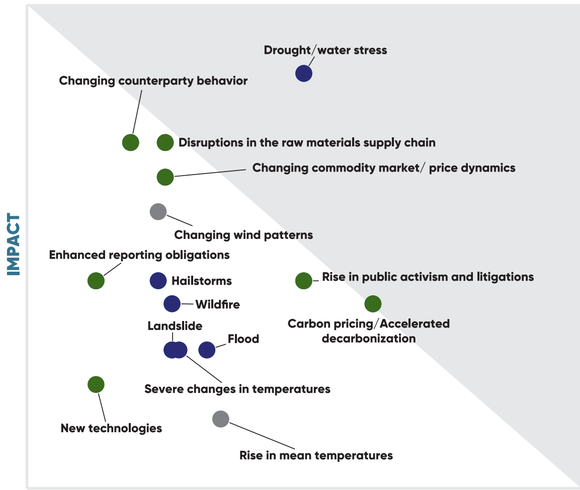
Enerjisa Üretim has reviewed all climate scenarios outlined by these authorities and integrated them with its own forecasts and projections to establish two scenarios: the "ambitious climate transition" scenario, which anticipates global warming remaining well below 2 °C by the end of the century, and the "slow climate transition" scenario, which projects global warming between 3.5 and 4 °C.

Scenario Sources	Ambitious Climate Transition	Slow Climate Transition
IPCC[15]	SSP1-2.6 (Radiative Forcing, similar to RCP)	SSP3-7.0
RCP	RCP2.6; RCP4.5 (Only associated with SSP1)	RCP6.0; RCP8.5 (Not associated with the highest SSP)
SSP	SSP1* | SSP2	SSP3; SSP4; SSP5 (SSP5 linked only with low RCPs)
IEA	NZE**	STEPS (Associated with "high" SSP)
NGFS	Below 2°C	Current policies

Overview of Risk in a Below 2°C World



Overview of Risks Under a 3,5-4°C Increase



ACUTE PHYSICAL · TRANSITION · CHRONIC PHYSICAL

Assessment of Climate-Related Risks and Opportunities and Risk Mitigation

Enerjisa Uretim's Climate-Related Risks

We categorize climate-related risks into two main groups:

- ***Transition risks,*** which arise from actions such as the implementation of new climate policies and the adoption of low-carbon technologies during the shift to a low-carbon economy.
- ***Physical risks,*** which stem from both acute and long-term physical impacts of climate change, resulting in acute and chronic effects on the environment and ecosystems.

We assessed our transition and physical risks under various warming scenarios, Ambitious Climate Transition (<2°C) and Slow Climate Transition (3.5-4°C), by analysing their impacts across every part of our value chain (supplier phase, direct operations, and customer side) and identified our priority climate risks.

Enerjisa Üretim's key climate-related risks include:

- Drought / water stress
- Carbon pricing / accelerated carbon reduction
- Potential disruptions in raw material supply chains



(15) IPCC AR6 Raporu, 2021

Physical(P) Transition (T)	RISK CATEGORY	RISK CATEGORY	Risk Score		Applicability to Value Chain		
			2 °C Scenario	3,5-4 °C Scenario	Upstream	Direct Operations	Downstream
F	Chronic physical	Drought/water stress			X	X	X
G	Policy and Regulatory	Carbon pricing/ Accelerated decarbonization			X	X	X
G	Market	Changing counterparty behavior			X	X	X
G	Market	Disruptions in the raw materials supply chain			X	X	X
G	Reputation	Rise in public activism and litigations				X	
F	Chronic physical	Changing wind patterns			X	X	X
G	Market	Decentralization of the grid/Changing commodity market/price dynamics			X	X	X
F	Acute physical	Wildfire			X	X	X
F	Acute physical	Hailstorms				X	X
F	Acute physical	Flood			X	X	X
F	Acute physical	Landslide			X	X	X
G	Policy and Regulatory	Enhanced reporting obligations				X	
G	Technology	New technologies in the energy generation sector			X	X	
F	Chronic physical	Rise in mean temperatures			X	X	X
F	Acute physical	Severe changes in temperatures			X	X	X

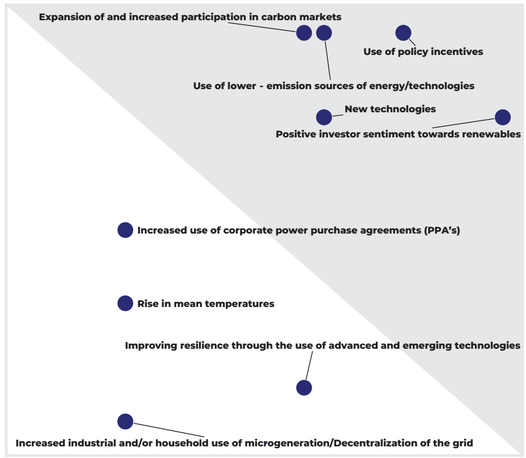
High | Medium High | Medium Low | Low



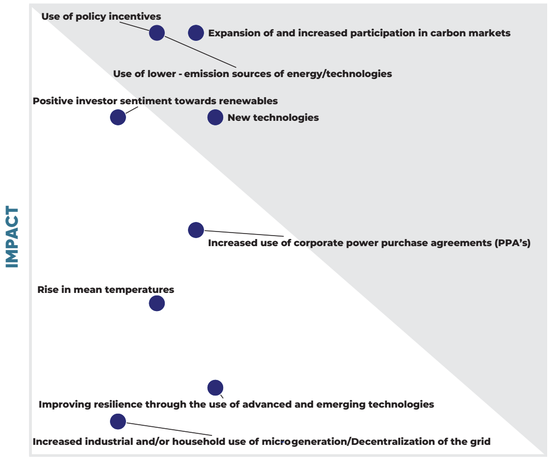
Climate Related Opportunities for Enerjisa Üretim

Thanks to Its position in the energy market and diverstied portfolio, Enerjisa Oretim has idensified a range of promising dimate related opportunities within Turklye's transition to cleaner energy, especially under the Ambitious Climate Transition scenario (<2°C).

Overview of Opportunities in a Below 20C World



Overview of Opportunities in a 3.5-40C World



Opportunity Category	Opportunity Category	Opportunity Score		Applicability to Value Chain			Description of Opportunities
		2 °C Scenario	3,5-4 °C Scenario	Upstream	Direct Operations	Downstream	
Energy Source	Use of policy incentives			X	X	X	In the <2°C scenario, investments and policy incentives aimed at expanding renewable energy capacity are notably strong. However, such structural advancements are unlikely to materialize in a 3.5–4°C world. Türkiye's National Energy Plan anticipates an increase in renewable energy use; nevertheless, this growth does not reach the levels projected under an ideal <2°C scenario. These projections rely on existing incentives, and the energy sector remains highly sensitive to these dynamics.
Resilience	Expansion of and increased participation in carbon markets				X	X	Opportunities exist in the issuance and sale of energy attribute certificates (EACs), including carbon credits and renewable energy certificates (RECs), within both voluntary and potentially mandatory markets. Carbon pricing is more probable under the <2°C scenario, with higher expected prices. Increased participation in Türkiye's voluntary carbon market (VCM) alongside the implementation of a national Emissions Trading System (ETS) could present significant revenue opportunities through carbon credit sales.
Energy Source	Use of lower-emission sources of energy / technologies			X	X	X	There are also opportunities stemming from the expansion of low- or zero-emission power generation capacity. Under the <2°C scenario, the share of renewables in the global primary energy mix is expected to be substantially higher compared to a 3.5–4°C scenario. Türkiye's renewable energy efforts continue steadily, with Enerjisa Üretim's portfolio already well diversified in line with these trends.
Markets	Positive investor sentiment towards renewables			X	X		Leveraging positive investor interest in renewables, sustainable financing instruments such as green bonds and sustainability-linked loans offer project financing opportunities. Consumer awareness is greater in the <2°C scenario, which further boosts investor interest compared to the 3.5–4°C scenario. Türkiye is expected to align with these global awareness trends.
Energy Source	New technologies			X	X	X	Development and investment in new clean energy technologies also represent significant opportunities. Battery storage and carbon capture, utilization, and storage (CCUS) technologies are anticipated to advance considerably under the <2°C scenario, while hydrogen technologies are projected to be more prominent in the 3.5–4°C scenario. Approximately 40% of Enerjisa Üretim's portfolio is dedicated to renewables, and coupling this base with advanced storage technologies holds substantial potential.
Products and Services	Increased use of corporate power purchase agreements (PPA's)				X		Corporate Power Purchase Agreements (PPAs) driven by emission reduction and Net Zero targets present major opportunities. While the scale of PPAs may vary across climate scenarios, their rapid adoption in Türkiye, especially within the energy sector, is expected to continue.
Resilience	Improving resilience with advanced and emerging technologies				X		Using advanced and emerging technologies to enhance maintenance operations and ensure production continuity also creates opportunities. Adoption rates for technologies like photovoltaic (PV) systems are likely similar in both scenarios, though usage is expected to be more widespread under the <2°C scenario. Türkiye is clearly exposed to this trend, and Enerjisa Üretim is already exploring these technologies.
Energy Source	Rising in average temperatures					X	Rising global temperatures could significantly increase cooling demand, which is expected to have notable effects in Türkiye. This increase in demand will occur regardless of the energy portfolio composition.
Products and Servicesr	Increased industrial and/or household use of micro - generation / Decentralization of the grid				X	X	The growing use of micro-generation technologies, such as rooftop solar panels in industry and households, presents additional opportunities. This trend applies across both scenarios but is expected to have a greater impact in the <2°C scenario, where battery technology is more advanced. Although Türkiye's grid does not yet have smart infrastructure, there is considerable potential for growth in battery storage technology within industrial and residential sectors.

High Medium High Medium Low Low

Carbon Management

Our greenhouse gas emissions stemming from our operations are rigorously tracked through an advanced monitoring and reporting system designed to fully understand and manage our company's environmental impact. This system classifies all emissions from operational processes into three main categories in accordance with the GHG Protocol: direct emissions (Scope 1), indirect emissions from purchased energy (Scope 2), and indirect emissions across the value chain (Scope 3). Data for each emission source is meticulously calculated and monitored on an annual basis, enabling continuous improvement and optimization. At our thermal power plants, emissions are verified annually through comprehensive, site-based production-related emission audits in compliance with the Monitoring Greenhouse Gas Emissions Regulation.

As of 2023, we expanded the calculation of our Scope 3 emissions from 5 subcategories to 9 by covering our entire value chain, and subjected them to limited assurance for the first time. This milestone significantly strengthened our level of corporate transparency and accountability in managing indirect emissions. When considered alongside Scope 1 and Scope 2 emissions, our Scope 3 emissions enable a holistic management of Enerjisa Üretim's climate impact throughout the entire value chain. Structured under nine priority categories, this analysis not only expands the scope of our emissions inventory but also identifies high-impact sources, allowing us to base our reduction strategies on a more targeted and effective foundation.

Detailed examination of data from various sources such as supply chain, capital investments, transportation, waste, business travel, and product use has transformed Scope 3 emissions from a mere tracked metric into an active management tool fully integrated into our strategic planning processes.

2024 Emission Values

Scope 1 (t CO_2e) 6.408.020

Scope 2 (t CO_2e)[16] 15.719

Scope 3 (t CO_2e)[17] 1.934.250

Environmental Management

All our operational and new investment processes are designed in full compliance with both national and international environmental regulations, fulfilling our environmental responsibilities and reflecting our commitment to future generations. In this context, prioritizing the implementation of necessary measures to minimize environmental impacts, meeting the expectations of national and international stakeholders, and continuously monitoring compliance with relevant obligations are fundamental to our approach. We continuously enhance our environmental management practices by working closely with local and international regulatory authorities, aiming to develop innovative strategies that reduce negative environmental effects. All necessary permits and approvals have been secured to ensure rigorous monitoring and regular reporting of the environmental impacts of our operations.

Environmentally conscious and sustainable practices are prioritized throughout our all processes. Environmental impacts are consistently monitored at every stage of production, with improvement measures implemented as needed. Under our environmental management system and in accordance with the ISO 14001:2015 standard, we conduct environmental audits and internal inspections across all activities. Comprehensive external audits conducted in 2024 identified no non-compliances, confirming full adherence to legal requirements and corporate standards. Throughout the year, no environmental incidents occurred across any field operations; emergency response plans, regular site inspections, and training programs have supported a proactive approach to potential risks.

EAt Enerjisa Üretim, we conduct comprehensive efforts across all project sites where our new investments are underway to minimize environmental impacts and ensure effective waste and emissions management. We systematically monitor the activities of our subcontractors in compliance with the International Finance Corporation (IFC) standards, maintaining regular records on water, wastewater, noise, air quality, soil, noise, waste, and chemical management. Through emission measurements at generators, dust control via irrigation and monitoring, use of energy-efficient equipment, waste and wastewater management, and environmental awareness training, we not only ensure environmental compliance but also continuously improve our operational processes.

To effectively manage environmental impacts in our projects and power plants, we implement extensive environmental management procedures aligned with the environmental performance standards of international finance institutions such as IFC and EBRD. Within this framework, water and wastewater management incorporate recovery and reuse methods, while air quality is safeguarded through dust suppression and emission control measures. Chemicals used on site are managed under secure storage and handling protocols; soil excavated during construction is stored separately for rehabilitation purposes, and erosion risks are actively mitigated. Hazardous and non-hazardous waste is segregated and managed through recycling, recovery, or appropriate disposal

(16) Kapsam 2 emisyonları için daha detaylı bir hesaplama yöntemine geçerek yalnızca lokasyon bazlı değil, aynı zamanda piyasa bazlı hesaplamaları da süreçlerimize dahil ettik.

(17) Kapsam 3 emisyonlarında ise önceki yıllarda sadece Kategori 3, 4, 5, 6 ve 7 alt kategorileri değerlendirilirken, 2024 itibarıyla bu süreci daha geniş bir perspektifte ele alıyoruz. Şeffaflığı artırmak, tüm iş sektörlerimizi kapsamak ve tedarik zinciri genelinde katılımı güçlendirmek amacıyla, hesaplama kapsamımızı Kategori 1, 2, 3, 4, 5, 6, 7, 8 ve 11 alt kategorilerini de içerecek şekilde genişlettik. Bu doğrultuda 2022 emisyon verileri de yeni alt kategorileri kapsayacak şekilde yeniden hesaplanmıştır. Kapsam 3 emisyonlarını incelediğimiz dokuz alt başlık şunlardır: Kategori 1: Satın Alınan Mal ve Hizmetler, Kategori 2: Sermaye Malları, Kategori 3: Yakıt ve Enerji ile İlgili Faaliyetler (Kapsam 1 ve Kapsam 2 Harici), Kategori 4: Yukarı Yönlü Taşımacılık ve Dağıtım, Kategori 5: Operasyonlarda Ortaya Çıkan Atıklar, Kategori 6: İş Seyahatleri, Kategori 7: Çalışanların İşe Gidip Gelmesi, Kategori 8: Yukarı Yönlü Kiralık Varlıklar, Kategori 11: Satılan Ürünlerin Kullanımı

methods. Groundwater and surface water are regularly monitored, and drainage systems are implemented to protect water resources. All these activities are carried out in full compliance with IFC PS6, EBRD PR6, GRI 304, and EU environmental legislation, aiming to conserve and enhance biodiversity.

Throughout the year, all our plants have undergone extensive audits conducted by various public authorities and financial institutions. Each of these audits was successfully completed without any non-compliance issues or findings. During the inspections, our environmental management systems and operational processes were thoroughly reviewed, confirming full compliance with applicable all environmental regulations, sustainability principles, and corporate standards. This positive outcome reflects our environmental management policies that proactively identify and effectively mitigate environmental risks, supported by our ongoing commitment to continuous improvement. We have enhanced operational efficiency and maintained all our activities in accordance with international environmental standards.

Our efforts in environmental management are made possible by our employees' strong environmental awareness and dedication to corporate compliance. In line with our philosophy of continuous improvement, we will continue to implement innovative practices and steadfastly pursue sustainability-driven strategies to further advance our environmental performance.

Water and Waste Management

Water Management

At Enerjisa Üretim, we conduct risk assessments and detailed water analyses to ensure the sustainable use of water resources and to minimize water stress risks. ***Given Türkiye's status as a water-stressed country, we develop water conservation strategies across all our operations.*** At our thermoelectric power plants, which have a high dependence on water, we continuously improve processes to reduce water withdrawal and increase water recovery. For every facility where water is withdrawn, the characteristics of the receiving water body are carefully considered, with specific standards applied for different sources such as seas, rivers, and lakes. While complying with local regulatory requirements for water withdrawal, we continually enhance our water management practices in line with international standards. alınmaktadır. Standardized methodologies and verified data sources form the basis for determining water withdrawal volumes. These approaches are detailed as follows:

- For facilities equipped with meters, water withdrawal is calculated based on meter readings.
- For transport water purchased from third parties, calculations are made according to vehicle capacity.
- Consumption of water supplied from municipal networks is monitored through invoiced amounts.
- For bottled water, the quantities stated on invoices are considered.

Throughout our construction activities, water supply and distribution operations conducted by our subcontractors continuously monitored through detailed analyses. Water usage on construction sites has been recorded to ensure efficient use and to implement effective measures for water resource conservation. Additionally, potential losses and leaks during water supply processes have been promptly identified and addressed through regular inspections.

Within the Environmental and Social Impact Assessment (ESIA) processes for our projects, groundwater wells sampled during construction phases have been regularly tested to detect any potential contamination, tracking water quality changes over time. Upon project completion, follow-up analyses have been conducted to evaluate final conditions, and results have been documented. This process ensures the protection and sustainable management of groundwater resources in the long term.

Parameter	2024	2023	% değişim
Total Volume of Water Withdrawn	307.606.305	335.749.185	-8%
Freshwater	2.698.295	2.779.319	-3%
Seawater	304.900.915	332.962.917	-8%
Other	7.095	6.948	2%
Total Volume of Water Discharged	304.741.579	332.793.313	-8%
Freshwater	112.098	104.750	7%
Seawater	304.621.765	332.679.304	-8%
Other	7.716	9.259	-17%
Volume of Water Recovered	816.569	863.027	-5%

Wastewater Management

Wastewater management is executed in compliance with national and international standards, aimed at mitigating environmental impacts and enhancing our sustainability performance. Priority substances and control parameters for wastewater treatment are defined based on legal requirements, international standards, and internal company criteria.

Our wastewater discharge management adheres to the Water Pollution Control Regulation (SKKY) and relevant international standards, implementing a comprehensive discharge management system. Local and international requirements are strictly followed to protect water resources, with additional criteria applied in line with IFC Performance Standards and EBRD Performance Requirements. Internal standards

aligned with financial institutions' sustainability criteria and our own environmental commitments have also been established. Regular analyses are conducted at sites with wastewater treatment facilities, ensuring monitored parameters remain within designated limits.

Because receiving environments (seas, rivers, lakes, etc.) differ in characteristics, discharge limits are established considering regional environmental conditions. Water quality parameters and discharge limits are continually monitored and analyzed, with ongoing process reviews to mitigate environmental impacts.

Key parameters prioritized in wastewater treatment include temperature, chemical oxygen demand (COD), suspended solids (SS), biological oxygen demand (BOD), pH, total nitrogen, total phosphorus, total coliform, oil, and grease. To date, no non-compliance has been identified.

Domestic wastewater generated at subcontractors' mobilization areas is securely stored in sealed septic tanks to prevent environmental contamination. Waste accumulated in these tanks is regularly removed and transported to municipal wastewater treatment plants.

We have initiated compliance efforts with the European Union (EU) Taxonomy and the EU Water Framework Directive (WFD).

Our compliance efforts with the European Union's (EU) Taxonomy, which sets sustainability criteria, and the EU Water Framework Directive (WFD), which establishes the framework for protecting water resources, represent a significant milestone in advancing our environmental and operational sustainability objectives. These initiatives aim to ensure full alignment of our operations with international sustainability standards and environmental management requirements.

As part of the EU Taxonomy compliance process, we conduct detailed analyses of the environmental impacts of our operations, evaluating performance indicators across critical areas such as energy efficiency, carbon reduction, circular economy, and climate change mitigation. Meanwhile, our alignment with the EU Water Framework Directive focuses on the effective and efficient management of water resources. In this context, we implement projects to enhance water use efficiency and carry out measures to protect and improve water quality. Sustainable practices are actively adopted across our operational sites to reduce water consumption, improve wastewater management, and safeguard water resources.

Waste Management

To minimize the environmental impact of waste generated through energy generation activities, Enerjisa Üretim implements a comprehensive and integrated waste management system. This system is carried out in alignment with the current Waste Management Regulation and the internal Enerjisa Üretim Waste Management Procedure, with a focus on full regulatory compliance, traceability, and continuous improvement across all processes.

To ensure the effective management of waste, an inevitable byproduct of our production operations, we provide regular environmental awareness and waste management training to both our employees and subcontractors. Process enhancements are implemented to reduce waste generated during maintenance operations, and technical optimizations during equipment replacement and renewal cycles help further minimize waste at the source.

At our facilities, both hazardous and non-hazardous waste is sorted according to type and sent to authorized disposal or recovery facilities via licensed transporters, in full compliance with applicable regulations. All processes are monitored online through MoTAT (Mobile Hazardous Waste Tracking System). For construction-related activities, subcontractor-prepared waste management plans are activated, and temporary waste storage areas with appropriate physical conditions are established at mobilization sites to ensure safe waste handling.

In our waste management approach, we adhere to the following waste hierarchy, in full alignment with both European Union directives and Türkiye's national regulations:

1. Prevention
2. Reduction
3. Reuse
4. Recycling
5. Energy Recovery
6. Disposal

In line with this hierarchy, a policy is implemented that prioritizes preventing waste generation at its source, promoting recycling, and enhancing opportunities for energy recovery.

Sarıgüzel Agricultural Irrigation Infrastructure Project

Located downstream of the Sarıgüzel Hydroelectric Power Plant, the Sarıgüzel Irrigation Project exemplifies a science-based approach to sustainable water resource management and ecological resilience. Developed through detailed hydrological modelling, the project replaces the traditional open channel "wild irrigation" method on 23 hectares of farmland with pressurized, efficient irrigation systems. These systems incorporate irrigation technologies such as drip and sprinkler irrigation, designed to meet crop water requirements based on climate, soil composition, and crop-specific evapotranspiration data.

The project delivers multiple environmental and socio-economic benefits. It achieves an annual water saving of approximately 1.3 million cubic meters, equivalent to the yearly water consumption of 8,000 people. Main irrigation pipelines have been installed to ensure adequate water delivery, and over 100 farmers have been supported in transitioning to drip irrigation systems, promoting sustainable agricultural practices. Additionally, the project has contributed to an annual reduction of 280 tons of CO_2 emissions. Environmental benefits include preventing soil erosion, enhancing soil retention, and reducing chemical inputs in agriculture by up to 50%, thereby supporting ecosystem balance and increasing agricultural productivity. While strengthening local communities' resilience to climate change, the project is actively being planned for expansion to cover larger agricultural areas.

Parameter	2024	2023	% change
Total Waste Amount (tonnes)	1.478.752	2.332.790	-%37
Non-hazardous Waste (excluding ash waste) (tonnes)	365	1.871	-%80
Amount of Ash Waste (tonnes)	1.478.043	2.328.801	-%37
Hazardous Waste (tonnes)	344	2.119	-%84
Plastic Waste (tonnes)	17	16	%6

In 2024, there was a significant improvement in waste management performance, with a 37% reduction in total waste generated. This decline is largely attributed to the effective management of ash waste and process optimizations. Non-hazardous waste (excluding ash) decreased by 80%, while hazardous waste was reduced by 84%, marking a substantial advancement in mitigating environmental risks. Industry-wide research is ongoing to develop sustainable management strategies for high-volume waste types such as ash; these efforts include exploring alternative uses, recycling methods, and industrial symbiosis opportunities, which are key focus areas for 2025.

As of 2024, 22 power generation facilities along with our Ataşehir headquarters have been awarded the "Zero Waste Certificate." Additionally, we will submit zero waste certification applications in 2025 to the Ministry of Environment, Urbanization, and Climate Change for seven newly commissioned or acquired plants that have completed the project process. This initiative goes beyond regulatory compliance and reflects our commitment to embedding sustainability as a corporate priority across the company.

Circular Economy

One of the core pillars of our waste management strategy is embedding circular economy principles at the heart of our operational processes. In this context:

- The proportion of circular content in procured materials is being increased,
- Waste generated through operations is being reduced,
- Recovery and reuse practices are being promoted,
- Circular collaboration mechanisms are being established across our value chain.

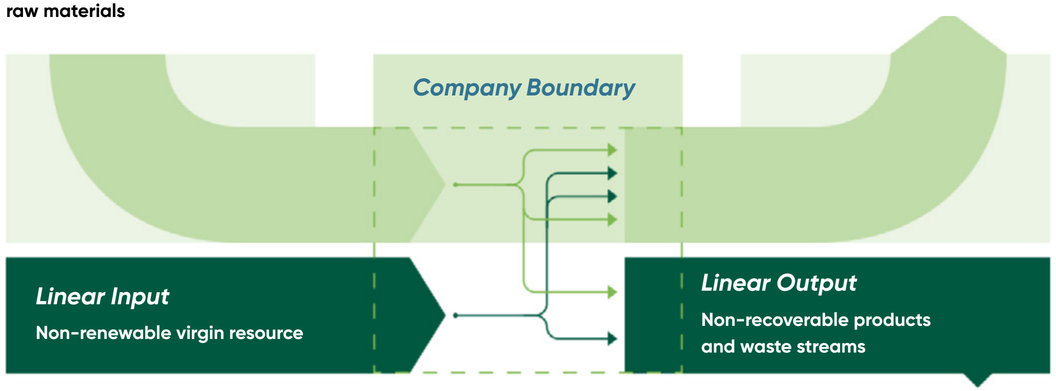
Through this approach, we not only reduce our carbon footprint but also enhance resource efficiency—supporting long-term operational sustainability. The European Union's Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS) mandate the monitoring and disclosure of circular performance, particularly under E5 – Resource Use and Circular Economy. In line with these regulations, companies are expected to transparently report their resource usage, waste generation, product life cycles, and recovery processes.

Enerjisa Üretim is not only aligning with these requirements but is also restructuring its operations to prepare for additional circularity-focused regulations such as the Ecodesign for Sustainable Products Regulation (ESPR) and the European Critical Raw Materials Act.

Adopting circular practices across the supply chain strengthens operational resilience against geopolitical risks, raw material price volatility, and energy crises—while also improving supply security by reducing external dependencies. In this direction, our circular transition strategy has been structured using the Circular Transition Indicators (CTI) methodology and is tied to the following targets:

- **Short-term goals (by 2025):** Increasing the rate of circular material use and reducing the volume of operational waste,
- **Medium-term goals (by 2030):** Enhancing recovery and regeneration capacity while minimizing waste disposal rates,
- **Long-term goals (by 2050):** Improving circular performance in full integration with the supply chain and achieving the Net Zero Waste goal.

As part of this approach, the transition from a linear economy to a circular economy is being accelerated, shifting from the traditional "Buy-Use-Throw Away" model to a more sustainable "Buy-Reuse-Recycle" model. The goal is to utilize resources more efficiently and with lower environmental impact in every production cycle.



(18) Genellikle geri dönüştürülmüş materyal

General Overview of Key Performance Indicators (KPIs) Identified for Each Business Unit Based on Three Circular Principles

Enerjisa Üretim Business Units	Circular Input KPIs	Circular Design KPIs	Circular Output KPIs
Wind Power Plants	🟠 • % of circular inputs used in wind power plants (investment and repair) • **Process:** Number of components reviewed for technical requirements	🟠 • % of wind assets procured in line with circular design principles • **Process:** Number of supplier consultations held regarding circular design for wind assets	🟠 • % of wind turbines included in the circular decommissioning plan • % of wind assets recovered • **Process:** Number of reviews conducted on the circular impact of refurbishment
Solar Power Plants	🟠 • % of circular inputs for solar power plants • **Process:** Number of solar panel components reviewed • **Process:** Number of components reviewed for technical requirements	🟠 • % of solar panels designed in accordance with circular design principles • **Process:** Number of supplier consultations held regarding circular design for solar assets	🟠 • % of solar panels recovered • % of solar panels included in the circular decommissioning plan
Thermal Power Plants	🟠 • % of circular inputs in components sourced for maintenance and repair of thermal power plants • **Process:** Technical review of materials purchased for maintenance and repair	🔴 • % of components used in repairs aligned with circular design principles • **Process:** Number of supplier consultations held regarding circular design for components	🟠 • % and weight of waste generated by hydroelectric plants (from landfill and incineration facilities[19]
Hydroelectric Power Plants	🟠 • % of circular inputs in components sourced for maintenance and repair of hydroelectric power plants • **Process:** Technical review of materials purchased for maintenance and repair	🔴 • % of components used in hydroelectric maintenance aligned with circular design principles • **Process:** Number of supplier consultations held regarding circular design for components	🟠 • % and weight of waste generated by hydroelectric plants (from landfill and incineration facilities[19]
Construction Sites	🟢 • % of circular inputs sourced for construction sites • **Process:** Number of components reviewed for technical requirements • **Process:** Number of materials reviewed for substitution	🟠 • % of construction sites designed in line with circular design principles	🟢 • % and weight of waste directed from construction sites to landfill and incineration facilities[19]
Headquarters and Offices	🟢 • % of circular inputs for headquarters and offices	🔴 • N/A	🟢 • % and weight of waste directed from headquarters and offices to landfill and incineration facilities [19]

🔴 **Low Applicability:** Situations where Enerjisa Üretim has limited influence.

🟠 **Moderate Applicability:** Situations where Enerjisa Üretim's influence is limited, but certain opportunities still exist.

🟢 **High Applicability:** Situations with clear opportunities and no significant constraints.

(19) Part of Enerjisa Üretim's Zero Waste goal.

Energy Efficiency

Energy efficiency is a cornerstone of our sustainable generation strategy. We aim to maximize resource utilization while minimizing the environmental footprint of our operations. To this end, we prioritize energy-saving measures and carbon emission reductions across both our existing infrastructure and new investments. By combining our expertise in renewable energy generation with operational efficiency, we are implementing digitalization, electrification, and low-emission technologies in energy-intensive processes. Our pioneering projects, carried out at various scales and locations, not only contribute to environmental sustainability but also set industry benchmarks as innovative solutions. The key initiatives underway at our power plants are outlined below.

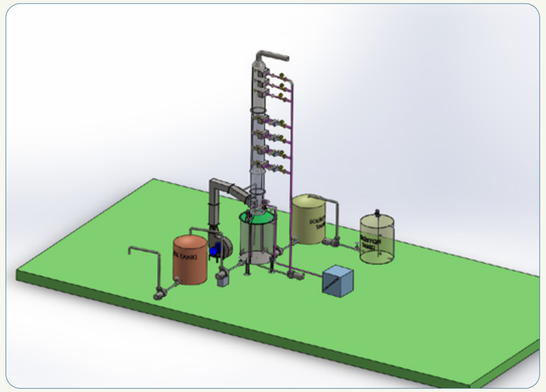
Integrated Flue Gas Treatment and Carbon Capture (CCUS) Project at Tufanbeyli Energy Hub

As part of our strategic transformation program aimed at increasing energy efficiency while lowering emissions, we are launching a leading project at the Tufanbeyli Energy Hub focused on integrated flue gas treatment and carbon capture technologies. This project targets reducing CO_2 emissions as well as other pollutants in flue gas, including sulfur dioxide (SO_2) and nitrogen oxides (NO_X), through a multi-pollutant sensitive system approach.

The system, featuring innovative wet scrubbing technology, captures CO_2 and NO_X compounds simultaneously from flue gas and chemically converts them into organomineral liquid fertilizer. This process turns harmful emissions into a valuable input for agricultural production. This approach offers an innovative solution model fully aligned with the principles of the circular economy and decarbonization, integrating environmental responsibility with economic benefit.

Site preparations and the Environmental Impact Assessment (EIA) process are complete, with pilot-scale implementation planned for 2026. During this phase, the system's modularity, chemical conversion efficiency, energy input impact, and compliance with national regulations will be thoroughly evaluated. Lessons learned from the pilot will provide the foundation for replication strategies at other thermal power plants with similar flue gas compositions near agricultural areas.

This technology moves beyond traditional sulfur treatment systems, positioning the Tufanbeyli Energy Hub, a critical part of energy supply security, as a leading example of transformation aligned with Türkiye's climate goals.





Bandırma-1 Administrative Building: *Carbon Neutral and Green Building Transformation*

As part of our efforts to support energy efficiency through structural transformation projects, an integrated energy management system based on carbon-neutral and green building principles has been implemented at the Bandırma-1 Administrative Building. The project targets powering all administrative building operations entirely with renewable energy sources and achieving net-zero emissions at the building level.

Solar panels and wind turbines have been installed on the building's roof area, complemented by two Pomega hybrid containers deployed for energy storage. The system, with a total installed capacity of 90 kW, meets the building's lighting, ventilation, and HVAC needs, ensuring energy demand is decoupled from fossil fuels. A soilless vertical garden system on the building's façades enhances natural insulation, while irrigation for the green façades is supplied with rainwater harvested from the roof.

All systems are centrally monitored through the Building Management System (BMS), with real-time tracking of energy generation, consumption, and water use via digital platforms. Launched in June 2024, this innovative application directly contributes to local carbon reduction and resource efficiency goals, serving as a benchmark for scaling sustainable building practices across the corporation.



Yamanlı Hydroelectric Plant: *Oil Mist Filtration System for Emission Reduction*

As part of our preventive measures to reduce operational emission sources, an advanced Oil Mist Filter system has been implemented at the Yamanlı Hydroelectric Plant to control oil vapor released from machinery. This system plays a crucial role in preventing oil-based aerosols, especially those originating from rotating equipment, from dispersing into the air, thereby significantly improving both occupational health and environmental quality.

The filtration system effectively separates oil particles from the air, creating a clean and breathable environment within the work area. This application is strategically important not only for worker health but also for extending equipment lifespan and enhancing operational safety. The collected oil is periodically drained and disposed of in compliance with hazardous waste management protocols.

The project offers a cost-effective yet highly efficient solution to minimize environmental emissions at hydroelectric production facilities. It is also considered part of a broader transformation vision aimed at integrating sustainable production standards across all our plants.



MadenNEXT: *Transforming Mining through Electrification and Smart Operations*

The MadenNEXT initiative at the Tufanbeyli Energy Hub was launched to reduce the carbon footprint and enhance operational efficiency by electrifying mining operations. The project aims to eliminate upstream Scope 3 emissions generated by diesel-powered vehicles, thereby restructuring carbon-intensive activities in line with the EU Taxonomy's sustainable transition framework.

The first phase of this transformation was successfully completed with the deployment of five electric trucks, each equipped with a 564 kW battery capacity, and two electric excavators. These vehicles are actively operating on site, contributing not only to emission reductions but also to lower fuel consumption, decreased noise levels, and reduced risk of vibration-related workplace accidents.

The electrification effort extends beyond vehicles, with a comprehensive redesign of the entire energy infrastructure to be supported by renewable and smart systems. The mine site will become an integrated, renewable-powered operation through the installation of a solar power plant, battery energy storage systems, and autonomous operation technologies. Notably, Türkiye's first remotely controlled Stacker/Reclaimer equipment has been successfully commissioned, alongside the launch of digitization-driven automation processes.

Scheduled for completion by the end of 2025, the MadenNEXT project represents a transformative model that goes beyond cutting carbon emissions. It aims to deliver safer working conditions, lower maintenance costs, and long-term energy independence. Feasibility studies conducted within the project provide valuable insights into the efficiency and scalability of electric infrastructure, laying the groundwork for similar site transformations in the future.



Afforestation Activities

Between 2019 and 2024, we planted a total of 1.3 million saplings across the impact zones of our Renewable Energy Resource Areas (YEKA) projects and operational sites. This effort transformed approximately 856 hectares, equivalent to 1,200 football fields, into forested land, making a significant contribution to the ecosystem.

To help preserve the natural ecosystem, we planted 326.830 saplings in 2024 as a breath of fresh air for the future. Each year, we planted saplings equivalent to 10,000 times our age. Through our afforestation projects, we not only increase green spaces but also maintain ecological balance in the regions, creating long-term carbon sink areas.

Our sapling planting initiatives extend beyond just physically increasing forested areas; they also focus on spreading environmental awareness. Through training and awareness campaigns, we aim to raise local community consciousness—especially among young generations—to adopt sustainable lifestyles. These educational programs cover topics such as nature conservation, biodiversity support, and the importance of combating climate change, reinforcing a sense of environmental responsibility.

When selecting saplings, we prioritized species compatible with the local natural ecosystem that can contribute positively in the long term. The chosen saplings are resistant to frost and minimally

affected by potential wildfire due to their thick bark. Additionally, species with economic value and industrial use were selected to support the local economy. This approach ensures a sustainable balance between regional development and ecological preservation.

The growth of the saplings is carefully monitored. Once mature, these trees will create new carbon sink areas, helping reduce atmospheric carbon dioxide levels. Enerjisa Üretim aims to increase its sapling planting target to 2 million by the end of 2026, advancing our goals for ecological restoration and carbon reduction. We remain steadfast in our commitment to nature-aligned sustainable growth.

Within the scope of Sabancı Holding's Youth Mobilization initiative, we organized, a large-scale tree planting event at İzmir Institute of Technology with participation from our employees, university students, and academic staff.

This event was designed to raise environmental awareness among youth and employees while contributing positively to nature. Participants gathered on the university campus to reinforce the importance of contributing to a sustainable future.

The saplings planted during the event were selected from species suited to the region's climate and soil conditions and aimed to support ecosystem balance. These species were chosen to integrate with the local flora and create carbon sink areas over time, reducing carbon emissions. As the saplings mature, they will also support local biodiversity and establish a natural habitat within the campus grounds. Enerjisa Üretim will continue to support projects that enhance environmental awareness among younger generations and uphold our responsibility to nature through events like this. Moving forward, we plan to expand similar initiatives, further strengthening our positive impact on both nature and society.



Biodiversity and Ecosystem Management

We address the environmental impacts of ***our energy generation activities not only in terms of legal compliance but as a core element of our corporate strategy.*** financial planning, and sustainability performance. We conduct biodiversity management in full compliance with international standards, including International Finance Corporation (IFC) Performance Standard 6 (PS6), European Bank for Reconstruction and Development (EBRD) Performance Requirement 6 (PR6), GRI 304 indicators, the European Green Deal, and EU Habitat/Birds Directives.

The year 2024 marked a pivotal milestone for integrating biodiversity management into our corporate framework. As part of this, we appointed a dedicated corporate biodiversity specialist reporting directly to leadership team within our ESG structure. This step both strengthens our institutional capacity and establishes a solid foundation for embedding biodiversity management throughout our operations and investments. We completed the "Biodiversity Governance Document" in 2024 and plan to implement it company-wide starting in 2025. This document clearly defines our biodiversity management responsibilities, from investment decisions and site planning to construction activities and post-operation monitoring.

Enerjisa Üretim's operational model for biodiversity management is based on the mitigation hierarchy approach promoted by financiers such as IFC and EBRD: avoid, reduce, restore, and offset/compensate. We integrate site-specific, ecosystem-based, and impact-assessment-driven biodiversity management into our decision-making processes through data-driven governance. At all operational sites, we conduct comprehensive monitoring and measurement activities to protect wildlife and maintain ecosystem balance. These efforts allow us to continuously track environmental impacts, identify potential risks early, and implement preventive actions.

Monitoring and conservation activities include habitat use, population status, and threat analyses, which form the basis for Biodiversity Management Plans (BMP) for 2025.

Enerjisa Üretim continues its comprehensive monitoring, protection, and rehabilitation work to preserve biological diversity and sustain ecosystem balance.

Site-Based Monitoring Activities

- **Our Wind Power Plants (WPP):** Fixed-point bird observations and transect counts are conducted, while bat activity is recorded over extended periods using passive acoustic detectors. Data are analyzed with collision modelling, applying shutdown on demand and curtailment strategies when necessary.
- **Our Hydroelectric Power Plants (HEPP):** Monitoring of phytoplankton, fish, benthic invertebrates, water quality, and other biological parameters is conducted, integrated with conservation strategies aligned with the EU Birds and Habitat Directives.
- **Our Solar Power Plants (SPP):** Flora and terrestrial fauna, especially site-specific species compositions and habitat preferences, are monitored. Data on endemic and sensitive species guide habitat restoration and nature-based solutions.
- **Post-Construction Fatality Monitoring (PCFM):** Beyond turbine areas, transmission lines and support.

Through these efforts, we have become one of Türkiye's pioneering energy companies to embed the concept of nature-positive transformation into business models. Maintaining continuous alignment with international financial institutions and sustainability standards remains a fundamental principle of our company.

Biodiversity and TNFD-Aligned Management Strategy

Biodiversity loss is emerging as one of the most critical sustainability risks for companies and societies alike. As highlighted in the World Economic Forum's 2024 Global Risks Report, this risk ranks among the top three threats facing our planet over the next decade.

We address the environmental impacts of our energy generation not just through regulatory compliance but as a core component of our corporate strategy, financial planning, and sustainability performance. We proactively integrate biodiversity management across all operations, rigorously analyzing dependencies, impacts, risks, and opportunities related to nature.

Analysis of Nature-Related Impacts under TNFD and LEAP Framework

Our biodiversity management approach is aligned with the Taskforce on Nature-related Financial Disclosures (TNFD) framework, which advocates a nature-based risk and opportunity disclosure system. The TNFD's four-step LEAP framework (Locate – Evaluate – Assess – Prepare) enables us to systematically assess our dependencies on nature and environmental impacts.

Accordingly, we follow these steps:

- **BLocate:** We identify the areas where our operations interact with natural assets.
- **Evaluate:** We examine the dependencies and impacts in these areas through both quantitative and qualitative analyses.
- **Assess:** We prioritize the risks and opportunities arising from the identified dependencies and impacts.
- **Prepare:** Based on these assessments, we develop action plans and make strategic decisions.

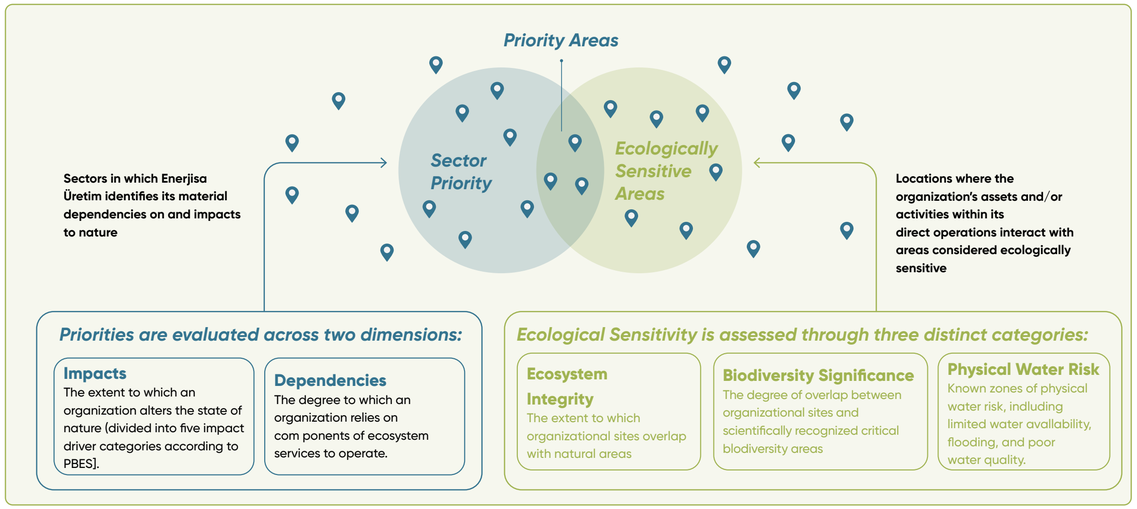
By integrating this framework into our corporate processes, we comprehensively map, measure, and manage our dependencies on ecosystem services and the impacts of our operations on natural capital across all our plants.

Identification of Priority Areas and Sensitivity Analysis

To better understand our plants' interactions with nature, we employ a variety of scientific and geo-analytical tools aligned with TNFD's definition of "priority areas." The primary tools used include:

- **EENCORE:** Nature-based impact and dependency assessment
- **WRI Aqueduct:** Measurement of water risk and stress levels
- **IBAT:** Data on protected areas and threatened species
- **Corine Land Cover:** Land use, habitat fragmentation, and vegetation analysis
- **FEOW:** Freshwater ecosystems and distribution of migratory species

Sector prioritization is determined based on an analysis of Enerjisa Üretim's process impact factors and dependencies. This prioritization relies on evaluating Enerjisa Üretim's operations through ENCORE's process categories, impact drivers, and dependencies on biodiversity and nature.



Identifying potential impact drivers on natural capital and biodiversity is crucial in Enerjisa Üretim's process of selecting the most effective strategies to prevent, minimize, remediate, or offset its impacts on biodiversity. Similarly, recognizing dependencies on natural capital and biodiversity enhances Enerjisa Üretim's ability to determine the most appropriate strategies to mitigate risks arising from these dependencies.

Management of Dependencies on Nature and Our Environmental Impacts

Our energy generation activities depend on ecosystem services at varying levels. In particular, our hydroelectric plants are directly reliant on the continuity of the water cycle and the healthy functioning of river ecosystems. The efficiency and operational safety of our thermal power plants are sensitive to environmental factors such as climate conditions, air quality, and water resources.

For all our plants, we analyze essential ecosystem services, including water supply, regulation of air and water quality, and soil erosion prevention. By assessing how changes in these services affect our operations, we develop business continuity plans that take these dependencies into account.
The key dependencies we identify, in accordance with Science Based Targets Network (SBTN) criteria, comprise the environmental assets and services necessary for the safe and sustainable operation of our plants.

We also monitor and manage our impacts on nature based on the specific ecosystem conditions of the regions where we operate. Especially for large-scale renewable energy projects, we carefully manage site selection processes to reduce habitat loss and fragmentation risks, supported by environmental and social impact assessments.

Direct impacts such as the effects of wind turbines on birds and bats, alterations caused by hydroelectric plants to river ecosystems, and land use pressures from solar plants are evaluated through on-site biological monitoring. For example, migratory bird routes and bat activity are regularly tracked, with turbine-related risks analysed based on collected data. Additionally, we conduct field inspections to manage the risk of invasive species spread and raise awareness among our employees on this issue.

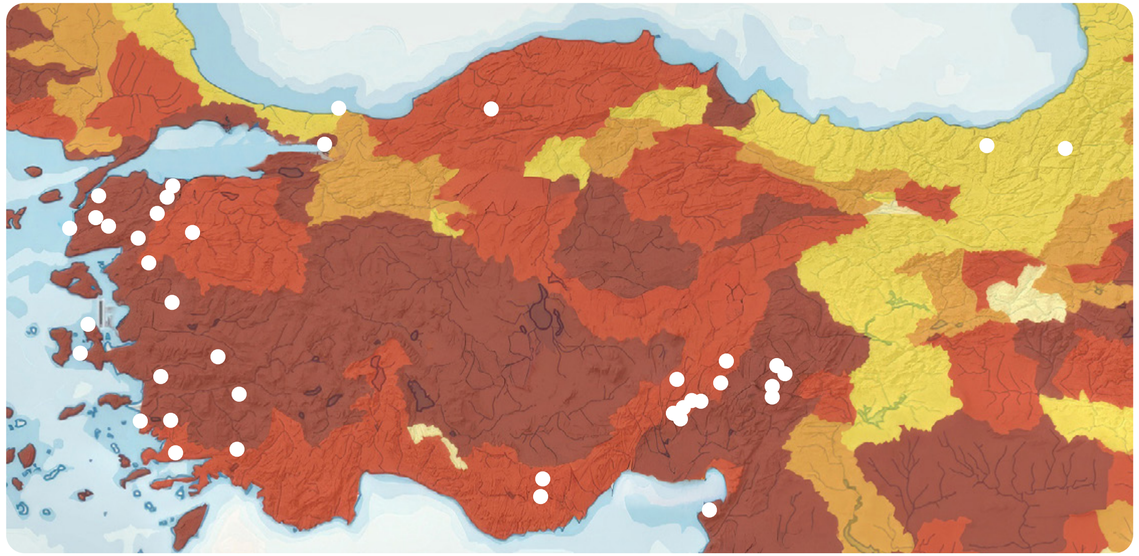
We also consider the indirect effects of climate change on ecosystems. Anticipating that changing climate conditions may alter migration and breeding cycles for certain species, we develop adaptation and mitigation strategies accordingly.

All these efforts are supported by analyses conducted with the ENCORE tool, aligned with TNFD and SBTN frameworks. The table below summarizes the priority impact and dependency areas according to the energy generation technologies we employ.

		Fossil Fuel Power Plants (Coal, Natural Gas)	Hydroelectric Power Plants	Wind Power Plants	Solar Power Plants
Impacts	Noise, Light	*Very High*	*High*	*Medium*	*Very Low*
	Freshwater Usage		*High*	*Medium*	
	Greenhouse Gas Emissions	*Very High*	*Low*		
	Non-GHG Air Pollutant Emissions	*Very High*			
	Generation and Disposal of Solid Waste	*High*	*Low*	*Very Low*	*Very Low*
	Land Use	*Medium*	*Medium*	*High*	*Low*
	Emission of Toxic Pollutants to Water and Soil	*Very High*		*Very Low*	*Low*
	Volume of Water Consumption	*Medium*	*Low*	*Low*	*Low*
Dependencies	Water Supply	*High*	*Very High*	*Very Low*	*Medium*
	Global Climate Regulation	*Medium*	*Medium*	*Very High*	*Very High*
	Local (Micro and Meso) Climate Regulation	*Low*	*Low*	*Medium*	*Medium*
	Air Filtration	*Very Low*			
	Soil and Sediment Retention	*Medium*	*Very High*	*Medium*	*Medium*
	Solid Waste Remediation	*Medium*	*Low*		
	Water Treatment	*Medium*	*Low*		
	Water Flow Regulation	*High*	*Very High*	*Medium*	*Medium*
	Flood Mitigation	*Medium*	*Very High*	*High*	*Medium*
	Storm Mitigation	*Low*	*Medium*	*Medium*	*Medium*
	Noise Reduction	*Very Low*		*Medium*	*Very Low*

Ecological Sensitivity studies have been conducted under three main categories, yielding the following results across all Enerjisa Üretim power plants:

SENSITIVITY ANALYSIS	ECOSYSTEM INTEGRITY	BIODIVERSITY SIGNIFICANCE	PHYSICAL WATER RISK
	Ecosystem Integrity: The extent to which organizational sites overlap with natural areas	*The degree of overlap between organizational sites and scientifically recognized critical biodiversity areas*	*Known zones of physical water risk, including limited water availability, flooding, and poor water quality*
RESULTS	• No site has been rated betweenhigh and very high in terms ofbiodiversity importance. • All sites are located withinbiodiversity hotspots.	• No site has been rated between high and very high in terms of ecoystem integrity.	• 38% of our power plants are situated in areas classified as very high physical water risk.
	• Very High Impact Plants: 0 • High Impact Plants: 0	• Very High Impact Plants: 0 • High Impact Plants: 0	• Very High Impact Plants: 4 • High Impact Plants: 6



Kaynak: WRI Aqueduct Water Risk Atlas

(20) Kandil HES, Yamanlı HES, Arkun HES, Akhisar RES, Erciyes RES, Dağpazarı RES, Tufanbeyli Enerji Üssü, Bandırma I, Bandırma II

Based on the analysis results, a significant portion of Enerjisa Üretim's sites, 38%, are located in areas facing very high water-related threats, while 57% are situated in regions with high water risk. The water risk indicator used in the analysis was calculated using the World Resource Institute (WRI) Aqueduct Water Risk Atlas Tool, which integrates selected indicators from categories such as physical quantity, quality, regulatory, and reputational risks to measure all water-related risks comprehensively.

WRI Map

Taking into account international biodiversity and natural capital frameworks such as the SBTN and TNFD recommendations, Enerjisa Üretim has identified the biodiversity impact zones and risks of its power plants by utilizing tools and databases like ENCORE, IUCN, and WRI. In light of these detailed analyses, Enerjisa Üretim is working on a roadmap to neutralize biodiversity risks in its operational areas with a responsibility toward tomorrow. As a result of these analyses, nine priority sites4 have been identified where particular sensitivity exists regarding biodiversity and water usage. These sites have undergone detailed assessments to further examine related biodiversity risks and opportunities.

Assessment of Nature-Related Risks

Our impact areas point to various nature-related risks for Enerjisa Üretim. In alignment with the TNFD approach, our company conducts risk assessments based on scientific methods and data. The main nature-related risks are as follows:

- **Risk of Habitat Loss and Fragmentation:** Especially for renewable energy projects like wind and solar, inappropriate site selection may cause habitat fragmentation or damage to critical habitats. This risk is minimized through comprehensive ecological assessments conducted prior to investment.
- **Species-Related Risks:** Our operations may negatively affect living things such as birds, bats, and fish. For example, risks of population decline due to turbine collisions or changes in water regimes are managed through continuous monitoring and conservation measures.
- **Invasive Species Risk:** Unintentional spread of non-native or invasive species through site activities could threaten local species. This risk is mitigated via site control programs and biosecurity protocols.
- **Climate Change and Secondary Impacts:** Extreme weather events, droughts, or ecosystem degradation caused by climate change may increase operational risks. Consequently, climate-related risks (e.g., changes in hydrological cycles) are included in our nature risk inventory and addressed integrally through adaptation policies.

By the end of 2024, with expert consultancy support, we completed a Nature Risk and Opportunity Inventory study for key investment sites. This study involved detailed ecosystem and biological component analyses, prioritizing ecosystem services, habitat integrity, and species-based risks. The analysis follows TNFD recommended criteria and provides a solid foundation for more systematic corporate-level risk management. From 2025 onwards, we aim to deepen these inventory results and develop risk reduction action plans for each high-priority site. This will ensure consistent identification, monitoring, and management of nature-related risks throughout the company.

Assessment of Nature-Related Opportunities

EEnerjisa Üretim approaches biodiversity conservation not only from a risk management perspective but also as a source of potential new opportunities. Protecting and enhancing natural capital presents long-term value-creating prospects for our company and stakeholders. Within this framework, our key opportunity areas are as follows:

- **Ecological Restoration and Habitat Improvement:** To minimize the environmental impact of infrastructure projects, we integrate ecological restoration activities. At all investment sites, seeds of local flora species are collected and delivered to the Turkish Seed Gene Bank under the Ministry of Agriculture and Forestry. Through these efforts, our projects contribute to preserving and passing on the biological richness of affected ecosystems, not only compensating for negative impacts but also aiming for a net positive contribution to ecosystems.
- **Reputation, Stakeholder Trust, and Financing Access:** Strong biodiversity performance is a critical factor that enhances our corporate reputation and strengthens stakeholder trust. Our achievements in nature conservation increase confidence among investors and lenders, facilitating access to sustainable financing instruments.

The Mitigation Hierarchy serves as our primary guide for implementing corporate strategy in the field. This approach, mandated by institutions such as IFC and EBRD, offers a four-tiered priority framework for managing negative impacts from operations: avoidance, reduction, rehabilitation/restoration, and offset/compensation. Enerjisa Üretim prioritizes the principle of "avoidance" when launching new projects or investments by aiming to steer clear of sensitive areas with high biological value. For example, during planning of wind farms, locations presenting overlap risks with Key Biodiversity Areas, critical habitats, or protected areas are reassessed to eliminate such risks. In 2024, detailed habitat mapping and critical species distribution analyses conducted for some wind projects preparing for construction led to relocation decisions for several turbines, thereby protecting endemic plant communities and wildlife within the project sites.

During the reduction phase, proactive measures are taken during construction and operation to minimise unavoidable impacts. For instance, a bird collision risk analysis conducted in 2024 at the Ihlamur Wind Energy Plant indicated that nearby high-voltage transmission lines may pose threat to large bird species such as the white-tailed eagle (Haliaeetus albicilla), Dalmatian pelican (Pelecanus crispus), and great white pelican (Pelecanus onocrotalus). Following this finding, coordination with the grid operator TEİAŞ initiated the installation of "flight diverters" on the transmission lines to alter birds' flight paths and reduce collision risks. This action represents a concrete step to lessen bird mortality related to energy transmission infrastructure.

In the rehabilitation/restoration phase, we focus on restoring habitats that have been inevitably disturbed or damaged by our activities. For example, pre-construction flora studies at our Harmancık Wind Energy Site identified an endemic plant species, Verbascum hasbenlii, which inhabits rocky habitats unique to Türkiye. To protect this species, microhabitats it occupies were excluded from the work area to prevent direct habitat loss. Additionally, seeds of this species were collected and sent to the Turkish Seed Gene Bank for ex-situ conservation.

Regarding the fourth and final phase, offset/compensation, although applicable standards in Türkiye still vary by species and are not yet fully established, Enerjisa Üretim aims to initiate feasibility and planning studies for potential offset projects that may be required in the future. In this context, we plan to carry out technical analyses and policy development activities in 2025 and beyond at selected pilot sites to test potential "No Net Loss" (NNL) approaches. Our current practices under IFC Performance Standard 6 (PS6) and EBRD Performance Requirement 6 (PR6) lay the groundwork for implementing the NNL principle. In the upcoming period, we will assess net impact-offset scenarios, particularly at specific wind power plants. Through these efforts, we aim to establish the corporate infrastructure required for a mid-term transition to nature-positive business models and to position ourselves as a pioneer in the sector.

Stakeholder Engagement Approach

Enerjisa Üretim believes sustainable biodiversity management is achievable only through active involvement and collaboration of all stakeholders. Accordingly, stakeholder engagement is managed transparently, inclusively, and effectively.



Our biodiversity management processes are open to active participation from stakeholder groups based on transparency and shared decision-making principles. We collaborate closely with public institutions, particularly the Ministry of Environment, Urbanization and Climate Change and the Directorate General of Nature Conservation and National Parks (DKMP). Ecological risk assessments, habitat analyses, and conservation activities are conducted jointly with these institutions. For example, during our nest identification efforts at the Aydos Wind Energy Plant, a white-tailed eagle nest was discovered outside the project's impact zone but within the surrounding area. The location was shared with DKMP, and relevant information was provided to initiate necessary conservation measures.

Our biodiversity impact assessment studies are publicly available on our corporate website. Additionally, we maintain regular communication with various NGOs for consultation. For instance, under our Harmancık Wind Project, we have taken significant steps to conserve Verbascum hasbenlii, a region-specific endemic species, collaborating with the relevant Ministry and universities to support sustainable protection of its natural habitat.

Project ecosystem impacts are regularly evaluated according to IFC and EBRD standards, with results shared transparently with financial institutions. Monitoring data and biodiversity performance are reported regularly, and feedback from financial stakeholders is used for continuous improvement.

For all projects subject to financing, we conduct comprehensive biodiversity screening studies. These include detailed investigations focused on minimizing our projects' effects on natural ecosystems, covering four key areas: ornithology (bird monitoring), bat monitoring, Biodiversity Action Plans (BAP), and collision risk modelling.

Enerjisa Üretim continues to advance its efforts to protect biodiversity and natural environments without pause.

Site-Based Practices and Biodiversity Programs

Enerjisa Üretim's biodiversity strategy is reinforced through concrete, site-based practices, with tailored approaches developed for each type of project. For our hydroelectric, wind, solar, and thermal power plants, located across diverse geographical regions,



specific ecological risks and opportunities have been identified, and comprehensive programs have been implemented accordingly. Below is a summary of the key site-based biodiversity management programs applied across our entire portfolio:

- **Biodiversity in Our Wind Power Plants:** Our wind power plants inherently pose potential interaction risks with flying wildlife, particularly birds and bats, which is why ornithological and bat monitoring programs are standard practice at these facilities. Expert biologists conduct bird observations during breeding and migration seasons using fixed-point and transect count methods, while passive ultrasonic detectors record bat activity within the same areas. Utilizing this data, collision risk models for bird and bat species are developed for each site. If elevated risks are identified for specific species, mitigation measures such as Shutdown on Demand or operational curtailment during critical periods are implemented. These proactive steps aim to minimize collision risk by halting or reducing turbine speeds during peak wildlife activity. Additionally, in 2024 we expanded our Post-Construction Fatality Monitoring (PCFM) programs to cover not only turbine areas but also the energy transmission lines and other supporting infrastructure. During the planning phase of our wind projects, critical habitat surveys are conducted, and when endemic or endangered species are detected, project designs are adjusted accordingly. For instance, biodiversity studies at the Kestanederesi Wind Power Plant identified rare invertebrates such as Chorthippus bozdaghensis, a grasshopper unique to the region, and the Apollo butterfly (Parnassius apollo). Tailored monitoring programs have been developed for these species. This approach helps ensure our wind investments provide relatively safe habitats nationwide, striving to harmonize energy generation with wildlife conservation.

- **Biodiversity in Our Solar Power Plants:** Given the extensive surface areas covered by our solar power plants, we place special emphasis on assessing their impact on local habitats. Flora and terrestrial fauna studies are prioritized both before and after installation at our solar sites. Each solar plant's regional species composition, presence of endemic and sensitive species, and the effects of land-use changes on ecosystems are carefully analyzed. To prevent complete removal of vegetation and enhance existing habitats, we design panel layouts that allow native plants to grow in the spaces between arrays.

- **Protection of Aquatic Ecosystems in Our Hydroelectric Plants:** Dedicated monitoring programs are in place to safeguard freshwater ecosystems impacted by our hydroelectric plants. Environmental flow regimes have been established at dammed hydroelectric projects to preserve aquatic life cycles. For plants without fish passages, fish ladders have been constructed. Other facilities with existing fish passages undergo continuous functionality monitoring. Water quality and sediment accumulation are regularly assessed, alongside seasonal fish monitoring studies. In 2024, our protocols were updated to align aquatic ecosystem monitoring with the EU Taxonomy Regulation, and biological indicators have been introduced, ranging from phytoplankton to macroinvertebrates. At Kandil, Yamanlı, and Arkun hydroelectric plants, collaborations have been established with universities and research institutions to study the long-term effects of hydrological changes and sedimentation. Our objective is to maintain ecological integrity while ensuring sustained energy generation, with the ability to implement protective measures swiftly when necessary.

- **Biodiversity in Our Thermal Power Plants:** Within the scope of the extensive environmental modeling work initiated in 2024 for the Tufanbeyli Power Plant, air emissions, ash management, and waste impacts have been analyzed to identify potential risks to ecosystem health and air quality. Based on these analyses, additional filtration systems, improvements to ash storage areas, and environmental afforestation projects have been

planned. Moreover, we aim to support species diversity through site-specific habitat restoration and micro-ecosystem enhancement efforts.

For the Bandırma Energy Base, a comprehensive marine ecology monitoring program has been conducted to assess the impacts of our deep-sea discharge activities on the Marmara Sea. As part of the extensive marine ecology study carried out in 2024, physical, chemical, and biological parameters were thoroughly analyzed in the water intake and discharge zones. The findings revealed that the artificial reef structures in these areas have supported the establishment of stable populations of species such as seabass, sand steenbras, and white grouper. Turbidity observed at the discharge points diminishes between 250 and 500 meters, indicating that ecosystem health is being maintained.

Thanks to our continuous monitoring systems, water temperature and quality are kept within habitable limits for marine life, with operational adjustments made as necessary.

- **Habitat Restoration and Ex-situ Conservation Projects:** Across all our power plants, efforts to repair habitat damage caused during construction and operation are of critical importance. Enerjisa Üretim invests in projects focused on improving local ecosystems and protecting species in every region where it operates. At all sites where we conduct flora studies, seeds from significant and rare plant species are collected and delivered to the national gene bank in Ankara. Starting in 2025, we aim to implement on-site species conservation practices and, where necessary, species translocation (relocation to suitable habitats) in all new projects currently in the construction phase.
- **Arkun Wildlife Project:** In collaboration with the



General Directorate of Nature Conservation and National Parks, we are implementing technical measures in the Arkun Dam area to monitor biodiversity and advance wildlife conservation efforts. This ecologically important region is closely monitored for its ecosystems, plant and animal species, and biodiversity—including flora and fauna listed under national and international agreements. We continuously gather new, real-time data to build a comprehensive information database, which is analyzed and reported.
- Among the key mammals in the area, we track the chamois population using satellite collars, recording their activity patterns. In 2024, we fitted female chamois, Yıldız and Sıla, with satellite transmitters and released them back into the wild. Regular signals from Yıldız and Sıla provide invaluable insights into their biological and physiological changes, habitat use, and movement routes. This information helps fill knowledge gaps and supports the development of effective biodiversity conservation policies. As the first in Türkiye to monitor chamois with satellite collars, Enerjisa Üretim proudly demonstrates its commitment to respecting wildlife and continues to pioneer innovative conservation initiatives.

To raise awareness about biodiversity and foster a wildlife culture, Enerjisa Üretim annually organizes an award-winning wildlife photography contest within the company through the Enerjisa Üretim Arts Club. In addition, we publish an online magazine titled "Yaban Hayatından İnciler"(Pearls from the Wild), which focuses on wildlife, flora, and fauna.

Nature-Based Risk and Opportunity Analysis in the Supply Chain

We do not limit our assessment of nature-related risks and opportunities to our operations alone; we evaluate them across our entire supply chain. As part of this approach, in 2024 we conducted a detailed analysis based on the TNFD's LEAP methodology to examine our supply chain's dependencies on nature and its impacts on the environment.

During the analysis, nine supplier companies were assessed, representing approximately 92% of our total procurement volume and carrying a high potential for nature-related risks. These suppliers were categorized by sectors with significant environmental impact, including construction, machinery and equipment manufacturing, mining, and energy equipment. Sector-specific evaluations identified key factors such as water usage, land conversion, reliance on biotic resources, and greenhouse gas emissions as critical drivers. Using the ENCORE tool, this dual analysis assessed both dependencies on nature and impacts on biodiversity.

Furthermore, by applying WWF's Biodiversity and WRI's Water Risk Filters, we developed risk profiles for the ecosystems, water stress, flood risk, and habitat integrity of the regions where these suppliers operate. The findings revealed that some supplier locations face moderate to high nature-related risks. This analysis served not only as an identification tool but also laid the groundwork for transparent and collaborative action planning. We shared the results with the relevant suppliers and have begun developing risk mitigation roadmaps together with each priority supplier. ***Through a process centered on mutual learning and continuous improvement, we strive to reduce nature-based risks and promote sustainable practices throughout our supply chain.***

Social Responsibility and Community Contribution

As Enerjisa Üretim, we operate with a value creation mindset that goes beyond energy generation, placing social and environmental development at the heart of every region where we operate.

Aware of our responsibility to society, we implement long-term social initiatives across numerous fields including equal access to education, local development, economic empowerment of women, access to healthcare, environmental protection, and biodiversity conservation. As of 2024, we have systematized our social contribution projects, particularly in the Tufanbeyli, Western Power Plants, and Erciyes regions, through a field-focused approach within our Corporate Social Affairs structure. These efforts, spanning from education and healthcare to regional agricultural development and sports activities, have directly benefited thousands of individuals. Designed in alignment with sustainable development principles, these projects prioritize enhancing social value and fostering growth alongside the communities where we live and operate.

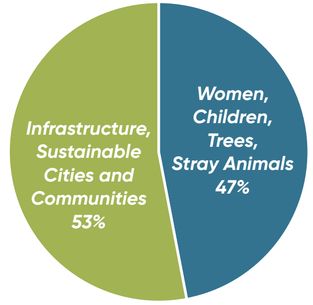


Enerjisa Üretim's social responsibility approach is fully aligned with the company's sustainability vision, grounded in an impact-driven and holistic approach. This approach encompasses social support mechanisms that address local development, inclusive economic growth, environmental balance, and social equity together, aiming to achieve long-term transformative change. Our social support mechanisms are designed with sensitivity to local realities, focused on social impact, and developed through a stakeholder-inclusive planning approach, implemented in an integrated manner across defined thematic areas. Our activities not only respond to immediate needs but also seek to reduce risks, expand opportunities, and strengthen social resilience. Within this framework, we categorize our projects according to strategic priorities and manage them under a comprehensive impact management philosophy.

Shared Value Creation and Responsibility Projects

Our approach to social responsibility extends beyond simply meeting current needs; it is integrated into our corporate strategy as a structure that delivers long-term societal benefits. Accordingly, we manage our social investments through an integrated framework that includes impact management, grievance and demand handling, as well as project development and implementation, ensuring that these initiatives are planned and measurable. Our projects also serve as tangible and lasting tools on the ground, shaped by priority social themes.

In 2024, our budget allocated for community investment activities was planned and utilized in line with our thematic priorities. The annual distribution of resources based on these thematic areas is presented below.



In energy generation, managing the social impacts of transformation is just as much a priority as the transformation itself. In the regions where we invest in renewable energy, we diversify our social projects across themes such as climate-resilient livelihoods, water efficiency, biodiversity, and agricultural resilience. Accordingly, we approach social sustainability in conjunction with environmental sustainability and operational efficiency, aiming to align our energy generation processes with the local ecosystem. In doing so, we foster a model of local development that is not only economically sound but also climate-resilient and socially just.

With the establishment of the Corporate Social Relations Department as of 2024, we have shaped our social investments according to strategic priorities. By expanding our corporate capacity, we have systematized our processes. Within the new organizational structure we are developing and aligned with our social impact capacity, we have broadened the thematic areas that we previously focused on as social responsibility priorities, Women, Children, Trees, and Stray Animals, into Regional Development, Economic Empowerment and Employment, Gender Equality, Culture and Environment, Health and Social Welfare, and Education. Projects implemented under these themes are assessed both for the direct benefits they provide and for the systematic level of impact they achieve; these are reported in an integrated manner within the corporate performance indicators.

Based on our social responsibility and impact areas, we manage social impact through four core procedures: Social Impact and Relations Management, Social Investments, Demand and Complaint Management, and the Development and Implementation Procedure for Social Impact Projects. Within this framework, we have launched numerous community-focused projects across multiple locations through dedicated working groups within our sustainability structure.

Throughout 2024, the projects we implemented directly benefited more than 7,000 individuals. In our social investment planning, we actively use impact measurement



tools such as SROI to highlight not only outputs but also outcomes and the broader social value created. This approach clearly demonstrates that our social strategy serves as a foundational pillar guiding decision-making across the organization and contributing to sustainable value creation.

Community Projects and Social Impact Analysis

In line with our understanding of social responsibility, we carry out various projects in education, healthcare, environment, and the sport. Through these projects, we develop programs that contribute to society. Additionally, by providing donations and infrastructure support, we aim to achieve sustainable development goals and support societal progress. In the regions where we operate, we implement impact assessments and development programs to support the social and economic development of local communities. We place importance on building strong relationships with local people and systematically manage these relationships in accordance with the following policies and procedures:

- ***Enerjisa Üretim Environmental, Social and Governance Policy***
- ***Enerjisa Üretim Social Responsibility Policy***
- ***Enerjisa Üretim Human Rights Policy***
- ***Enerjisa Üretim Corporate Stakeholder Engagement Plan***
- ***Social Impact and Relations Management Procedure***
- ***Complaint and Request Management Procedure***
- ***Social Investments Management Procedure***
- ***Environmental and Social Governance Procedure***
- ***Personal Data Processing and Protection Policy***
- ***Enerjisa Üretim Zero Tolerance Policy Against Violence and Harassment***
- ***Enerjisa Üretim Procurement Policy***
- ***Enerjisa Üretim Sustainable Supply Chain Principles***
- ***Enerjisa Üretim Enterprise Risk Management Policy***
- ***Enerjisa Üretim Compliance Policy***

In line with the policies and procedures we implement, we regularly conduct social and environmental impact assessments in our power plant operations and project areas. By placing stakeholder engagement at the center of all these processes, we ensure ongoing communication with local communities through our Power Plant Administrative and Social Affairs Teams and Community Liaison Officers. Community Liaison Officers are employed in roles specifically structured for our YEKA wind power plant projects and operate in fields unique to these projects. We systematically record and evaluate requests, feedback, and complaints from our stakeholders, and develop sustainable solutions tailored to identified needs. We design our communication processes to cover our entire value chain and regularly review field-level practices to ensure continuous improvement.

We classify each social responsibility and community investment project based on clearly defined thematic priorities and implement them by prioritizing their potential for social contribution within these categories. For example, the Yahyalı Women's Beekeeping Program, launched to support sustainable livelihoods, is categorized under the ***"Gender Equality"*** theme, while the Greenhouse Heating Project is directly linked to the goals of ***"Regional Development"*** and ***"Environmental Sustainability."*** Our projects are designed not only to address current needs within the thematic framework, but also to deliver long-term value by mitigating risks, enhancing opportunities, and strengthening community resilience.

We structure our social responsibility approach to be responsive to regional needs, sustainability-focused, and impact-driven. Our aim is to make tangible and lasting contributions across key social sectors such as education, health, economic development, environment, cultural preservation, and sports.

We manage the projects we implement by mapping them to relevant SDG targets, ensuring our social impact is measurable, strategic, and oriented toward long-term outcomes.

Below are the areas in which our projects operate, along with their corresponding ***SDG*** alignments:

Thematic Areas	Relevant Sustainable Development Goal
Education, Children	4 QUALITY EDUCATION

In the education sector, initiatives, focused on upgrading school facilities, supplying technical equipment, and enhancing student engagement. As part of these efforts, renovations and repairs at Soysallı Enerjisa Primary and Middle Schools have established healthier learning environments for students. The provision of camera traps to Bayramiç Vocational School has supported hands-on training opportunities. Furthermore, various equipment upgrades and event sponsorships at Enerjisa Science High School have contributed to the students' academic success and social growth.

Thematic Areas	Relevant Sustainable Development Goal
Healthcare and Social Welfare	3 GOOD HEALTH AND WELL-BEING; 10 REDUCED INEQUALITIES

In the healthcare sector, efforts to improve access to medical services and strengthen infrastructure included donations of various medical devices, support for mobile health services, and volunteer-driven blood donation campaigns. Surgical equipment provided to Göksun State Hospital enhanced treatment capabilities, while technical equipment supplied to Tufanbeyli and Saimbeyli hospitals increased the efficiency of emergency healthcare services. Transportation support for home care and dialysis patients helped facilitate access to services in rural areas.

Thematic Areas	Relevant Sustainable Development Goal
Economic Empowerment and Livelihoods	1 NO POVERTY; 5 GENDER EQUALITY; 8 DECENT WORK AND ECONOMIC GROWTH; 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

Under the themes of economic development and employment, agricultural infrastructure support has been provided to local producers, programs encouraging women's entrepreneurship have been implemented, and initiatives aiding post-disaster recovery have been launched. The greenhouse heating project in Tufanbeyli promoted production through the use of renewable resources, while beekeeping support for women in Yahyalı contributed to rural development. Irrigation projects bolstered agricultural output, and infrastructure assistance was also extended to livestock farmers recovering from disasters.

Thematic Areas	Relevant Sustainable Development Goal
Culture and Environment	11 SUSTAINABLE CITIES AND COMMUNITIES; 13 CLIMATE ACTION; 15 LIFE ON LAND

Within the scope of environmental sustainability and cultural preservation, monitoring technologies have been employed to protect wildlife, and preventative infrastructure against forest fires has been established. Drone support was provided in Adana Yamanlı to aid efforts against illegal hunting, while a fire watchtower constructed at the Çanakkale Harmancık WPP site has enhanced early response capabilities.

Thematic Areas	Relevant Sustainable Development Goal
Sports, Children	3 GOOD HEALTH AND WELL-BEING; 16 PEACE, JUSTICE AND STRONG INSTITUTIONS

In the field of sports, camps and club support programs have been implemented to promote the physical development of children and youth, while leveraging the unifying power of sports to encourage healthy lifestyle habits. Within this framework, a basketball camps organized in partnership with Enerjisa and its stakeholders, as well as cash grants to a sports club in Yahyalı, have been successfully carried out.

Since 2019, in collaboration with our stakeholders, we have reached more than 2,200 children under the motto "Our Energy is Basketball." Through 14 different camps held across Türkiye, from Çanakkale to Kahramanmaraş, we provided children with basic basketball training, monitored their physical development, and organized activities that foster team spirit. While combining the unifying power of basketball with social responsibility at our camps, we also raised awareness on renewable energy and sustainability. To date, our camps have reached the cities of Çanakkale, Balıkesir, Aydın, Muğla, Adana, and Kahramanmaraş, providing thousands of children with basketballs, jerseys, and fundamental basketball training support. The key projects are highlighted above; comprehensive details of each initiative ***can be found in the appendices.***

Social Return on Investment (SROI)

To evaluate not only the quantitative but also the qualitative and economic impacts of our community contribution investments, we have adopted the SROI analysis method. This approach allows us to calculate the economic value of the benefits our social projects provide to society. Through the SROI approach, we aim to guide our investment decisions in a data-driven and strategic manner.

In this context, we applied the SROI (Social Return on Investment) methodology in 2024 to assess the impact of our Womentum program, which was launched to support women's career development and participation in the workforce. As a result of this analysis, it was calculated that every TL 1 investment returns to society as a social benefit worth TL 17.37. This ratio indicates that the program not only provides individual gains but also aligns closely with gender equality, economic participation, and sustainable development goals.

Within the program, women participants were supported through mentorship, workshops, and online training, achieving significant gains in areas such as confidence development, professional skills, sustainability knowledge, and gender awareness. Additionally, the program contributed to increasing women representation in sectors like engineering and energy, where women's presence is typically low, and established a network that strengthens solidarity among women.

We will continue to integrate the SROI approach into our other social investment projects in the coming period, systematically measuring and managing social impact. Through this, we aim to make our community contributions more transparent, sustainable, and measurable.

Social Impact Analysis and Future Commitments

At Enerjisa Üretim, to contribute to sustainable development goals, we have implemented social projects in various areas such as education, regional development, gender equality, economic empowerment and livelihoods, health and social welfare, culture, and environment. ***In our social impact analysis conducted to measure the effects of these projects, we analyzed measurable data on the number of people affected, budget, sustainability level, and the economic, social, and environmental contributions provided.*** We evaluated the projects based on criteria such as alignment with SDGs, long-term impact, and replicability, clearly demonstrating their contributions to societal transformation.

In the upcoming period, we will continue to develop programs supporting women entrepreneurs, increase green energy and carbon-neutral projects, and expand initiatives focused on ensuring equal opportunities in education.

Detailed information on the projects implemented as part of Enerjisa Üretim's social responsibility activities in renewable energy investment regions throughout 2024, within our sustainability structure and special working groups, is provided in the Appendices section. ***Please refer to the Appendices for a comprehensive project list.***

Human Rights and Social Responsibility Principles

We place respect for human rights, ethical business practices, and social responsibility at the core of all our activities. As a signatory of the United Nations Global Compact, we maintain our commitment to full compliance with global standards in human rights, labor standards, environment, and anti-corruption. In this context, we manage our business processes fairly, inclusively, and responsibly, adopting an approach based on the principle of equality.

In line with our human rights commitment, we prioritize protecting the fundamental rights of all stakeholders in our value chain, from our employees to our business partners, integrating this approach into our policies and management systems. We systematically apply situational review processes throughout the value chain, ***develop a Human Rights Risk Inventory, nd regularly report current situation analyses to the Sustainability Management Committee and Ethics Board.***

Our policy approach encompasses a wide range of rights-related commitments, including the promotion of freedom of expression, protection of personal data and privacy, and combating human rights violations such as child labor and forced labor. The human rights governance processes we have implemented at the corporate level are structured based on a risk-based approach and are designed to be integrated with ***our Risk Management, Occupational Health and Safety , Sustainability, and Social Responsibility processes. These processes are established to serve as a fundamental component of our overall management system.***

In 2024, we updated our policies and procedures within the scope of gender equality and the fight against sexual violence and discrimination, enhancing human rights awareness among our stakeholders. Operating across a broad geography with varying human rights risks makes it critical that all our stakeholders uphold these rights. ***In 2024 we did not encounter any legal or criminal proceedings related to human rights cases.***

We are fully committed to respecting human rights in our interactions with employees, suppliers, business partners, and all stakeholders. This approach is shaped by the United Nations Guiding Principles on Business and Human Rights. In line with this commitment, and while pledging full compliance with the highest ethical standards and legal frameworks, we actively uphold the following key commitments:

- To uphold freedom of expression,
- To ensure the protection of personal data and privacy,
- To safeguard the right to access information,
- To stand against discrimination and violence,
- To combat sexual and commercial exploitation of children as well as child labor,
- To implement age verification systems as a fundamental control mechanism in recruitment and supplier selection processes, and to establish effective systems to prevent child labor,
- To establish grievance and reporting mechanisms that are open, accessible, and, when necessary, allow for anonymity; to increase awareness of these mechanisms among all employees and business partners; and to ensure prompt and fair responses to reported violations, and
- To conduct regional and sector-based risk mapping to assess the risks of child labor and forced labor across all our operations and supply chain, and to increase audit frequency in priority areas.

In fulfilling all these commitments, we act in accordance with the following international standards and principles:

- ILO Declaration on Fundamental Principles and Rights at Work (1998),
- Worst Forms of Child Labor Convention (No. 182), (1999),
- UN Guiding Principles on Business and Human Rights (2011),
- UN Global Compact (2000),
- OECD Guidelines for Multinational Enterprises (2011),
- Women's Empowerment Principles (2011)

Performance Indicators

Table 1. *Power Plants*

Location	Power Plants in Operation	Power Plant Type
Artvin	Arkun HEPP	HEPP
Trabzon	Çambasi HEPP	HEPP
Kahramanmaraş	Dagdelen HEPP	HEPP
Adana	Dogançay HEPP	HEPP
Kahramanmaraş	Hacınınoğlu HEPP	HEPP
Kahramanmaraş	Kandil HEPP	HEPP
Adana	Kavsak Bendi HEPP	HEPP
Adana	Köprü HEPP	HEPP
Adana	Kusakli HEPP	HEPP
Adana	Menge HEPP	HEPP
Kahramanmaraş	Sangüzel HEPP	HEPP
Adana	Yamanlı II HEPP	HEPP
Manisa	Akhisar WPP	WPP
Aydın	Akköy WPP	WPP
Istanbul	Aydos WPP	WPP
Balıkesir	Balıkesir WPP	WPP
Çanakkale	Çanakkale WPP	WPP
İzmir	Çeşme WPP	WPP
Mersin	Dağpazarı WPP	WPP
Kocaeli Province	Dikili WPP	WPP
Kayseri	Erciyes WPP	WPP
Çanakkale	Harmancık WPP	WPP
Çanakkale	Ovacık WPP	WPP
Balıkesir	Bandırma SPP	SPP
Karabük	Karabük SPP	SPP
Balıkesir	Bandırma 1	NGCCPP
Balıkesir	Bandırma 2	NGCCPP
Kocaeli	Kentsa	NGCCPP
Adana	Tufanbeyli Energy Hub	LPP

Table 2. *Total Fuel Consumption from Non-Renewable Sources*

	2022	2023	2024
Natural Gas (m³)	1.310.546.771	908.905.957	1.006.056.629
Natural Gas (GJ)	45.237.453	34.364.816	37.988.740
Gasoline (L)	67.325	217.212	260.348
Gasoline (GJ)	2.153	6.951	8.331
Diesel (L)	1.654.697	2.100.285	927.766
Diesel (GJ)	58.607	74.889	33.910
Coal (tons)	6.268.847	6.334.784	6.916.399
Coal (GJ)	31.474.627	30.555.831	33.297.621
Other (tons) LPG	16,8	22,8	2,5
Other (GJ) LPG	767	1.050	116
Other (tons) Propan	-	2,3	2,0
Other (GJ) Propan		106	91
Other (tons) Fuel Oil	2,3	1.606	821
Other (GJ) Fuel oil	101	63.272	32.330

Table 3. *Total Fuel Consumption from Renewable Sources*

	2022	2023	2024
Total fuel consumption from renewable sources (GJ)	0	0	0

Table 4. *Indirect Energy Consumption by Primary Energy Source*

	2022	2023	2024
Electricity consumption – in-facility and office use (kWh)	834.015.780	723.517.100	748.768.138
Electricity consumption (GJ)	3.002.216	2.604.453	2.695.350
Heating consumption (GJ)	0	0	0
Cooling consumption (GJ)	0	0	0
Steam consumption (GJ) please report	0	0	0

Table 5. *Energy Sold*

	2022	2023	2024
Electricity Sold (Net Generation + Purchased Electricity) (kWh)	14.637.443.090	13.208.227.110	16.326.426
Heating Sold (GJ)	0	0	0
Cooling Sold (GJ)	0	0	0
Steam Sold (GJ)	0	0	0
Buhar tüketimi (GJ) bildiriniz	0	0	0

Table 6. *Total Energy Consumption*

	2022	2023	2024
Total Energy Consumption (GJ)	79.775.925	67.671.368	74.031.991

Table 7. *Energy Consumed Offsite*

	2022	2023	2024
Energy Consumed Offsite (GJ)	0	0	0

Table 8. *Energy Intensity*

	2022	2023	2024
Energy Intensity (Total Energy Consumed / Tons)	11,16	9,74	9,62
Energy Intensity (Total Energy Consumed / L)	81.990	69.549	57.345

***Table 9.** Total Volume of Water Withdrawn*

	Unit	2022	2023	2024
Surface waters, including wetlands, rivers, lakes, and oceans	m^3	25.773	16.217	16.471
Groundwater	m^3	2.480.682	2.763.102	2.681.824
Seawater	m^3	408.546.409	332.962.917	304.900.914
Produced Water	m^3	-	-	-
Third-Party Water (such as Municipal Water)	m^3	4.865	6.948	7.095

***Table 10.** Waste Water Discharge*

	Unit	2022	2023	2024
Surface waters, including wetlands, rivers, lakes, and oceans	m^3	97.847	104.750	112.098
Groundwater	m^3	-	-	-
Seawater	m^3	408.122.329	332.679.304	304.621.764
Third-Party Water (such as Sewage)	m^3	11.400	9.259	7.715

***Table 11.** Water Consumption*

	Unit	2022	2023	2024
Total water consumption	m^3	2.869.945	2.955.871	2.864.727
Total water consumption in regions experiencing water stress	m^3	2.869.945	2.955.871	864.727

***Table 12.** Air Emissions*

	2022	2023	2024
- NOx (tons)	1.776,15	1.334,4	2582.56
- SOx (tons)	2.467,4	2.762,16	3721.66
- Persistent Organic Pollutants (POP) (tons)	N/A	N/A	N/A
- Volatile Organic Compounds (VOC) (tons)	N/A	N/A	N/A
- Hazardous Air Pollutants (HAP) (tons)	108,6	42,053	8,86
- Particulate Matter (PM) (tons)	149,2	156,6	509,467
- Other standard air emission categories as defined by relevant regulations	CO (ton) ,799,4 HF (ton), 77,3	CO (ton) ,753,8 HF (ton), 16,7	CO (ton) ,1257,7 HF (ton), 35,8

***Table 13.** Total Number of Newly Hired Employees*

	2022		2023		2024	
	Women	Men	Women	Men	Women	Men
Under 30 years old	31	74	41	55	52	64
Between 30 and 50 years old	22	90	27	101	27	102
Over 50 years old	0	0	0	4	0	6

***Table 14.** Total Employee Turnover**

	2022		2023		2024	
	Women	Men	Women	Men	Women	Men
Under 30 years old	12	9	10	9	12	13
Between 30 and 50 years old	10	72	14	42	15	52
Over 50 years old	0	3	1	5	0	3

**** Contract employees and interns excluded.***

***Table 15.** Tenure of Departing Employees**

	2022		2023		2024	
	Women	Men	Women	Men	Women	Men
Under 30 years old	2	1.7	1.5	2	1,40	1,90
Between 30 and 50 years old	6.2	4.8	5.7	5.2	3,80	5,70
Over 50 years old	0	8	11.2	3.1	0,00	7,90

**** Contract employees and interns excluded.***

***Table 16.** Return-to-Work and Retention Rates After Parental Leave, by Gender*

	2022		2023		2024	
	Women	Men	Women	Men	Women	Men
Number of Employees Eligible for Parental Leave	4	46	2	34	8	
Number of Employees Who Took Parental Leave			2	34	8	
Number of Employees Returning to Work After Parental Leave	4	46	2	34	8	
Total Number of Employees Who Returned to Work After Parental Leave and Remained Employed Twelve Months Post-Return	4	43	2	N/A		
Return and Retention Rates of Employees Who Took Parental Leave	100%	100%	%100		100%	

***Table 17.** All Employees*

	2022	2023	2024
Number / Rate of Fatal Incidents (1)	2	0	2
Number / Rate of Serious Work Accidents (2)	0	0	0
Number / Rate of Accidents (3)	121	129	214
Total Hours Worked	5.046.233	6.467.767	6.983.432

***Table 18.** For All Employees Who Are Not Employees but Whose Work and/or Workplace Is Controlled by the Organization*

	2022	2023	2024
Number / Rate of Fatal Incidents (1)	2	0	2
Number / Rate of Severe Work-Related Injuries (2)	0	0	0
Number / Rate of Work-Related Accidents (3)	100	106	162
Total Hours Worked	3.120.424	4.368.483	4.398.203

***Table 19.** All Employees*

	2022	2023	2024
Number of Deaths Due to Occupational Diseases	0	0	0
Number of Occupational Disease Cases	6	1	4

***Table 20.** For All Employees Who Are Not Employees but Whose Work and/or Workplace Is Controlled by the Organization*

	2022	2023	2024
Fatalities Caused by Occupational Diseases	0	0	0
Number of Occupational Disease Cases	0	0	0

***Table 21.** Average Training Hours Received by Employees*

	2022		2023		2024	
	Women	Men	Women	Men	Women	Men
Blue-Collar	92,2	100,2	80,9	53,9	92	76,8
White-Collar	148,8	107,6	126,6	90,8	195,7	109,2
Senior Management	49	31,9	28	17,4	80,5	34,3

***Table 22.** Percentages of Employees Subjected to Regular Performance and Career Development Evaluations by Gender and Employee Category*

	2022		2023		2024	
	Women	Men	Women	Men	Women	Men
Blue-Collar	1%	99%	1%	99%	4%	96%
White-Collar	28%	72%	31%	69%	31%	69%
Senior Management	25%	75%	25%	75%	22%	78%

***Table 23.** Number of Individuals in Governance Bodies by Age Group and Gender*

	2022		2023		2024	
	Women	Men	Women	Men	Women	Men
30-	0	0	2	0	0	3
30-50	24	94	18	79	34	123
50+	2	6	1	4	2	12

***Table 24.** Number of White-Collar Employees by Age Group and Gender*

	2022		2023		2024	
	Women	Men	Women	Men	Women	Men
30-	1	69	2	67	9	70
30-50	5	385	5	407	8	393
50+	0	11	0	18	0	28

***Table 25.** Number of White-Collar Employees by Age Group and Gender*

	2022			2023			2024		
	30-	30-50	50+	30-	30-50	50+	30-	30-50	50+
Women	72	78	2	84	109	2	115	127	2
Men	87	251	16	104	309	18	144	369	26

Biodiversity

Our Biodiversity KPIs: At Enerjisa Üretim, to assess the effectiveness of our biodiversity management, we have established the following key performance indicators:

1. Monitoring Findings for Ornithological Species and Bats

- Annual recording of collision frequency between bird and bat species and turbines
- Percentage of turbines identified as high-risk for bird and bat species (%)
- Population changes in critical species (especially endangered species)
- Total species count observed during monitoring periods and changes in species diversity

2. Habitat Restoration and Rehabilitation

- Annual area restored or rehabilitated (hectares)
- Number of native species used and their planting success rates (%)
- Number of ecological restoration project sites and project success rates (%)

3. Ecosystem Monitoring and Assessment

- Compliance rate (%) of environmental flow regimes applied at hydroelectric plants
- Water quality monitoring parameters in river ecosystems (e.g., dissolved oxygen, temperature, pH levels) and positive changes in these parameters (%)
- Area covered by microhabitat improvement practices at solar energy project sites (hectares)

4. Employee and Stakeholder Training

- Annual number of biodiversity training programs and participant counts
- Measured increase in employee biodiversity awareness following trainings (%)
- Frequency of informational meetings held with local communities and stakeholders, and attendance numbers

5. Compliance with International Standards

- Compliance level (%) based on assessments under IFC PS6 and EBRD PR6
- Annual environmental reporting frequency and adherence to international standards (%)

Table 26. *International Union for Conservation of Nature (IUCN) Red List Species and National Protection List Species Found in Habitats Affected by Operations*

Power Plant	Critically Endangered	Endangered	Vulnerable	Near Threatened	Least Concern
Akhisar WPP	-	Buteo buteo (Common Buzzard)	Falco tinnunculus (Common Kestrel)	Vulpes vulpes (Red Fox)	Sus scrofa (Wild Boar)
Bandırma 1 NGCCPP	-	Phalacrocorax carbo (Great Cormorant)	Dicentrarchus labrax (European Sea Bass)	Vulpes vulpes (Red Fox)	Sus scrofa (Wild Boar)
BARES	-	-	-	-	-
Kandil HPP	-	Barbus rajanorum rajanorum (Spiked Barbel)	Falco tinnunculus (Common Kestrel, VU), Testudo graeca (Greek Tortoise, VU - Vulnerable, protected under Bern Appendix II)	-	Vulpes vulpes (Red Fox, NT), Sus scrofa (Wild Boar, LC), Lepus europaeus (European Hare, LC)
Arkun HPP	-	Salmo coruhensis (Black Sea Trout)	Lutra lutra (European Otter), Testudo graeca (Spur-Thighed Tortoise)	-	-
Çambaşı HPP	-	-	Mertensielle caucasica (Caucasian Salamander), Ursus arctos (Brown Bear)	-	In faunistic studies conducted, two amphibian species have been classified as low risk. Four reptile species and all bird species have also been included in this category.
Çanakkale WPP	Circaetus gallicus (Short-toed Snake Eagle), Falco naumanni (Lesser Kestrel)	Clanga pomarina (Lesser Spotted Eagle), Crex crex (Corncrake)	Aegypius monachus (Cinereous Vulture), Buteo buteo (Common Buzzard), Buteo rufinus (Long-legged Buzzard)	Alauda arvensis (Skylark), Lathyrus aphaca (Yellow Vetchling).	Canis aureus (Golden Jackal), Vulpes vulpes (Red Fox), Sus scrofa (Wild Boar)
Dağpazarı WPP	-	Neophron percnopterus (Egyptian Vulture), Astragalus chrysochlorus	Streptopelia turtur (Turtle Dove), Testudo graeca (Greek Tortoise), Capra aegagrus (Wild Goat), Marmaronetta angustirostris (Marbled Duck), Pelecanus crispus (Dalmatian Pelican), Aquila clanga (Greater Spotted Eagle), Aquila heliaca (Eastern Imperial Eagle) Hypericum vacccinifolium, Cousinia ermenekensis, Centaurea pinetorum, Campanula myrtifolia, Alkanna sieheana, Sideritis bilgerana and Acantholimon karamanicum	Aythya nyroca (Paspaş patka)	Hesperis kotschyi, Aubrieta canascens subsp. cilicica, Arenaria acerosa, Gypsophila sphaerocephala var. sphaerocephala, Genista involucrata, Pterocephalus pinardii, Ptilostemon afer subsp. eburneus, Marrubium globosum subsp. globosum, Ajuga bombycina, Phlomis nissolii. All species not listed above belong to this category.

Table 26. *International Union for Conservation of Nature (IUCN) Red List Species and National Protection List Species Found in Habitats Affected by Operations*

Power Plant	Critically Endangered	Endangered	Vulnerable	Near Threatened	Least Concern
Dağdelen HPP	-	-	Spalax leucodon (Blind Mole Rat)	-	64 plant species identified, along with 8 mammal species, 18 bird species, 5 reptile species, and 5 fish species
Doğançay HPP	-	Stachys pumila (Woundwort, NT) , Coracias garrulus (European Roller, NT)	Verbascum antitauricum (Mullein, VU),	-	56 bird species, Capoeta damascina (Damascina Barbel), and Salaria fluviatilis (River Blenny)
Erciyes WPP	-	Stenotaenia macrocarpa, Michauxia tchihatchewii, Astragalus schottianus and Verbascum leianthum Egyptian Vulture (Neophron percnopterus)	Verbascum antitauricum	Stachys pumila,	Among broadly distributed endemics: Eryngium polycephalum, Alyssum pateri subsp. pateri, Campanula argaea, Arenaria drypidea, Cousinia foliosa, Ptilostemon afer subsp. eburneceus, Senecio tauricolus, Tanacetum nitens, Pterocephalus pinardii, Astragalus tauricolus, Astragalus cadmicus, Astragalus lycius, Phlomis linearis, Phlomis capitata, Salvia recognita, Sideritis libanotica subsp. linearis, Acantholimon kotschyi subsp. laxispicatum, Veronica cinerea, and Elymus lazicus subsp. Divaricatus. All species belong to this class except the Egyptian Vulture.
Hacınınoğlu HPP	-	Anguilla anguilla (European eel)	Testudo graeca (Spur-thighed Mediterranean tortoise), Lutra lutra (European otter)	-	Vulpes vulpes (Red fox) Mustela nivalis (Least weasel), Meles meles (European badger), Sus scrofa (Wild boar), Capoeta damascina (Levantine scraper), Chondrostoma regium (Brond-snout), Squalius cephalus (European chub), Rutilus rutilus (Common roach)
Kavşak Bendi Dam		Rafetus euphraticus (Euphrates Softshell Turtle), Aegypius monachus (Kara Cinereous Vulture), Verbascum cilicicum (Anatolian Mullein)	Lutra lutra (European Otter)	-	Ciconia ciconia (White Stork), Buteo rufinus (Kızıl Long-legged Buzzard)

Table 26. *International Union for Conservation of Nature (IUCN) Red List Species and National Protection List Species Found in Habitats Affected by Operations*

Power Plant	Critically Endangered	Endangered	Vulnerable	Near Threatened	Least Concern
Köprü Dam	-	Bearded Vulture (5 pairs), Griffon Vulture (10 pairs), Golden Eagle (4 pairs)	European Otter (Lutra lutra)		Within the Project Area, there are a total of 17 fish species and 6 amphibian species classified in this category. According to the most recent "Red List 2008 Risk Classification" published by IUCN, Salmo trutta macrostigma (trout, large-spotted trout) and Cyprinus carpio (common carp) are listed as DD (Data Deficient) species, meaning there is insufficient information available. Endemically, 37 families, 129 genera, and 292 plant species have been identified.
Kuşaklı HPP	-	Neophron percnopterus (Egyptian Vulture), Aegypius monachus (Cinereous Vulture), Stachys pumila Banks & Sol. (Short-haired Woundwort	Verbascum antitauricum Hub.-Mor.(Caucasian Mullein), Testudo graeca (Tortoise),	-	-
Menge HPP	-	Ciconia nigra (Black Stork)	Salmo trutta macrostigma (Trout species)	Vulpes vulpes (Red Fox)	Sus scrofa (Wild Boar),
Sarıgüzel HPP	-	Alburnus orontis (Orontes bleak)	Spalax leucodon (Blind mole rat),	-	-
Tufanbeyli Lignite-fired Power Plant	-	Neophron percnopterus (Egyptian Vulture)	Testudo graeca (Spur-thighed Tortoise), Alburnus orontis	-	Spermophilus xanthophyrmnus (Anatolian Ground Squirrel)

Corporate Social Responsibility Initiatives and Charitable Contributions

Table 27. TFB Social Responsibility Initiatives and Charitable Contributions

Category	Project Title	Description	Number of People Reached
Economic Development	Facility Waste Heat Greenhouse Heating Initiative (2021–2024)	Using steam produced during energy generation to heat greenhouses, 500 kg of vegetables were cultivated.	800
Economic Development	Tufanbeyli Municipality Hawthorn Sapling Support (November 28, 2024)	A demonstration garden was established with the provision of 1,000 hawthorn saplings.	2
Economic Development	Earthquake Relief Package – Concrete Donation for Barn/Pen Floors (July 1, 2024)	Cash donations were provided to 26 producers for barn/pen flooring.	26
Healthcare	Göksun State Hospital LigaSure Device Support (December 15, 2024)	The hospital's medical equipment was enhanced with the addition of a LigaSure device used in surgical procedures.	500+
Healthcare	Tufanbeyli and Saimbeyli State Hospitals ECG Devices (May 15, 2024)	ECG devices were provided to emergency departments to ensure fast and accurate diagnoses.	500+
Healthcare	Support for Vulnerable Groups (2021-2024)	Access to healthcare services was facilitated for home care and dialysis patients using a 4x4 vehicle.	124
Healthcare	Blood Donation (2022-2024)	88 units of blood and 28 stem cell donations were made.	116
Sports	Basketball Camp (2020-2024)	A three-day basketball camp was held at YBO Indoor Sports Hall with the participation of 50 students.	50

Table 28. Erciyes Social Responsibility Initiatives and Charitable Contributions

Category	Project Title	Description	Number of People Reached
Economic Development	Yahyalı Women's Beekeeping Support (2023–2024)	Enerjisa Üretim provided beekeeping support to women entrepreneurs in Çamlıca Neighborhood. A total of 225 beehives were distributed to 15 women entrepreneurs in 2023 and 26 in 2024.	26
Sports	Yahyalı Yerköy Sports Club Support (September 2024)	A cash donation was made to Yahyalı Yerköy Youth and Sports Club to support their sports activities.	53

Table 29. Western Power Plants Social Responsibility Initiatives

Category	Project Title	Description	Number of People Reached
Economic Development	Armutçuk Village Irrigation Project (February 23, 2024)	A donation of 1,200 meters of PVC piping was made to support agricultural activities in Armutçuk Village.	-
Healthcare	Balıkesir Metropolitan Municipality Ambulance Donation (March 1, 2024)	One patient transport ambulance was donated to Balıkesir, enhancing access to healthcare services.	-
Education	ÇOMÜ Bayramiç Vocational School Trail Camera Purchase (March 4, 2024)	Three trail cameras were provided to students of the Forestry Department at ÇOMÜ Bayramiç Vocational School for their field observations.	-
Education	Enerjisa Science High School Support (2024)	Comprehensive support was provided, including a sound system, lighting, tablets, a washing machine, competition sponsorship, and Teachers' Day events.	-

GRI Index

GRI Content Index					
Statement of use	Enerjisa Üretim has reported in accordance with the GRI Standards for the period 01.01.2024-31.12.2024.				
GRI 1 Used	GRI 1: Foundation 2021				
GRI STANDARD	INDICATOR	EXPLANATIONS and PAGE NUMBERS	Omissions		
			Omitted Requirements	Reason	Explanation
General Disclosures					
Corporate Profile					
GRI 2: General Disclosures 2021	2-1 Organizational details	About Enerjisa Üretim, page: 02-09 Vision and Values, page: 08 Corporate Governance, page: 11			
	2-2 Entities included in the organization's sustainability reporting	About the Report, page: 03			
	2-3 Reporting period, frequency and contact point	About the Report, page: 03			
	2-4 Restatements of information	GRI Content Index: No restated information is provided in the report.			
	2-5 External assurance	The external audit of the report has been carried out by Deloitte and the statement will be published on website.			
	2-6 Activities, value chain and other business relationships	Our Risk Management Approach, page: 18-20 Stakeholder Engagement, page: 77 Supply Chain, page: 77-79			
	2-7 Employees	Employee Experience and Development, page: 22 Gender Equality, page: 27-28 Health, Safety, and Wellbeing, page: 29-34			
	2-8 Workers who are not employees	Commercial Services, page: 55-59			
	2-9 Governance structure and composition	Corporate Governance, page: 10-20 Governance Structure and Business Ethics Principles, page: 11 Enerjisa Üretim Organizational Structure, page: 13			
	2-10 Nomination and selection of the highest governance body	Corporate Governance, page: 10-20 Enerjisa Üretim Organizational Structure, page: 13 Our Sustainability Governance, page: 67-69			
	2-11 Chair of the highest governance body	Corporate Governance, page: 10-20 Message from the Chairperson, page: 04 Message from the CEO, page: 05			

Corporate Profile					
GRI 2: General Disclosures 2021	2-12 Role of the highest governance body in overseeing the management of impacts	Committees and Policies, sayfa: 16-17 Internal Audit Activities, sayfa: 19-20			
	2-13 Delegation of responsibility for managing impacts	Sustainability and Strategic Management, page: 67-74			
	2-14 Role of the highest governance body in sustainability reporting	Enerjisa Üretim Organizational Structure, page: 13 Sustainability and Strategic Management, page: 67-69			
	2-15 Conflicts of interest	Business Ethics, Compliance, and Anti-Corruption, page: 11			
	2-16 Communication of critical concerns	Governance Structure and Business Ethics Principles, page: 11 Stakeholder Engagement, page: 77			
	2-17 Collective knowledge of the highest governance body	Board of Directors, page: 14-15			
	2-18 Evaluation of the performance of the highest governance body	Enerjisa Üretim Organizational Structure, page: 13 Stakeholder Engagement, page: 14-15			
	2-19 Remuneration policies	Committees and Policies, page: 16-17 Our Sustainability Governance, page: 67-69			
	2-20 Process to determine remuneration	Our Sustainability Governance, page: 67-69			
	2-21 Annual total compensation ratio	Our Sustainability Governance, page: 67-69			
	2-22 Statement on sustainable development strategy	Message from the CEO, page: 05			
	2-23 Policy commitments	Governance Structure and Business Ethics Principles, page: 11 Our Corporate Policies: A Responsible and Sustainable Management Approach, page: 17			
	2-24 Embedding policy commitments	Business Ethics, Compliance, and Anti-Corruption, page: 11			
	2-25 Processes to remediate negative impacts	Double Materiality Analysis, page: 80-83 Assessment of Biodiversity Risks and Opportunities, page: 87-88, 107			
	2-26 Mechanisms for seeking advice and raising concerns	Business Ethics, Compliance, and Anti-Corruption, page: 11 Compliance Processes, page: 12			
	2-27 Compliance with laws and regulations	Business Ethics, Compliance, and Anti-Corruption, page: 11 Compliance Processes, page: 12 Additionally, there were no monetary fines or non-monetary sanctions imposed for non-compliance with environmental laws and regulations during the reporting period.			
	2-28 Membership associations	Compliance Processes, page 12			
	2-29 Approach to stakeholder engagement	Stakeholder Engagement, page: 77 Our Methodology, page: 81 Stakeholder Engagement Approach, page: 77-81			
	2-30 Collective bargaining agreements	There is no collective bargaining agreement in place at Enerjisa Üretim.			

MATERIAL TOPICS

Material Topics					
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Double Materiality Analysis, page: 80			
	3-2 List of material topics	Our Methodology, page: 80-83			

Financial Stability and Regulation					
GRI 3: Material Topics 2021	3-3 Management of material topics	Financial Performance in 2024, page: 36 Commercial Operations and Market Optimization, page: 38			
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Trading, page: 55-59 Our Energy Trading Performance in Numbers, page: 57 Generation, page: 40-53			
	201-2 Financial implications and other risks and opportunities due to climate change	Economic Performance and Financial Strategies, page: 36 Market Competency, page: 56 Our Risk, Opportunity, and Impact Tables, page: 84-85			
	201-3 Defined benefit plan obligations and other retirement plans	Gender Equality, Page: 27			
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Business Operations, page: 41-51; Energy Supply Security, sayfa: 52-53; Market Competency, sayfa: 56; Our Risk, Opportunity, and Impact Tables, page: 84-91			
	203-2 Significant indirect economic impacts	Senkron Digital, page: 61-63 Our Risk, Opportunity, and Impact Tables, page: 84-91 Value Creation Model, page: 74-76			

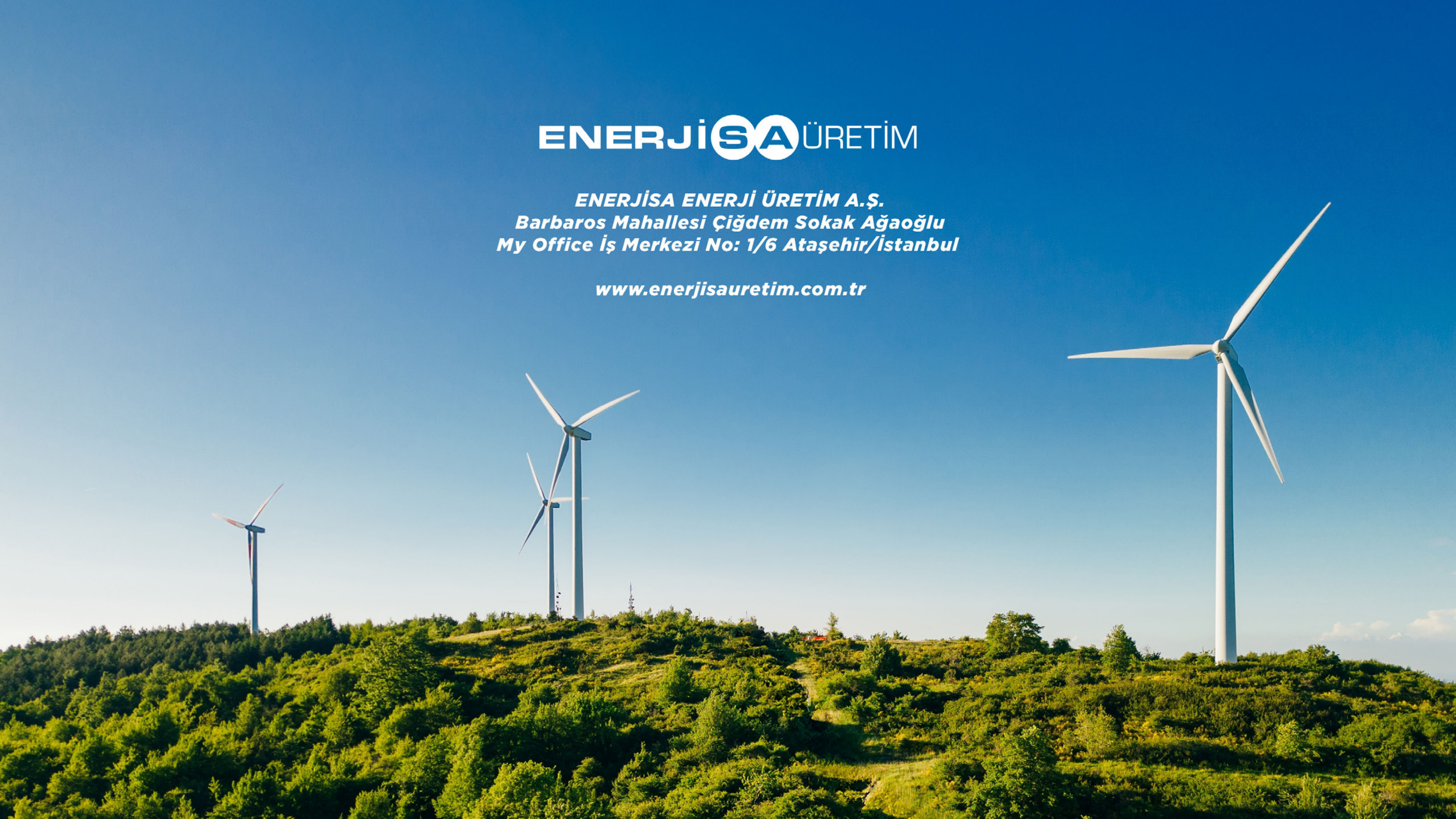
Climate Change					
GRI 3: Material Topics 2021	3-3 Management of material topics	Biodiversity and Ecosystem Management, page: 106-112 Water and Waste Management, page: 100-101			
GRI 302: Enerji 2016	302-1 Energy consumption within the organization	Performance Indicators, page: 117			
	302-3 Energy intensity	Performance Indicators, page: 117			
	302-4 Reduction of energy consumption	Decarbonization and Climate Strategy, page: 93-95 Performance Indicators, page: 117			
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Water and Waste Management, page: 100-101			
	303-2 Management of water discharge-related impacts	Water and Waste Management, page: 100-101			
	303-3 Water withdrawal	Water and Waste Management, page: 100-101 Performance Indicators, page: 117			
	303-4 Water discharge	Water and Waste Management, page: 100-101			
	303-5 Water consumption	Water and Waste Management, page: 100-101 Performance Indicators, page: 117			
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Decarbonization and Climate Strategy, page: 93			
	305-2 Energy indirect (Scope 2) GHG emissions	Decarbonization and Climate Strategy, page: 93			
	305-3 Other indirect (Scope 3) GHG emissions GHG emissions	Decarbonization and Climate Strategy, page: 93			
	305-4 GHG emissions intensity	Decarbonization and Climate Strategy, page: 93			
	305-5 Reduction of GHG emissions	Decarbonization and Climate Strategy, page: 93-95			
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Waste Management, page: 101-102			
	306-2 Management of significant waste-related impacts	Waste Management, page: 101-102			
	306-3 Waste generated	Waste Management, page: 101-102			
	306-4 Waste diverted from disposal	Waste Management, page: 101-102 Performance Indicators, page: 104-105			
	306-5 Waste directed to disposal	Waste Management, page: 101-102			

Sustainable Procurement					
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability and Strategic Management, page: 67-74			
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Supply Chain, page: 77-79			
GRI 308: Supplier Environmental Assessment 2016	308-2 Negative environmental impacts in the supply chain and actions taken	Supply Chain, page: 77-79			
Integrated Risk Management					
GRI 3: Material topics 2021	3-3 Management of material topics	Risk Management, page: 18-19			
	205-1 Operations assessed for risks related to corruption	Governance Structure and Business Ethics Principles, page: 11 Our Sustainability Strategy, page: 70-73			
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	Governance Structure and Business Ethics Principles, page: 11			
	205-3 Confirmed incidents of corruption and actions taken	Commercial Services, page: 12			
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Governance Structure and Business Ethics Principles, page: 11 Supply Chain, page: 77-79 Human Rights and Social Responsibility Principles, page: 116			
GRI 207: Tax 2019	207-1 Approach to tax ı	Our Risk Management Approach, page: 18-19			
	207-2 Tax governance, control, and risk managemen	Our Risk Management Approach, page: 18-19			
Employee Satisfaction and Loyalty					
GRI 3: Material Topics 2021	3-3 Management of material topics	Employee Experience and Development, page: 22			
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Performance Indicators, page: 118-119			
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employee Experience and Development, page: 22-28 People and Culture, page: 22			
	401-3 Parental leave	Caregiver Support, page: 33-34			
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	Employee Experience and Development, page: 22			

Employee Satisfaction and Loyalty					
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Occupational Safety Culture, page: 30-31			
	403-2 Hazard identification,risk assessment, and incident investigation	Health and Wellbeing Implementations, page: 32-34 Performance Indicators, page: 118-119			
	403-3 Occupational health services	Occupational Safety Culture, page: 30-31 Our Implementations, page: 32-34 Health and Wellbeing Implementations, page: 32-34			
	403-4 Worker participation,consultation, and communication on occupational health and safety	Health and Wellbeing Implementations, page: 32-34			
	403-5 Worker training on occupational health and safety	Our Implementations, page: 32-34 Health and Wellbeing Implementations, page: 32-34 Performance Indicators, page: 118-119			
	403-6 Promotion of worker health	Health and Wellbeing Strategy, page: 31 Healthy Living and Wellbeing Programs, page: 32			
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Health and Wellbeing Implementations, page: 32			
	403-9 Work-related injuries	Occupational Safety Culture, page: 30-31 Performance Indicators, page: 118-119			
	403-10 Work-related ill health	Health and Wellbeing Implementations, page: 32-34 Performance Indicators, page: 118-119			
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	There is no collective labor agreement in effect at Enerjisa Üretim. Human Rights and Social Responsibility Principles, page: 116 Supply Chain, page: 77-79			

Talent Management					
GRI 3: Material Topics 2021	3-3 Management of material topics	Talent Management, page: 22-25			
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Employee Experience and Development, page: 22-26 Training and Development, page: 25-26 Performance Indicators, page: 118-119			
	404-2 Programs for upgrading employee skills and transition assistance programs	Employee Experience and Development, page: 22-26			
	404-3 Percentage of employees receiving regular performance and career development reviews	Talent Management, page: 22-25			

Diversity & Inclusion					
GRI 3: Material topics 2021	3-3 Management of material topics	Gender Equality, page: 27-28			
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Gender Equality, page: 27-28			
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Gender Equality, page: 27-28 Sustainability and Strategic Management, page: 67-69 Performance Indicators, page: 118-119			
	405-2 Ratio of basic salary and remuneration of women to men	Our Sustainability Governance, page: 67-69			
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Gender Equality, page: 27-28			
Human Rights					
GRI 3: Material Topics 2021	3-3 Management of material topics	Human Rights and Social Responsibility Principles, page: 116			
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Human Rights and Social Responsibility Principles, page: 116			
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Human Rights and Social Responsibility Principles, page: 116			
Community Investments					
GRI 3: Material Topics 2021	3-3 Management of material topics	Social Responsibility and Community Contribution, page: 113-116 Community Projects and Social Impact Analysis, page: 115-116			
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Community Projects and Social Impact Analysis, page: 115-116			
Data Privacy and Security					
GRI 3: Material Topics 2021	3-3 Management of material topics	Information Security and Privacy, page: 64-65			
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Information Security and Privacy, page: 64-65			
Customer Experience and Journey					
GRI 3: Material Topics 2021	3-3 Management of material topics	Flexible and Diverse Customer-Focused Solutions, page: 57-59 Double Materiality Analysis, page: 80-81			
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	GRI Content Index: There was no such non-compliance during the reporting period.			


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