



R H G

ENERTÜRK

ENERJİ

2023 Sustainability **Report**



100TH

*Anniversary of
Our Republic*

With Respect to the 100th Anniversary of Our Republic...

As RHG Enertürk Enerji, we proudly and excitedly celebrate the 100th anniversary of our Republic. The monumental struggle for independence led by our Great Leader Mustafa Kemal Atatürk in 1923 continues to inspire us today.

While Türkiye steadfastly pursues growth and development, we are committed to contributing to this great legacy by moving toward a stronger and more sustainable future each day.

With our eco-friendly projects, clean energy investments, and innovative steps in the e-mobility ecosystem, we remain determined to honor the legacy of our Republic, celebrate its centenary, and leave a greener world for future generations.

Happy 100th Anniversary of Our Republic!

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About the Report

As RHG Enertürk Enerji Üretim ve Ticaret A.Ş. ("RHG Enertürk"), we are proud to present our sustainability performance for the dates January 1, 2023 - December 31, 2023 to you, our valuable stakeholders, with our 2023 Sustainability Report.

Our report has been prepared in line with the United Nations Global Compact (UNGC) Principles and GRI Standards, which we signed in 2022. You can follow the information that we share within the framework of GRI Standards in the "GRI Content Index" table of the report.

Unless otherwise stated, the data and information in this report show the performance of RHG Enertürk and its affiliated power plants as of the year 2023.

Our report is a reflection of our commitment to share our approach on sustainability and the progress we have made in this regard. Our aim is not only to contribute to the energy sector with our activities, but also to support the sustainable development goals of our country. We are pleased to share the steps we have taken with the sense of responsibility to leave a more livable world for future generations.

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You can send an e-mail to sustainability@enerturk.com to share your comments and questions about our report.

CEO's Message



Dear Stakeholders,

The year 2023 was a challenging one for our nation, marked by immense sorrow. The earthquakes that struck on February 6th, causing significant loss of life and destruction in many of our cities, brought profound grief that we will never forget. However, the solidarity, courage, and sacrifice displayed in the face of adversity once again revealed the strength and resilience of the Turkish people. The wars and political tensions that began and continued throughout 2023 have further deepened the economic vulnerabilities affecting the growth and development processes of countries worldwide, including our own. Particularly with the geopolitical developments in our region, energy independence and security have become more critical than ever. In this context, we recognize that adopting a sustainable and locally sourced approach to energy production is a vital step for the future of our country and the strength of our nation. Accordingly, we are aligning our investments to this vision.

In the centennial year of our Republic, the greatest legacy of our founder, Mustafa Kemal Atatürk, we are proud to witness significant achievements across various sectors in Türkiye. Notably, the advancements in renewable energy production are enhancing our country's position on the global stage. I would like to reiterate my belief that together, we will take stronger steps toward a brighter future for our nation and emphasize how the hardships and challenges we have faced have made us more resilient. At RHG Enerjürlük Energy, we are acutely aware of the importance of clean and renewable energy access for sustainable development amidst the ongoing climate crisis in Türkiye and around the world. Since our establishment, we have strived

We are proud to have raised the bar higher and higher in our sustainability journey, which we have pursued with determination for years.

to improve the quality of life for our society and future generations by embedding the principles of sustainability not only in our energy production but also at the very core of how we operate. We take pride in continually raising the bar on our long-standing sustainability journey.

We view access to clean and renewable energy as a fundamental human right and align our investments with Sustainable Development Goal (SDG) 7: Affordable and Clean Energy and SDG 13: Climate Action. In 2023, our 8 hydroelectric, 3 wind, and 2 solar power plants, with a total installed capacity of 504.95 MWe, produced 1,261,869,000 kWh of electricity, meeting the needs of over 430,000 households. Compared to 2022, our wind energy revenue increased by 55%, hydroelectric revenue by 49%, and solar energy revenue by 42%. Our total revenue, which was 1.7 billion TL in 2022, grew by approximately 55% to reach 2.7 billion TL in 2023.

With our investments in the electric vehicle charging network, we are supporting the green transformation of transportation in Türkiye and rapidly increasing the number of stations through robust partnerships. Our investments in transportation electrification are not limited to expanding the charging station network; we also support digitalization through optimization solutions and technology investments in this field, developing value-added solutions.

By providing technical consultancy and advisory services to numerous brands across various industries, we are expanding our scope, strengthening our business model, and enhancing our financial resources. Sharing our expertise in renewable energy and decarbonization with our

customers, business partners, and stakeholders, we aim to create a sustainable ecosystem. Through R&D investments and innovative approaches, we continue investing in hybrid solutions to maximize our energy production capacity and increase efficiency.

We remain committed to developing our decarbonization strategy to reduce our corporate carbon footprint and improve resource efficiency. To transparently disclose our decarbonization efforts, we submitted our first Carbon Disclosure Project (CDP) report for 2023.

Behind our achievements lies a strong team that works collaboratively, with high levels of knowledge and skills. Aware that success is not solely about numbers, we integrate sustainability into every step we take, bearing great responsibilities to protect our planet and respect the right to life for all living beings it hosts, striving to leave a livable world for future generations.

In the coming years, we will continue investing in technological innovations to enhance the services we provide to our customers and consistently improve our operations through digitalization. We extend our heartfelt thanks to our employees and all stakeholders who have stood with us on our sustainability journey, whose support and contributions empower us immensely.

Assoc. Prof. Dr. Alpaslan Baki ERTEKİN
Erciyes Anadolu Holding Board Member & CEO

General Manager's Message

Dear Stakeholders,

As RHG Enertürk, we take great pride in making significant strides in renewable energy production and accessibility in Türkiye. Clean energy, playing a critical role in every aspect of life, stands out as a vital input for essential areas such as production, housing, healthcare, and education. In this direction, we continue to strengthen our sustainable investments every day under the motto "We Bring Energy to Life."

The year 2023 brought many challenges and turning points for Türkiye. The major earthquakes in our country, the wars impacting the world, and other global crises pushed us to become more resilient and take faster steps toward a sustainable future. These events underscored the critical need for renewable and clean energy sources. The crises of 2023 reminded us that it is vital not only to find quick solutions to societal issues but also to adopt innovative and sustainable approaches to achieve new goals and generate solutions. The lessons learned this year reinforce our belief in the crucial role renewable energy will play in Türkiye's 2035 targets. We bear a great responsibility to support these goals to ensure energy security, reduce dependency on foreign sources, and produce environmentally friendly solutions.

In 2023, through our wind, hydroelectric, and solar power plants located in 10 cities across Türkiye, we produced 1,261,869,000 kWh of electricity, meeting the needs of approximately 1.75 million people. At our Sibelres Wind Energy Plant, we built one of Türkiye's largest onshore wind turbines, with a capacity of 6.8 MW, a blade diameter of 163 meters, and a tower

height of 118 meters. This turbine, capable of meeting the annual electricity needs of 7,500 households, is a gift to our Republic's centenary and future generations.

As one of the first five companies in Türkiye to obtain an electric vehicle (EV) charging network operator license, we are reinforcing our business approach with innovations in our "convenient, fast, and reliable" EV charging stations. On our journey to introduce the concept of "reliable" EV charging stations to the sector, we continue to expand our network daily, thanks to partnerships with brands from various industries. Through our fully green-certified EV charging stations, which we began installing in 2022, we bring the renewable energy we produce directly to end users. While our station network was present in 5 cities at the end of 2022, it expanded by the end of 2023 to serve customers across 24 cities in 6 regions of Türkiye. We are delighted to contribute to Türkiye's green mobility goals through collaborations in the e-mobility sector.

We continue to effectively manage our sustainability-focused projects through our ESG team and sustainability office. We aim to reduce Scope 1 and Scope 2 emissions by 35% by 2030 and achieve Net Zero emissions by 2053, in line with Türkiye's national targets. Additionally, I am pleased to share that we will initiate our Science-Based Targets (SBT) studies in 2024.

By adding green energy transition consulting to our portfolio, we not only aim to achieve our own goals but also provide guidance to various industries on renewable energy, sustainability, and green transformation. We offer engineering, procurement, and construction management services to many leading companies in sectors such as textiles, furniture, cables, steel, carpets, and logistics. We also support our clients in

their sustainability journey through services like corporate carbon footprint analysis, water footprint assessments, Carbon Border Adjustment Mechanism (CBAM) consulting, and energy efficiency consulting.

We believe that governance and institutionalization are essential to achieving our environmental and social goals. Accordingly, we have established a transparent and accountable structure based on corporate governance principles. We share the steps of our sustainability journey through our annual GRI-compliant reports and, for the first time in 2023, our Carbon Disclosure Project (CDP) response.

In line with our goal of leaving a clean world for future generations, we recognize the importance of collaboration with the private sector, public institutions, and non-governmental organizations. We continue to share our knowledge and experience by partnering with other companies, educational institutions, and public organizations in the renewable energy field.

As we step into the centennial of our Republic, we draw strength and inspiration from our history under the leadership of Mustafa Kemal Atatürk, looking to the future with hope.

We will continue to move forward with determination on our sustainability journey to create a peaceful and just world where wars cease, and children live in safety.

We extend our heartfelt gratitude to all our stakeholders whose support plays a vital role in achieving our goals.

Alpay BEYLA
General Manager





ABOUT US

- > OUR HISTORY
- > OUR MISSION
- > OUR VISION
- > OUR PRINCIPLES
- > OUR POWER PLANTS AND INVESTMENTS

Başak HPP - Cide, Kastamonu

We create value for our country with our 100% renewable energy portfolio



About Us

In 2010, we started our journey with the goal of meeting the energy needs of our country by offering environmentally friendly and sustainable energy solutions and leaving a clean world for the future generations. We are a pioneer in the sector with our 100% renewable energy production, electric vehicle charging stations all over Türkiye and consultancy services.

Since our establishment, we have been adopting environmentally friendly, sustainable and efficient methods in energy production. With our energy portfolio consisting of renewable energy sources such as wind, solar and hydroelectricity, we are working to increase Türkiye's renewable energy production.

Today, we own a total installed renewable energy production power of 504.95 MWe with 13 licensed production facilities in 10 cities. Our portfolio includes wind (236.80 MWe), hydroelectric (199.75 MWe) and solar (68.40 MWe) power plants. As the 7th in Türkiye in terms of SPP installed power, we plan to increase our capacity to 639.95 MWe in 2021 and 2022 with the SPP and WPP license rights we won in YEKA tenders. We aim to reach an installed power of 850 MWe in 2025 and 1000 MWe in 2027.

Our expert team in our hydroelectric, wind and solar power plants provides technical

and operational consultancy services for industrial companies in renewable energy transformation processes with their extensive experience and know-how in energy production processes. In this way, we contribute to a cleaner and greener future by offering comprehensive and integrated services for sustainable energy solutions.

We are one of the first five companies in Türkiye to obtain a license to operate an electric vehicle charging network. By the end of 2023, we reached a total of 169 sockets with 31 DC and 107 AC units. We aim to build 1,200 electric vehicle charging units by 2025. In line with this goal, we contribute to the development of our country's electric vehicle infrastructure. While operating our electric vehicle charging stations, we aim to supply these stations with renewable energy sources as much as possible and to offset the carbon emissions from the rest of our stations through carbon credits.



Arisu SPP - Tuşba, Van

We carry out the installation, commissioning and operation processes of RHG Enertürk Electric Vehicle Charging Stations under the supervision of TÜV SÜD within the scope of the cooperation we initiated in 2023. In cooperation with TÜV SÜD, we provide a high level of safety for both electric vehicles and the users against risks and accidents that may occur at the stations.

In 2023, we received ISO 27001:2018 Information Security Management System certificates for all our operating locations as part of our integrated management systems project that we launched in 2022. We are currently in the process of obtaining ISO 9001 Quality Management System, ISO 45001 Occupational Health and Safety Management System and ISO 14001 Environmental Management System certifications.

In 2022, we became a signatory of the United Nations Global Compact (UNGC). In 2024,

We rank 7th in Türkiye
in SPP installed
capacity.

we aim to become a signatory of the United Nations Women's Empowerment Principles (UN WEPs) to support and empower women at all levels of economic life. Furthermore,

cooperation with the Turkish Women's Group for Renewable Energy and Energy Sector (TWRE) is on our agenda. For the year 2023, we submitted our

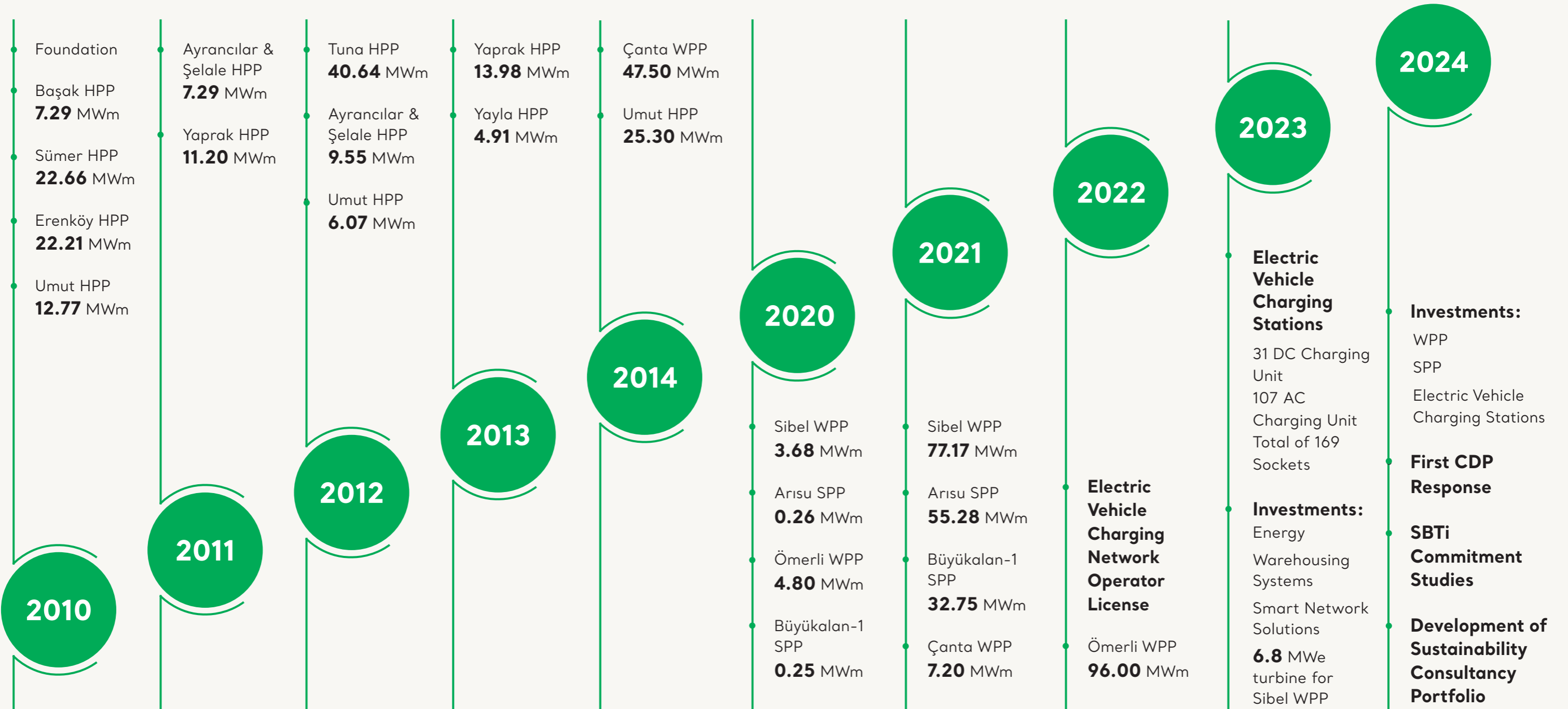
first Carbon Disclosure Project (CDP) response. We will also start working on our commitment under the Science Based Targets Initiative (SBTi) in 2024.



Arisu SPP - Tuşba, Van



Our History



Our Mission

As RHG Enertürk, our mission is to be one of the leading players in the Turkish electricity market and to strengthen and maintain this position by working with expert teams at every stage of our investments with environmentally friendly and highly efficient projects with no harm to the environment.

Our Vision

At RHG Enertürk, our vision is to reach an installed power capacity of at least 1,000 MW by 2027 through flexible and highly efficient power plants that are based on renewable energy sources and are compatible with market conditions.



Sibel WPP - Bornova, İzmir

Our Principles

The main focus of our corporate culture is to create value and provide benefits for our customers and stakeholders. Our principles guide us in creating our common intra-company language. Our principles emphasize our behaviors and shared values, reminding us of our strengths that differentiate us from other companies, while increasing our efficiency in working and producing results.

Our Principle Set reflects the values that are important to us. As a source of inspiration and motivation for all of us, it is the driving force behind our success.

Our Principle Set forms the basis of our human resources processes and practices.



Understand Your Customers

We are aware that the customer and customer-oriented thinking are the most important criteria for sustainability. For this reason, it is our basic principle to know the value we create for our customers with the work we do and to walk side by side with our customer to carry this value even further.

Give Meaning

It is not enough to complete our daily tasks in full. It's just a matter of what we do. Knowing and understanding how each work within the scope of our task contributes to the whole is the main source of our motivation. "Giving Meaning" is building the future by seeing the big picture.

Produce Result

RHG Enertürk has very high ambitions. The organization derives its entire dynamism from the goals and successful results it has achieved to date. The principle of "Produce Results" is the futuristic guarantee of this dynamic.

Build Trust

While our organization continuously achieves successful business results on the basis of common values, we feel that we are responsible to our environment, society and the world. That's why we put building trust above everything else.

Empower

RHG Enertürk managers use the principle of empowerment to facilitate the lives of employees who will take the organization one step further. RHG Enertürk leaders develop and empower their teams by providing all the necessary resources and support to enable them to do their jobs properly.

Be the Best

If we want to be the best, we have to be aware of how important it is to work with the best. For this reason, the "Be the Best in What You Do" principle means being the go-to person for expertise in all applications. The best one possesses a deep expertise and fulfills his/her duties with high standards.

Win the Hearts

The principle of "Win the Hearts" means to reflect the profound culture of tolerance of the land from which you come from in your own behavior. It means building long, sustainable relationships to become "us" and to succeed together.

Provide Guidance

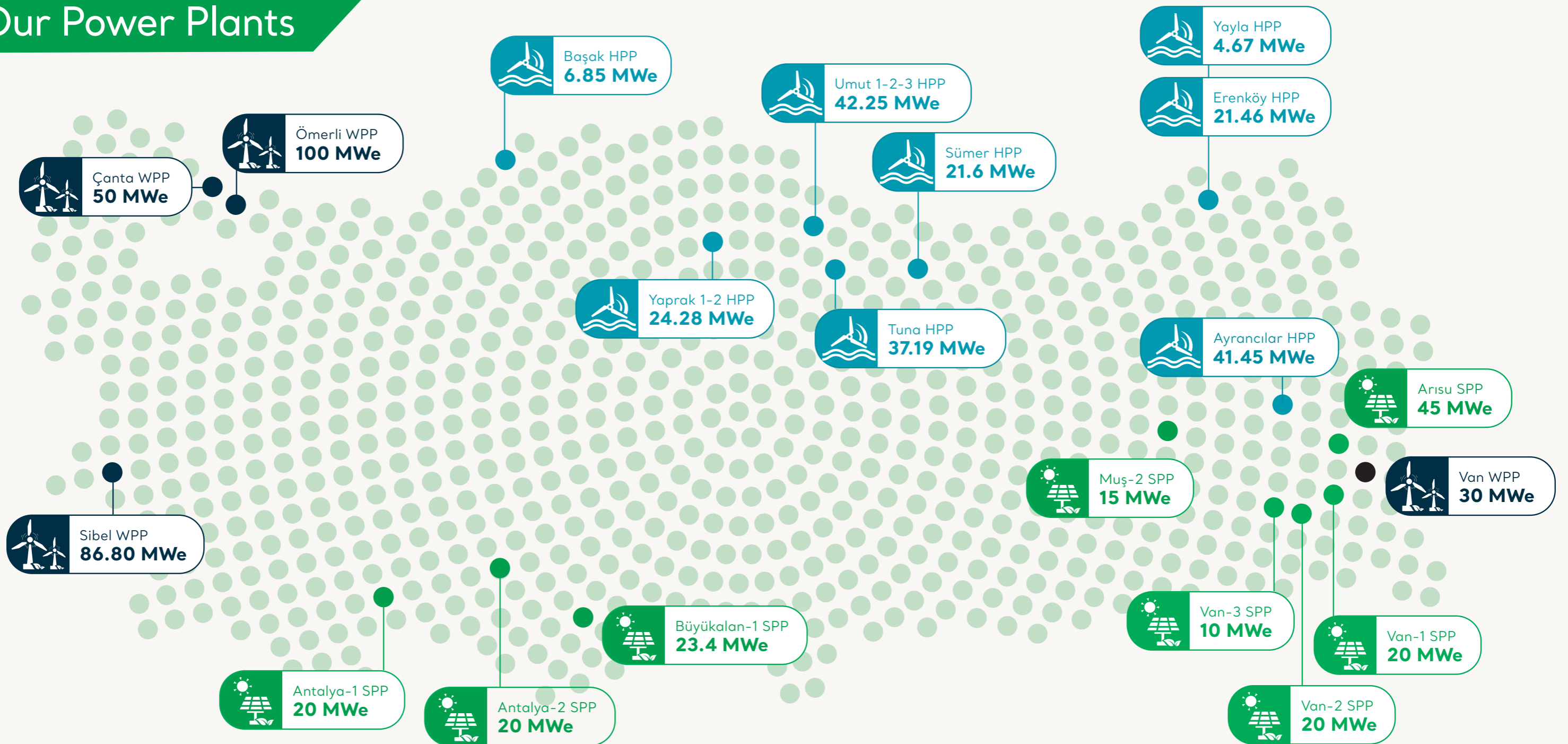
RHG Enertürk managers set an example for the generations that follow them. Based on the philosophy that it is necessary to be a mentor in order to be an example, they carefully observe their employees and contribute to their development by providing guidance and mentoring to help them become the leaders of the future. For them, no job is more important than guiding their team and preparing the organization for the future.

Capture the Future

Not a day goes by without a new trend, a different design, a new way of doing business, a new perspective entering our lives. In the last 15 years, almost as many innovations have revolutionized our lives as in the entire history of mankind. In this dazzling VUCA world, we cannot compromise on the principle of renewal to take our place and build the future stronger.

Our Power Plants and Investments

Our Power Plants





Sibel WPP - Bornova, İzmir



Yayla Regulator & HPP - Murgul, Artvin

Sümer HPP - Şebinkarahisar, Giresun

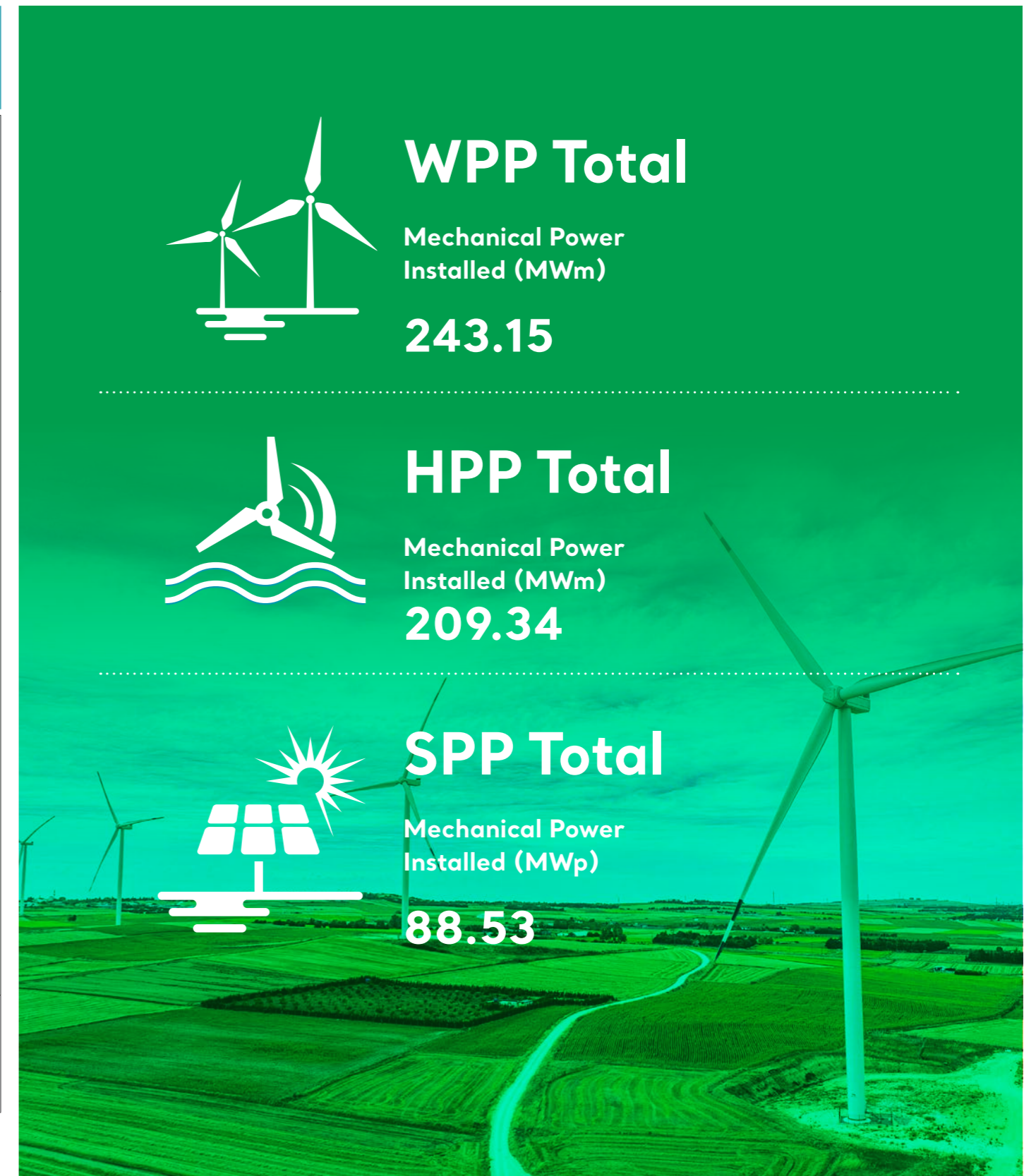




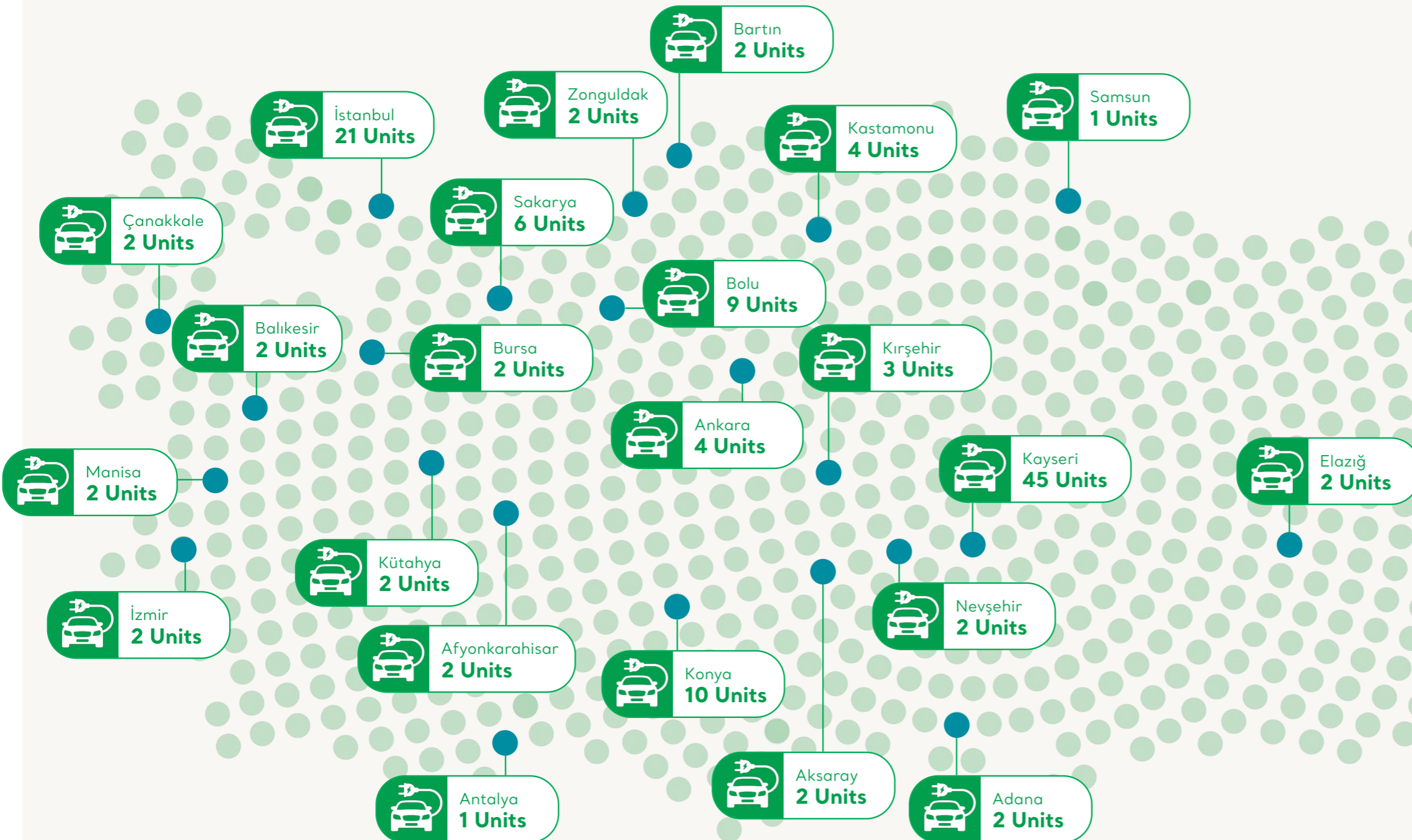
Büyükkalan 1 SPP - Akseki, Antalya

Arisu SPP - Tuşba, Van

Location	Power Plant	Mechanical Power Installed (MWm)	Electrical Power Installed (MWe)		Mechanical Power Installed (MWm)	Electrical Power Installed (MWe)
İstanbul	Çanta WPP	54.70	50.00	WPP Total	243.15	236.80
	Betim WPP	100.80	100.00			
İzmir	Sibel WPP	87.65	86.80			
Ordu	Umut 1 HPP	6.07	5.80	HPP Total	209.34	199.75
	Umut 2 HPP	25.31	24.45			
	Umut 3 HPP	12.77	12.00			
Tokat	Tuna HPP	40.64	37.19			
Kastamonu	Başak HPP	7.29	6.85			
Amasya	Yaprak 1 HPP	13.98	13.48			
	Yaprak 2 HPP	11.20	10.80			
Artvin	Erenköy HPP	22.21	21.46			
	Yayla HPP	4.91	4.67			
Giresun	Sümer HPP	22.66	21.60			
Van	Ayrancılar HPP	28.65	28.08			
	Şelale HPP	13.65	13.38			
Van	Arısu SPP	55.53	45.00	SPP Total	88.53	68.40
Antalya	Büyükalan-1 SPP	33.00	23.40			
TOTAL		541.02	504.95	TOTAL	541.02	504.95



Electric Vehicle Charging Stations



Location	Number of AC Units	Number of DC Units	Number of Sockets
İstanbul	12	9	30
Bursa	2	0	2
Kayseri	39	6	51
Sakarya	6	0	6
Karabük	1	1	3
Bolu	1	8	17
Konya	9	1	11
Balıkesir	3	1	5
Manisa	2	0	2
Kütahya	2	0	2
Afyonkarahisar	2	0	2
Kastamonu	4	0	4
İzmir	1	1	3
Balıkesir	2	0	2
Aksaray	4	0	4
Kırşehir	3	0	3
Antalya	0	1	2
Samsun	0	1	2
Ankara	3	1	5
Çanakkale	1	1	3
Zonguldak	2	0	2
Nevşehir	2	0	2
Bartın	2	0	2
Elazığ	2	0	2
Adana	2	0	2
TOTAL	107	31	169



Bolu Highway Outlet Shopping Mall

Our Investments

We are investing in increasing our production capacity based on the principle that "everyone has the fundamental right to access clean energy" and that it is a key component of Türkiye's sustainable development. In this direction, we have invested in 1 turbine for Sibel WPP in 2023 and increased the installed power capacity to 6.8 MWe.

We continued our investments in electric vehicle charging stations. At the beginning of the year 2023, we had a total of 57 sockets with 5 DC and 47 AC units, and by the end of the year, we have reached a total of 169 sockets with 31 DC and 107 AC units.

In 2023, we increased the installed capacity of Sibel WPP by **6.8 Mwe**



Sibel WPP - Bornova, İzmir



OUR CORPORATE MANAGEMENT

- > OUR BOARD OF DIRECTORS, ORGANIZATIONAL STRUCTURE AND COMMITTEES
- > OUR CORPORATE RISK MANAGEMENT
- > INFORMATION SECURITY
- > INTERNAL AUDIT
- > BUSINESS ETHICS AND COMPLIANCE
- > ANTI-BRIBERY AND ANTI-CORRUPTION
- > TACKLING ANTI-COMPETITIVE BEHAVIOR
- > OUR SUPPLY CHAIN MANAGEMENT

Our corporate governance is built on a responsible, fair and transparent structure that supports the sustainable growth and long-term success of our company. With our corporate governance approach, we aim to create sustainable value for our stakeholders as well as for our company and to meet the expectations of our stakeholders in the best way possible. We continuously improve our business processes through the effective work of our Board of Directors, independent audits and our code of ethics.

Our Board of Directors, Organizational Structure and Committees

Our Board of Directors consists of a chairman, vice chairman and three members. Our Board of Directors is the top management body of our organization. Our Company's short, medium and long term investments and strategies are subject to the approval of the Board of Directors and are managed by the Board of Directors.

Our Board of Directors determines our strategic goals for each year. The Board consist of an Investment Committee and a Sustainability Committee. Committees make recommendations to decision-making mechanisms within the scope of their competences and responsibilities. The final decision and responsibility always rests with the RHG Enertürk Board of Directors.

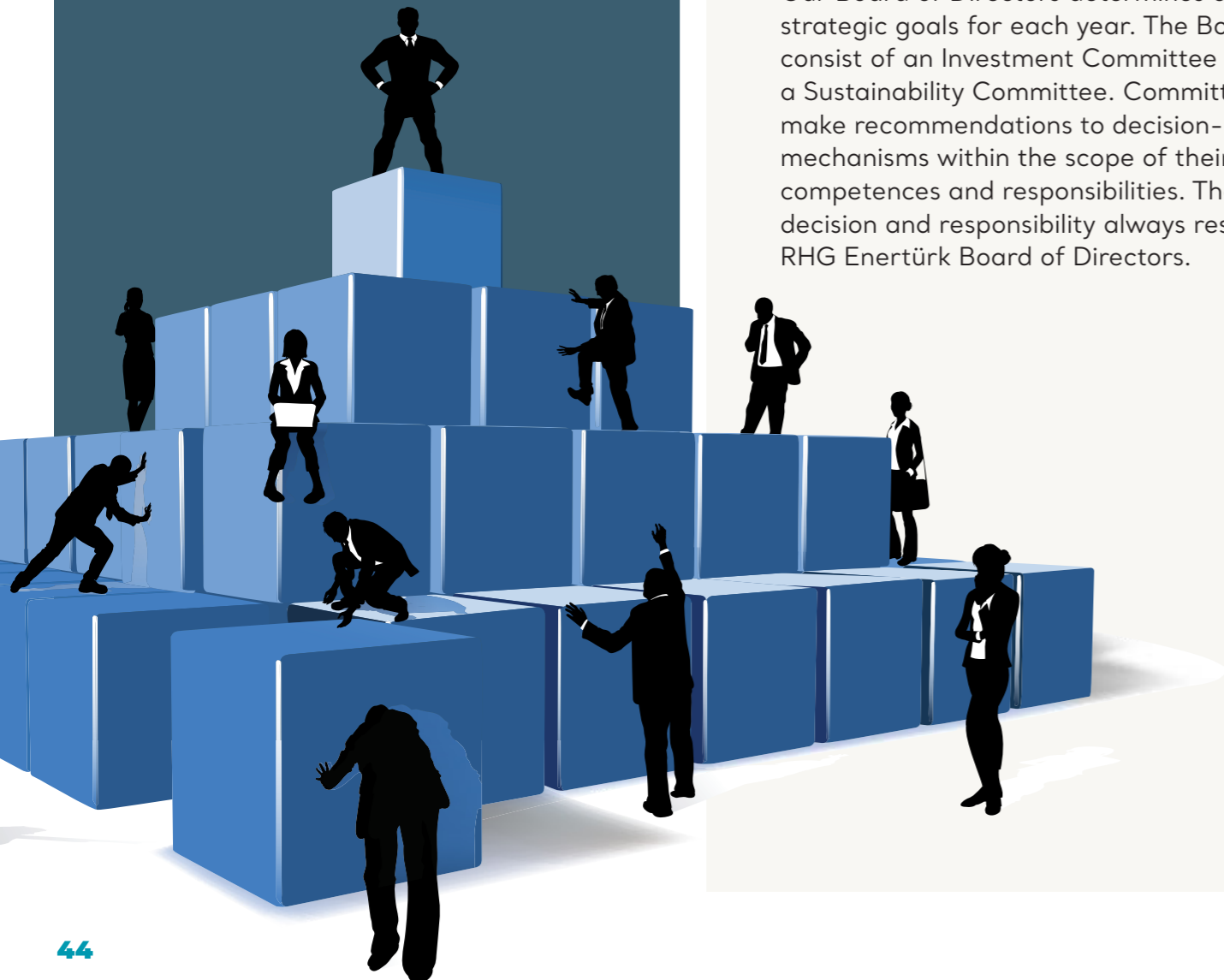
Committees under the Board of Directors

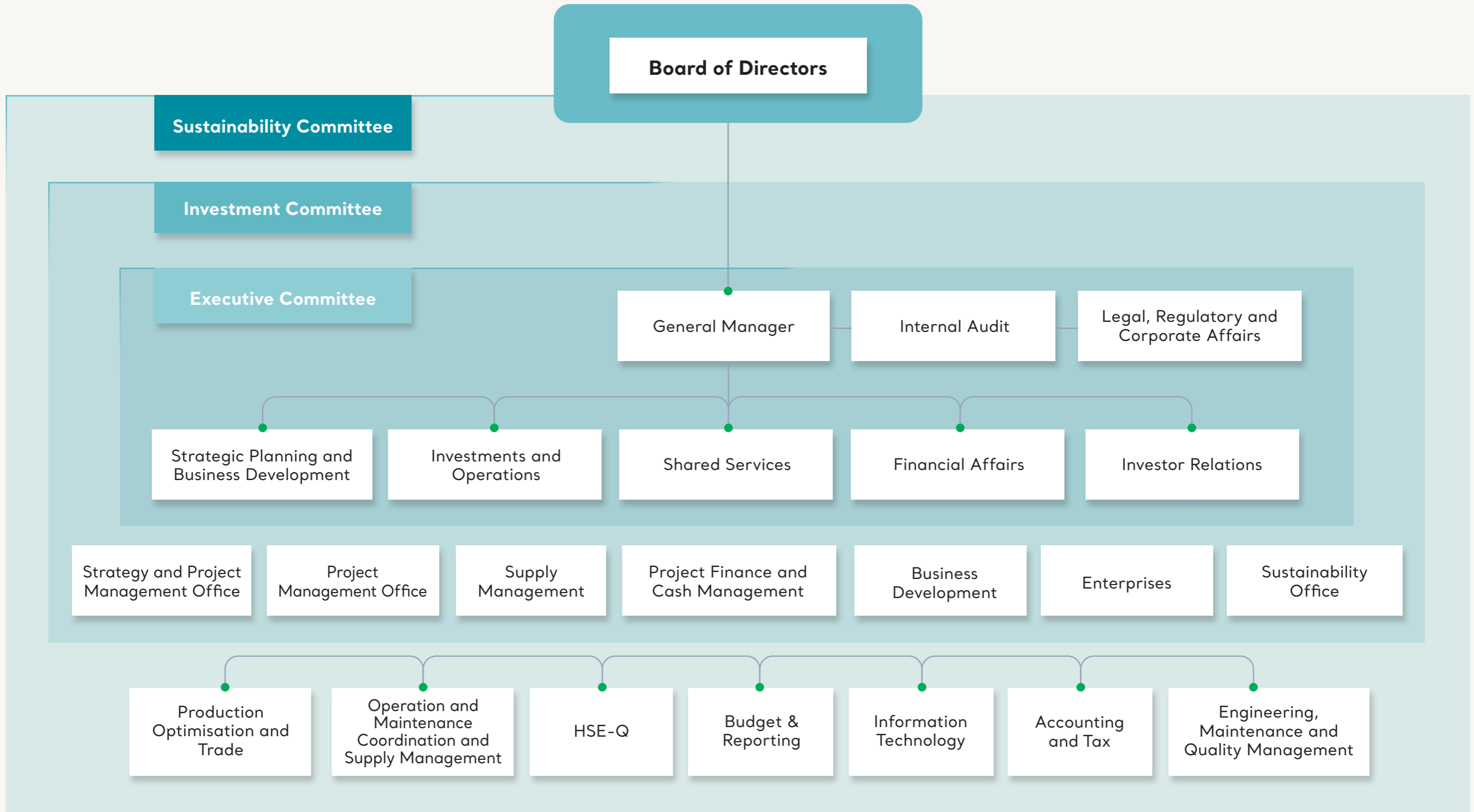
- **Our Sustainability Committee** is chaired by our General Manager and consists of our Deputy General Manager, our Sustainability Office team, the managers of all other departments and the chiefs of the departments that do not have a manager. Our Committee is responsible for monitoring the sustainability performance of our company, creating the sustainability strategy with the approval of the Board of Directors, evaluating projects within this scope and implementing practices that will enable us to achieve our sustainability goals.

The projects submitted by our electric vehicle charging and HPP, WPP and SPP project development teams are evaluated by our Committee at the end of each quarter based on environmental, social and economic criteria, and reviewed for their compliance with our sustainability strategy and legal regulations.

Objectives and plans are submitted to the approval to the Board of Directors through our General Manager. The Committee informs our Board of Directors biannually on a periodic basis about its activities, new areas of opportunity and corrective measures for the implementation of sustainability principles.

- **Our Investment Committee** consists of senior managers from our Strategic Planning and Business Development, Investments and Enterprises, Financial Affairs, Shared Services and Investor Relations departments. Our Committee is responsible for conducting financial and environmental feasibility analyses and legal assessments of investments and projects in line with our sustainable development strategy. In addition, it manages the necessary processes for project financing and budget approval, submits its analyses and evaluations to our Board of Directors and realizes the approved projects.





Our Corporate Risk Management



Our corporate risk management process covers the identification, assessment, follow-up, control and the reporting of risks in the Turkish energy markets and the electric vehicle charging sector. We aim to minimize the impact of our risks thanks to our experience in the renewable energy sector, strong equity structure, effective human resources management, advanced technological infrastructure, innovative R&D and P&D activities and quality management system.

As part of our Corporate Risk Management, which is carried out with the active engagement of all relevant departments starting from the Board of Directors, we create effective strategies by addressing

environmental and social risks as well as financial risks in a comprehensive manner.

Our Corporate Risk Management process consists of the identification, assessment, follow-up, control and reporting of risks in Türkiye's energy markets and the electric vehicle charging sector. We carry out our Corporate Risk Management processes in a way to include the outputs of our Integrated Management Systems project.

ENVIRONMENTAL AND SOCIAL RISK MANAGEMENT

Identification, monitoring and follow up of environmental and social risks in all new and existing projects are carried out by our Health, Safety, Environment and Quality (HSE-Q) Department in accordance with our [Environmental Policy](#). Our HSE-Q Department works with consultants and experts in the assessment of our environmental and social risks.

We identify our climate-related risks and opportunities in line with the Task Force on Climate-related Financial Disclosures (TCFD) methodology. In addition to the risks in our company's direct operations, we also assess the risks in our value chain.

RISK CATEGORIES

Physical - Chronic			
Category	Water Stress and Declining Water Resources	Rising Temperatures	Shifting Wind Patterns
Description	Reduced production and electricity sales of our hydroelectric power plants due to difficulties in access to water	Rising temperatures increase transmission and distribution losses, reducing network capacity and creating changes in daily and seasonal load patterns, creating difficulties in demand forecasting and causing operational disruptions	Shifting surface wind velocities and directions due to climate change adversely affecting the production performance of the wind power plants
Period	Medium	Long	Long
Actions Taken	All the HPPs we operate as RHG Enertürk are located in the Black Sea region of Türkiye, which is predicted to be less affected by water stress and is expected to receive increased levels of rainfall in most of the scenarios. In addition, we are working on energy warehousing systems.	As RHG Enertürk, we manage a diversified portfolio of renewable energy power plants. We are operating wind and hydroelectric power plants in different provinces of Türkiye, thus diversifying both in terms of geography and production technology. Thanks to this diversified portfolio, we are able to maintain production regardless of the weather conditions of any plant and take advantage of these opportunities by adapting to seasonal and daily price changes. As such, we provide a natural protection against fluctuating energy prices.	As RHG Enertürk, we operate renewable energy plants in various regions of Türkiye and successfully manage a diverse portfolio of renewable energy sources. Through this approach, we achieve robust diversification both geographically and in terms of production technology. This diversified portfolio structure serves as a natural protection against changes in physical climate events such as changing wind patterns.

TRANSITION - Changes in Consumer Preferences

Category	Changes in Electricity Demand
Description	Increased electricity consumption leading to fluctuations in the overall electricity demand and price changes
Period	Medium
Actions Taken	It aims to reduce costs arising from market instabilities by improving our production planning and demand forecasting processes. We are also diversifying our portfolio with EPCM, EV charging stations and energy storage investments.

TRANSITION - Political and Legal

Category	Carbon Pricing Mechanism
Description	Increase in costs due to the Emission Trade System, which is expected to take effect in Türkiye in the near future
Period	Medium
Actions Taken	We plan to carry out scenario analyses on carbon pricing. Within the framework of these analyses, we aim to assess the potential impact of different carbon pricing scenarios on our business operations and overall profitability. We also plan to develop potential action plans to minimize the company's financial risks and develop sustainable growth strategies, taking into account the scenarios of increasing carbon prices.

OPPORTUNITY CATEGORIES

TRANSITION - Political and Legal

Category	Engagement in the carbon market
Description	Increasing demand for carbon credits under the Turkish Emissions Trade System provides an additional source of income for a company serving in the renewable energy sector
Period	Short-Medium-Long
Actions Taken	As RHG Enertürk Energy, we hold VCS, GS, I-REC and YEK-G certificates and we only carry out I-REC and YEK-G sales. We hold VCS and GS certificates as a reserve against carbon taxes that we and our subsidiaries may be subject to. We make our I-REC and YEK-G sales in B2B format.

TRANSITION - Shifts in Consumer Preferences, Political and Legal

Category	Increase in Market Share	
Description	Increasing use of electric vehicles and rising demand for electric vehicle charging stations in line with Türkiye's energy transition goals	Increasing interest and investments in Electricity Warehousing Technologies
Period	Short-Medium-Long	Medium-Long
Actions Taken	<p>As RHG Enertürk, we are investing in electric vehicle charging stations. Today, we serve at 67 stations in 24 different provinces with a total of 169 charging sockets, with 31 of these sockets are DC and 107 are AC.</p> <p>In the upcoming period, we aim to have a presence in 81 provinces of Türkiye and to provide uninterrupted, high quality service. In line with this strategy, we offer accessible and sustainable solutions to electric vehicle owners by building fast charging units integrated with renewable energy sources. In the short term, we are expanding our electric vehicle charging network by investing in strategic locations, while in the medium and long term, we aim for the market leadership in line with our revenue goals by increasing service quality through technological developments.</p> <p>In this direction, to establish 1,200 electric vehicle charging stations by 2025, By 2025, we aim to reach 300,000 digital customers and provide energy supply through the RHG Enertürk mobile EV charging application.</p>	<p>Our warehousing strategy focuses on increasing the reliability of energy production, optimizing costs and balancing energy supply and the demand. In this direction, we plan to analyze and integrate innovative technologies such as battery, hydrogen and pumped storage into our projects, and to conduct financial analyses and risk management. We aim to provide network services to generate additional revenue by improving network integration and operational efficiency. We aim to reduce carbon emissions by investing in environmentally friendly technologies. We also plan to secure the financial sustainability of our projects by utilizing existing legislation and incentives.</p>

Information Security

The key elements of our information security approach are to ensure full compliance with legislation and legal regulations within the scope of information security, to closely monitor legal regulations and to ensure effective coordination between our business units in accordance with the Personal Data Protection Law (PDPL), the Electricity Market Regulatory Authority (EMRA) legislation and the Presidency Information Security Guidelines.

Within the scope of EMRA regulations, we established our corporate information and industrial control systems in accordance with TS ISO/IEC 27001 Information Security Management System standard. As of 2023, we have certified the conformity of these systems and received our certificates

of conformity with the ISO 27001:2018 standard for all our operation locations.

In line with our [Information Security Policy](#), we take all necessary measures to ensure the confidentiality and security of the data of our customers and all our stakeholders. In line with our policy, we ensure the confidentiality, integrity and accessibility of our informational assets. Our information security policies are being implemented in all operational processes of our company. Our Information Technologies Department manages the processes within the scope of the policy.

In 2023, there were no incidents of breach of customer confidentiality.





Internal Audit

Through our internal audit processes, we comprehensively evaluate the compliance of our activities with legal regulations and company policies and procedures. Within the scope of our internal audit activities coordinated by the **Internal Audit and Agreements Department**, topics such as compliance with our Code of Ethics, sufficiency of occupational health and safety measures, and compliance with environmental regulations are also audited. Compliance with our sustainability strategy is also assessed.

Our internal audits are carried out in accordance with our Annual Audit Plan determined by our General Manager, by an impartial audit team trained in internal audit and that are not directly responsible for the activities carried out in the unit to

be audited. In addition to legal obligations and investor expectations, the requirements of ISO 9001, ISO 14001, ISO 45001 and ISO 27001 standards are also included as minimum evaluation criteria.

In addition to the Audit Report, the audit findings are recorded in the Action Tracking Plan and reported to the relevant units. All identified non-conformities are analyzed and actions for improvement are determined in accordance with the Regulatory and Preventive Action Procedure.



Business Ethics and Compliance

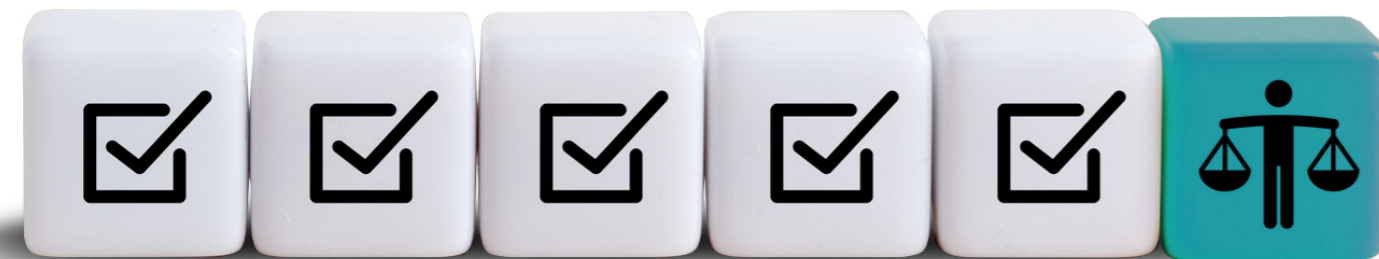
Our Code of Ethics and Ethical Procedure, which we have created by taking into account our principles and best global practices, set the basic framework for both our internal processes and our interactions with external stakeholders.

We have an **Ethics Hotline** where all our stakeholders can communicate their questions about the code of conduct, suspicious behaviors and violations. For all kinds of ethical notifications, you may contact etik@enerturk.com.

Our Ethics Committee is responsible for ensuring that the activities of our company are carried out in accordance with business ethics and compliance requirements.

Our Ethics Committee consists of a chairman, three members and a secretary. Our Board comprehensively investigates the complaints and denunciations received regarding ethical violations within the company, and makes the decision or ensures that the necessary decisions regarding these violations are made. Our Board also provides opinions and suggestions regarding our Code of Ethics and answers the questions. All reports are kept confidential and investigations are conducted in a fair manner. It is also responsible for ensuring compliance of the Code of Ethics with legal regulations.

In 2023, there were no cases analyzed in terms of ethical rules and compliance.



Anti-Bribery and Anti-Corruption

We maintain our business relations with the public and private sectors in line with our Code of Ethics and Anti-Bribery and Anti-Corruption Policy and with a zero-tolerance approach to corruption. Our rules and principles of conduct regarding gifts and promotions are regulated separately under the Gifts and Promotions Procedure. Disciplinary processes are initiated for those who violate the procedure within the framework of the Disciplinary Regulation.

All our stakeholders can report any suspicion of improper behavior or violation of ethical rules through our Ethics Hotline.

Incoming complaints are examined and resolved in accordance with confidentiality principles and in the fastest way possible.

In 2023, no complaints were submitted to our Ethics Hotline regarding bribery and corruption.



Tackling Anti-Competitive Behavior

We take the necessary measures to tackle anti-competitive behavior in order to protect our reputation and corporate values and to conduct our interaction with our stakeholders in a fair, transparent and ethical manner. Our approach to tackling anti-competitive behavior is shaped within the framework of free market principles and business ethics.

In accordance with our **Code of Ethics**, we avoid anti-competitive behavior in all our business processes and interactions with our stakeholders. We act in compliance with regulations and refrain from unfair competition by maintaining a competitive structure in topics such as price determination, trading conditions and customer selection.

We do not use any information about our competitors that has not been disclosed to the public and we meticulously follow the necessary legal processes. In our statements and advertisements, we do not include any statements that damage the reputation of our competitors.

All our stakeholders can submit their questions about our ethical framework, suspicious situations and violations via our Ethics Hotline. **Our Ethics Committee** carefully evaluates these notifications and serves as a body that can be consulted about suspicious situations and ethical issues. No complaints were submitted to the Ethics Committee during the reporting period.



Our Sustainability Supply Chain Policy

Within the scope of our activities, we cooperate with more than 200 suppliers. With our extensive supplier network, we improve the efficiency and quality of our operations while also supporting the local economy. As of 2023, 96% of our suppliers consist of local suppliers and 4% are foreign suppliers.

Our Sustainable Supply Chain Policy has been developed in compliance with legal regulations such as the Occupational Health and Safety Law No. 6331, the Environmental Law, and the Law on the Protection of Personal Data (KVKK). It is also aligned with global standards, including the UN Global Compact (UNGC) Principles, the United Nations Sustainable Development Goals (SDGs), and the ISO 28000/28001 Supply Chain Security System. Accordingly, when selecting our suppliers, we act meticulously to ensure that they fully comply with our human rights, quality, environment, occupational health and

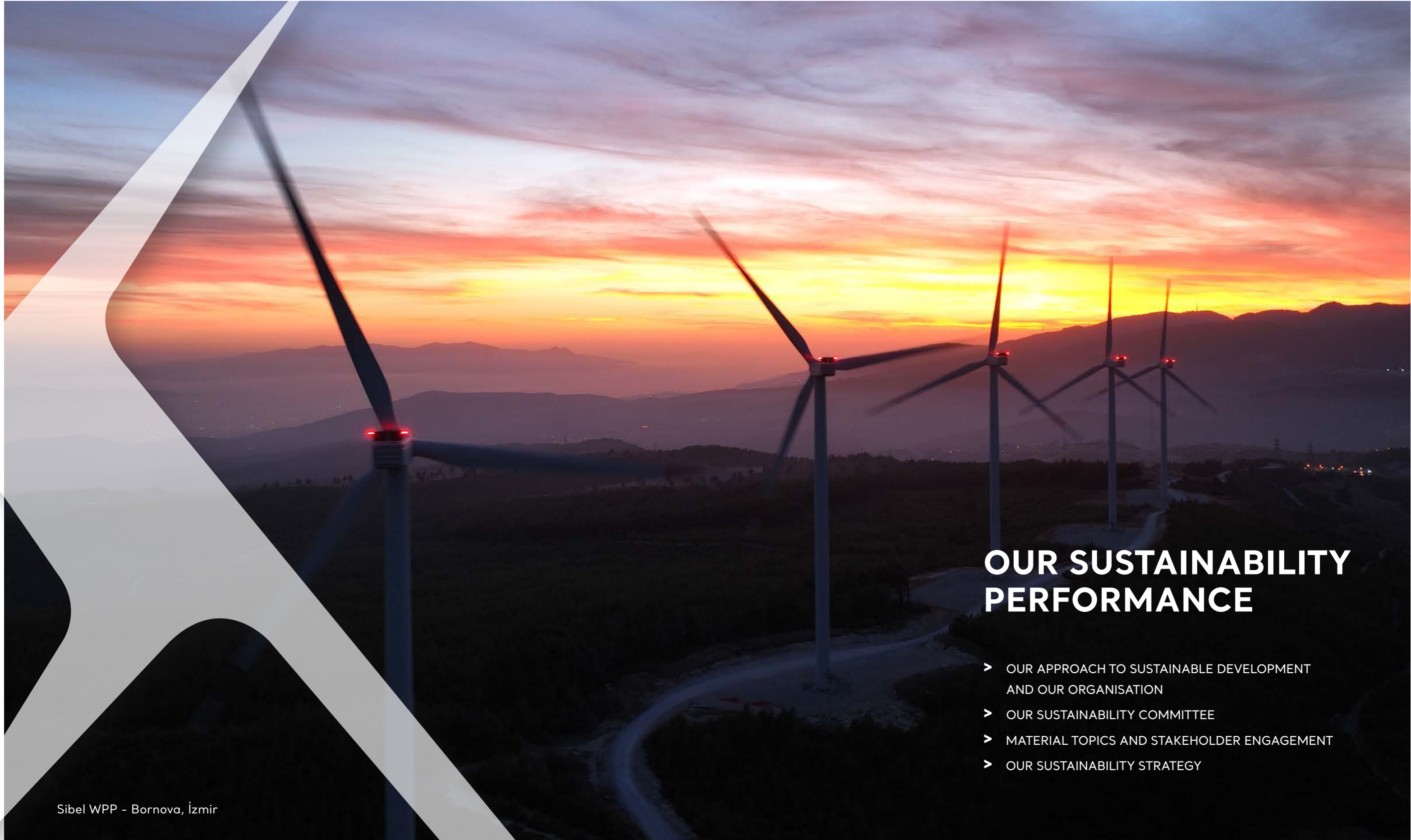
safety criteria. We absolutely refuse to do business with customers who do not meet our standards.

This principle makes our understanding of sustainability and responsibility the cornerstone of our way of doing business, while ensuring that all our business partners are environmentally, socially and ethically responsible.

We expect our suppliers to comply with our **Code of Ethics** and the standards we set. When violations of the rules are detected, we terminate business relations or impose penal sanctions.

Our company prefers to work with local suppliers whenever possible. Thus, we support regional development and limit our carbon emissions.

As of 2023, **96% of our suppliers** consist of local suppliers and **4% are foreign suppliers.**



OUR SUSTAINABILITY PERFORMANCE

- > OUR APPROACH TO SUSTAINABLE DEVELOPMENT AND OUR ORGANISATION
- > OUR SUSTAINABILITY COMMITTEE
- > MATERIAL TOPICS AND STAKEHOLDER ENGAGEMENT
- > OUR SUSTAINABILITY STRATEGY

Sibel WPP - Bornova, İzmir



Our Sustainability Performance

As RHG Enertürk, we continuously update our governance structure and management systems and integrate sustainability into our governance systems.

Our Sustainability Policy aims to ensure that our company's business model and activities are in line with our sustainability strategy. Our policy aims to ensure that environmental, social and economic sustainability principles as well as our corporate principles are taken into consideration in all activities of the company.

We take into account the views of our stakeholders in our value chain on environmental, social and governance (ESG) topics while determining our priorities and shape our sustainability strategy accordingly.



Ayrancılar HPP - Muradiye, Van

Our Approach to Sustainable Development and Our Organization

In line with our founding purpose, we aim to support the sustainable development of our country by increasing the production and access to clean and renewable energy. Accordingly, we are fully committed to implementing environmental, social and economic sustainability and our corporate governance principles in our **Sustainability Policy**, which we have developed by taking into account the expectations of our stakeholders and the material topics of our sector.

In order to minimize our environmental impact, support our country's green transition and create a positive impact for our society while expanding our core business lines, we have developed a sustainability strategy based on collaboration and developing innovative solutions in our ecosystem on the axis of **Our Customers, Our Planet and Transition**. In order to ensure that our company's business model and activities are in line with our sustainability strategy, we regularly identify material topics on environment, social and governance (ESG) and shape our sustainability strategy by gathering the views of our stakeholders in our entire value chain. As a signatory of the United Nations Global Compact (UNGC), we implement 10 basic principles.

While determining our short and long-term goals, we take the Sustainable Development Goals, particularly **SDG 7: Affordable and Clean Energy, SDG 13: Climate Action and SDG 12: Responsible Production and Consumption** as a basis. We do not only fulfil our own goals, but also provide consultancy to companies in different sectors on renewable energy applications, sustainability reporting, green transition and the installation of electric vehicle charging stations. Our power plants are located in various cities across Türkiye, providing employment to the people of the region and contributing to regional development. While expanding our electric vehicle charging station network and supporting the widespread use of electric vehicles in Türkiye, we are also taking steps to reduce dependence on fossil fuels by certifying our stations as "green stations".

We believe that the first step to improve our environmental and social performance is to establish a governance mechanism that is transparent, effective and inclusive. We have established our sustainability governance in line with the best practices of global standards and local regulations.

Within the scope of IFRS S1 and S2 requirements and preparations for the 2023 CDP response, we have completed our climate change-related risk and opportunity studies. In addition, we will start our work on the SBTi commitment in 2024.

In 2023, we established the Sustainability Committee under the Board of Directors to

better monitor and improve our sustainability governance, strategy and performance. Our Sustainability Committee carries out its activities in coordination with the Sustainability Office and our Health, Safety, Environment and Quality Department (HSE-Q) and other relevant departments when necessary.



Imperial Eagle Chick, Ömerli WPP - Silivri, Istanbul



Our Sustainability Committee

The duties and responsibilities, working principles and structure of our Sustainability Committee are set out in the **Sustainability Committee's Working Principles**.

Our Committee is chaired by our General Manager and consists of Assistant General Manager in charge of Supply Chain, Human Resources Manager, Electricity & Carbon Trade Manager, HPP & WPP & SPP Project Development Manager, HPP & WPP & SPP Project Application and Operation Maintenance Manager, Engineering and Technical Assistance Manager, Project Monitoring Manager, Internal Audit and Agreements Manager, Financial Affairs Manager, Information Technologies Manager, HSE-Q Manager, Sustainability Office Head.

Our Committee convenes at least twice a year and holds additional meetings when necessary. Decisions are taken with the absolute majority of the members and take effect upon the approval of the Board of Directors.

Our Sustainability Committee is responsible for developing our company's sustainability strategy in line with the UN SDGs, ensuring that this strategy is integrated into our business model and implemented, and

working to improve our company's environmental, social and governance performance and ensure sustainable growth.

The short, medium and long-term sustainability goals and action plans determined by our Committee are put into practice with the final approval of our Board of Directors.

Our Sustainability Committee ensures that the environmental and social sustainability criteria are applied in investment and project design processes. It ensures that the projects are managed in accordance with ESG requirements and makes the necessary arrangements by monitoring national and international sustainability developments.

Our Committee closely follows global best practices and works to integrate them into the company. As part of **SDG 17: Partnerships for the Goals**, it identifies areas of collaboration with local and global civil society organizations and carries out activities within this framework.

Our Committee assigns and authorizes the Sustainability Office to monitor sustainability goals, performance evaluation, awareness raising activities and all other tasks.

Our Sustainability Office

Established in 2023, our Sustainability Office reports directly to our Executive Vice President in charge of Supply Chain. The duties and responsibilities of the office are specified in the **Working Principles of the Sustainability Committee**.

Under the guidance of the Sustainability Committee, our Sustainability Office ensures the integration of environmental, social and economic sustainability practices into all activities of our company and also coordinates the updating of our policies and procedures.

It also manages sustainability disclosure processes, communicates with internal and external stakeholders, provides trainings to raise awareness and assesses the feedback. Our Sustainability Office realizes our sustainability policy in a holistic manner by ensuring coordination between our departments.

Our Health, Safety, Environment and Quality Department (HSE-Q)

Our Health, Safety, Environment and Quality (HSE-Q) Department, which reports directly to our General Manager, carries out the processes of identifying, monitoring and managing the ESG risks of new and existing projects.

Our department not only ensures full compliance with the Labor Law, Occupational Health and Safety and environmental regulations, but also follows the best practices around the world and works to strengthen the company's performance beyond legal compliance.

The Department collaborates with independent experts and auditors to conduct an objective risk assessment.

Material Topics and Stakeholder Engagement

In 2022, we organized the Stakeholder Engagement to receive the opinions of our internal and external stakeholders while determining our material topics within the scope of developing our sustainability strategy. We have identified 10 key topics that our stakeholders want RHG Enertürk to give priority to in our sustainability strategy by means of surveys and online interviews. External stakeholders who participated in the assessment include our suppliers, business partners, academies and Non-Governmental Organizations (NGOs), while internal stakeholders include our employees, mid-level and senior managers.

We aim to establish an open, transparent and constructive communication with our stakeholders and act in line with our [Stakeholder Engagement Policy](#). We conduct our communication through regular events, surveys and site visits, depending on the stakeholder type and the topic. We revise our business plans by taking the feedback of our stakeholders and regularly report our work to our General Manager.

In 2023, the results of the stakeholder engagement survey we conducted in 2022 and our sustainability strategy studies were re-evaluated, and our sustainability strategy was updated accordingly and became more comprehensive.

PRIORITISATION MATRIX

Environmental

- Energy Management
- Natural Resource Utilization
- Prevention of Environmental Pollution
- Biodiversity

Social

- Occupational Health and Safety
- Human Rights

Governance

- Legal Compliance
- Business Ethics
- Business Continuity
- Data Security



Priority Topic	Relation to the SDGs
Energy Management	7 AFFORDABLE AND CLEAN ENERGY, 12 RESPONSIBLE CONSUMPTION AND PRODUCTION, 13 CLIMATE ACTION
Prevention of Environmental Pollution	13 CLIMATE ACTION, 15 LIFE ON LAND
Natural Resource Utilization	6 CLEAN WATER AND SANITATION, 7 AFFORDABLE AND CLEAN ENERGY
Occupational Health and Safety	3 GOOD HEALTH AND WELL-BEING, 4 QUALITY EDUCATION
Human Rights	5 GENDER EQUALITY, 10 DECENT WORK AND ECONOMIC GROWTH
Legal Compliance	4 QUALITY EDUCATION, 8 DECENT WORK AND ECONOMIC GROWTH
Business Continuity	8 DECENT WORK AND ECONOMIC GROWTH
Biodiversity	13 CLIMATE ACTION, 14 LIFE BELOW WATER, 15 LIFE ON LAND
Data Security	4 QUALITY EDUCATION, 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

Our Sustainability Strategy

ACTION

Decarbonizing the energy combination, increasing renewable energy generation capacity and increasing the share of green energy supply in Türkiye's energy combination

Decarbonization of the energy combination, increasing renewable energy generation capacity

RHG Enertürk will increase renewable energy capacity in Türkiye and expand the geographical scope of green energy supply.

Reduction in greenhouse gas emissions over the entire value chain

RHG Enertürk has 2050 net zero goals for scope 1 and 2, but these goals are not approved by the SBTi. RHG will have SBTi approval on scope 1, 2 and in the long term scope 3 goals.

Creating a centralized digital platform to facilitate data collection processes and establishing clearly defined workflows for the use of this system would be an important step to enable and facilitate disclosure and data collection processes.

Reduction in greenhouse gas emissions over the entire value chain

Electrifying the company fleet, utilizing RHG Enertürk's own EV charging capacities for the fleet's charging needs and using renewable resources such as rooftop solar energy to power EV charging stations can decarbonize transport and significantly reduce company emissions.

KPI

If we take 2020 as the base year:

65% increase in installed WPP capacity by 2025

110% increase in installed SPP capacity (MW) by 2025

850 MW renewable energy capacity installed by 2025

More than 2 million people with access to clean energy produced by RHG Enertürk by 2025

Based on the year 2020, 50% increase in the geographic coverage by 2030

SBTi approval for emission reduction goals

Based on 2022, 35% reduction in Scope 1 and 2 emissions by 2030

Net Zero until the year 2053

All vehicles in the company fleet to be 100% electric by 2030

SDGs



ACTION

Implementation of measures to protect and restore habitats and biodiversity at project locations

RHG Enertürk can conduct pre-construction wildlife surveys, implement habitat protection measures during construction and invest in habitat restoration after construction.

Working to increase the penetration of renewable energy in the overall value chain by exploring electrification-oriented business areas.

Facilitating the electrification of public and private transport through electric vehicle charging networks

Reduction in greenhouse gas emissions over the entire value chain

RHG Enertürk plans to conduct a life cycle analysis study. In the medium term, it aims to conduct LCA of solar panels, wind turbines and EV charging stations to identify areas to reduce emissions and/or water consumption.

The long-term goal is to conduct research to increase the use of secondary materials in future products whenever possible.

Focusing on increasing the share of renewable energy sources in Türkiye's overall energy mix, with an emphasis on micro-production for all segments and scales

Partnering with businesses to decarbonize their operations through EPCM services and expansion of micro manufacturing capabilities

Ensuring the availability and sustainable management of water resources and promoting the efficient use of water

In the short term, investments and studies will be made on the use of water efficient technologies, recycling of wastewater and the use of rainwater collection systems.

KPI

Preparation of Biodiversity Conservation Action Plans and conducting impact assessments to evaluate the impact of HPP, Wind Power Plant (WPP) and Solar Power Plant (SPP) generation and distribution activities on biodiversity

Establishing of 1,200 EV charging stations by 2025

In the medium term, requesting LCA studies of solar panels and wind turbines from suppliers

200 MW increase in installed mechanical micro generation capacity by 2025

30% reduction in water consumption by 2025, based on 2022

To establish a Water and Waste Water Management system with storm water drainage by 2025

SDGs



ACTION

Zero Waste Approach and Circular Business Model

In the short term, RHG Enertürk will consolidate the Zero Waste approach in all its facilities. In the long term, RHG Enertürk will have a recycling policy for wind turbines and solar panels at the end of their economic life. In the short term, the recycling policy and the use of recycled materials will be extended throughout the supply chain and will be included as a criteria in the supplier evaluation process.

Providing innovative solutions to customers, supporting digitalization

Increasing the scope of innovative and sustainable services offered to customers.

Diversity, Equality and Inclusion: Improving working conditions and creating opportunities by prioritizing employee training and location and ensuring that all employees are valued equally and work in an inclusive environment.

RHG Enertürk will increase the presence of women in managerial positions.

Providing equal opportunities for education.

RHG Enertürk will set specific goals for gender diversity in leadership positions and provide training to raise awareness about unconscious biases and inclusive behaviors and workplace harassment.

Investing in the skills development and well-being of our employees

RHG Enertürk will determine competence development training hours for its employees within the HR KPIs

KPI

Ensuring that 50% of top suppliers participate in circularity collaborations by 2030

Applying ESG compliance criteria to suppliers and supply chain partners

Reaching 300,000 digital customers with RHG Enertürk mobile EV charging application by 2030

Supplying 400GW/year of energy from RHG Enertürk electric vehicle charging points by 2027

Based on 2022, 100% increase in the number of female white-collar employees by 2030

To have 40% female employees in managerial and engineering positions by 2030

To be an organization that is a signatory to the UN Women's Empowerment Principles (WEPEs)

Cooperation with the Turkish Women in Renewable Energy (TWRE) Group

Mandatory Diversity, Equality and Inclusion (DEI) training for all employees

30 training hours per employee annually by 2025

12 training hours per year as a part of the training programmes for new recruits

Hiring 20% of employees from local talent program

SDGs



ACTION

Prioritizing the safety and well-being of employees

RHG Enertürk sets high standards for the safety and well-being of our employees that goes beyond regulatory standards:

- Regulatory and voluntary safety training
- TOR (Technical Approval Guide) prepared for suppliers according to regulations and sector requirements
- Use of safety equipment regularly checked by specialists
- Supporting a healthy work-life balance

Community Relations:

RHG Enertürk organises trainings for children and other age groups. Institution managers provide trainings at universities.

RHG Enertürk supports various social and economic development projects in local communities.

Professional Training and Support for Young Professionals

Trainee programmes create opportunities for young people to develop their skills and help you recruit young talents. RHG Enertürk will continue its educational programmes for university and high school students in line with its goal of increasing its positive social impact.

Transparent and Accountable Sustainability Governance

RHG Enertürk will conduct stakeholder engagement surveys with stakeholders and prioritization analyses to identify key topics.

RHG Enertürk will produce sustainability or integrated reporting that uses non-financial information, globally recognized standards and frameworks such as GRI, TCFD, <IR>, CDP, etc.

KPI

Investigating all ethics complaints

Having no work accidents

5 seminars, university lectures and university visits per year

2 community events about renewable energy per year

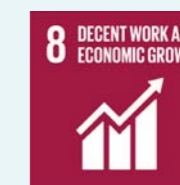
Further development and standardization of the talent program

Conducting annual stakeholder engagement surveys in line with AA1001 Stakeholder Engagement Standards starting from 2024

Preparing CDP reporting (CC and WS) and annual sustainability reports in accordance with GRI standards in short term

TCFD and <IR> reporting in the medium term

SDGs



ACTION	KPI	SDGs
<p>RHG Enertürk will improve strategy and governance to proactively and effectively utilize existing channels and resources for employees to share concerns about harassment and abuse in the workplace, as well as to provide tools for redress and reporting.</p>	<p>Providing training for each employee against harassment and abuse in the workplace</p>	
<p>RHG Enertürk will set guiding principles that RHG Enertürk believes to be good business ethics based on RHG Enertürk's values by respecting human rights, operating with a sustainable supply chain and showing zero tolerance for corruption and apply them to all RHG Enertürk employees.</p> <p>RHG Enertürk will establish relevant security measures and employee training to reflect the increased risk in cyber space to ensure that the business can operate in this macro environment.</p>	<p>Providing cyber security training for everyone with data and system access</p> <p>Providing Business Ethics and Anti-Corruption training for all employees</p>	
<p>RHG Enertürk will implement comprehensive compliance programmes to minimize the risk of non-compliance. Programmes define clear ownership, policies, operational procedures, recurring training and awareness raising activities.</p>	<p>Providing each employee an orientation training</p>	
<p>RHG Enertürk shall establish a Supplier Code of Conduct that applies to all RHG Enertürk suppliers. All suppliers are obliged to comply with these rules.</p>	<p>Compliance of each Supplier of RHG Enertürk with the Supplier Code of Conduct</p> <p>Establishment of a standardized supplier evaluation system</p>	
<p>Improving RHG Enertürk's corporate governance structure in line with world standards</p>	<p>Obtaining ISO 9001, ISO 45001 and ISO 14001 certificates</p>	
<p>An organization-wide performance evaluation system will be established to ensure regular performance evaluations of all employees.</p>	<p>Ensuring 100% employee participation in regular performance evaluations by 2025</p> <p>Ensuring 100% employee participation in workplace happiness surveys</p>	



OUR SUSTAINABLE BUSINESS MODEL

- > OUR ECONOMIC PERFORMANCE
- > OUR TAX STRATEGY AND PRACTICES
- > UNINTERRUPTIBLE ENERGY SUPPLY
- > R&D AND INNOVATION
- > SUSTAINABLE FINANCING
- > VOLUNTARY CARBON MARKETS

Arisu SPP - Tuşba, Van



Our Economic Performance

Our economic performance reflects not only the growth and profitability of our company, but also our capacity to create social and environmental value. We aim to create long-term values for our stakeholders by contributing to economic sustainability, particularly **SDG 7: Affordable and Clean Energy**.

We support economic development with our WPPs, HPPs and SPPs in many regions of Türkiye. At the same time, we aim to increase our energy supply efficiency by continuing our renewable energy investments and to contribute both to national energy supply

security and to remain competitive in the global energy market.

The February 2023 earthquake and the developments in the Middle East led to a decrease in demand, price instability and a increase in energy prices. Despite all these challenges, as a result of our operational efficiency efforts, our WPP turnover increased by 55%, HPP turnover by 49% and SPP turnover by 42% when compared to 2022. We have increased our total revenue of TL 1.7 billion in 2022 by 55% to reach TL 2.7 billion by the end of 2023.

With the increasing importance of sustainable transportation solutions and the popularization of electric vehicles in the green transition of transportation, we plan to increase our existing 169 sockets, 107 alternating current (AC) and 31 direct current (DC) electric vehicle charging units and our investments in this field.

Within the scope of the investment planned to be completed by the end of 2024, we foresee a total investment (CAPEX) of TL 90 Billion.

As RHG Enertürk, we place sustainability principles at the centre of our business model. We aim to be a pioneer in the sector with innovative and responsible business practices by integrating economic, environmental and social sustainability with a holistic approach. Our business model is based on increasing resource efficiency, minimizing environmental impacts and providing social benefits while aiming to create long-term values. Accordingly, while improving our economic performance, our strategic priority is to ensure uninterrupted energy supply and to strengthen our R&D and innovation activities.

Economic Value Created	Unit	2021	2022	2023*
Economic Value Created (Revenues)	TL	486,193,459	1,740,097,480	2,700,686,495

Economic Value Distributed	Unit	2021	2022	2023*
Operating expenses	TL	176,191,900	358,024,625	825,771,073
Benefits provided for Employees	TL	2,425,071	7,251,789	15,209,078
Benefits to society	TL	3,006,992	30,602,099	23,601,931
Total	TL	181,623,963	395,878,513	864,582,082

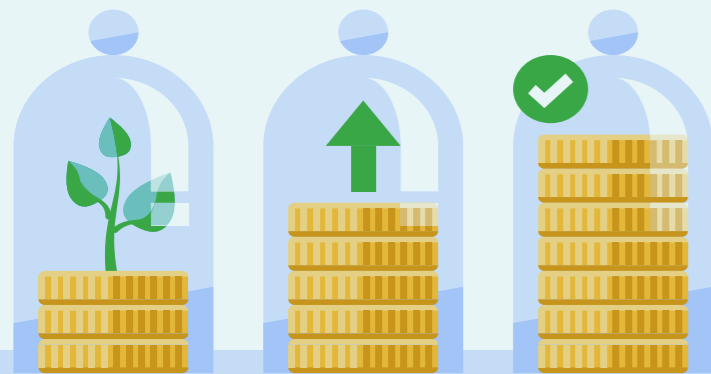
*Data for 2023 is based on financial statements prepared in accordance with TFRS reporting.

Our Tax Strategy and Practices

Our tax policies, which are based on our basic principles of accountability, responsibility, fairness and transparency, fully comply with legal obligations.

Our tax management is the responsibility of our company's Tax Department. Our Tax Department continues to work with a proactive approach in order to continuously manage and improve tax-related risks. Our department is responsible for continuously monitoring, fully complying with and implementing changes in tax legislation. In addition, we have a process of deputization for a set period of time defined by our management for our tax responsible positions.

When choosing our suppliers, we prefer companies with tax ethics. We do not use tax strategies that seek to unfairly reduce taxes and we expect our suppliers not to use such methods.



Arisu SPP - Arisu, Van

Uninterruptible Energy Supply

As RHG Enertürk, ensuring uninterrupted energy supply is one of the main objectives of our activities. In today's world, where the demand for energy is constantly increasing, ensuring reliable and sustainable energy supply is critical for both the economic growth and social welfare. We continuously update our infrastructure by investing in innovative technologies to ensure the security of our energy supply.

Electric Vehicle Charging Stations

In 2023, thanks to the strategic cooperation we initiated and under the supervision of TÜV SÜD, we created a roadmap extending from installation to the operation of electric vehicle charging stations, and established climate-resistant and secure charging points with international certificates at our stations. In this direction, we aim to introduce the concept of "safe electric vehicle charging station" to the sector.

Our electric vehicle charging stations are inspected by TÜV SÜD in every six months. By the end of 2023, 72 AC and 23 DC stations were inspected. Users can easily access the station's surveillance information via QR codes.

Hybrid Power Plant Investments

Hybrid power plants are an important area of innovation that increases production by enabling different energy sources to generate energy in the same power plant. Our Company attaches great importance to hybrid power plant investments in order to fully utilize power plant potentials and ensure energy supply security.

We plan to transform our power plants into combined production facilities by establishing ancillary resource production facilities in our HPPs due to the drought that will occur with the increasing effects of climate change in the upcoming years.

Green Transition Consultancy

As RHG Enertürk Energy, we offer comprehensive solutions that support businesses to achieve their sustainability goals. By developing projects in line with environmental, social and governance (ESG) criteria, energy management, carbon and water footprint calculations, circular economy practices and sustainable development strategies contribute to the sustainable growth of our business.

Within the scope of **EPCM Service**, we undertake the Engineering, Procurement and Project Management (EPCM) processes of your energy projects and offer end-to-end solutions especially in renewable energy projects such as SPP.

With our Corporate **Carbon Footprint Consultancy service**, we calculate the carbon emissions of your business in accordance with ISO 14064 and GHG Protocol standards and support you to achieve your 'net zero' goals with reduction and offsetting strategies.

With **Water Footprint Consultancy**, we analyze your water consumption in accordance with the ISO 14046 standard and ensure the effective and efficient use of your water resources by providing sustainable solutions for water management.

With the Carbon Border Adjustment Mechanism (CBAM) Consultancy, we aim to facilitate the harmonization processes and manage carbon costs in the export of carbon-intensive products to the European Union.

Within the scope of **Sustainability Consultancy**, we develop customized sustainability strategies for your company, improve your

ESG performance and prepare sustainability reports in accordance with international reporting standards.

With **Energy Management Consultancy**, we establish energy management systems in compliance with the ISO 50001 standard, ensuring the traceability of your energy consumption, reducing your operational costs, and enhancing your energy efficiency.

Within the scope of **Technical Consultancy Services**, we provide technical consultancy at every stage of your energy and sustainability projects and support the successful completion of your projects.

With **Technical and Sectoral Trainings**, we provide your employees with knowledge and awareness on critical issues such as sustainability, energy management, carbon and water footprint, and increase your corporate capacity to achieve your sustainability goals.

R&D and Innovation

In order to adapt to the technological developments and to be a pioneer in the energy sector, we are expanding our investments on new technology and continuing our R&D and innovation-oriented projects. Our R&D and innovation strategy aims to integrate innovative technologies and improve existing systems in all processes from energy generation to distribution.

Our New Technology Investments

At Umut HPP, Tuna HPP, Başak HPP, Yaprak HPP and related substations (SS), we replaced the protection relays with IEC 61850-based new generation relays to ensure production continuity and minimize the risk of failure. We have also adapted BCU relays to enable information monitoring and control of each leader.

In our existing HPPs, we increased efficiency by replacing the old automation systems that caused production losses with industrial IEC 61850-based switches. We also installed energy analyzers on generator protection and MV input leaders to prevent production losses.

At Umut SS, Tuna SS, Yaprak SS and Ayrancılar SS, we installed automation systems for information tracking, remote control of leaders and secure recording of production data.

Investments on Digitalization

We started to monitor instant production data from all our power plants via Grafana software in our head office, thus achieving great efficiency in data management.

With the BEAM Programme we launched in 2022, we monitor all equipment in our HPPs, WPPs and SPPs on a digital platform. Thanks to this system, we manage our breakdown and maintenance operations more effectively and optimize our costs.

We increased our data security by moving our server infrastructure to Turkcell Private Cloud and started to manage all our network traffic through Turkcell.

We increased our operational efficiency by completing server infrastructure improvements at Umut HPP, Tuna HPP, Başak HPP, Yaprak HPP and other power plants.

Within the framework of ISO 27001 Information Security Management System standard, we upgraded our SCADA, PLC and RTU software used in our power plants to the latest versions and maximized our data security.

Our R&D and Innovation Studies

Thanks to the software we have developed, we aim to manage all processes from the discovery phase of electric vehicle charging stations to the service of the end user on a single platform. The software improves the user experience and increases operational efficiency. In cooperation with Istanbul Technical University (ITU), we use artificial intelligence-based machine learning analyses in location optimization and aim to install electric vehicle charging stations in locations that best suit the needs of end users.

In 2023, analyses on the consumption behavior of electric vehicle owners using stations outside Türkiye were completed, criteria weights were determined and a prototype was created. With this model, we aim to expand the accessibility of electric vehicle charging services and to increase energy efficiency.

New Technologies

Due to the increasing seasonal changes due to the effects of climate change and the variability of weather conditions, it is difficult to predict the production values of renewable energy sources. We plan to invest in warehousing technologies in order to avoid this problem.



Sustainable Financing

Green Financing Framework

We have prepared our Green Financing Framework for financing the investments we will make to increase the share of renewable energy in Türkiye's energy supply and contribute to the green transition. With our 2022 Green Financing Framework, we focus on renewable energy, energy efficiency and projects that reduce environmental impacts.

Our Green Financing Framework. It has been prepared in accordance with the International Capital Markets Association ("ICMA") Green Bond Principles (GBP) and the Credit Market Association ("LMA") Green Credit Principles (GLP). Our Green Financing Framework has an independent opinion report (Second-Party Opinion - SPO).



Voluntary Carbon Markets

Our company actively participates in the voluntary carbon market through carbon credits and renewable energy certificates. Our priority in this market is to contribute to sustainability goals, especially by providing support to national companies.

The emission avoidance amounts of our energy generation activities are documented in accordance with international certification standards such as Gold Standard, Verified Carbon Standard, I-REC and YEK-G and verified by independent organizations.

In 2023, 14,888 (MWh) I-REC certificates for Sümer HPP and 5,270 (MWh) I-REC certificates for Erenköy HPP were successfully sold. In 2023, a total of 135,277 (MWh) certificates were generated within the scope of Erenköy and Sümer HPP I-REC, and 20,158 certificates were sold.

Within the framework of Gold Standard and Verified Carbon Standard, a total of 690,868 (tonnesCO₂e) equivalent carbon credits have been certified to date. In addition, it is planned to certify 1,059,776 (tonnesCO₂e) equivalents of carbon credits under the same standards in the near future. When this process is completed, it is aimed to certify a total of 1,750,644 (tonCO₂e) equivalent carbon credits.

Yayla HPP was included in the YEK-G Market operated by EPIAŞ in June 2023. In 2023, a total of 7,556 (MWh) YEK-G certificates were created within the scope of this market. Of these certificates, 1,638 (MWh) were sold in the Organized YEK-G Market. By the end of 2023, the Electric Vehicle Charging License was integrated into the YEK-G Market, granting all electric vehicle charging stations the "Green Charging Station" feature. As a result, the carbon footprint of vehicles using our electric vehicle charging network has been eliminated, offering an environmentally friendly usage experience.



OUR ENVIRONMENTAL PERFORMANCE

- > OUR ENVIRONMENTAL MANAGEMENT
- > OUR ENERGY MANAGEMENT
- > OUR GREEN HOUSE GAS MANAGEMENT
- > OUR WATER MANAGEMENT
- > OUR WASTE MANAGEMENT
- > BIODIVERSITY

Sümer HPP - Şebinkarahisar, Giresun

Our Environmental Management

Our environmental management is under the responsibility of our HSE-Q Department directly reporting to our General Manager. We continuously monitor our environmental impacts and improve our processes. In this context, our relevant commitments are included in [our Environmental Policy](#) and [Sustainability Policy](#).

Within the scope of our sustainability strategy, our main goals are to reduce our environmental impact in our entire value chain, to use our natural resources efficiently, to protect the biodiversity in the regions where we operate, to minimize

the wastes generated as a result of our activities, to reuse them within the scope of circular economy and to dispose of them appropriately.

Within the scope of our ISO 14001 Environmental Management System certification studies, which we carry out in order to effectively manage our environmental performance and to comply with national and international standards, we held the Management Review (MDG) meeting and internal audits. We aim to complete our certification process in 2024.

For 2023, we submitted our first Carbon Disclosure Project (CDP) response for the Climate Change and Water management modules.

In order to support our environmental goals, we have declared a total of TL 1.6 million in 2022 and in 2023, we made an investment of 913 thousand TL.

A total of 154 hours of environmental awareness training was provided in

2023 in order to promote environmental awareness and sustainability culture within our organization. Topics such as corporate sustainability, greenhouse gas emissions and circular economy were included in the training content.

In 2023, we did not have any non-conformity within the scope of environmental legislation.



European Roller, Ömerli WPP - Silivri, İstanbul

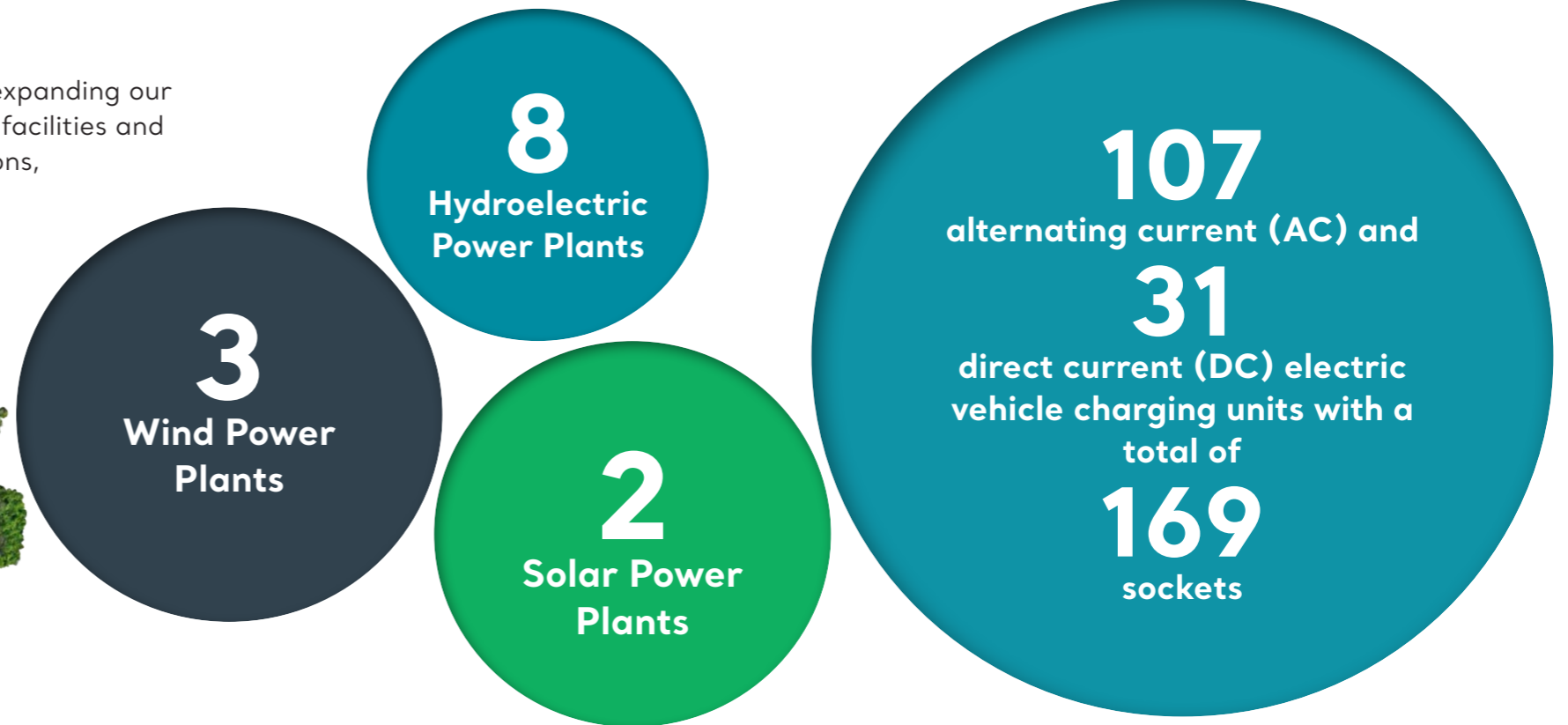
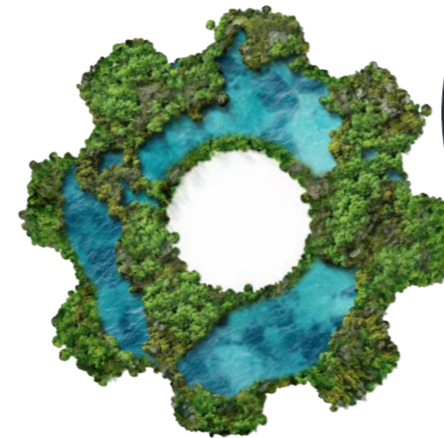
Our Energy Management

We maintain our energy management process with an approach that encourages the use of low-carbon energy sources, increases energy efficiency and minimizes environmental impacts. Accordingly, we prioritize the efficient and sustainable use of resources in our company. We are committed to increasing renewable energy investments, continuously improving our energy performance and developing sustainable energy solutions that comply with international standards.

Within the scope of our energy management carried out by our Energy Management and ESG Department, we have determined our energy generation capacity increase goals

and investment plan. We are expanding our portfolio of power generation facilities and electric vehicle charging stations, where we increase the supply of renewable energy.

We have:



Goals	2020	2021	2022	2023	2025 Goals
Installed WPP capacity (MWm)	55.98	140.35	236.35	243.15	2020 as base year, 65% increase
Increase in installed SPP capacity (MWm)	0.50	88.53	88.53	88.53	2020 as base year, 110% increase
Renewable installed energy capacity (MW)	265.81	438.22	534.21	541.02	850
Number of Electric Vehicle Charging Stations	-	-	58	138	1,200
Installed mechanical micro production capacity (MW)	-	-	4.48	29.19	200 MW

We started our work on energy warehousing in 2023 to balance energy production and distribution, to reduce energy interruptions and make energy use more flexible.

Direct Energy Consumption	Unit	2021	2022	2023
Gasoline	litre	9,518	156	45,048
Diesel	litre	92,068	106,267	67,015
Natural Gas	Sm ³	-	-	40,839
Indirect Energy Consumption	Unit	2021	2022	2023
Electric	kWh	2,505,001	3,024,234	3,132,151

Renewable Energy Production Capacity	Unit	2021	2022	2023
WPP (Installed Power)	MWm/MWe	140.35 / 134.80	236.35 / 230.00	243.15 / 236.80
HPP (Installed Power)	MWm/MWe	209.33 / 199.75	209.33 / 199.75	209.33 / 199.75
SPP (Installed Power)	MWm/MWe	88.54 / 68.40	88.53 / 68.40	88.54 / 68.40

We attach importance to full compliance with current legal regulations and standards on energy efficiency.

Our Greenhouse Gas Management

We manage our processes related to greenhouse gas emissions through our Energy Management and ESG department. Our department is responsible for the implementation of our greenhouse gas reduction action plan, monitoring the performance and making declarations and reports in this field.

In line with Türkiye's net zero goal, we aim to achieve net zero emissions by 2053. In addition, the work on updating our emission reduction commitments according to SBTi requirements, which will be carried out by our Energy Management and ESG department, is planned to be launched in 2024.

Goals	2022	2023	2030 Goals
Scope 1 and 2 emissions (tonnesCO ₂ e)	2,638.9	2,626.4	35% reduction compared to 2022 base year
Electric vehicle ratio in the company fleet (%)	5.55%	7.50%	100%



In order to monitor our environmental performance and ensure traceability towards achieving our emission goals, we have been regularly calculating and verifying our greenhouse gas emissions since 2022. Our 2023 greenhouse gas emissions have also been calculated within the framework of ISO 14064-1:2018 Standard and GHG Protocol and verified by an independent verification organization.

Greenhouse Gas Emissions	Unit	2022	2023
Direct CO ₂ Emissions (Scope 1)	tonCO _{2e}	1,287	1,225
Indirect CO ₂ Emissions (Location Based Scope 2)	tonCO _{2e}	1,352	1,409
Indirect CO ₂ Emissions (Market Based Scope 2)	tonCO _{2e}	-	1,401
Indirect CO ₂ Emissions (Scope 3)	tonCO _{2e}	5,102	6,514
Total Emissions (Location Based)	tonCO _{2e}	7,741	9,148
Total Emissions (Market Based)	tonCO _{2e}	7,741	9,140



We aim to switch to electric vehicles in our vehicle fleet in order to reduce our Scope 1 emissions. In this context, we replaced three of our vehicles with electric vehicles in 2023. With this investment, we saved TL 22,440 in 2023 and achieved 8.56 tonnes of CO₂e emission reduction.

We certify and sell the carbon-free energy we produce. In this context, our renewable energy portfolio, which provides a total of 818,338 tons of CO₂ emission reduction annually, continues its certification and export processes in line with Gold Standard, Verified Carbon Standard, I-REC (International Renewable Energy Certificate) and YEK-G (Renewable Energy Resource Guarantee System).

By the end of 2023, all our charging stations were integrated into the YEK-G system under the "Green Charging Station" regulation, which came into effect in our country.



2023 Emission Breakdown by Facility (tonnesCO ₂ e)	Scope 1	Scope 2 (Location Based)	Scope 2 (Market Based)	Scope 3	Total Emissions (Location Based)	Total Emissions (Market Based)
Skyland	118.95	55.80	48.19	2,301.25	2,476.02	2,468,40
Erenköy HPP	22.99	33.94	33.94	164.09	221.00	221.00
Muradiye HPP	41.37	19.47	19.47	90.54	151.39	151.39
Yayla HPP	13.81	11.39	11.39	91.7	116.90	116.90
Sümer HPP	14.40	41.36	41.36	55.07	110.82	110.82
Tuna HPP	94.10	151.20	151.20	62.78	308.08	308.08
Umut HPP	144.84	169.51	169.51	220.02	534.37	534.37
Yaprak HPP	104.67	122.84	122.84	167.18	394.69	394.69
Başak HPP	32.36	40.80	40.80	32.34	105.51	105.51
Çanta WPP	185.81	67.73	67.73	203.31	456.86	456.86
Sibel WPP	132.15	219.45	219.45	2,369.47	2721.07	2721.07
Ömerli WPP	162.08	108.96	108.96	484.53	755.56	755.56
Büyükalın SPP	54.29	127.31	127.31	137.17	318.78	318.78
Arısu SPP	102.84	238.93	238.93	134.99	476.76	476.76
TOTAL	1,225	1,409	1,401	6,514	9,148	9,140

Our Water Management

The World Natural Resources Institute (WRI) classifies Türkiye among countries with high water stress. Factors such as industrialization, population fluctuations and climate change increase the risk of water scarcity in our country. Although our existing HPPs are not located in regions with high water stress, the efficient and effective use of our water resources and the protection of freshwater resources are among our priorities.

Our water management processes are managed by our HSE-Q department in accordance with local regulations and laws. Our department continues its activities and develops projects to monitor our water consumption and improve our water management performance.

Within the scope of monitoring our water management performance, we have our corporate water footprint calculated and verified annually according to ISO 14046 standard. We meet our water needs in our power plants from the water network, and we use well water in areas without access to the network. Our drinking water needs

are met by private organizations. In our power plants located in rural areas, we get our drinking water from local springs. Wastewater is collected in septic tanks at our power plants and disposed of through contracted companies contracted by the local administration. In this context, all our facilities are registered in the Wastewater Information System.

We regularly monitor and measure environmental flows in all our HPPs in line with both local and international environmental standards. Monitoring and measurement activities aim to prevent biodiversity loss by ensuring that sufficient water is released for the ecosystem.

In 2023, 1,163,618 mega liters of water, which we call the lifeblood water used for energy generation from our HPPs, was turbinated and 1,112,812 mega liters of water was released back to nature without being polluted

Our Goals:

Reducing our water consumption by 30% by 2025 based on 2020

By 2025, to establish a Water and Wastewater Management System with storm water drainage



Sümer HPP

Amount of Water Withdrawal, Discharge and Consumption	2023 (megaliters)
Total Water Withdrawal	1,163,618
Total Water Discharge	1,112,812
Total Water Consumption	50,806

Water Footprint	2022	2023
Blue Water Footprint (m ³)	3,473.26	3,899.13
Grey Water Footprint (m ³)	3,633.26	3,119.31

Water Footprint by Facilities (m ³)	Blue Water Footprint	Grey Water Footprint
Başak HPP	305.45	244.36
Erenköy HPP	312.30	249.84
Muradiye HPP	470.05	376.04
Sümer HPP	426.06	340.85
Tuna HPP	305.45	244.36
Umut HPP	916.36	733.09
Yaprak HPP	852.12	681.69
Yayla HPP	311.35	249.08
Total	3,899.13	3,119.31

Our Waste Management

We manage our waste processes in accordance with national legislations and our Environmental Policy. Our goal regarding our waste processes, which we manage under the

control of our HSE-Q Department based on national regulations and **our Environmental Policy**, is to improve our performance in waste reduction, separation and reuse every

year. In this context, we received our **Basic Level Zero Waste Certificates** for all our power plants and head office in 2023.



No industrial waste is generated as a result of the activities carried out by our company; however, wastes such as packaging wastes are generated from products that are not direct inputs of the processes.

Minimizing the environmental impact of wastes generated as a result of our maintenance work in the field is an important part of our waste management strategy.

Hazardous Waste	Unit	2021	2022	2023
Contaminated Waste	Kg	220	320	367
Oil Waste	Kg	11,590	2,640	14,424
Filter Waste	Kg	310	590	734
Other (150202)	Kg	1,350	3,250	6,187
Other (190810)	Kg	250	1,380	1,500
Other (150111)	Kg	10	95	60
Other (170410)	Kg	-	15,040	-
Other (160601)	Kg	4,100	1	7,740
Other (170409)	Kg	-	-	251
Other (200121)	Kg	-	-	140
Other (080317)	Kg	-	-	15
Other (170204)	Kg	-	-	95
Other (080111)	Kg	-	-	50
Other (080117)	Kg	-	-	100
Other (120120)	Kg	-	-	7
Other (160305)	Kg	310	930	5,770
Total	Kg	18,140	24,246	37,440

Non-Hazardous Waste	Unit	2021	2022	2023
Paper Waste	Kg	-	6,200	17,000
Electronic Waste	Kg	-	-	768
Plastic Waste	Kg	-	564	-
Metal Waste	Kg	-	61,980	53,164
Other (Mixed Packaging)	Kg	-	155	200
Total	Kg	-	68,899	71,132



Biodiversity

As part of our commitment to protect biodiversity, we conduct wildlife surveys prior to the construction of the power plant to identify potential impacts, take measures to protect habitat during the construction process and invest in post-construction habitat restoration to minimize our negative impacts on the ecosystem.

We have included the preparation of a **Biodiversity Conservation Action Plan** in our sustainability action plan in order to assess the impacts of energy generation through HPP, WPP and SPP projects on biodiversity. Within the scope of the Plan, we aim to increase the capacities of mountain ecosystems for sustainable development and to protect biodiversity in these areas until 2030.

With the sap monitoring stations in HPP regions, we monitor the amount of sap in order to protect the fish and plant diversity in the dam area in accordance with the instructions of public institutions and keep it at levels in accordance with the regulations.

In order to determine the impact of our WPPs on bird and bat populations, we regularly carry out studies around the turbines in spring and autumn seasons. Permanent observer carcass monitoring studies are carried out at Çanta WPP.

Since the turbines are spread over a large area in Ömerli WPP, in addition to the carcass monitoring of the permanent observer, PhD level ornithologists monitor and report during spring and autumn (30 days each). Within the scope of these studies, we monitor the effects of our power plants on fauna. Between June 6 - December 21, 2023, a total of 615 hours of observations were made at 5 stations located at Ömerli WPP. During the monitoring activities, a total of 5,072 migratory flights were detected and 3,556 of these flights were at risk level. According to the Ornithological Monitoring Report, the WPP is not expected to have a barrier effect on migratory species.

Bat monitoring activities carried out at Sibel WPP for 21 days in 2023 were terminated by the General Directorate of Nature Conservation and National Parks at the end of the year. Since Sibel WPP is not located on the main migration route, bird observations were not carried out.





OUR SOCIAL PERFORMANCE

- > OCCUPATIONAL HEALTH AND SAFETY (OHS)
- > TALENT MANAGEMENT (EMPLOYEE DEVELOPMENT)
- > EMPLOYEE SATISFACTION
- > DIVERSITY, EQUALITY AND INCLUSION
- > COMMUNAL SOCIAL RESPONSIBILITY



Ömerli WPP - Silivri, İstanbul

While applying the highest standards for the safety and providing health and development for our employees, we aim to contribute to the geography we are located in with social projects. Accordingly, we have aligned our social goals to support the SDGs.

Our Human Resources Department, which reports to our General Manager, is responsible for monitoring and improving our social performance. We manage our Human Resources Policy, which we have developed on the basis of transparency, fairness, equal opportunity, traceability and the UNGC principles. Our company policies adopt the principles of respect for human rights and compliance with international standards; therefore, we consider the protection of human rights as a priority goal. We manage all our human resources processes such as recruitment, talent and career management, performance management and termination of employment in accordance with business ethics, existing regulations and employment contracts.



Sibel WPP - Bornova, İzmir

Occupational Health and Safety (OHS)

Our OHS approach is based on the health and safety of our employees, suppliers and visitors. In line with our [OHS Policy](#), we fully comply with local and international legislation and meet legal requirements in all our operations. In addition, we aim to complete the ISO 45001 Occupational Health and Safety Management System certification process in 2024, which we have initiated to meet international standards in the field of OHS and which covers all our power plants.

Our OHS activities are coordinated by our HSE-Q Department. Our HSE-Q Department creates a safe working environment by identifying the hazards that may arise due to our operations in advance and minimizing these hazards.

In this context, we have an OHS Committee with 8 members responsible for developing, implementing and monitoring the OHS management system.

Our power plants are inspected by our HSE-Q Department in accordance with our field inspection plan, which is carried out quarterly. In addition to the field visits of our HSE-Q Department, regular field inspections are carried out by the Joint Health and Safety Unit (OSGB) within the framework of legal requirements. Identified deficiencies and improvement needs are reported under the Corrective and Preventive Action Procedure (CPA). These reports are shared with the

relevant units and the process is finalized by correcting the related findings.

In order to promote OHS culture, our plant employees make field tours called Safety Walks every two weeks. The field tours are reported to the head office and the findings are corrected with the necessary corrective actions under the control of our HSE-Q team.

Our workplace doctor visits our power plants every month. Annual medical examinations of our employees are carried out free of charge.

In our power plants, there are Near Miss and Non-Conformity Notification Boxes where our employees can submit their complaints and suggestions. The feedbacks of our employees are evaluated and necessary actions are taken for the problems. We have a reward program in place to encourage reporting. In addition, our employees can share their ideas and provide feedback at the OHS evaluation meetings organized by our HSE-Q Department every week.

In order to improve our OHS performance, we follow the developments in the sector and in the world, monitor and measure our performance, focus on continuous improvement efforts in line with our goal of preventing occupational accidents and zero occupational accidents.

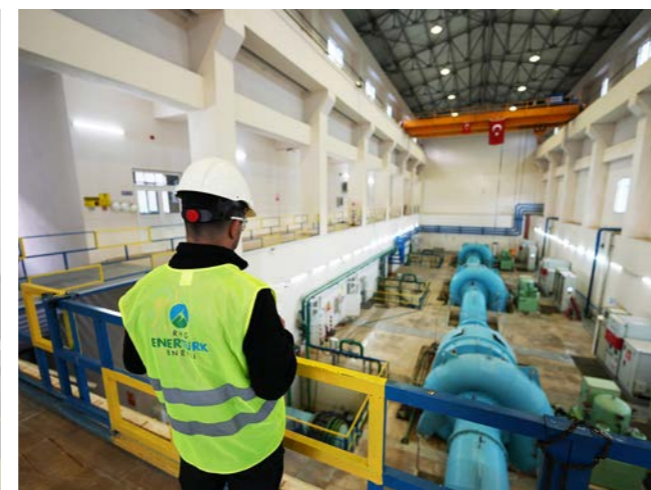
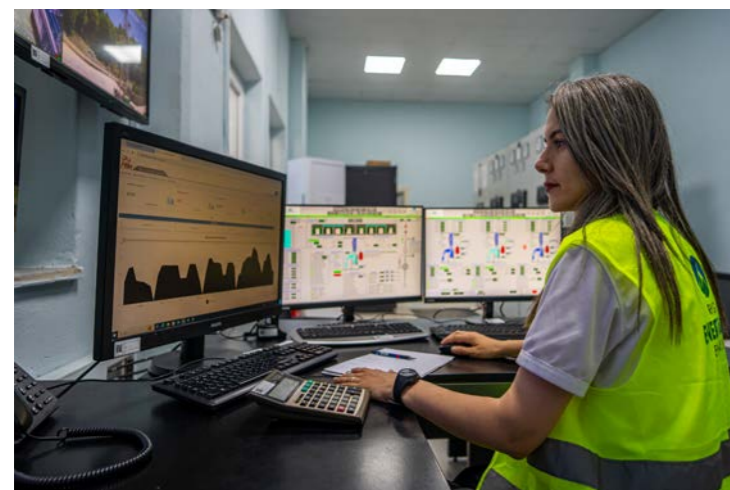
Work Accidents	Unit	2021	2021	2022	2023
Near Miss	Company	Qty/Year	1	2	2
	Sub-employer	Qty/Year	0	0	3
Number of Accidents with Lost Day	Company	Qty/Year	1	1	2
	Sub-employer	Qty/Year	1	1	1
Lost Day	Company	Qty/Year	16	0	20
	Sub-employer	Qty/Year	2	5	15
Number of Accidents Without Lost Day	Company	Qty/Year	1	1	1
	Sub-employer	Qty/Year	1	2	1
KSO - Lost Time Injury Rate (Number of Accidents x 1,000,000) / Total Working Hours	Company	Ratio	5.41	5.11	4.68
	Sub-employer	Ratio	4.58	6.32	4.25
Death	Company	Qty/Year	0	0	0
	Sub-employer	Qty/Year	0	0	0
KAO - Severity Rate (Lost Days x 1000) / Total Working Hours	Company	Ratio	40.54	0	73.40
	Sub-employer	Ratio	40.10	44.21	48.30
Occupational Disease Rate (ODR) Number of Occupational Diseases x1,000,000/WH	Company	Ratio	0	0	0
	Sub-employer	Ratio	0	0	0

We regularly organize trainings and seminars to increase the level of awareness of our employees on OHS and to promote the OHS culture. In order to ensure the highest level of employee safety, we improve the working skills of our employees with the Global Wind Turbine Organization (GWO) training, which is applicable in the wind energy sector. In addition, with the internationally recognized International General Certificate in Occupational Health and Safety (NEBOSH)

training by providing our OHS experts with professional knowledge and competence, we further strengthen our OHS standards. We provide information on current OHS practices, safety procedures and potential hazards through weekly "Toolbox" trainings organized for all our plant employees. In addition, Lockout-Tag out Training is regularly provided on the rules and standards to be followed in the maintenance and repair work of the machines.

Occupational Health and Safety Trainings	2021	2022	2023
Number of Company Employees	238	255	263
Number of Sub-employer Employees	28	35	65
Total Number of Participants	266	290	328

Company Employees (Person*Hour)	4,503	4,750	6,950
Sub-employer Employees (Person*Hours)	448,00	560,00	1,040
Total OHS Trainings (Person*Hour)	4,951	5,310	7,990



Trainings and Number of Personnel Attending	2021	2022	2023
Work At Height Training	15	21	21
GWO Training	0	11	6
Basic OHS Training	152	198	198
Toolbox Training	0	671	812
NEBOSH Training	0	0	3
ISO 9001-14001-45001 Internal Auditor Training	0	0	37
Lockout-Labeling Training	0	0	13



Talent Management (Employee Development)

We aim to provide a working environment where all our employees can realize their potential. In this direction, we aim to increase the performance of our employees by supporting their professional and personal development.

Our Goals:

Providing 30 hours of training per employee per year by 2025



Providing 12 hours of training per year as a part of the training programmes for new recruits



Selecting 20% of the new recruits from local talent programmes



Participation of 100% of employees in performance evaluations by 2025



The first stage of our company's talent management process is recruitment. Recruitment starts with the evaluation of candidates' CVs within the scope of the qualifications required by the position and the job description, in the second stage, our human resources team and the relevant department managers interview the candidates found suitable in line with the 9 principles of our company. Following this step, depending on the requirements of the position, one or more of the following assessment tools are applied: general aptitude test, Job Fit + Persona Inventory or LEIT Emotional Intelligence in Leadership Inventory, foreign language tests or Assessment Centre Application.

We support the development of our employees and encourage their career progression by offering a comprehensive evaluation process through our **Career Management and Performance Evaluation System**. A personal development plan is created for all our employees who are or are not in the promotion process.

Erciyes Anadolu Holding Promotion Procedure is applied for our employees who enter the promotion process. Separate promotion processes are carried out for specialist, chief and higher positions: Evaluation tools such as Case Analysis, Employee Interview (Role Play), Expertise Project are used. For managerial or specialist positions, internal candidates are first evaluated.

In line with **our Human Resources Policy**, we prioritize encouraging our employees to participate in training processes.

With **our Training Policy**, we aim to carry out a talent management system that will enable our employees to be more productive in business life and to ensure their continuous development. Minimum training hours are determined by our Human Resources department according to the duties and competencies of our employees. By 2025, we aim to organize training programmes of 30 hours per employee per year and 12 hours for the new recruits. Accordingly, we increased the training hours per employee from 14 hours in 2022 to 18 hours in 2023.

All training and development activities carried out in the Talent Management and Employee Development processes are carried out under the roof of **Erciyes Anadolu Academy**. Within the scope of the **Training Management Procedure**, training demands are collected from department managers at the end of the year and training plans are prepared annually based on the competencies required by the organization.

In 2023, in cooperation with KPMG, the concept and principles of sustainability, legal and regulatory frameworks, reporting and risk management were discussed within the two-day Sustainability Training Programme attended by all department representatives. Within the scope of the Erciyes Anadolu Holding Sustainability Workshop, also organized in cooperation with KPMG, we provided Sustainability Training to the managers of the companies to which we act as consultants.

ALL TRAINING PROGRAMMES

By Employee Category	Unit	2021	2022	2023
Executive Managers	Person*Hours	-	72	0
Senior Managers	Person	-	6	0
Mid-Level Managers	Person*Hours	240	1,208	809
Mid-Level Managers	Person	16	73	36
Other Employees	Person*Hours	2,670	2,204	3,916
Other Employees	Person	59	144	118
TOTAL	Person*Hours	2,910	3,484	4,725
By Employment Type	Unit	2021	2022	2023
Blue Collar	Person*Hours	2,496	432	2,207
Blue Collar	Person	53	27	31
White Collar	Person*Hours	414	3,052	2,518
White Collar	Person	22	196	123
Sub Contractor Employees	Person*Hours	0	0	28
Employees	Person	0	0	2
TOTAL	Person*Hours	2,910	3,484	4,753
By Gender	Unit	2021	2022	2023
Male	Person*Hours	2,910	2,404	3,712
Male	Person	75	152	112
Female	Person*Hours	0	1,080	1,013
Female	Person	0	71	42
TOTAL	Person*Hours	2,910	3,484	4,725

All Trainings By Type	Unit	2021	2022	2023
Professional Development	Hour	2,562	1,826	4,725
Personal Development	Hour	72	936	0
OHS	Hour	276	602	7,990
Other (e.g. Leadership) ..	Hour	0	120	-
TOTAL	Hour	2,910	3,484	12,715

In 2023, we increased our total training hours by 36.4% compared to the previous year.

We have two programmes to support young people to enter the sector. **The Young Talent Programme** offers internship and on-the-job training opportunities to graduate students in related departments, while the **Analyst Student Programme** offers internship and on-the-job training opportunities to students in their third or fourth year of university. Students in the Young Talent Program do their internship 5 days a week between July and September, while our Analyst Students do their internship 2 or 3 days a week during the school term. Students also carry out projects with mentors assigned to them. With these programmes, we aim to provide our young colleagues with the opportunity to reveal their potential, while recruiting employees who are trained from the core and have high corporate commitment. In addition to these programmes, we

aim for students to gain experience and become better equipped with our **Internship Programme**. Successful interns can be included in our Analyst Student Programme. In 2023, 14 Analyst Students, 5 Young Talents and 15 interns participated in our programmes.

Sustainability Training was organized at Erciyes Anadolu Holding headquarters for all our young friends participating in our **Young Talent programme**.

In 2023, site visits were made to our Çanta WPP in Silivri and Gebze SPP plants. During the trips, our young team members received training on the working principles of turbines and panels and field management and had the opportunity to observe on-site.

Employee Satisfaction

As RHG Enertürk, we consider employee satisfaction and motivation among the cornerstones of our corporate development. We develop various strategies to ensure that our employees have a pleasant and productive experience in their business life and to maintain the balance between work and private life.

Investigation of all ethical complaints within the scope of employee satisfaction



Ensuring 100% participation in employee satisfaction surveys



We adopt a transparent, fair and competitive salary system. Our **Salary and Fringe Benefits Policy** shapes our practices regarding salaries and fringe benefits. We offer comprehensive benefits to improve our employees' standard of living.

Fringe Benefits	Unit	2021	2022	2023
Life insurance	Person	238	255	263
Health Services	Person	238	255	263
Maternity leave	Person	16	15	18

Contract	Unit	2021	2022	2023
Percentage of factory workers included in collective labor agreements	Ratio	57.81%	57.60%	54.75%

We offer paid social leave to ensure a balance between work and private life for our employees. This practice increases the commitment of our employees to their jobs

and supports their work efficiency at the same time. We encourage our employees to adapt to business life, especially after they become a mother.

Paid Social Leave		Permission
Marriage of an employee		6 days
Marriage of the employee's child		4 days
Circumcision of the employee's child		2 days
Death of the employee's mother/father/sibling		6 days
Death of the spouse/child of the employee		6 days
Birth of the employee's child	One baby	6 days
	Multiple babies	+6 days additional
Death of the employee's grandparent/grandchild		2 days
Death of the employee's mother-in-law/father-in-law		2 days
Employee's adoption of a child (under 3 years of age)		6 days
On disability day for employees with 40% or more disability		1 day



RHG Enertürk Energy Family Day Picnic



Employees on Maternity Leave	Total	2021		2022		2023	
		Female	Male	Female	Male	Female	Male
Employees eligible for maternity leave	Number	0	16	1	14	2	16
Employees on maternity leave	Number	0	16	1	14	1	16
Employees returning to work after the end of maternity leave	Number	0	16	1	14	2	16
Employees who return to work after maternity leave and work for at least 12 months afterwards	Number	0	13	1	12	2	14

Employment and Turnover (Türkiye)	Unit	2021	2022	2023
New hires - Total	Person	86	88	72
White Collar	Person	52	61	52
Blue Collar	Person	34	27	20
Resigned - Total	Person	63	68	63
White Collar	Person	16	53	43
Blue Collar	Person	47	15	20
TOTAL	Person	149	156	135
By Gender	Unit	2021	2022	2023
Male - Hired	Person	70	64	57
	Ratio	81.40%	72.73%	79.17%
Male - Resigned	Person	59	58	48
	Ratio	93.65%	85.29%	76.19%
Female - Hired	Person	16	24	15
	Ratio	18.60%	27.27%	20.83%
Female - Resigned	Person	4	10	15
	Ratio	6.35%	14.71%	23.81%
TOTAL	Person	149	156	135

By Age	Unit	2021	2022	2023
18-30 Years - Hired	Person	43	53	46
	Ratio	50.00%	60.23%	63.89%
18 - 30 Years - Resigned	Person	19	31	38
	Ratio	30.16%	45.59%	60.32%
31 - 40 Years - Hired	Person	26	24	10
	Ratio	30.23%	27.27%	13.89%
31 - 40 Years - Resigned	Person	26	16	7
	Ratio	41.27%	23.53%	11.11%
41 - 50 Years - Hired	Person	14	10	12
	Ratio	16.28	11.36	16.67
41 - 50 Years - Resigned	Person	7	16	14
	Ratio	11.11%	23.53%	22.22%
51 - 60 Years - Hired	Person	2	1	4
	Ratio	2.33%	1.14%	5.56%
51 - 60 Years - Resigned	Person	5	3	4
	Ratio	7.94%	4.41%	6.35%
60 Yaş Years - Hired	Person	1	0	0
	Ratio	1.16%	0.00%	0.00%
60 Yaş Years and Above - Resigned	Person	6	2	0
	Ratio	9.52%	2.94%	0.00%

Diversity, Equality and Inclusion

In line with the principles of diversity, equality and inclusion that we commit to in our Human Resources Policy, we aim to create a working environment that values the talents and experiences of each individual, respects their differences and ensures that no employee is left out.

We act in accordance with the United Nations Universal Declaration of Human Rights and

UNGC principles in all our processes and operations, especially in human resources processes such as recruitment, promotion, transfer and rotation, training, disciplinary rules and termination of the employment relationship. In line with our **Human Resources Policy** and **Ethical Guidelines**, discrimination is not permitted.



Our Goals:

Increasing the number of female white-collar employees by 100% by 2030 based on 2022



Increasing the ratio of female employees in management and engineering positions to 40% by 2030



Being a signatory to the United Nations Women's Empowerment Principles (WEPs)



Participate in the assessment of cooperation with the Turkish Women's Group for Renewable Energy and Energy Sector (TWRE)



Providing Diversity, Equality and Inclusion (DEI) training to all our employees



The 263 employees of our company create a more dynamic and inclusive work environment with different cultures, genders, age groups and experience levels. We believe that diversity is not only an asset but also a strategic advantage and we use diversity to create a culture that fosters innovative thinking.

By the end of 2024, we will initiate the necessary efforts to reinforce our commitment to support gender equality and women's empowerment as a WEPs signatory. Furthermore, we are continuing our efforts to cooperate with the Turkish Women's Group for Renewable Energy and Energy Sector (TWRE).

In 2023, no cases of discrimination were reported.



WORKFORCE

By Employment Type	Unit	2021	2022	2023
White Collar - Female	Person	22	30	31
White Collar - Male	Person	74	71	78
Blue Collar - Female	Person	2	7	6
Blue Collar - Male	Person	140	147	148
TOTAL	Person	238	255	263
By Contract Type	Unit	2021	2022	2023
Indefinite Term - Female	Person	24	35	33
Indefinite Term - Male	Person	194	214	222
Fixed Term - Female	Person	0	2	4
Fixed Term - Male	Person	20	4	4
TOTAL	Person	238	255	263
By Gender	Unit	2021	2022	2023
Male	Person	214	218	226
	Ratio	89.87%	85.49%	85.93%
Female	Person	24	37	37
	Ratio	10.13%	14.51%	14.07%
TOTAL	Person	238	255	263

By Age	Unit	2021	2022	2023
18 - 30 Years	Female	13	20	19
	Ratio	5.49%	7.84%	7.22%
	Male	56	63	61
	Ratio	23.63%	24.71%	23.19%
31 - 40 Years	Female	8	12	12
	Ratio	3.38%	4.71%	4.56%
	Male	98	100	100
	Ratio	40.93%	39.22%	38.02%
41 - 50 Years	Female	2	4	5
	Ratio	0.84%	1.57%	1.90%
	Male	49	47	54
	Ratio	20.68%	18.43%	20.53%
51 - 60 Years	Female	1	1	1
	Ratio	0.42%	0.39%	0.38%
	Male	9	8	10
	Ratio	3.80%	3.14%	3.80%
Over 60 Age	Female	0	0	0
	Ratio	0.00%	0.00%	0.00%
	Male	2	0	1
	Ratio	0.84%	0.00%	0.38%
TOTAL	Person	238	255	263

WORKFORCE

Other Groups	Unit	2021	2022	2023
Foreigner	Female	0	0	0
	Ratio	0.00%	0.00%	0.00%
	Male	0	0	0
	Ratio	0.00%	0.00%	0.00%
Disabled	Female	0	0	0
	Ratio	0.00%	0.00%	0.00%
	Male	2	1	3
	Ratio	0.84%	0.39%	1.14%
By Management Category	Unit	2021	2022	2023
Senior Management	Female	0	0	0
	Ratio	0.00%	0.00%	0.00%
	Male	2	2	2
	Ratio	0.84%	0.78%	0.76%
Medium Level	Female	2	5	5
	Ratio	0.84%	1.96%	1.90%
	Male	33	29	30
	Ratio	13.92%	11.37%	11.41%
Other	Female	22	32	32
	Ratio	9.28%	12.55%	12.17%
	Male	178	187	194
	Ratio	75.11%	73.33%	73.76%
TOTAL	Person	238	255	263



Büyükalan-1 SPP - Akseki, Antalya

Communal Social Responsibility

Being aware of our responsibilities towards the society we live in, we carry out various projects and studies that will create added value in the society.

To support Türkiye's green transition and sustainable development, our employees voluntarily organize renewable energy and sustainability trainings and seminars for adults and children.

In this context,

- In 2023, a training on Lean Energy Management, Energy Efficiency and Sustainability was held in coordination with the Kayseri Model Factory, open to general participation.
- In December 2023, a training on Sustainable Development Goals was organized at Abdullah Gül University with the participation of approximately 400 people.
- On the occasion of the 100th anniversary of the Republic, we provided sustainability training to primary school students and their families within the scope of the '100 Activities for 100 Children Project'. In addition, the class teachers made presentations on climate change and ensured that our children were informed about this important topic. In the first phase of the project, which was carried out in two phases, 3rd and 4th grade students were trained, and in the second phase, 1st and 2nd grade students were trained.





APPENDICES

- > ENVIRONMENTAL PERFORMANCE INDICATORS
- > SOCIAL PERFORMANCE INDICATORS
- > ECONOMIC PERFORMANCE INDICATORS
- > GRI INDEX



Ömerli WPP - Silivri, İstanbul



Environmental Performance Indicators

Goals	2020	2021	2022	2023	2025 Hedefi
Installed WPP capacity (MWm)	55.98	140.35	236.35	243.15	2020 as base year, 65% increase
Increase in installed SPP capacity (MWm)	0.50	88.53	88.53	88.53	2020 as base year, 110% increase
Renewable installed energy capacity (MW)	265.81	438.22	534.21	541.02	850
Number of Electric Vehicle Charging Stations	-	-	58	138	1,200
Installed mechanical micro production capacity (MW)	-	-	4.48	29.19	200 MW

Direct Energy Consumption	Unit	2021	2022	2023
Gasoline	liter	9,518	156	45,048
Diesel	liter	92,068	106,267	67,015
Natural Gas	Sm ³	-	-	40,839
Indirect Energy Consumption	Unit	2021	2022	2023
Electric	kWh	2,505,001	3,024,234	3,132,151

Renewable Energy Production Capacity	Unit	2021	2022	2023
WPP (Installed Power)	MWm/MWe	140.35 / 134.80	236.35 / 230.00	243.15 / 236.80
HPP (Installed Power)	MWm/MWe	209.33 / 199.75	209.33 / 199.75	209.33 / 199.75
SPP (Installed Power)	MWm/MWe	88.54 / 68.40	88.53 / 68.40	88.54 / 68.40

Greenhouse Gas Emissions	Birim	2022	2023
Direct CO ₂ Emissions (Scope 1)	tonCO ₂ ^e	1,287	1,225
Indirect CO ₂ Emissions (Location Based Scope 2)	tonCO ₂ ^e	1,352	1,409
Indirect CO ₂ Emissions (Market Based Scope 2)	tonCO ₂ ^e	-	1,401
Indirect CO ₂ Emissions (Scope 3)	tonCO ₂ ^e	5,102	6,514
Total Emmissions (Location Based)	tonCO ₂ ^e	7,741	9,148
Total Emmissions (Market Based)	tonCO ₂ ^e	7,741	9,140

2023 Emission Breakdown by Facility (tonnesCO ₂ e)	Scope 1	Scope 2 (Location Based)	Scope 2 (Market Based)	Scope 3	Total Emmissions (Location Based)	Total Emmissions (Market Based)
Skyland	118.95	55.80	48.19	2,301.25	2,476.02	2,468,40
Erenköy HPP	22.99	33.94	33.94	164.09	221.00	221.00
Muradiye HPP	41.37	19.47	19.47	90.54	151.39	151.39
Yayla HPP	13.81	11.39	11.39	91.7	116.90	116.90
Sümer HPP	14.40	41.36	41.36	55.07	110.82	110.82
Tuna HPP	94.10	151.20	151.20	62.78	308.08	308.08
Umut HPP	144.84	169.51	169.51	220.02	534.37	534.37
Yaprak HPP	104.67	122.84	122.84	167.18	394.69	394.69
Başak HPP	32.36	40.80	40.80	32.34	105.51	105.51
Çanta WPP	185.81	67.73	67.73	203.31	456.86	456.86
Sibel WPP	132.15	219.45	219.45	2,369.47	2721.07	2721.07
Ömerli WPP	162.08	108.96	108.96	484.53	755.56	755.56
Büyükalın SPP	54.29	127.31	127.31	137.17	318.78	318.78
Arısu SPP	102.84	238.93	238.93	134.99	476.76	476.76
TOTAL	1,225	1,409	1,401	6,514	9,148	9,140

Amount of Water Withdrawal, Discharge and Consumption	2023 (megaliters)
Total Water Withdrawal	1,163,618
Total Water Discharge	1,112,812
Total Water Consumption	50,806

Water Footprint	2022	2023
Blue Water Footprint (m ³)	3,473.26	3,899.13
Grey Water Footprint (m ³)	3,633.26	3,119.31

Water Footprint by Facilities (m ³)	Blue Water Footprint	Grey Water Footprint
Başak HPP	305.45	244.36
Erenköy HPP	312.30	249.84
Muradiye HPP	470.05	376.04
Sümer HPP	426.06	340.85
Tuna HPP	305.45	244.36
Umut HPP	916.36	733.09
Yaprak HPP	852.12	681.69
Yayla HPP	311.35	249.08
Total	3,899.13	3,119.31

Hazardous Waste	Unit	2021	2022	2023
Contaminated Waste	Kg	220	320	367
Oil Waste	Kg	11,590	2,640	14,424
Filter Waste	Kg	310	590	734
Other (150202)	Kg	1,350	3,250	6,187
Other (190810)	Kg	250	1,380	1,500
Other (150111)	Kg	10	95	60
Other (170410)	Kg	-	15,040	-
Other (160601)	Kg	4,100	1	7,740
Other (170409)	Kg	-	-	251
Other (200121)	Kg	-	-	140
Other (080317)	Kg	-	-	15
Other (170204)	Kg	-	-	95
Other (080111)	Kg	-	-	50
Other (080117)	Kg	-	-	100
Other (120120)	Kg	-	-	7
Other (160305)	Kg	310	930	5,770
TOTAL	Kg	18,140	24,246	37,440

Non-Hazardous Waste	Unit	2021	2022	2023
Paper Waste	Kg	-	6,200	17,000
Electronic Waste	Kg	-	-	768
Plastic Waste	Kg	-	564	-
Metal Waste	Kg	-	61,980	53,164
Other (Mixed Packaging)	Kg	-	155	200
TOTAL	Kg	-	68,899	71,132



Social Performance Indicators

Work Accidents	Unit	2021	2021	2022	2023
Near Miss	Company	Qty/Year	1	2	2
	Sub-employer	Qty/Year	0	0	3
Number of Accidents with Lost Day	Company	Qty/Year	1	1	2
	Sub-employer	Qty/Year	1	1	1
Lost Day	Company	Qty/Year	16	0	20
	Sub-employer	Qty/Year	2	5	15
Number of Accidents Without Lost Day	Company	Qty/Year	1	1	1
	Sub-employer	Qty/Year	1	2	1
KSO - Lost Time Injury Rate (Number of Accidents x 1,000,000) / Total Working Hours	Company	Ratio	5.41	5.11	4.68
	Sub-employer	Ratio	4.58	6.32	4.25
Death	Company	Qty/Year	0	0	0
	Sub-employer	Qty/Year	0	0	0
KAO - Severity Rate (Lost Days x 1000) / Total Working Hours	Company	Ratio	40.54	0	73.40
	Sub-employer	Ratio	40.10	44.21	48.30
Occupational Disease Rate (ODR) Number of Occupational Diseases x1,000,000/WH	Company	Ratio	0	0	0
	Sub-employer	Ratio	0	0	0

Occupational Health and Safety Trainings	2021	2022	2023
Number of Company Employees	238	255	263
Number of Sub-employer Employees	28	35	65
Total Number of Participants	266	290	328

Company Employees (Person*Hour)	4,503	4,750	6,950
Sub-employer Employees (Person*Hours)	448,00	560,00	1,040
Total OHS Trainings (Person*Hour)	4,951	5,310	7,990

Trainings and Number of Personnel Attending	2021	2022	2023
Work At Height Training	15	21	21
GWO Training	0	11	6
Basic OHS Training	152	198	198
Toolbox Training	0	671	812
NEBOSH Training	0	0	3
ISO 9001-14001-45001 Internal Auditor Training	0	0	37
Lockout-Labeling Training	0	0	13



ALL TRAINING PROGRAMMES

By Employee Category	Unit	2021	2022	2023
Executive Managers	Person*Hours	-	72	0
Senior Managers	Person	-	6	0
Mid-Level Managers	Person*Hours	240	1,208	809
Mid-Level Managers	Person	16	73	36
Other Employees	Person*Hours	2,670	2,204	3,916
Other Employees	Person	59	144	118
TOTAL	Person*Hours	2,910	3,484	4,725
By Employment Type	Unit	2021	2022	2023
Blue Collar	Person*Hours	2,496	432	2,207
Blue Collar	Person	53	27	31
White Collar	Person*Hours	414	3,052	2,518
White Collar	Person	22	196	123
Sub Contractor Employees	Person*Hours	0	0	28
Employees	Person	0	0	2
TOTAL	Person*Hours	2,910	3,484	4,753
By Gender	Unit	2021	2022	2023
Male	Person*Hours	2,910	2,404	3,712
Male	Person	75	152	112
Female	Person*Hours	0	1,080	1,013
Female	Person	0	71	42
TOTAL	Person*Hours	2,910	3,484	4,725

All Trainings By Type	Unit	2021	2022	2023
Professional Development	Hour	2,562	1,826	4,725
Personal Development	Hour	72	936	0
OHS	Hour	276	602	7,990
Other (e.g. Leadership) ..	Hour	0	120	-
TOTAL	Hour	2,910	3,484	12,715

Fringe Benefits	Unit	2021	2022	2023
Life insurance	Person	238	255	263
Health Services	Person	238	255	263
Maternity leave	Person	16	15	18

Contract	Unit	2021	2022	2023
Percentage of factory workers included in collective labor agreements	Ratio	57.81%	57.60%	54.75%



Paid Social Leave		Permission
Marriage of an employee		6 days
Marriage of the employee's child		4 days
Circumcision of the employee's child		2 days
Death of the employee's mother/father/sibling		6 days
Death of the spouse/child of the employee		6 days
Birth of the employee's child	One baby	6 days
	Multiple babies	+6 days additional
Death of the employee's grandparent/grandchild		2 days
Death of the employee's mother-in-law/father-in-law		2 days
Employee's adoption of a child (under 3 years of age)		6 days
On disability day for employees with 40% or more disability		1 day

Employees on Maternity Leave	Total	2021		2022		2023	
		Female	Male	Female	Male	Female	Male
Employees eligible for maternity leave	Number	0	16	1	14	2	16
Employees on maternity leave	Number	0	16	1	14	1	16
Employees returning to work after the end of maternity leave	Number	0	16	1	14	2	16
Employees who return to work after maternity leave and work for at least 12 months afterwards	Number	0	13	1	12	2	14

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	Ratio	50.00%	60.23%	63.89%
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41 - 50 Years - Resigned	Person	7	16	14
	Ratio	11.11%	23.53%	22.22%
51 - 60 Years - Hired	Person	2	1	4
	Ratio	2.33%	1.14%	5.56%
51 - 60 Years - Resigned	Person	5	3	4
	Ratio	7.94%	4.41%	6.35%
60 Years and Above - Hired	Person	1	0	0
	Ratio	1.16%	0.00%	0.00%
60 Years and Above - Resigned	Person	6	2	0
	Ratio	9.52%	2.94%	0.00%

By Employment Type	Unit	2021	2022	2023
White Collar - Female	Person	22	30	31
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Indefinite Term - Male	Person	194	214	222
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Fixed Term - Male	Person	20	4	4
TOTAL	Person	238	255	263
By Gender	Unit	2021	2022	2023
Male	Person	214	218	226
	Ratio	89.87%	85.49%	85.93%
Female	Person	24	37	37
	Ratio	10.13%	14.51%	14.07%
TOTAL	Person	238	255	263



By Age	Unit	2021	2022	2023
18 - 30 Years	Female	13	20	19
	Ratio	5.49%	7.84%	7.22%
	Male	56	63	61
	Ratio	23.63%	24.71%	23.19%
31 - 40 Years	Female	8	12	12
	Ratio	3.38%	4.71%	4.56%
	Male	98	100	100
	Ratio	40.93%	39.22%	38.02%
41 - 50 Years	Female	2	4	5
	Ratio	0.84%	1.57%	1.90%
	Male	49	47	54
	Ratio	20.68%	18.43%	20.53%
51 - 60 Years	Female	1	1	1
	Ratio	0.42%	0.39%	0.38%
	Male	9	8	10
	Ratio	3.80%	3.14%	3.80%
Over 60 Age	Female	0	0	0
	Ratio	0.00%	0.00%	0.00%
	Male	2	0	1
	Ratio	0.84%	0.00%	0.38%
TOTAL	Person	238	255	263

WORKFORCE

Other Groups	Unit	2021	2022	2023
Foreigner	Female	0	0	0
	Ratio	0.00%	0.00%	0.00%
	Male	0	0	0
	Ratio	0.00%	0.00%	0.00%
Disabled	Female	0	0	0
	Ratio	0.00%	0.00%	0.00%
	Male	2	1	3
	Ratio	0.84%	0.39%	1.14%
By Management Category	Unit	2021	2022	2023
Senior Management	Female	0	0	0
	Ratio	0.00%	0.00%	0.00%
	Male	2	2	2
	Ratio	0.84%	0.78%	0.76%
Medium Level	Female	2	5	5
	Ratio	0.84%	1.96%	1.90%
	Male	33	29	30
	Ratio	13.92%	11.37%	11.41%
Other	Female	22	32	32
	Ratio	9.28%	12.55%	12.17%
	Male	178	187	194
	Ratio	75.11%	73.33%	73.76%
TOTAL	Person	238	255	263



Economic Performance Indicators

Economic Value Created	Unit	2021	2022	2023
Economic Value Created (Revenues)	TL	486,193,459	1,740,097,480	2,700,686,495

Economic Value Distributed	Unit	2021	2022	2023
Operating expenses	TL	176,191,900	358,024,625	825,771,073
Benefits provided for Employees	TL	2,425,071	7,251,789	15,209,078
Benefits to society	TL	3,006,992	30,602,099	23,601,931
TOTAL	TL	181,623,963	395,878,513	864,582,082



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