

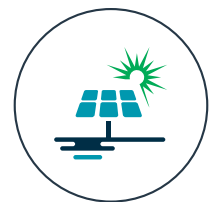


Shedding light on the future



R H G
ENERTÜRK
ENERJİ

SUSTAINABILITY REPORT 2022





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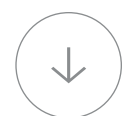
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Every day, as RHG Enertürk, we are successfully growing in the energy sector in Türkiye, through our energy generation. With our environmentally friendly, clean, and renewable energy generation, we met the electricity needs of 295,000 people in just 2022. We continue to work with even greater excitement and energy than ever before for a stronger Türkiye.





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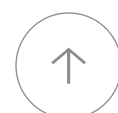
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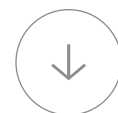
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As RHG Enertürk Enerji Üretim ve Ticaret A.Ş. (“RHG Enertürk”), we address our environmental, social and economic impacts resulting from our operations in the energy sector within the scope of our sustainability focus on our planet, our customers and transition.

Since our establishment, we have been conducting our activities with an ethical, accountable, and responsible management approach. Therefore, we are pleased to share our sustainability approach and the initiatives we have implemented in this field with our esteemed readers for the first time through our 2022 Sustainability Report. In this first sustainability report, you can find the details of our activities, our areas of responsibility, our strategy, our management and the performance of our organization.

We hope that our report, which shares our sustainability performance for the period spanning January 1, 2022 and December 31, 2022, further strengthens the strong trust between us and our stakeholders and serves as an example for our industry.

Our report has been prepared in accordance with the Annual Progress Report prepared in line with the United Nations Global Compact (UNGC) Principles, of which we have been a signatory since 2022, and in compliance with the GRI Standards. You can track which sections of our report cover the GRI Standards in the “GRI Content Index” table provided in the report.

Unless otherwise stated, the data presented in our sustainability report reflects the performance of RHG Enertürk and its power plants for the year 2022.



For any feedback or questions regarding our report,
[you can contact us at sustainability@enerturk.com.](mailto:sustainability@enerturk.com)



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Dear Stakeholders,

The extreme climate events of 2022 have once again reminded us of the need for stronger and forward-looking steps in the fight against climate change worldwide. While humanity has been working to show respect to our unique planet and all living beings on it, we are fully aware that there is much more we can do and need to do without jeopardizing our planet with greater problems. We are driven by the understanding that we need to accelerate our actions for solutions, set an example to our stakeholders, and encourage everyone to join this fight.

In the global mobilization against the climate crisis, we continue to make steady progress on the path we embarked on in 2010 for nature-friendly, clean, and renewable energy. Today, with 8 hydroelectric power plants, 3 wind power plants, 2 solar power plants, and our electric vehicle charging stations, we aim to contribute to Türkiye's sustainable development throughout the activities we carry out with our stakeholders in the beautiful cities of Artvin, Van, Giresun, Tokat, Ordu, Amasya, Bartın, İzmir, Antalya, and Istanbul.

In line with our Sustainability Strategy, we make investments in clean, energy-based on innovative approaches for our future, closely following the global developments. As one of the few companies in Türkiye that produce energy entirely from renewable sources, we have generated green energy to meet the electricity needs of 175,000 people in 2021 and 295,000 people in 2022.

Through the direct and indirect channels, we have provided access to clean, reliable, and affordable energy to over 1.2 million people nationwide. With the principle of promoting responsible resource use, considering the scarcity of our resources, we have introduced our electric vehicle charging network, which offers a transport solution that is significantly cleaner, more reliable,



“With our knowledge, skills, industrial infrastructure, technological power, and most importantly, our human resources, we will continue to work, produce, and achieve our sustainable development goals for our planet and all our stakeholders.”



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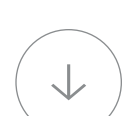
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and comfortable compared to petroleum and alternative fuels, at 11 different locations in Istanbul, Kayseri, Bursa, and Sakarya in 2022. Taking a comprehensive approach to decarbonization, we have implemented the necessary steps toward Zero Waste and initiated our zero waste certification process. We continue to implement our projects that support the local communities in the areas where our facilities are located and expand our youth talent and internship programs to contribute to the development of our young people and university students in preparation for their professional lives. To provide innovative solutions to our customers and support digitalization, we have included technological investments in our business plan. We have renewed and further developed the framework we outlined with our 2021 Sustainability Strategy in 2023.

With the awareness that success does not consist of numbers, we carry sustainability with us in every step we take. We undertake great responsibilities to protect our blue planet, which is our heritage from our past to our future, and all the living things it hosts, and to respect the rights of life by exceeding the limits of what we can do to leave a livable world for future generations.

With this first sustainability report we share with you, we pledge to fulfill our responsibilities for the global goals for sustainable development such as quality education, equality, and peace, and to always contribute to all our stakeholders. Our duty is to first work hard for our world and our country, and then transform this into benefits for our society through investment and employment.

With our knowledge, skills, industrial infrastructure, technological power, and most importantly, our human resources, we will continue to work, produce, and achieve our sustainable development goals for our planet and all our stakeholders.

We would like to express our gratitude to all our stakeholders who have supported us on our sustainability journey.

Assoc. Prof. ALPASLAN BAKİ ERTEKİN
CEO



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As RHG Enertürk, we aim to benefit the environment and society by focusing on renewable energy production in Türkiye. Access to clean energy is not only a human right, but also a vital element for many areas. Clean energy plays an important role for many areas, from production to housing, food supply to health, education to industry and innovation. For this reason, we continue our sustainable investments with the slogan “We Have Energy for Life” to generate clean energy and expand access to energy.

In line with our mission, we contribute to the generation of clean and sustainable transportation systems through our solar, wind, and hydroelectric power plants, as well as our investments in electric vehicle charging stations.

We strive to create an inclusive world where every disadvantaged individual is taken into account, working towards achieving the Sustainable Development Goals.

Our goal is to establish a cleaner and more sustainable energy network for all our stakeholders, our country, and the world. We support the use of renewable energy sources, promote energy transformation, and aim to strike a balance between environmental sustainability and social benefit. We will continue our efforts to leave a clean world for future generations and strengthen our position in the field of renewable energy.

As RHG Enertürk, we take great pride and happiness in disclosing our commitments and activities in supporting the Sustainable Development Goals. Through renewable energy production, we contribute primarily to Goal 7: Affordable and Clean Energy and Goal 13: Climate Action. However, we are not limited to these two goals only; we are developing our business model to support other goals as well.



“Our goal is to establish a cleaner and more sustainable energy network for all our stakeholders, our country, and the world.”



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Goal 9: Industry, Innovation, and Infrastructure, Goal 11: Sustainable Cities and Communities, and Goal 12: Responsible Consumption and Production are among the important components of our sustainability strategy. We take various steps to support these goals and shape our business model accordingly.

We are aware of our responsibility in line with the 2053 net-zero target and embrace the sustainability agenda that aligns with this target. We implement the principles of environmental, social, and corporate governance comprehensively. Taking the first step in sustainability reporting, we have published our sustainability report in accordance with the GRI standards. With this report, we aim to ensure transparency by openly sharing our sustainability commitments, goals, and performance, providing traceability, and publicly disclosing information in line with Goal 17: Partnerships for the Goals.

With the goal of leaving a better world for the future generations, we believe in the importance of collaboration between the private sector, government, and civil society organizations. We focus on sharing our knowledge and experience in the renewable energy sector with other companies, educational institutions, and public agencies. Additionally, we achieved the following developments last year:

- We started providing consultancy on the transition to renewable energy and micro-generation to companies in various sectors, contributing to the widespread adoption of renewable energy at the grassroots level.
- Emphasizing innovation and digitalization, we strengthened our financial stability and initiated work on our own electric vehicle charging network customer platform software to make our business more sustainable.
- We updated our sustainability strategy by completing stakeholder engagement activities.
- We established a sustainability office to manage our sustainability-focused efforts and projects more effectively.
- We calculated and reduced our greenhouse gas emissions to minimize our environmental impact in alignment with our reduction commitments.

- By signing the United Nations Global Compact, we continue to support 10 principles covering human rights, labor conditions, the environment, and anti-corruption. With the support we receive from our corporate culture, we will accelerate our efforts to provide effective solutions to global social issues.

Finally, to promote social development and to uphold human rights throughout our value chain, we will collaborate with companies and communities worldwide. We create inclusive, fair, secure, and diverse working environments where our people can thrive. We strengthen our long-standing commitments and partnerships with communities globally. By integrating all necessary implementation steps into our decision-making processes, we have defined additional responsibilities and incentive plans.

In this context, we have been a signatory of the United Nations Global Compact since 2022 and we also plan to become a signatory of the UN Women's Empowerment Principles.

By publishing RHG Enertürk's first sustainability report, we believe we have demonstrated our commitment and determination towards achieving sustainability goals. With the support of our stakeholders and the contribution of renewable energy technologies, we wholeheartedly believe that we will achieve our 2030 targets and make a significant contribution to sustainable development in Türkiye and globally.

Thank you for your trust and support.

ALPAY BEYLA
GENERAL MANAGER



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We are delighted to announce the publication of RHG Enertürk's first Sustainability Report as we embark on our clean and renewable energy journey with the slogan “We Have Energy for Life”.

As the Sustainability Office, our goal is to combat the climate crisis, which is the greatest challenge facing our generation. We closely monitor the detailed efforts made by countries to implement their sustainable development plans in line with the bigger picture that serves the needs of society and our planet. Recognizing that addressing and resolving the climate crisis cannot be achieved alone, we are committed to maximizing the sustainable impact we create for both society and our planet by working together with our business partners. Therefore, we focus not only on clean energy-related goals but also on preserving and enhancing social and economic values that can benefit the entire community and, consequently, our planet.

As the Sustainability Office, we organize training sessions and seminars to increase awareness for sustainability within the organization, ensuring access to knowledge.

We regularly analyze and improve biodiversity conservation and the impact we create. Within the scope of our sustainability strategy, we have set short, medium, and long-term goals and action plans to achieve these goals. As of 2022, we aim to implement the ten principles of the United Nations Global Compact, of which we are a party, and, most importantly, make sustainability an integral part of our corporate culture.

By following the global sustainability agenda, promoting sustainability within the organization, making the organization's sustainability commitments visible, and enhancing stakeholder trust, we strive to be a part of the solution for a better future, working to the best of our abilities.

With our renewable energy technologies and our sustainability approach, we wholeheartedly believe that we will achieve our 2030 targets.

We extend our infinite gratitude to all our stakeholders, our committee, and our colleagues whose support contributes to the effective implementation of our Sustainability Strategy.



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We contribute to the renewable energy value chain





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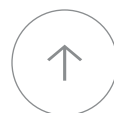
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Our future-oriented sustainability approach supports the creation and maintenance of a world where environmental emissions are eliminated in the fields of energy generation and transportation. Considering the magnitude and scope of our operations, we are positioned in various regions of Türkiye with our diversified production and activity portfolio, contributing to the renewable energy value chain.

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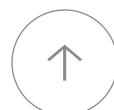
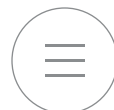
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We rank fourth in Türkiye in terms of our installed solar energy capacity.



We are tenth in Türkiye in terms of our contribution to the 100% renewable energy production capacity.



At RHG Enertürk, we are committed to providing stable, reliable, and clean energy access, which we believe is a fundamental human right, and an essential element of sustainable development. By doing so, we strive to leave a livable world for future generations. Renewable energy not only enables our country to meet its energy needs from its own resources at a lower cost but also contributes to carbon emission reduction. As one of the few energy and service companies in Türkiye that solely produces electricity from renewable energy sources, we are motivated by the significant role we play in our country's sustainable development and action plan against climate change. With a total installed mechanical capacity reaching 534 MW, we continue to invest in the future and grow with our 13 licensed production facilities located in 10 provinces and our team of 255 employees.

Our portfolio, as of the reporting period, consists of 8 hydroelectric power plants (HPP) with a total mechanical capacity of 209.33 MW, 3 wind power plants (WPP) with a total mechanical capacity of 236.35 MW, and 2 solar power plants (SPP) with a total mechanical capacity of 88.53 MW. As a significant step towards our target of expanding to 1.000 MW, we successfully obtained the rights for a 105 MW solar license in 2021 and 30 MW wind license in 2022 through the Renewable Energy Resource Areas (YEKA) tenders. We will continue to participate in the the Renewable Energy Resource Areas (YEKA) tenders for wind and solar energy plants in the future.

Our organization has diversified its portfolio in renewable energy sources (HPP, WPP, SPP) and initiated the application processes for hybrid facilities, thereby minimizing risks and strengthening our strong presence in the industry.

As part of our responsibility to help reduce greenhouse gas emissions towards Türkiye's 2053 Net Zero target, we are committed to carrying out environmentally friendly and highly efficient projects. Ensuring that all stages of our investments, from installation to operation, are environmentally friendly and highly efficient helps reduce Türkiye's total carbon emissions.

In addition to our own production, we support the transition to a low-carbon economy through micro-generation projects such as rooftop and ground-mounted solar energy. Our expert teams in hydroelectric, wind, and solar energy production also provide technical and operational support and consultancy services to industrial firms in their renewable energy transitions.

RHG Enertürk adheres to the principle of conducting business with environmentally, socially, and ethically responsible customers and rejects commercial requests from hard-to-abate industries.



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We have **8 HPP** with a total
mechanical capacity of
209.33 MW



Umut HPP, Akkuş-ORDU



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We have **3 WPP** with a total
mechanical capacity of
236.35 MW



Sibel WPP, Bornova-İZMİR



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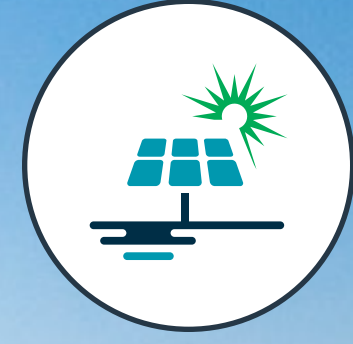
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We have **2 SPP** with a total
mechanical capacity of
88.53 MW



Van Arisu SPP, Tuşba-VAN



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Our goal is to install
1,200 charging units
by 2025.

As of the reporting period,
58 charging units
have been completed.



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We are among the license holders of the first five electric vehicle charge point operators in Türkiye. Our goal is to install 1,200 charging units by 2025. As of the reporting period, 58 charging units have been completed, contributing to the decarbonization of road transportation. By aiming to power our electric vehicle charging stations with renewable energy as much as possible and offsetting the remainder through carbon credits, we support clean, zero-emission transportation in Türkiye. Furthermore, we are developing our own electric vehicle charging network software solution. With this software, we will be able to manage all processes of electric vehicle charging stations, from initial discovery to providing services to end users, from a single point. As the first electric vehicle charge point operator, we are preparing a roadmap in coordination with TÜV SÜD to standardize all processes (installation, testing, compliance studies, etc.) in Türkiye. We strive to improve our operations by considering user experience, applying standards, and anticipating the needs of all members of society, including disadvantaged groups. In this regard, we plan to invest in artificial intelligence-based applications for location optimization solutions for electric vehicle charging stations in collaboration with Istanbul Technical University (İTÜ).

As RHG Enertürk, we strive to increase the benefits we provide to the community we are a part of every day. As a part of our vision to provide affordable and clean energy, our portfolio is spread across various regions of Türkiye, benefiting from renewable energy investments in these areas. Increasing our contribution to the local community is an important part of our sustainability policy. Within the framework of our employment policy, we prioritize hiring local residents for facility-related positions. In our procurement processes, we also source our facility needs from nearby geographical areas.

For our organization, employees are the most valuable asset. We believe that successful growth is possible with happy and developing employees. We attach great importance to creating a safe, transparent, fair, and supportive work environment in our efforts. We regularly develop programs for the growth and acquisition of new skills by our employees. We prioritize providing standards beyond legal regulations, especially concerning occupational health and safety and other employee-related issues.

At RHG Enertürk, we aim to promote youth employment and enhance the competencies of young individuals in the energy sector. Through our Young Talent Program, Analyst Student Program, and internship programs that we have been running since 2016, we have provided training and development opportunities to 31 students. Additionally, we encourage our expert employees to provide education at universities.

In 2022, our organization became a signatory to the United Nations Global Compact. Providing a work environment that values basic rights and freedoms, equal opportunities, and diversity is a top priority for us. We support the participation of women at all levels of economic life. For this purpose, we declare that we will become a signatory to the United Nations Women's Empowerment Principles (UN WEPs).

In 2022, we initiated our integrated management systems project to use and manage our resources more efficiently and strengthen our governance structure, and our certification processes are ongoing. The project includes ISO 9001 Quality Management System, ISO 45001 Occupational Health and Safety Management System, ISO 14001 Environmental Management System, and ISO 27001 Information Security Management System. Through this project, we improve our business processes to enhance our quality standards, protect the health and safety of our employees, reduce our environmental impact, increase energy efficiency, and strengthen information security.

In 2022, our organization
invested a total of
1,058,089,910 TL

through the efforts of our
255 employees,
expanding our portfolio
and capacity,

and generated
a revenue of
2,054,013,308 TL
through

1,180,971 MWh
of renewable energy
production.



TÜRKİYE'S GROWING PURELY SUSTAINABLE ENERGY COMPANY

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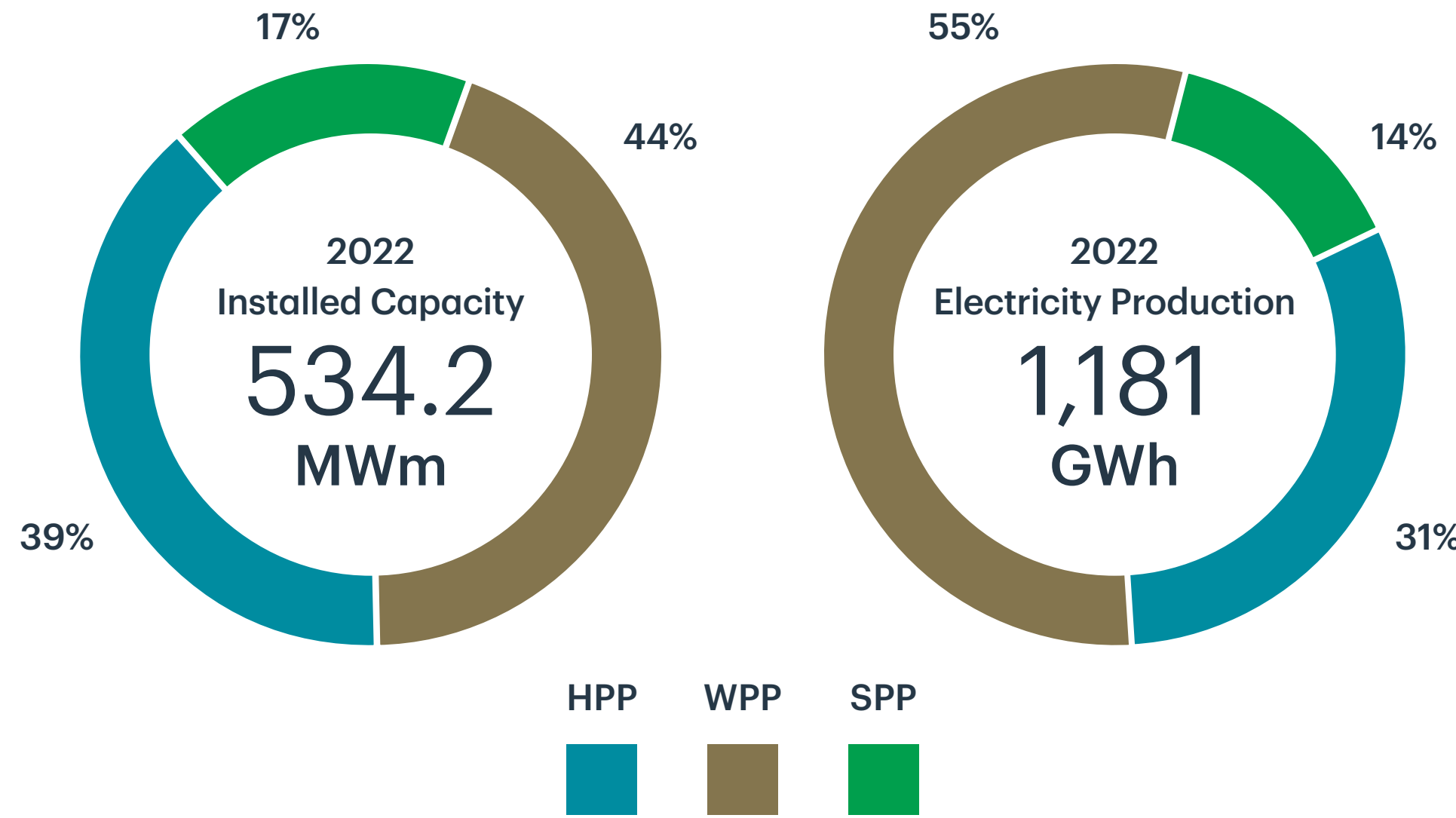
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Capacity increase over the last 2 years
+101%



Increase in electricity generation over the last 2 years
+119%

Energy generation in 2020
540 GWh

2020
265.8 MWm

STRONG FINANCIAL PERFORMANCE

2022 Revenue (TL)
2,054 MILLION

Revenue Increase from 2021 to 2022
115%

KEY HIGHLIGHTS

Pure Green Energy

It produces renewable energy with its 8 hydroelectric, 3 wind, and 2 solar power plants.

High Capacity Increase Potential in WPP

The installed capacity of WPP will be increased from 236 MW to 605 MW by 2026.

Geographical Diversification

13 power plants are located in various geographical regions of Türkiye.

Electric Vehicle Charging

Investment strategies continue in new business areas such as electric vehicle charging.

USD-Indexed (FiT) Revenue

WPP and SPP projects benefit from the existing YEKDEM program, which offers higher prices compared to the previous application.

Carbon Credits

Carbon credit certification approvals have been obtained for all power plants, and their creditable periods have started.



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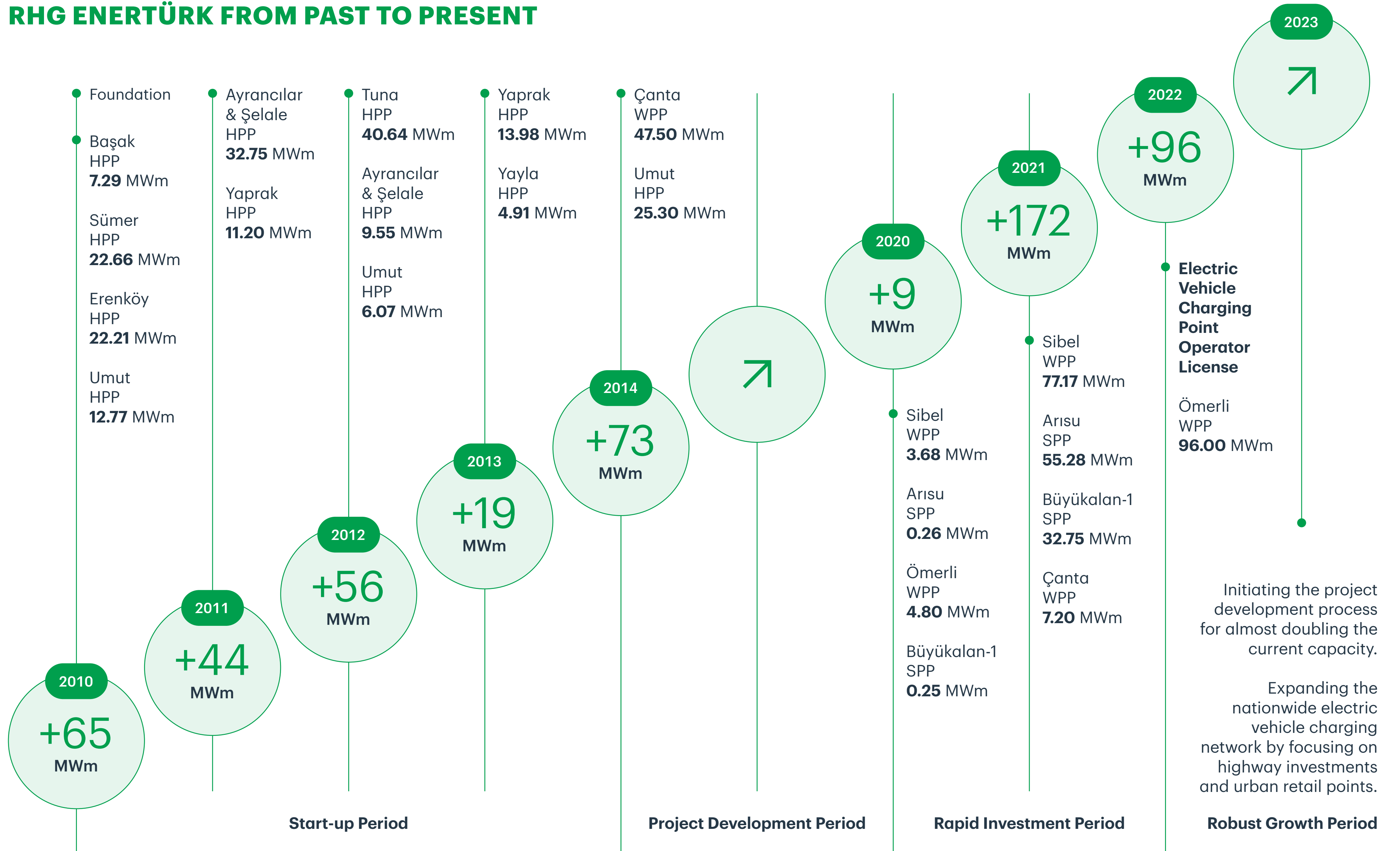
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OUR MISSION

As RHG Enertürk, our mission is to be a leading player in the Turkish electricity market with environmentally friendly and highly efficient projects, working with expert teams at every stage of our investments without harming the environment, and to strengthen and maintain this position.

OUR VISION

Our vision at RHG Enertürk is to reach a minimum installed power capacity of 1,000 MW by 2027 with production plants that are compatible with market conditions based on renewable energy sources, flexible, and highly efficient.

Van Arisu SPP, Tuşba - VAN



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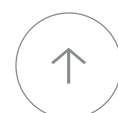
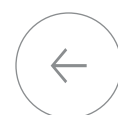
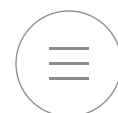
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OUR PRINCIPLES

The main focus of our corporate culture is to create value and provide benefits for our customers and stakeholders. Our principles guide us in establishing a common language within the organization. By emphasizing our shared values and reminding us of our strengths that set us apart from other companies, our principles enhance our collaboration and effectiveness in achieving results.

Our principles reflect the values that are important to us. They serve as inspiration and motivation for all of us, acting as the driving force behind our success.

Our principles form the foundation 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 the customer to carry this value further.



Inspire Confidence

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



Win Hearts

The principle of Winning Hearts means reflecting the deep culture of tolerance from the land from which it emerged. It means becoming stronger by building long, sustainable relationships to be us and to succeed together.



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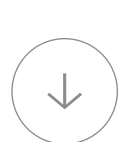
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Add Meaning

Completing our daily tasks alone is not enough. It is not just about what we do; it is about understanding how each task contributes to the whole, which is the fundamental source of our motivation. Adding meaning is about building the future by seeing the bigger picture.



Empower

RHG Enertürk managers use the empowerment principle to make the lives of employees who will carry the organization forward easier. RHG Enertürk leaders provide all the necessary resources and support for their teams to perform their jobs correctly, developing and empowering their teams.



Guide

RHG Enertürk managers serve as examples for future generations. Based on the philosophy of being a guide is necessary to be an example, they carefully observe and contribute to the development of their employees through coaching, aiming for them to become future leaders. For them, nothing is more important than guiding their teams to prepare the organization for the future.



Deliver Results

RHG Enertürk has ambitious goals. The organization derives all its dynamism from the goals it has achieved so far and the successful results it has achieved. The principle of delivering results is the guarantee for this dynamism to continue into the future.



Be the Best

To be the best, we must recognize the importance of working with the best. Therefore, the principle of being the best at your job means being the consulted person in the field of expertise in all applications. The best possess deep expertise and fulfill their responsibilities with high standards



Embrace the Future

Not a day goes by without a new trend, a different design, a new way of doing business, or a new perspective entering our lives. In the past 15 years, innovations have changed our lives almost as much as the entire history of humanity. In this dizzying VUCA world, we cannot compromise on the principle of renewal to take our place and build a stronger future.



OUR POWER PLANTS

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You can access our interactive **HPP** map here.

You can access our interactive **WPP** map here.

You can access our interactive **SPP** map here.

Our developing projects



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Location	Project	Electrical Power (MWe)	Installed Mechanical Power (MWm)
İstanbul	Ömerli WPP	100	100.80
İzmir	Sibel WPP	80	80.85
İstanbul	Çanta WPP	50	54.70
Van	Arısu SPP	45	55.53
Ordu	Umut 1-2-3 HPP	42.25	44.14
Van	Ayrancılar HPP	41.45	42.30
Tokat	Tuna HPP	37.19	40.64
Van	Van WPP*	30	60.00
Amasya	Yaprak 1-2 HPP	24.28	25.17
Antalya	Büyükalan SPP	23.4	33.00
Giresun	Sümer HPP	21.6	22.66
Artvin	Erenköy HPP	21.46	22.21
Antalya	Antalya-1 SPP*	20	24.00
Antalya	Antalya-2 SPP*	20	24.00
Van	Van-1 SPP*	20	24.00
Van	Van-2 SPP*	20	24.00
Muş	Muş-2 SPP*	15	18.00
Van	Van-3 SPP*	10	12.00
Bartın	Başak HPP	6.85	7.29
Artvin	Yayla HPP	4.67	4.91
Total (Installed + Under Development)		633.15	720.21

* Our developing projects

** **HPP:** Hydroelectric Power Plant; **WPP:** Wind Power Plant; **SPP:** Solar Power Plant

Total Mechanical Power

534.21 MWm

Total HPP

209.33 MWm



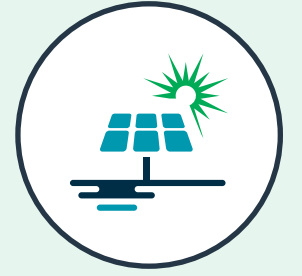
Total WPP

236.35 MWm



Total SPP

88.53 MWm





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OUR INVESTMENTS

As RHG Enertürk, we support green growth by making investments every year in our sustainability journey. With the principle that access to clean energy is a fundamental right for everyone and a key component of Türkiye's sustainable development, we prioritize increasing our production capacity and giving importance to new investments.

Regarding the investments we made in 2022;

20 turbines were invested for our Ömerli WPP plant.

TEİAŞ SPP contribution fees of **28.7 million TL** for Van Arısu SPP and **9 million TL** for Akseki Büyükşehir SPP were paid.

1.9 million TL Grate Cleaning Machine investment was made for Ayrancılar HPP.

14 million TL was invested for the Charging Stations Project. In addition, **57 million TL** was invested in the improvement of HPPs.

For our Sibel WPP, **6.8 million TL** expropriation costs, **1.7 million TL** Forestry Contracting works (fire pond construction, etc.) and **1.3 Million TL** Switchgear Plant investments were made.





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ELECTRIC VEHICLE CHARGING STATIONS

As RHG Enertürk, our electric vehicle charging investments started on May 26, 2022, with the acquisition of the “Charge Point Operator License.” In the initial phase, the first charging stations were established at the “RHG Enertürk Enerji Stadyumu,” consisting of one DC station with a capacity of 120 kW and eight AC stations with a capacity of 22 kW, integrated with renewable energy systems and supported by solar panels. Additionally, in Kayseri, three DC stations with a capacity of 120 kW and thirty AC stations with a capacity of 22 kW were commissioned at Optimal AVM, Boyteks, HES Kablo, and İstikbal Home Concept Store locations.

As of the reporting period, a total of 58 electric vehicle charging units and 63 sockets have been deployed across 11 locations in 5 different cities.

KAYSERİ

RHG Enertürk Energy Stadium:
1 DC station with a capacity of **120 kW** and
8 AC stations with a capacity of **22 kW**

Optimal AVM, Boyteks, HES Kablo, İstikbal
Home Concept Store locations:
3 DC stations with a capacity of **120 kW** and
30 AC stations with a capacity of **22 kW**





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BURSA

İstikbal Store:

2 AC stations with a capacity of **22 kW**

SAKARYA

Erenler District:

6 AC stations with a capacity of **22 kW**

KARABÜK

İstikbal Dealer:

1 DC station with a capacity of **120 kW** and
1 AC station with a capacity of **22 kW**



İSTANBUL

1 DC with **120 kW** and
4 AC with **22 kW**
in Skyland, one of the major
business and living centers,

Silivri:

5 AC stations with a capacity of **22 kW**

Tuzla:

1 DC station with a capacity of **120 kW**

We aim to increase our investments in charging stations every year. In this regard, we have started preparations for the installation of **7** hypercharge high-speed charging stations with a capacity of **300 kW** each at **Bolu - Highway shopping center**, which has become an attractive hub for electric vehicle charging stations in 2023. Additionally, we are planning to install DC and AC type charging stations in various locations throughout Türkiye.



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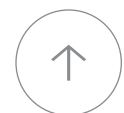
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We are working with a transparent and accountable management approach





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As RHG Enertürk, based on our core principles of accountability, responsibility, fairness, and transparency, we aim to create sustainable value for our internal and external stakeholders. In our journey towards achieving this goal, we continually strengthen our governance structure by upholding our principles and ethical standards without compromise.

- > BOARD OF DIRECTORS, ORGANIZATIONAL STRUCTURE AND COMMITTEES
- > CORPORATE RISK MANAGEMENT
- > INFORMATION SECURITY
- > INTERNAL AUDIT
- > WORK ETHICS AND COMPLIANCE
- > ANTI-COMPETITIVE BEHAVIORS
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- > SUPPLY CHAIN MANAGEMENT





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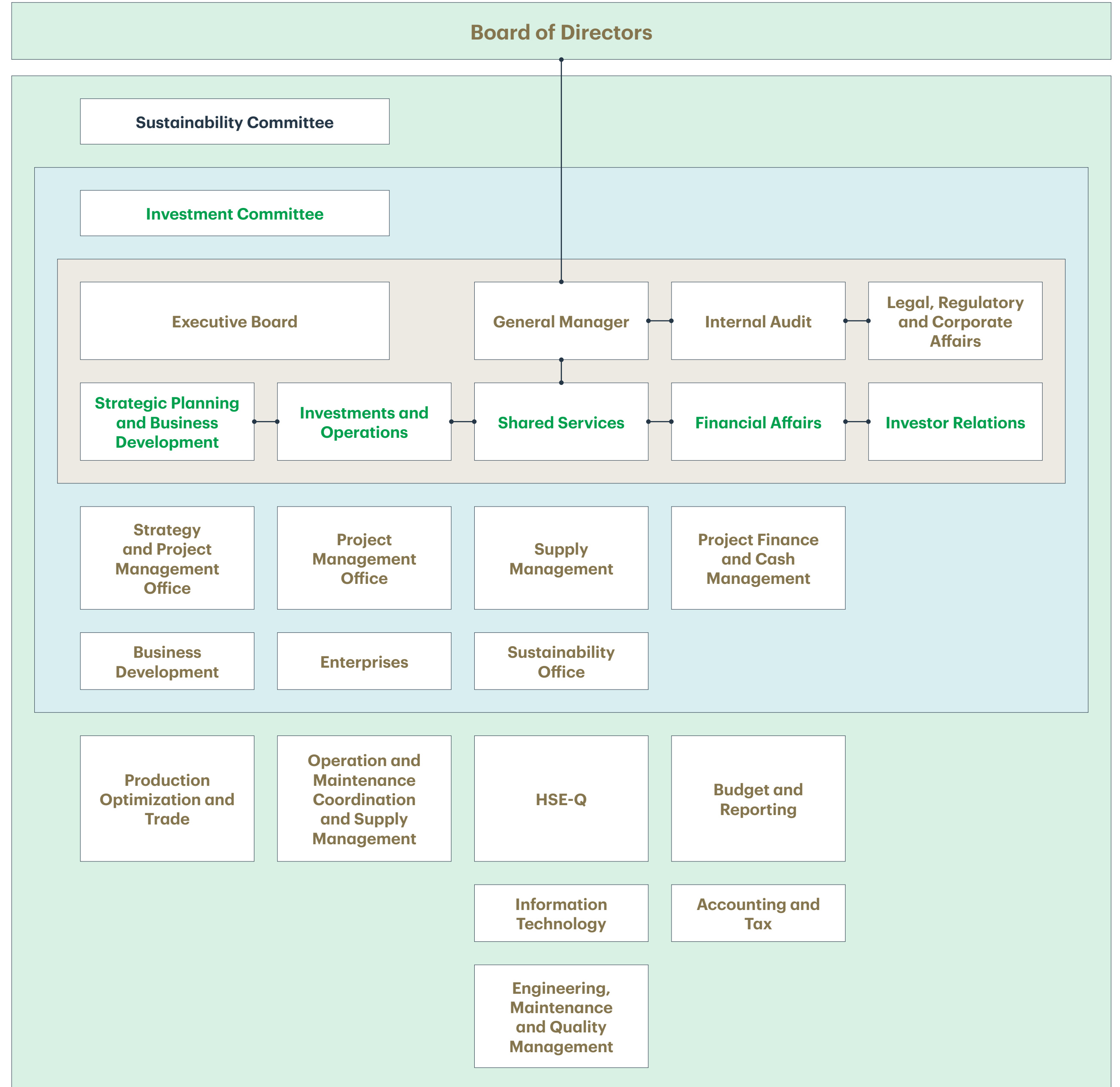


BOARD OF DIRECTORS, ORGANIZATIONAL STRUCTURE AND COMMITTEES

RHG Enertürk's Board of Directors consists of 5 non-executive members and is the highest-level governance structure that approves our organization's sustainable development strategy. The short, medium, and long-term investment and sustainability strategies of our company are subject to the approval of the Board of Directors and are managed by them. In this context, our risk management processes are also monitored by our Board of Directors. The Sustainability and Investment Committees within RHG Enertürk operate under the supervision of the Board of Directors.

INVESTMENT COMMITTEE

Our Investment Committee consists of senior executives from the Strategic Planning and Business Development, Investments and Operations, Finance, Shared Services, and Investor Relations departments. The purpose and working principles of our Investment Committee include managing our organization's business development processes, identifying, and evaluating investments aligned with our strategic objectives, and overseeing investment processes. The Investment Committee presents its analyses and evaluations to our Board of Directors after the preparation of financial, regulatory, and environmental feasibility analyses, project financing, and budget approval processes in line with our sustainable development strategy, and it executes the relevant processes following the final decision.





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CORPORATE RISK MANAGEMENT

At RHG Enertürk, risk management is an important part of setting and achieving goals within the scope of our sustainable development strategy. We develop our risk management policies to sustain our profitability and progress towards our sustainability goals by managing our environmental, social and financial risks. Our risk management process, which consists of identifying, measuring, monitoring, controlling, and reporting risks in Türkiye's energy markets and the electric vehicle charging sector, is carried out with the participation of all relevant business units, starting with our Board of Directors. With our experience in the renewable energy sector, strong equity structure, effective human resources management, technological infrastructure, innovation-oriented R&D and P&D activities and quality management, we work to minimize risk levels.

The main risks and opportunities that may affect the value we create for our internal and external stakeholders and the actions we take to manage these risks and opportunities are summarized in the following table.

Physical Climate Risks	The physical impacts of climate change, such as the increase in the frequency and magnitude of extreme weather events that may affect energy production and supply, are one of the factors affecting RHG Enertürk's operations. Details of our impacts on climate change and our efforts to mitigate the impact of climate change on our operations are detailed in our Environmental Performance and Economic Performance sections.
Climate Risks Arising from the Transition to a Low-Carbon Economy (Transition Risks)	Sustainability issues are increasingly present in legal and regulatory requirements. RHG Enertürk's operations are affected by emerging climate change legislation at national and international level, as well as regulatory changes related to the transition to a low carbon economy. More information on how we manage transition risks and opportunities can be found in our Environmental Performance and Economic Performance sections.
Human Resources and Talent Management	Our employees constitute the basic building blocks of RHG Enertürk: Valuing our employees as our most important resource, having a competent, inclusive, and responsible workforce, and creating a corporate culture that prioritizes ethical and responsible behavior are among our top priorities. The activities we carry out in this direction and the details of our approach to human resources management can be found in our Social Performance section.
Occupational Health and Safety	Due to the nature of the industry in which we operate, challenging working environments can arise. Risks associated with working conditions that can pose hazards in terms of occupational health and safety, such as working at heights and in rugged terrain, are minimized and prevented through comprehensive occupational health and safety policies, procedures, and training programs. We maintain maximum quality standards regarding personal protective equipment. Please refer to our Social Performance for more information.
Cyber Security	Ensuring the confidentiality and security of customer and company information poses security breach risks due to the complexity of information technology systems and the development of attack methods. In this direction, we comply with the GDPR and inform our employees about information security. For more details, you can review the Information Security heading.
Biodiversity Loss	RHG Enertürk operates in various remote regions of Türkiye with valuable natural ecosystems. In order to minimize our impact on biodiversity and prevent any negative impact, we carry out assessments and preliminary studies in accordance with the legislation during the planning process of our investments and consider biodiversity issues at every step in the planning and follow-up processes of our investments. For details on our efforts to protect biodiversity, please see the Biodiversity section.



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INFORMATION SECURITY

As the number of RHG Enertürk Electric Vehicle Charging Stations and users continues to grow, our customer base using the Electric Vehicle Charging Application is also expanding. In line with our “Inspire Confidence” principle, we take all necessary measures to ensure the privacy and security of data for our customers and all stakeholders. During the reporting period, no complaints or notifications regarding data security and privacy have been reported to our company.

Processes related to the security and confidentiality of all company and customer information are managed in accordance with the Information Security Policy by the Information Technology department. All employees are individually responsible for the proper functioning of information security systems within the scope of their duties. Additionally, we continue our efforts to establish an Information Security Management System in accordance with the ISO 27001 standard to ensure the confidentiality and security of all sensitive information and data, aiming to complete the certification process in 2023.

We fully comply with the legislation and legal regulations regarding the storage and processing of information security and sensitive data. In this context, we follow the regulations published by the Personal Data Protection Law (KVKK) and ensure the coordination of our business units regarding KVKK, EPDK regulations, and the Presidency Information Security Guide. We collaborate with leading virtual POS providers for payment system applications in our Electric Vehicle Charging Application.





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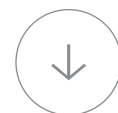
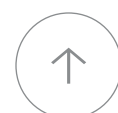
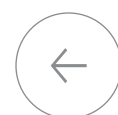
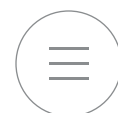
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In our organization, internal audit activities encompass the evaluation of compliance with our policies, procedures, and relevant regulations across all business processes, as well as adherence to our Code of Ethics by our employees, adequacy of occupational health and safety measures, and environmental management. Additionally, internal audit assesses the alignment of our activities with our sustainability strategy. Furthermore, operational efficiency and risk management performance are evaluated to enhance our business processes.

Our internal audit is conducted by an audit team composed of personnel who are independent, have received internal audit training, and are not directly responsible for the activities being audited, in accordance with the Annual Audit Plan. The criteria for audits are determined by subject matter experts based on legal requirements, investor expectations, and other relevant needs, with the minimum assessment criteria being the requirements of ISO 9001, ISO 14001, and ISO 45001 Management Systems. Audit findings are documented in the Audit Report and recorded in the Action Tracking Plan, in addition to being reported to the relevant units. All identified non-conformities are analyzed, and actions for improvement are determined in accordance with the Corrective and Preventive Action procedure.



WORK ETHICS AND COMPLIANCE

Our main goal as RHG Enertürk is to create sustainable value for our internal and external stakeholders. Our Principles and Code of Ethics guide us on this journey.

Our Code of Ethics, which aims to implement national and international best practices, directs all our business activities and stakeholder interactions. We fulfill our responsibilities and commitments within the scope of our Business Ethics Rules and expect the same level of diligence from all our suppliers and business partners.

In carrying out all our domestic and international operations, we abide by laws and international legal regulations. We collaborate with all public institutions and organizations and provide them with any requested information, documents, and notifications in a timely and understandable manner. Delivering our services with the utmost adherence to promised conditions and on time is our main principle. During the reporting period, there have been no instances of legal non-compliance or violations.

The Ethics Committee is responsible for implementing and ensuring compliance with our ethical rules. Our Ethics Committee consists of a chairperson, three members, and a secretary. The responsibilities of our Ethics Committee include:

- Investigating complaints and reports of violations of ethical rules within the organization,
- To resolve or have resolved the investigated ethical violations,
- To make opinions and suggestions for the implementation of the Code of Ethics,
- Responding to inquiries made for consultation purposes within the scope of RHG Enertürk's Code of Ethics,
- Ensuring the compliance of ethical rules with legal regulations,
- Informing employees about ethical rules and maintaining continuous communication with them to ensure understanding of policies, procedures, and rules,
- Ensuring that new hires and all employees read and are informed about ethical rules.



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ANTI-COMPETITIVE BEHAVIORS

As RHG Enertürk, we support free market and free competition and avoid anti-competitive behavior within the scope of our Code of Ethics. We act to protect the competitive structure in all our activities such as price determination, trading conditions and customer selection.

We compete in accordance with the legislation and avoid behaviors that can be classified as unfair competition. We do not use confidential information about our competitors that reaches us outside of legal means and we follow the relevant legal proceedings. We do not make reputational damaging statements about our competitors.

It is a requirement of our Code of Ethics to act honestly and realistically in accordance with the legislation and business ethics in all our marketing activities, especially Advertising Ethics. We refrain from any action that may damage the reputation of our organization, and from including statements or phrases in our announcements, announcements and advertisements that disparage our competitors or our competitors' products. There were no cases of unfair competition during the reporting period.



[Click here for more details about our Code of Ethics.](#)

ETHICAL LINE

All our stakeholders can report their questions about the code of conduct and any suspected violations through our Ethics Hotline. In addition to evaluating reports, the Ethics Committee is a body where all stakeholders can seek advice on situations, they find suspicious or ethical dilemmas they may face. It is guaranteed by our Ethics Committee that there will be no negative repercussions for the reporter, and all reports will be kept strictly confidential.

Address: Huzur Mah. Azerbaijan Cad.
Skyland Sitesi B Blok Kat: 16 No: 4B/240
34485 Sarıyer, İstanbul



E-mail: etik@enerturk.com





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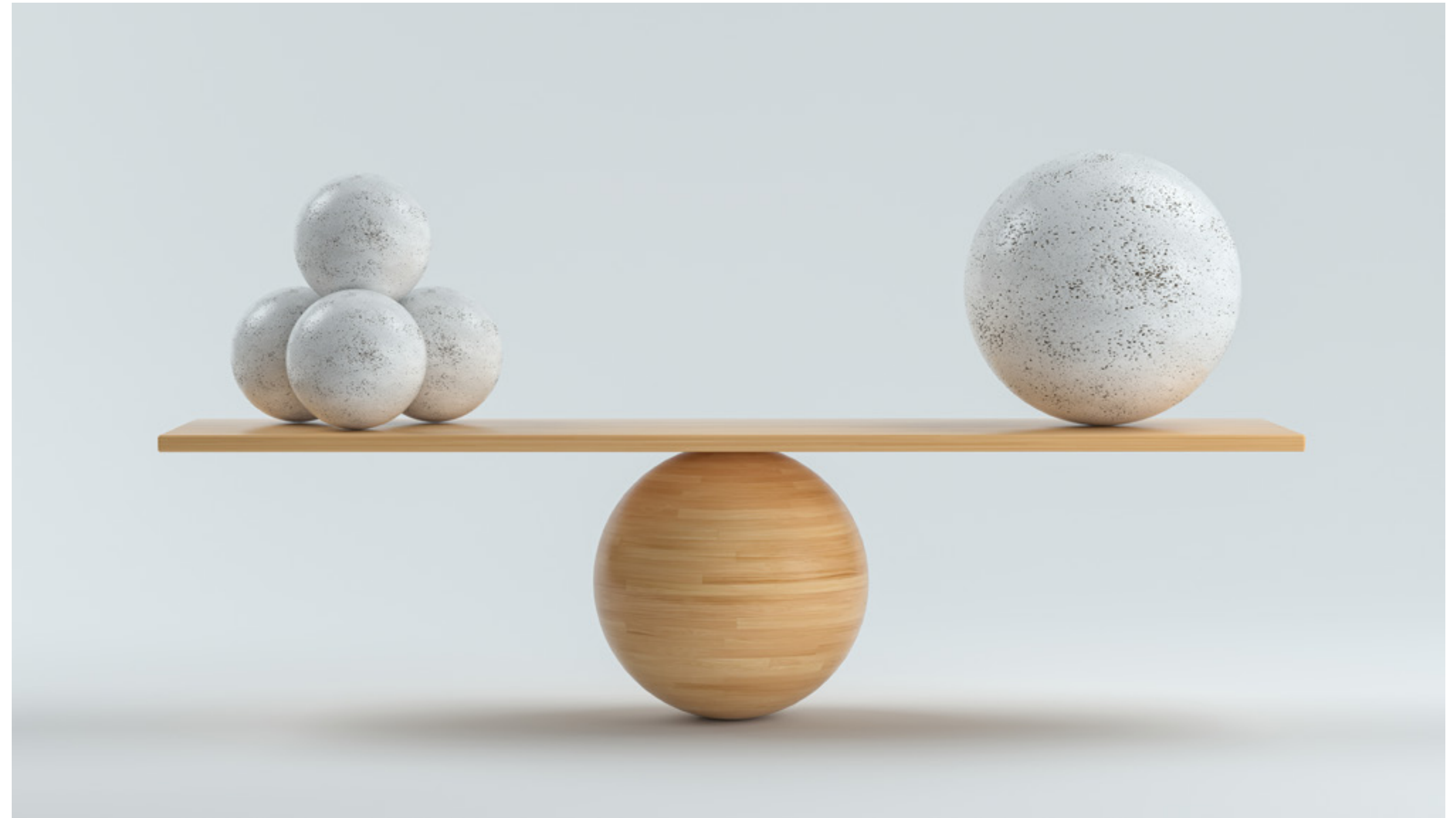


FIGHT AGAINST CORRUPTION AND BRIBERY

We conduct all our activities, business processes, and relationships in accordance with our Code of Ethics. Our Code of Ethics, which we communicate to all employees and business partners, encompasses the values, principles, and ethical rules that we expect all our managers, employees, suppliers, and business partners to adhere to.

BRIBERY AND CORRUPTION REPORTS

Under the scope of our Code of Ethics, we take necessary measures to prevent bribery and corruption. In this regard, mechanisms have been established for reporting violations and implementing sanctions. If there is suspicion of any unethical behavior or violation of rules related to business ethics and corruption, it can be reported through our Ethics Hotline, which is open to all stakeholders. The reported cases are examined by the Ethics Committee in accordance with confidentiality principles, and every stage of the investigation is documented. The Ethics Committee has the authority to obtain relevant information, documents, and records from any unit it deems necessary regarding the subject under investigation. It is guaranteed by our Ethics Committee that there will be no negative consequences for the whistleblower, and all reports will be kept confidential. In 2022, no reports related to bribery and corruption were made to our Ethics Hotline.



DONATIONS, AIDS AND GIFTS

As RHG Enertürk, we adopt the principle of honesty in our relations with the public and private sector organizations we work with. We conduct our business relations within the framework of the Code of Ethics and do not try to influence the decisions of our business partners and public officials with gifts, aid, bribes, or other unethical offers. Accordingly, the rules and principles of behavior regarding gifts are managed within the scope of the Gifts and Promotions procedure. Disciplinary processes are carried out in accordance with the Disciplinary Regulation for employees who are found to violate the rules specified in the procedure.



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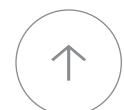
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SUPPLY CHAIN MANAGEMENT

To sustain our energy production activities and contribute to green energy supply in our country, we collaborate with over 200 suppliers. To contribute to the local economy, we prefer working with local suppliers as much as possible. In this regard, during the reporting period, approximately 3% of the procurement volume was from the provinces and neighboring provinces where we operate, while 99% was from suppliers located within Türkiye.

When selecting all our suppliers, we pay attention to their compliance with human rights, quality, environment, occupational health, and safety criteria. When preparing technical specifications, we ensure that all equipment we purchase, especially personal protective equipment, is of the highest quality, and we set additional conditions in addition to legal requirements.

To ensure that all our business partners operate in accordance with business ethics and legal regulations, we take necessary precautions and, in case of detecting any rule violations, we terminate the business relationship or apply legal sanctions. We expect our suppliers to behave in accordance with our Code of Ethics. Through the Occupational Health, Safety, and Environment Specification, we communicate our minimum expectations regarding human rights, social, and environmental criteria that we obligate our suppliers to comply with. These criteria include not employing forced or child labor, compliance with occupational health and safety procedures and inspections, adherence to procedures for the disposal of hazardous and non-hazardous waste, working in a manner that does not create environmental pollution, and full compliance with relevant environmental legislation. We conduct audits accordingly. During the reporting period, no supplier was found to be non-compliant with our criteria.





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We want to leave a livable world for future generations





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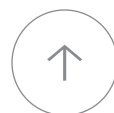
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As RHG Enertürk, we have developed our core sustainability strategy by considering three main variables: Customers, Planet, and Transition. We will continue to expand our efforts to promote renewable energy production and usage, aiming for future generations to live in a cleaner world.

- > OUR APPROACH TO SUSTAINABLE DEVELOPMENT
- > MATERIALITY ISSUES AND STAKEHOLDER ENGAGEMENT
- > SUSTAINABILITY STRATEGY
- > SUSTAINABILITY MANAGEMENT





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OUR APPROACH TO SUSTAINABLE DEVELOPMENT

As RHG Enertürk, we consider access to clean energy as a fundamental human right and an essential element of sustainable development. Our goal is to provide stable energy to society today while leaving future generations with a clean and livable world without depleting their resources. We work to ensure Türkiye's access to clean, reliable, stable, and sustainable energy for production, consumption, and transportation, as well as to combat climate change. In this regard, we embrace all Sustainable Development Goals, particularly Goal 7: Affordable and Clean Energy and Goal 12: Responsible Consumption and Production and shape our activities within this framework.

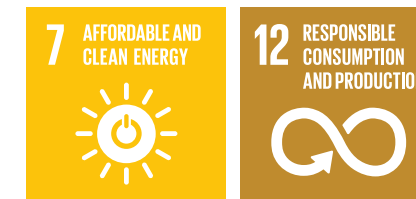
Renewable energy production, which is our main area of expertise, is one of the most important elements that support Türkiye's sustainable development. Producing energy from renewable sources within our own territories, which is one of the largest import items for our country, will reduce costs, rebalance the foreign trade balance in favor of Türkiye, and contribute to economic sustainability. With micro-generation, energy costs for companies will decrease, making them more predictable.

To prevent climate crisis and ensure a clean environment, decarbonizing all activities ranging from production and heavy industry to electricity and heat consumed in homes, as well as transportation and infrastructure, is one of our main objectives. In addition to renewable energy production, our organization focuses on other areas of the renewable energy value chain, such as micro-generation consulting, electric vehicle charging unit operation, and energy storage.

In the modern world, as the demand for energy and dependence increase, we see it as our responsibility to increase the proportion of renewable energy in household consumption and in places with intensive energy requirements, such as industries and factories. Furthermore, renewable energy production will significantly reduce Türkiye's carbon emissions, supporting the net-zero target.



We embrace all Sustainable Development Goals, particularly **Goal 7: Affordable and Clean Energy** and **Goal 12: Responsible Consumption and Production** and shape our activities within this framework.





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MATERIALITY ISSUES AND STAKEHOLDER ENGAGEMENT

As part of our activities, we regularly engage with a wide range of internal and external stakeholders. We evaluate the expectations of our stakeholders when determining our strategy and objectives, as well as during the execution of our daily operations. We consider the expectations and interests of our stakeholders at every stage of our activities, from project planning to long-term investments.

On the right side, the actions we have taken to meet the needs of our various stakeholders:

Customers	We provide more than 1.2 million people with green and affordable electricity. We aim to expand our reach by developing new projects in underdeveloped regions and offering electric vehicle charging solutions for cleaner and sustainable transportation. We aim to support a fair transition by considering the needs of users from disadvantaged groups when designing the user experience of our charging stations and mobile app.
Employees	We collect feedback from our employees through internal channels and regular performance evaluations. We design our trainings to meet the needs of our employees and offer personal and professional development opportunities in line with their feedback.
Suppliers and Business Partners	As RHG Enertürk, we only work with environmentally, socially, and ethically responsible business partners and suppliers, and we do not accept commercial requests from sectors that cannot be transformed. Accordingly, we select our suppliers through meetings and facility visits by evaluating their performance in occupational health and safety, governance, environment, and social areas.
Local Communities	We consider the impact of our projects on local communities throughout our planning and implementation processes. When designing our projects, we communicate with local populations and organizations, try to understand their needs and concerns, and take their feedback into account.
Government and Regulatory Agencies	As a major player in a highly regulated industry, we comply with all laws and regulations governing our activities. We participate in sectoral associations and events, establish dialogues with government agencies and follow current and future expectations and legislative developments.
Investors	We communicate regularly with the investment community to ensure investor confidence. We plan to make information about our green bond publicly available in our sustainability reports and impact reports, together with audited financial and non-financial data.
NGOs and Civil Society	We organize and participate in conferences, training programs and various other events in collaboration with local NGOs. These events support education and awareness around sustainability issues, particularly supporting local economies in our operating regions.



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To understand their perspectives and expectations, we communicate with our stakeholders through various methods such as surveys and workshops. The opinions and priorities of our stakeholders, including our sustainability strategy, shape our approach to all sustainability-related issues.

As part of renewing our sustainability strategy in 2023, we conducted a survey with the participation of both internal and external stakeholders to identify priority areas. The stakeholders who participated in this survey included our suppliers, business partners, NGOs, and employees, including top management. The results of the Stakeholder Engagement survey demonstrate a significant alignment between our strategic priorities and those of our stakeholders. Furthermore, there is a notable balance across environmental, social, and governance issues. The topics outlined in the matrix will continue to be our focus for evaluation and continuous improvement, remaining among our strategic priorities.

Materiality Topic	Relation to the SDGs	Related Section
Energy Management	  	Energy Management
Prevention of Environmental Pollution	 	Environmental Management at RHG Enertürk
Natural Resource Use	  	Climate Change and Environment
Occupational Health and Safety	 	Occupational Health and Safety
Human Rights	 	Diversity, Equality, and Inclusion
Legal Compliance	 	Business Ethics and Compliance
Business Continuity		Priority Issues and Stakeholder Engagement
Biodiversity	  	Biodiversity
Data Security	 	Information Security

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- **Environmental**
- Energy Management
- Natural Resource Use
- Prevention of Environmental Pollution
- Biodiversity

- **Social**
- Occupational Health and Safety
- Human Rights

- **Governance**
- Legal Compliance
- Work Ethics
- Business Continuity
- Data Security





SUSTAINABILITY STRATEGY

As RHG Enertürk, we developed our fundamental sustainability strategy in 2022, considering three main variables: **Customers**, **Planet**, and **Transition**. In the first half of 2023, we renewed this strategy and expanded the scope of our goals.

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Van Arisu SPP, Tuşba-VAN



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CUSTOMERS

Our organization provides clean, reliable, and affordable energy to over 1.2 million people across Türkiye through direct and indirect channels. As RHG Enertürk, we aim to expand our reach by developing “on-site” renewable energy projects in low population density areas and rooftop solar energy projects in “high energy-consuming” industrial facilities. This not only contributes to decarbonizing our economy but also means lower and more predictable energy costs for producers and consumers.

Our company encompasses a significant portion of the B2B and B2C energy customers in the market. In this context, we have a high potential to transform a considerable portion of the market into renewable energy consumers.

In 2023, our company holds a 12% market share in the B2B and B2C segments. By investing in a high-capacity device network by 2026, we aim to reach a 30% market share. Therefore, our potential to convert users from different segments of the market into renewable energy consumers is high.

The increasing fuel costs, depleting oil reserves, and the expectation for more economical and environmentally friendly vehicles have led to the search for alternative fuels, resulting in the introduction of electric vehicles to the industry. To increase the use of electric vehicles, which reduce fuel costs and carbon emissions through low energy consumption, a reliable charging infrastructure should be widely adopted while considering individuals' comfort and ease of use. As RHG Enertürk, we are working to provide green and smart e-mobility energy solutions in Türkiye. We carry out regular efforts to enhance comfort, safety, and usability when individuals use our electric vehicle charging stations. We are committed to offering affordable, sustainable, and smarter e-mobility energy solutions nationwide. In this regard, in 2022, charging stations were installed at 13 different locations in Bursa, Istanbul, Kayseri, and Sakarya. Additionally, in the first half of 2023, charging stations were opened in Karabük and at the Kayseri Metropolitan Municipality.





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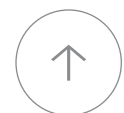
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PLANET

It is our collective responsibility to leave a sustainable planet for future generations. At RHG Enertürk, we shape our activities within this framework. We prioritize minimizing our environmental impact and supporting decarbonization.

With our 2053 net zero emission target, RHG Enertürk aims to lead the transition to a low-carbon future with our strictly defined zero-carbon business model.

Although climate change is the primary issue to be addressed, the impact of production activities on the environment is not limited to decarbonization. As RHG Enertürk, we carry out a holistic environmental policy. In this context, we have included zero waste and waste management, efficient use of water resources and steps to be taken to protect biodiversity in our strategy.





TRANSITION

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In addition to our energy generation activities, we provide consultancy services to other organizations in the transition to renewable sources. As RHG Enertürk, we focus on the consultancy and engineering of rooftop and land-based renewable energy solutions to support other companies in producing their own energy.

We take pride in being one of Türkiye's leading operators of electric vehicle charging units, as part of our commitment to transitioning to lower-cost and carbon-free transportation. We work towards increasing the charging unit capacity in Türkiye and invest in solutions that enhance the customer platform software and user experience for electric vehicle charging networks.

Access to clean energy and combating climate change are fundamental aspects of our corporate mission and sustainability strategy. However, we are also aware of other elements and requirements of sustainability and sustainable development. In this regard, while developing our sustainability strategy and goals, we aim to minimize our environmental impact in all possible areas, increase our societal contribution, and strengthen our governance by ensuring transparency and accountability, without limiting ourselves to addressing climate change alone.

To reduce waste and maximize recycling at our facilities under the Zero Waste initiative, we have taken the necessary measures and initiated the process of zero waste certification. Additionally, due to the relative novelty and early stages of the economic lifespan of our SPP and WPP installations, our waste generation from maintenance and repairs is minimal, and we do not have waste resulting from decommissioning. However,



we follow circular economy and recycling opportunities for decommissioned SPP and WPP projects and plan our projects based on developments in this regard. Furthermore, we plan to collaborate with our suppliers to promote circular economy practices and recycling of waste generated during installation and production processes. Moreover, we are engaging in discussions with our suppliers regarding life cycle assessments to measure and identify areas for reducing carbon emissions from cradle to grave.

Biodiversity is as urgent an issue as climate change. Within this context, we monitor and take necessary measures to preserve biodiversity in our HPP and WPP installations.

At RHG Enertürk, we create job and skill development opportunities for the local community in the areas where our facilities are located, including technical and

vocational qualifications. By doing so, we contribute to the local economy and provide regional employment. Additionally, through our vocational training programs for young people and university students, we support competency development in the field of energy generation, creating new opportunities for both the society and the industry.

We believe that strengthening our governance structure is one of the factors that will give us an advantage in achieving our sustainability goals. In this regard, we have initiated projects to strengthen and renew our governance structure in 2022 and 2023.

Based on stakeholder engagement and prioritization efforts, we have renewed and expanded our sustainability strategy, which was initially published in 2021, in the first half of 2023. We have defined key performance indicators (KPIs) aligned with our strategy.



2023 OUR SUSTAINABILITY STRATEGY AND PERFORMANCE INDICATORS

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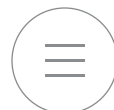
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KPI

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 of renewable energy capacity installed by 2025

By 2025, **more than 2 million people** will have access to clean energy produced by RHG Enertürk.

A **50% increase** in geographical coverage by 2030.

SBTi approval for emission reduction targets

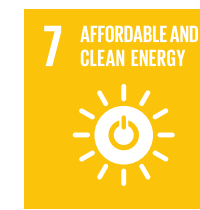
35% reduction in Scope 1 and 2 emissions by 2030

Net Zero by 2053

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

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

Establish **1,200 EV charging stations** by 2025



SDG and Goals

7.2.1 Share of renewable energy in total final energy consumption

7.3 Double the global rate of energy efficiency progress by 2030

7.2 Significantly increase the share of renewable energy in global energy sources by 2030

7.1 Ensure universal access to affordable, reliable and modern energy services by 2030

7.3 Double the global rate of energy efficiency progress by 2030

13.2 Integrate climate change measures into national policies, strategies and plans

13.2.2 Total annual greenhouse gas emissions

7.2 Share of renewable energy in total final energy consumption

7.3 Double the global rate of energy efficiency progress by 2030

15.4 Secure the protection of mountain ecosystems and biodiversity to build capacity to deliver benefits that play a crucial role in sustainable development by 2030

7.2.1 Share of renewable energy in total final energy consumption

11.2 By 2030, ensure that everyone has access to safe, affordable, accessible, and sustainable transport systems, with particular attention to the needs of vulnerable people, women, children, persons with disabilities and the elderly, by improving road safety, by improving public transport



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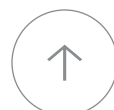
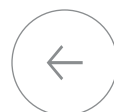
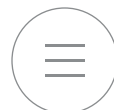
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KPI

In the medium term, requesting life cycle assessment (LCA) studies for 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

By 2023, calculate and manage water performance according to ISO 14046 Water Footprint Standard

Reporting to CDP **Water Security** Program

Water and Waste Water Management system with storm water drainage by 2025

Engage **50%** of top suppliers in circularity collaborations by 2030

Apply ESG compliance criteria to suppliers and supply chain partners

300,000 digital customers reached with the RHG Enertürk mobile EV charging app by 2030

400GW/year energy supplied from RHG Enertürk charge points by 2027



SDG and Goals

12.2 Ensure sustainable management and effective use of natural resources by 2030

12.6 Encourage companies, particularly large and transnational corporations, to adopt sustainable practices and integrate sustainability information into their reporting cycles

12.a Support developing countries in strengthening their scientific and technological capacity to move towards more sustainable consumption and production patterns

7.2.1 Share of renewable energy in total final energy consumption

7.3 Double the global rate of energy efficiency progress by 2030

17.16 Scale up Global Partnerships for Sustainable Development, complemented by multi-stakeholder partnerships that mobilize and share knowledge, expertise, technology and financial resources to support the achievement of the Sustainable Development Goals in all countries, especially developing countries

6.4 By 2030, substantially increase water use efficiency in all sectors, ensure sustainable freshwater supply to address water scarcity and significantly reduce the number of people suffering from water scarcity

12.6 Encourage companies, particularly large and transnational corporations, to adopt sustainable practices and integrate sustainability information into their reporting cycles

17.14 Improving policy coherence for sustainable development

11.2 By 2030, provide access to safe, affordable, accessible and sustainable transport systems for all, improving road safety, notably by expanding public transport, with special attention to the needs of those in vulnerable situations, women, children, persons with disabilities and older persons



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KPI

100% increase in the number of female white-collar employees by 2030

40% women in management and engineering positions by 2030

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

Cooperation with Turkish Women in Renewable Energy (TWRE) Group

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

30 training hours per year per employee by 2025

12 training hours per year as part of training programs for new hires

20% of employees hired from local talent programme

No industrial accidents

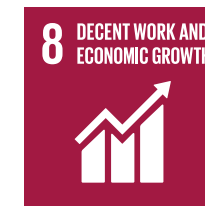
Investigating all ethic line complaints

5 seminars, university lectures and university visits per year

2 community events on renewable energy per year

Further developing and standardizing the talent program

34 students/young professionals trained year-to-date by RHG Enertürk trainee programs in 2023, up from 17 in 2022.



SDG and Goals

5.5.2 Proportion of laminarin in managerial positions

4.5 By 2030, eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, indigenous peoples and children in vulnerable situations

4.5.1 Parity indices (female/male, rural/urban, bottom/top wealth quintile and others such as disability status, indigenous peoples and conflict-affected, as data become available) for all education indicators on this list that can be disaggregated

5.5.2 Proportion of women in managerial positions

4.4 By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship

8.8 Protect labor rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment

4.5 By 2030, eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, indigenous people and children in vulnerable situations

11.a Support positive economic, social, and environmental links between urban, peri-urban and rural areas by strengthening national and regional development planning

4.4 By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs, and entrepreneurship

4.5 By 2030, eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, indigenous people and children in vulnerable situations



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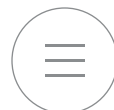
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KPI

Conducting annual stakeholder engagement surveys in line with AA1000 Stakeholder Engagement Standards starting in 2024

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

In the medium term, TCFD and <IR> reporting

Providing training to all employees against harassment and abuse in the workplace

Cyber security training for everyone with data and system access
Business Ethics and Anti-Corruption training for all employees

Every employee receives compliance training

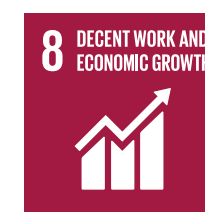
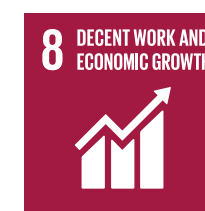
Every Supplier of RHG Enertürk complies with **Supplier Code of Conduct**

Establishing a standard supplier assessment system

Obtaining certification of ISO 27001, ISO 9001, ISO 45001 and ISO 14001

100% of employees participating in regular performance evaluations by 2025

100% employee participation in workplace happiness surveys



SDG and Goals

16.6 Establish effective, accountable, and transparent institutions at all levels

12.6 Encourage companies, particularly large and transnational corporations, to adopt sustainable practices and integrate sustainability information into their reporting cycles

10.3.1 Proportion of the population reporting having personally felt discriminated against or harassed within the previous 12 months based on a ground of discrimination prohibited under international human rights law

16.5 Substantially reduce corruption and bribery in all their forms

16.6 Develop effective, accountable, and transparent institutions at all levels

4.5 By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs, and entrepreneurship

8.4 Improve progressively, through 2030, global resource efficiency in consumption and production and endeavor to decouple economic growth from environmental degradation, in accordance with the 10-Year Framework of Programs on Sustainable Consumption and Production, with developed countries taking the lead

16.6 Develop effective, accountable and transparent institutions at all levels

16.7 Ensure responsive, inclusive, participatory, and representative decision-making at all levels

8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value



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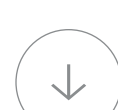
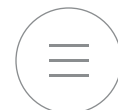
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We have established our Sustainability Committee with the responsibility of executing our sustainability strategy and overseeing our progress towards achieving our sustainability objectives. As of 2022, we have become a signatory of the United Nations Global Compact (UNGC), and we will release our initial progress report for the year 2022 during the appropriate declaration period in 2023.



SUSTAINABILITY COMMITTEE

Our Sustainability Committee is responsible for monitoring the sustainability performance of our organization, evaluating, selecting new projects and investments, and ensuring progress towards our sustainability goals. Our Committee led by our General Manager has a multidisciplinary structure representing various departments. The evaluation and approval of our Sustainability Committee are essential for all measures taken to attain our sustainability objectives.

At the conclusion of each quarter, potential projects undergo a two-step process. Firstly, they are selected as potential candidates by our senior management, and subsequently, they are submitted for evaluation by the Sustainability Committee. Projects undergo comprehensive evaluation that encompasses not only environmental, social, and economic factors but also aligns with our Sustainability Strategy and adheres to legal regulations. At final level, all projects must obtain final approval from our esteemed our Board.

Our Sustainability Committee assumes the responsibility of monitoring the progress made towards our sustainability goals. It conducts regular evaluations of our investment portfolio, specifically assessing its alignment with environmental and social criteria. Empowered with the authority to veto projects that fail to meet its established ESG criteria, the Committee ensures rigorous monitoring and compliance.

SUSTAINABILITY OFFICE

In 2023, we established our Sustainability Office reporting directly to our Executive Vice President. The responsibilities of our Sustainability Office are to fulfill the tasks assigned by our Sustainability Committee, to ensure coordination between departments on sustainability issues and to implement our sustainability policy.

HEALTH, SAFETY, ENVIRONMENT AND QUALITY DEPARTMENT

In line with our Environmental Policy, our Health, Safety, Environment and Quality (HSE-Q) unit manages the identification, monitoring and follow-up of environmental and social risks of all new and existing projects. In addition to conducting internal assessments, our HSE-Q unit collaborates with auditors and experts to carry out independent evaluations of environmental and social risks. This ensures a comprehensive and unbiased assessment. Moreover, the HSE-Q unit assumes responsibility for occupational health and safety, aligning its practices with our Occupational Health and Safety Manual.





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**With our strong capital
structure and business model,
we aim for sustainable growth**



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We are aware that we will achieve sustainable growth not only through our successful business model and solid financial capital but also by giving equal importance to environmental and social issues. In this regard, when making investment decisions, we consider not only economic profitability but also our responsibility to future generations and our contribution to society.

> ECONOMIC PERFORMANCE

> RENEWABLE ENERGY SUPPLY

> R&D AND INNOVATION

> SUSTAINABLE FINANCE





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The sustainable growth of a company is attainable when it places significant emphasis on environmental and social issues alongside a thriving business model and robust financial capital. We prioritize not only economic profitability but also our obligation towards future generations and the positive contributions we make to society when making investment decisions. This holistic approach ensures long-term success and creates meaningful benefits beyond financial gains.

We support sustainable development and the transition to a low-carbon economy through our main areas of operation, which include renewable energy generation and electric vehicle charging station operations. With the aspiration to establish ourselves as a prominent participant in the renewable energy market, our primary focus lies in generating energy from solar, wind, and hydro sources. By doing so, we actively contribute to several Sustainable Development Goals (SDGs), with a particular emphasis on Goal 7: Affordable and Clean Energy and Goal 13: Climate Action. Leveraging our extensive engineering expertise in industrial renewable energy applications, we offer consultancy support for organizations undergoing renewable energy transformations and micro-generation projects. Our aim is to assist these entities in adopting sustainable energy practices. Furthermore, our diverse portfolio of facilities situated across various regions of Türkiye, including rural areas, not only mitigates production risks but also contributes to the economic development of these distinct regions.

We aim to expand our geographical coverage by increasing our renewable and green energy production capacity. We also aim to increase our penetration by



monitoring investment opportunities in every aspect of the renewable energy supply chain. In 2022, our renewable energy capacity was increased with the commissioning of 20 turbines (96 MWm power) at Ömerli WPP.

To mitigate losses and leakages during the transmission and distribution of energy, as well as to enhance overall energy efficiency, we have formulated plans to invest in energy storage solutions. We have already initiated the process of obtaining the necessary investment permits for these ventures. By implementing energy storage technologies, we aim to optimize the utilization and management of energy resources, thereby contributing to a more sustainable and efficient energy system. Additionally, we are working on strengthening our presence in voluntary carbon markets through our expert team in carbon tracking and management.

To prevent production losses and ensure a more stable production process, we have strategic plans to make

hybrid investments in renewable energy power plants, encompassing both wind power plants (WPP) and hydro power plants (HPP). Additionally, we have intentions to install solar power plants (SPP). These investments will diversify our energy generation capabilities and enhance the reliability of our production.

As of 2022, our company has expanded its services by offering consultancy in the development of unlicensed solar power plants (SPP) to support and facilitate the growth of renewable energy projects within the unlicensed sector. In terms of infrastructure investments, we have successfully installed approximately 33.5 kilometers of electricity transmission lines across four power plants. These developments strengthen our overall power transmission network and contribute to the seamless and sustainable delivery of electric power to society. Furthermore, we have also made investments in energy transmission through TEIAS (Transmission System Operator) to ensure a reliable and uninterrupted supply of electricity.



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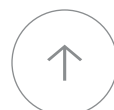
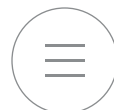
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PROJECTS AND INITIATIVES WE HAVE IMPLEMENTED

ELECTRIC VEHICLE CHARGING STATIONS

In addition to our commitment to clean energy generation, we prioritize the widespread adoption of electric vehicle (EV) technology and its usage, recognizing its immense value for Türkiye. Our focus lies in developing robust electric vehicle charging solutions, which not only contribute to a cleaner environment but also promote cost-effective transportation in the future. Leveraging Türkiye's substantial potential for renewable energy generation, these solutions align with our vision for sustainability and demonstrate leadership and innovation in utilizing renewable energy sources.

GREEN TRANSITION CONSULTANCY

Since 2022, we provide expert guidance and support to various companies in their decarbonization journey and micro-generation initiatives, specifically focusing on unlicensed Solar Power Plants (SPP).

STORAGE TECHNOLOGY

To enhance the reliability and performance of the national grid, our company is strategically planning investments in the storage sector. We have submitted license applications for storage projects in 2022.

YEKA WPP-3 TENDER

On June 14, 2022, our company successfully secured the rights to develop a 30 MW capacity project through the YEKA WPP-3 tender.

DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED (TL)

Economic Value Created (Revenues)	2,054,013,308
Operating expenses	339,846,716
Employee benefits	7,251,789
Benefits to society	13,307,339
Economic Value Retained	1,693,607,464

In 2022, our power plants generated 1,180,971 MWh of green electricity. With our investments in renewable energy and electric vehicle charging, we are supporting our country's efforts to decarbonize its electricity supply and contribute to the "net-zero" commitments outlined in the 2021 Paris Climate Agreement.



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TAX STRATEGY AND PRACTICE

Our tax strategy is formulated based on corporate principles that align with our company's overarching strategy and corporate consciousness. Our tax strategy is formulated based on corporate principles that align with our company's overarching strategy and corporate consciousness. These principles serve as a guiding compass for all employees, instilling a commitment to adhere to applicable laws, regulations, and ethical standards while upholding our unwavering dedication to social responsibility. We proactively monitor changes in tax legislation and strive for full compliance with all regulatory requirements. As RHG Enertürk, we engage in collaborations with tax organizations that possess the necessary personnel, expertise, and systems to continually enhance and improve tax awareness within our business units. We achieve this through comprehensive training and development initiatives aimed at fostering a culture of tax consciousness and responsible tax practices throughout our organization.

When making tax-related decisions and engaging in governance processes, we ensure that transactions are structured consistently and in accordance with reasonable interpretations of relevant laws. Consistency and transparency are deeply ingrained principles that hold significant value within our organization. Our tax department takes a proactive approach to manage and continuously minimize tax risks. Given the complexity of tax management, errors or omissions can pose substantial risks. Therefore, our aim is to comply with all tax rules and regulations in order to minimize tax risk effectively. We have periodic delegation processes



for ensuring accountability and effective oversight of tax-related matters. ensuring accountability and effective oversight of tax-related matters. Lastly, our financial statements undergo independent audits conducted by external auditors, ensuring the accuracy and reliability of our financial reporting processes.

Our company is dedicated to aligning our tax position with the objectives of our business units and the overall

business strategy, aiming to achieve sustainable and ethical outcomes. In this pursuit, we firmly adhere to the principle of not employing tax strategies that are intended to unfairly reduce tax obligations. As part of our commitment to responsible tax practices, our company does not engage in operations in countries with low tax rates that may be considered as tax havens. Additionally, when choosing suppliers, we prioritize companies that demonstrate strong tax ethics and compliance.



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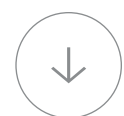
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RENEWABLE ENERGY SUPPLY

In the post-pandemic period of 2021, there has been a remarkable rebound in global economic activities, consequently driving a substantial surge in electricity demand. However, the prevailing tensions between Russia and Ukraine, coupled with heightened geopolitical uncertainties, have introduced imbalances in energy supply and pricing dynamics. Consequently, there has been an escalated demand for fossil fuels. At this point, the sustainable development of our country is dependent on clean energy supply security.

HYBRID POWER PLANT INVESTMENTS

RHG Enerjî is actively undertaking new hybrid investments to guarantee a continuous and uninterrupted energy supply. These investments are aimed at enhancing stable production from renewable energy sources, incorporating appropriate energy economics and infrastructure initiatives.

As part of our hybrid investment initiatives, we have strategic plans to establish solar power plants as supplementary sources alongside our wind power plants. Hybrid power plants can provide more stable production. Furthermore, we recognize the decreasing electricity generation at our hydroelectric power plants caused by increasing drought conditions. In response, we are planning to convert these hydroelectric plants into combined generation plants by installing ancillary generation facilities. This transformation will enable us to maximize electricity generation even during periods of drought.

GREEN TRANSFORMATION

Under current technological conditions, localized energy production at consumption points plays a crucial role in minimizing energy losses and reducing the amount of unusable energy. Recognizing the significance of this approach, our company places significant emphasis on distributed energy generation facilities.

Currently, we are engaged in a project to install unlicensed solar power plants on the rooftops of various factories within the Kayseri Organized Industrial Zone. In this project, our company acts as a consultant, providing expertise and guidance. These solar power plants will enable the industrial sector to meet its energy needs by generating energy directly at the point of consumption. Moreover, any excess energy generated can be sold, further enhancing the efficiency of the system. This approach improves energy efficiency by developing a different model from traditional power systems. On the other hand, it reduces energy costs for producers and increases predictability.



YEKA COMPETITIONS

In the YEKA SPP-3 competition, our organization has successfully secured the rights to construct solar power plants with a capacity of 50 MW in Van province, 40 MW in Antalya province, and 15 MW in Muş province. Additionally, in the YEKA WPP-3 Competition, we have been granted the rights to construct and operate a 30 MW wind power plant in Van province for a period of 30 years. Our organization is currently undertaking necessary preparations for the delayed YEKA WPP-3 competition.



R&D AND INNOVATION

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As RHG Enertürk, we strive to create a safe, uninterrupted, and stable energy supply by increasing our efficiency within the scope of our sustainability-oriented efforts. In pursuit of our goals, we maintain a keen vigilance on technological advancements and continuously endeavor to be an innovative and forward-thinking organization.

ELECTRIC VEHICLE CHARGING STATIONS

Electricity generation constitutes a significant source of carbon emissions within various sectors. However, addressing the issue of carbon emissions goes beyond solely relying on renewable and clean sources for electricity production. To effectively achieve net-zero targets and mitigate the impact of carbon emissions, it is essential to also focus on transforming the technologies employed on the consumption side.

Our company is strategically planning investments in the installation of charging stations that are essential for electric vehicles. On May 26, 2022, we obtained the “Charge Point Operator License” and initiated investments in electric vehicle charging. The Kayserispor Stadium has been renamed as the “RHG Enertürk Energy Stadium” and our first electric vehicle charging stations have been installed at this stadium, equipped with renewable energy systems. In total, there are 58 charging units and 63 sockets available for charging electric vehicles.



STORAGE TECHNOLOGY

Electricity, being a real-time energy form, necessitates a delicate balance between production and consumption. When this equilibrium is disrupted, the system becomes vulnerable to instability, potentially resulting in power outages. Grid operators rely on day-ahead production forecasts from power plants to effectively plan for upcoming days. However, forecasting renewable energy production values can be complex due to seasonal fluctuations and unpredictable weather conditions. To address this challenge, emerging storage technologies offer a solution by enabling excess energy production to be stored and utilized or sold when required. This enables a continuous power output from renewable energy sources, ensuring a more stable and reliable energy supply despite the inherent variability of these resources. By leveraging storage technologies, we can enhance the integration of renewable energy into the grid and optimize the utilization of clean energy sources.

With the declining costs associated with battery technology investments, the utilization of storage technology has become increasingly viable for investors. Recognizing this trend, our company has strategic plans to invest in the storage sector, aiming to bolster the reliability of the national grid while simultaneously maximizing returns. In accordance with this objective, we have successfully completed the required applications with the Ministry.



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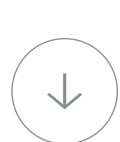
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THE ELECTRIC VEHICLE CHARGING NETWORK CUSTOMER PLATFORM

In parallel with our charge point operator license, we are currently in the process of developing an in-house customer platform for our charging network. This platform is designed to cater to a diverse range of customers and support multiple languages. The platform will be comprised of four distinct modules: **EV-AI**, **EV-BPM**, **EV-Man**, and **EV-CRM**.



EV-AI

With this module, the feasibility of installing an electric vehicle charging unit for a selected location will be assessed. Various factors such as financial, geographical, and the density of electric vehicles in the area will be used to calculate a score. This score will play a key role for operators in deciding to establish operations in that location. Additionally, real-time operational data will be used to update the score for the location. These data will be used to provide realistic scores for new locations based on an artificial intelligence algorithm.

EV-BPM

This module, which is not present in any existing charging network customer platform, will cover all processes from the start to the end of service for a designated location. Processes such as exploration, technical discovery, installation, temporary service interruption, and closure of operations will be managed through this module. All processes will be addressed within a hierarchical structure. Platform users will have the ability to modify the hierarchy of these processes or remove any process from the hierarchy.

EV-MAN

This module will include device and user-specific usage information, payment details, application user information, payment integrations, and summary screens for all operated locations. Additionally, business management will be conducted through this application.

EV-CRM

This module will serve as a centralized hub for managing various interactions and transactions involving campaigns, requests, suggestions, complaints, and other activities pertaining to both corporate and individual customers. Operators will have the ability to define and activate new campaigns through the utilization of this module. Moreover, any complaints received from customers will be efficiently addressed and resolved within the framework of the process flow integrated within this module.



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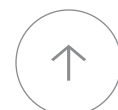
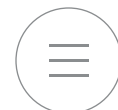
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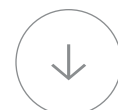
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SUSTAINABLE FINANCE

GREEN FINANCE FRAMEWORK

Our company's sustainability strategy aims to achieve decarbonization and establish a roadmap to strengthen clean energy-related technologies. **We aspire to increase the share of renewable energy in Türkiye's energy supply and contribute to the transformation of the energy ecosystem. To finance the investments, we have prepared our Green Finance Framework.** Under this framework, our company will utilize green finance instruments such as bonds and loans to finance selected projects or refinance existing ones.

The framework is designed to manage our company's borrowings for green and environmentally friendly projects, aligning our sustainability strategy and goals with our financing strategy.

Our **Green Finance** Framework has been crafted to align with the International Capital Markets Association (ICMA) Green Bond Principles (GBP) and the Loan Market Association (LMA) Green Loan Principles (GLP). Our Green Finance Framework has also undergone an **independent second-party opinion (SPO)** assessment.



Sibel WPP, Bornova-İZMİR



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**We are preparing our environment
for a carbon-free future**



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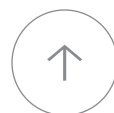
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As RHG Enertürk, we highly value our impact on the environment. With the goal of achieving net zero emissions by 2053, we are working with our zero-carbon business policy. Gradually eliminating carbon-based emissions from our environment and stakeholders, we are preparing for a carbon-free future.

- > ENVIRONMENTAL MANAGEMENT AT RHG ENERTÜRK
- > GREENHOUSE GAS MANAGEMENT
- > ENERGY MANAGEMENT
- > WATER MANAGEMENT
- > WASTE MANAGEMENT
- > BIODIVERSITY
- > VOLUNTARY CARBON MARKETS





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ENVIRONMENTAL MANAGEMENT

AT RHG ENERTÜRK

Our organization has developed a comprehensive environmental management policy to embrace sustainability goals and minimize our environmental impacts. This policy includes various strategies to ensure that our activities are carried out in accordance with environmental sustainability principles.



[Our environmental policy is available for access through this link.](#)

We aim to establish a robust environmental management system to monitor, reduce, and continuously improve our environmental performance. Our key objectives include reducing the impact of our activities on natural resources, efficiently utilizing resources, minimizing our generated waste, and preserving biodiversity. Our organization aims to take a leading role in the industry by adopting effective environmental management strategies.

At RHG Enertürk, we embrace a pioneering mission in environmental sustainability within the framework of our corporate values and aim to disseminate best practices throughout the industry. We are committed to protecting the environment and working diligently to create a sustainable world for future generations. Concurrently with our endeavors, we are currently in the process of certifying our Environmental Management System according to the ISO 14001 standard.





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GREENHOUSE GAS MANAGEMENT

We prioritize greenhouse gas management to achieve our sustainability goals and minimize our environmental impact. Our organization actively works towards controlling and reducing our greenhouse gas emissions. In this context, we employ innovative technologies, and strategies to optimize our production processes and energy facilities.

We develop effective methods to monitor, measure, and report our energy consumption, continuously striving for improvement. In order to raise awareness among our employees, we provide carbon footprint information and calculation trainings. As a renewable energy producer, we have initiated the certification process with Verra, Gold Standard, and I-REC in accordance with carbon certificate supply requirements.





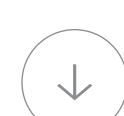
Corporate Carbon Footprint Values (GHG Protocol), in tons CO₂e

	tCO ₂ e	tCO ₂ e	tCO ₂ e	tCO ₂ e	
Facilities	Scope-1	Scope-2	Scope-3	Total	
INSTITUTIONAL MESSAGES	Skyland	94.6	17.5	627.2	739.3
	Erenköy Regulator and HPP	23.3	38.4	834.2	895.9
ABOUT RHG ENERTÜRK	Muradiye Ayrancılar HPP	80.9	2.6	135.3	218.7
	Yayla Regulator and HPP	6.1	15.2	50.7	72.0
CORPORATE GOVERNANCE	Sümer HPP	17.0	33.2	179.6	229.9
	Tuna HPP	82.4	155.3	494.5	732.2
	Umut Regulator and HPP	105.2	198.4	1,115.7	1,419.3
SUSTAINABILITY STRATEGY AND MANAGEMENT	Yaprak HPP	89.0	141.9	311.2	542.2
	Başak Regulator and HPP	256.7	34.8	299.2	590.7
SUSTAINABLE BUSINESS MODEL	Çanta WPP	87.9	61.2	80.8	229.8
	Sibel WPP	141.4	158.8	159.9	460.2
	Ömerli WPP	170.6	131.5	640.2	942.2
ENVIRONMENTAL PERFORMANCE	Büyükalan-1 SPP	34.9	120.1	90.5	245.5
	Van Arısu SPP	97.0	242.9	83.2	423.2

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Distribution of Total Emissions by Activities (ISO 14064 Compliant), in tCO₂e

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Categories	Skyland	Erenköy Regulator and HPP	Muradiye Ayrancılar HPP	Yayla Regulator and HPP	Sümer HPP	Tuna HPP	Umut Regulator and HPP	Yaprak HPP	Başak Regulator and HPP	Çanta WPP	Sibel WPP	Ömerli WPP	Büyükalan-1 SPP	Van Arısu SPP
Category - 1	94.6	23.3	80.9	6.1	17.0	82.4	105.2	89.0	256.7	87.9	141.4	170.6	34.9	97.0
Category - 2	17.5	38.4	2.6	15.2	33.2	155.3	198.4	141.9	34.8	61.2	158.8	131.5	120.1	242.9
Category - 3	228.4	32.9	20.4	25.6	33.6	17.6	52.7	59.4	8.0	10.4	31.5	29.6	29.0	39.1
Category - 4	398.8	801.3	114.8	25.0	146.0	477.0	1,063.0	251.8	291.2	70.3	128.5	610.6	61.5	44.2
Category - 5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Category - 6	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Total	739	896	219	72	230	732	1.419	542	591	230	460	942	245	423



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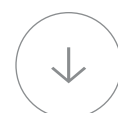
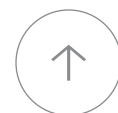
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Aligned with our steadfast commitment to combatting climate change, while we are working on decarbonize our country's energy supply, we also mitigate negative impact of energy consumption within our operations. We take steps to minimize our environmental footprint and reduce both direct and indirect greenhouse gas emissions by closely monitoring our energy consumption and making energy efficiency investments. We have set our sights on initiating the implementation of the ISO 50001 Energy Management System. This strategic undertaking aims to establish a systematic approach to energy management in our company within RHG Enertürk.

In the year 2022, the total direct energy consumption within our operations is 15,170,328 GJ. Around 75% of this value, totaling 11,355,336 GJ, can be attributed to the consumption of electricity. This signifies an approximate 9% rise in comparison to the 10,425,312 GJ consumed in 2021, primarily driven by the integration of newly commissioned power plants. The remaining 25% of our energy consumption in 2022 originates from the use of fuel in company vehicles and generators. We continue our dedicated efforts to curtail fuel-related energy consumption and indirect greenhouse gas emissions. As part of our commitment, we aim to transition our entire company fleet to 100% electric vehicles by the year 2030.

As a part of improvement of our system efficiency, we calculate our energy intensity while conducting energy production activities. In the year 2022, the energy intensity in our renewable energy operations was 0.0128 MJ/kWh.

To maximize energy production efficiency, we utilize bifacial solar panels in our solar power plants. This allows to benefit from radiation on the backside of the solar panels and to increase overall efficiency of our solar plants. To enhance the efficiency of bifacial panels, the stones that are removed during construction are crushed into gravel and used to increase energy production from the backside of the panels through the albedo effect, while also preventing waste generation. Furthermore, solar tracking systems are employed at the Arisu solar power plant to optimize the angle of sunlight reflection onto the panels.

To manage the physical impacts of climate change, and particularly of the expected increase in droughts, we continue to invest in hybrid power plants to ensure production stability. In this regard, solar energy panels are installed alongside our hydroelectric and wind energy plants to balance energy generation.

As part of our energy efficiency projects, in 2022, we underwent a transformation of our lighting systems to LED technology to reduce energy consumption and increase energy efficiency in our facilities. **This resulted in a total energy savings of 37,199 kWh, leading to a decrease in our energy consumption and greenhouse gas emissions, as well as an increase in our energy efficiency.**

We are currently making ongoing investments in energy storage to ensure the reliable utilization of the energy generated by our power plants and to sustain an uninterrupted energy supply. We have already submitted license applications for energy storage, and as we expand our storage capacity, we will correspondingly increase our licensed production capacity. Through these efforts, we remain steadfast in our pursuit of sustainable growth and progress.



WATER MANAGEMENT

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Water management is a critical issue in terms of sustainability, as it is of great importance to preserve natural resources and leave a livable world for future generations. Factors such as increasing industrialization, population growth, and climate change create the risk of water scarcity. Particularly for Türkiye, water scarcity emerges as a potential problem. In this context, efficient and effective use of water resources, preservation of water cleanliness and quality, and equitable and sustainable distribution of water are essential.

Our organization has prioritized the conservation and efficient use of water resources as part of our strategies. To achieve our goals of reducing our water footprint, we collaborate and share information with our stakeholders and suppliers.

We manage our water resources in accordance with relevant national regulations and the guidance of government agencies with whom we communicate throughout the process.

For the use of our employees at the power plants, we obtain water from the grid, and in places where it is not possible, we utilize well water. Drinking water is provided by private organizations, and in our rural area power plants, it is sourced from nearby springs. In the reporting period of 2022, a total of 84,709 cubic meters of water was consumed for drinking and domestic use. Within this amount, 78,604 cubic meters were used as drinking water, and 6,645 cubic meters were used for domestic purposes.

Regarding the riverbeds in our hydroelectric power plants, we follow the guidance of government agencies. Accordingly, we release more environmental flow into the riverbeds than the amounts specified in the legislation.

At our power plants, wastewater management is ensured through septic tanks. Through regular inspections carried out at certain intervals, we collaborate with contracted institutions agreed upon by the local government for the treatment of generated wastewater. Additionally, all our facilities are registered in the Wastewater Information System (WIS).





WASTE MANAGEMENT

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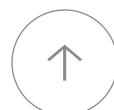
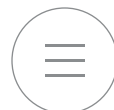
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Our waste management system is designed in accordance with international standards, relevant national legislation, Occupational Health and Safety (OHS) Policy, and Environmental Policy. We aim to implement our policy without causing harm to the environment and in line with the Zero Waste principle, and we continuously update our policies according to the relevant national legislation.

Although no industrial waste is generated from our operational processes, waste is generated from maintenance work and packaging waste from material supplies, as well as waste from products that are not directly involved in the process but necessary for the operation of the process.

Waste generated from our activities is managed according to the waste hierarchy, including prevention and reduction at the source, collection and storage, recycling, and/or final disposal.

As part of the waste hierarchy, measures are taken to prevent and reduce waste at the source, and awareness is created. The use of disposable cups has been eliminated in all our sites and offices. Additionally, we refill printer cartridge toners to minimize waste as much as possible. In cases where waste cannot be prevented at the source, suitable methods are determined for its collection, transportation, and storage in specific temporary storage areas in our sites.

In the next step of the waste hierarchy, we evaluate recovery and recycling options. In this context, we direct the waste to licensed recovery and recycling facilities through contractual agreements, aiming to efficiently utilize resources and contribute to the economy. However, for waste that cannot be recovered, we identify final disposal methods and work on solutions within the next reporting year.

As a result of maintenance activities in our fields, approximately 96 tons of waste was generated in 2022, with 9.2 tons classified as hazardous waste and 86.6 tons as non-hazardous waste. 100 of the generated waste was transferred to licensed recycling, recovery, and disposal facilities under suitable conditions.

Non-hazardous Waste
86.6 ton



Hazardous Waste
9.2 ton



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BIODIVERSITY

Biodiversity loss is as important as climate change and poses a significant risk. In the installation and operation phases of our projects such as wind energy power plants (WPP), hydroelectric power plants (HPP), and solar energy power plants (SPP), we demonstrate a careful approach to minimize our impact on the natural environment and preserve biodiversity. As an organization, we take appropriate measures to consider and protect biodiversity from the design stage of these projects and make continuous efforts to minimize our impact on local ecosystems. As part of our corporate identity, we take pride in understanding the value of biodiversity and actively contributing to supporting the diversity of natural life.

Afforestation activities are of great importance for biodiversity conservation and sustainability. These activities not only help reduce carbon emissions but also contribute to preventing habitat loss and improving local ecosystems. During the reporting period, we conducted afforestation projects to support biodiversity and contribute to the conservation of natural life. As part of these efforts, a total of 6,267 trees were planted. Our afforestation project was meticulously planned by expert teams based on area analysis and the selection of appropriate species that can adapt to local plant species and ecosystems.





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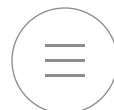
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For our Wind Energy Power Plants, surveys are conducted in spring and autumn periods to assess their impact on birds, predatory animals, and mammals by conducting scans around the turbines. In 2022, research on these impacts was conducted in all our plants, and ornithology reports were prepared to determine the effects of turbines on bird migration before and after the projects. According to the ornithology reports, it has been observed that turbine fields have no significant impact on birds in our plants.

In our Hydroelectric Power Plants, we follow the directives of public institutions to ensure that they do not affect the diversity of fish and plants in the dams.

In the areas where our facilities are located, there are a total of 1,244 species listed in the International Union for Conservation of Nature (IUCN) Red List and the National Conservation List that are affected by human activities. You can see the species according to their risk levels in the table. No species affected by our activities have been identified during the reporting period.

Critically endangered species (CR);	0
Endangered species (EN);	5
Vulnerable species (VU);	26
Threatened species (NT);	35
Species at low risk (LC).	1,178



Çanta WPP, Silivri- İstanbul



Ömerli WPP, Ömerli-İstanbul



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VOLUNTARY CARBON

MARKETS

In addition to our renewable energy generation and electric vehicle charging activities, we certify the emission reduction amounts resulting from our renewable energy generation activities in accordance with global standards and actively participate in voluntary carbon markets with our carbon credits and renewable energy certificates. By prioritizing domestic companies in carbon credit and renewable energy certificate trading, we contribute to carbon-neutral activities in line with Türkiye's 2053 targets.

We certify our emission reduction amounts under the Gold Standard, Verified Carbon Standard, I-REC, and YEK-G frameworks. Since our first I-REC sale for the Sumer HPP in March 2023, we have acquired a total of 604,000 tCO₂ carbon credits under the Gold Standard and Verified Carbon Standard, and a total of 95,773 MWh of renewable energy certificates under the I-REC framework. Additionally, we continue to evaluate the YEK-G potential for the Yayla HPP.

We are continuing the certification and export processes to realize the annual total of 818,338 tCO₂ emission reduction potential in our renewable energy portfolio. In this regard, as of February 2022, we are collaborating with Erguvan Marketplace, Türkiye's leading voluntary carbon credit platform, to support domestic companies in becoming carbon neutral.

CERTIFICATES

Gold Standard®

Sibel İzmir
Akseki Antalya
Arısu Van
Ömerli Silivri
Çanta Silivri
Şelale Van



Ayrancılar Van
Başak Bartın
Umut 3 Ordu
Umut 1 Ordu
Umut 2 Ordu
Tuna Tokat
Yaprak 1 Amasya
Yaprak 2 Amasya



Erenköy Artvin
Sümer Giresun



Yayla Artvin



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We embrace a culture of measurability, transparency, and fairness in our business practices





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We consider the satisfaction and happiness of our employees as an integral part of both individual and organizational development. We place great importance on providing a fair, inclusive, and equal environment that supports continuous improvement, preserves work-life balance, and ensures a healthy and safe workplace.

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





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OCCUPATIONAL HEALTH AND SAFETY

Within the scope of our production plants and EPCM services, installation activities entail high occupational health and safety risks. Therefore, our primary priority is to ensure the safety of our employees by taking necessary precautions and closely monitoring occupational health and safety risks to minimize them. We make efforts to provide a healthy and safe working environment for our employees and contractors.

In line with this, we comply with relevant regulations and all legal requirements, and have initiated the ISO 45001 Occupational Health and Safety Management System certification process, which is being conducted by our HSE experts. We expect the certification process, covering all our production plants throughout Türkiye, to be completed within the year 2023.

All our occupational health and safety activities are carried out by our Health Safety Environment Quality (HSE-Q) unit. In addition to field visits conducted by our HSE-Q unit, regular site inspections are carried out within the framework of the Common Health and Safety Unit (CHSU) service, which is required by legislation. Findings from these inspections are reported to the HSEQ unit. Areas identified during the inspection as requiring corrective and preventive actions are reported within the Corrective and Preventive Action Procedure (CPAP), shared with the relevant departments, and measures are taken to rectify the non-conformities. In addition to field visits conducted by the HSE-Q unit and the CHSU service, we have initiated the "Safety Walk" program in 2022. Under this program, field safety tours, in which all our





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employees participate every two weeks, are conducted at our plants, and the findings are shared with the HSE-Q unit. Following the review of the reports, CPAP processes are initiated, and actions are taken.

Furthermore, our central office OHS experts conduct on-site inspections at the plants on average every three months. Non-routine tasks at the plants are subject to the permit system and require approval from the central office OHS expert. For non-routine and high-risk tasks, the central office OHS expert checks the risks and hazards related to the task on-site and allows the task to proceed after necessary precautions are taken.

We attach great importance to the health and routine check-ups of our employees. Therefore, our occupational physician visits our plants monthly and conducts face-to-face meetings with our employees. Our employees can directly share their health complaints with the occupational physician, and annual health check-ups are conducted free of charge. Our mobile health units visit our plants to perform on-site health examinations for our employees. These examinations are controlled by our occupational physician, who provides information and guidance to our employees. Additionally, we administer tetanus vaccinations annually and provide the opportunity for free PCR tests when necessary. Furthermore, all our personnel have Supplementary Health Insurance. We also have a psychologist who provides support to employees identified by plant managers and the occupational physician.

To ensure the participation of our employees in OHS practices, we have installed “Near Miss” and “Non-conformity Reporting Boxes” at all our plants. In these boxes, OHS non-conformities identified by our plant personnel are collected, and necessary actions are taken. We have a system in place that rewards





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notifications to increase employee participation in this practice. In addition to this practice, weekly HSE-Q evaluation meetings led by the HSE-Q department are attended by all our employees, who can provide direct feedback on OHS practices.

All our employees receive a minimum of 16 hours of Basic Occupational Health and Safety Training annually. In addition to mandatory basic OHS training, weekly "Toolbox" trainings are conducted to increase OHS awareness and consciousness among all plant employees. Furthermore, additional trainings are provided based on the work environment. Personnel working on wind turbines and energy transmission lines receive comprehensive training on working at heights, high-level rescue, high-level first aid, and rope access. First aid training is provided to 1 out of 10 of our employees, and there is at least one employee with a first aid certificate present in each shift. In 2022, our employees received a total of 602 person*hours of occupational health and safety training.



OCCUPATIONAL HEALTH AND SAFETY

Accidents	Group	Unit	2022
Near Miss	Company	Ratio	2
	Subcontractor	Ratio	0
Death	Company	Number/Year	0
	Subcontractor	Number/Year	0

Lost Days	Group	Birim	2020	2021	2022
Lost day rate due to work accident	Company	Ratio	0	16	0
	Subcontractor	Ratio	0	2	5
Accident frequency rate (IR)	Company	Ratio	14.26	28.5	88.5
	Subcontractor	Ratio	0	468.8	1,960
Lost day rate (LDR)	Company	Ratio	0	242.8	0
		Ratio	0	0	2



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TALENT MANAGEMENT (EMPLOYEE DEVELOPMENT)

Our organization has a company culture that aims to foster employee engagement and development through fair and inclusive human resources practices and processes. We take pride in keeping our employees within our company, who are committed to and respectful of our corporate culture, and who prioritize their development, training, and work-life balance. To sustain continuous growth, we provide opportunities for our employees to contribute to their professional and personal development and achieve productivity. We strive to create a positive and encouraging work environment where employees can enhance themselves, be productive, feel happy and healthy, and we have developed our Training Policy with this purpose in mind, which encompasses all our employees. Our policy is designed to enable our employees to work more effectively and develop themselves during their time at the company.

We believe that talent management and employee development should always be dynamic, up-to-date, inclusive, and fair. In line with this belief, we make all necessary investments in determining training needs, planning and implementing training activities. We organize training programs on technical, professional, and personal development topics that are tailored to the needs and requests of our employees. These programs are carefully designed to enhance the skills and competencies of our employees.

We strive to create a positive and encouraging work environment where employees can enhance themselves, be productive, feel happy and healthy, and we have developed our Training Policy with this purpose in mind, which encompasses all our employees.



Field trip activity with university students



29 October 2022, RHG Enertürk Headquarters



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During the 2022 reporting period, we organized various training sessions to support our employees' development and competencies. In this context, we aimed to improve the areas where our employees identified gaps in their skills with Agile Training and Advanced Excel Training, and ensured their participation in In-Service Trainings requested by employees related to their units and duties.

We plan to continue our Employee Satisfaction Survey within the framework of performance management each year. Our goal is to learn about our employees' thoughts on the "organization" and "working in the organization," identify areas for improvement based on these thoughts, and develop recommendations for these improvement areas. We believe that the valuable ideas and thoughts of all our employees can take our company and corporate culture to better places, and we aim to continuously improve our Performance Management System based on the opinions of our employees.

Our Human Resources department determines the minimum competency development training hours for our employees based on their roles and competencies. By 2025, we aim to have 30 training hours per employee per year and organize 12-hour training programs for new hires.

In line with our company culture, our organization gives priority to our own employees for all open and new positions. Through our Career Management and Performance Evaluation System, we evaluate our employees' potentials, performances, knowledge, skills, and behaviours, and prioritize their development. We carry out all promotion and rotation processes accordingly.



Net Zero Awareness Activity



Business Cup, RHG Enerj Football Team

www.businesscup.com.tr





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Each year, our company organizes various in-class trainings, mandatory legal trainings, and professional development programs to support our employees' progress. Additionally, we provide orientation trainings that include the introduction of company activities and culture to help new employees adapt more quickly. For all employees going through the promotion process, regardless of whether they receive promotion approval or not, we prepare Personal Development Plans. Within the scope of these plans, we offer various training and development tools to our employees, including online courses, articles, books, films, and other resources.

At RHG Enertürk, we consider our internship programs as “potential employee candidate experiences.” We believe it is important for university students to start their career journey with an internship program where they can gain professional life experience while developing themselves, as it contributes to both the enhancement of their competencies and the strengthening of the industry's talent pool. In our internship programs, we support the development of young individuals through trainings and orientation programs. Our program called the “Young Talent Program” helps undergraduate students in their 4th year or those who are eligible for graduation to become ready for the business world through our training program. As part of our program, we assign our young talents to various projects to gain practical experience. Upon successful completion of our program, we include these young talents in our candidate pool for priority consideration for open and potential positions within the company.



CBL Corporate Cup Turkey RHG Enertürk Basketball Team



RHG Enertürk Turbine Climbing Training





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For young students, we also offer opportunities through our “Analyst Student Program” and “Internship Program.” With our Analyst Student Program, which we launched in 2021, we aim to bring in employees with strong institutional commitment who have grown within our organization from the core, while also providing young individuals with the opportunity to get to know the business world closely. The Internship Program, on the other hand, is designed to help students improve their professional skills and gain practical experience in the industry. Interns who participate in the program may later be included in the Analyst Student Program based on their performance evaluations. Our Analyst and Young Talent students equally benefit from various opportunities provided by our company, such as internal and external events, site visits, fairs, and training programs, and they enjoy the legal rights that our employees have.

Year	Number of Analyst Students / Young Talents	Female	Male	Employment Status
2021	3	1	2	2
2022	4	2	2	1
2023	4	1	3	





TRAINING HOURS PER PERSON

TRAINING INVESTMENTS (ALL TRAININGS)

Total

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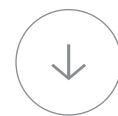
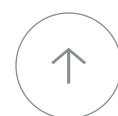
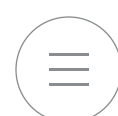
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	Unit	2020	2021	2022
By Employee Category				
Senior Managers	Person×Hour	-	-	72
Senior Managers	Person	-	-	6
Mid-Level Managers	Person×Hour	-	240	1,208
Mid-Level Managers	Person	-	16	73
Other Employees	Person×Hour	272	2,670	2,204
Other Employees	Person	2	59	144
By Employment Type				
Blue Collar	Person×Hour	272	2,496	432
Blue Collar	Person	2	53	27
White Collar	Person×Hour	0	414	3,052
White Collar	Person	0	22	196
Subcontractor Employees	Person×Hour	0	0	0
Subcontractor Employees	Person	0	0	0
By Gender				
Male	Person×Hour	272	2,910	2,404
Male	Person	2	75	152
Female	Person×Hour	0	0	1,080
Female	Person	0	0	71
All Trainings (By Type)				
Professional Development	Hour	272	2,562	1,826
Personal Development	Hour	0	72	936
OHS	Hour	0	276	602
Total Training Hours	Hour	272	2,910	3,364



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EMPLOYEE SATISFACTION

The satisfaction, happiness, and motivation of our employees are considered integral parts of individual and corporate development within our company. Therefore, we develop methods and channels to address issues that can affect our employees' performance and quality of life. Additionally, we provide a work environment where our employees can contribute not only to the workplace but also in societal matters.

To maintain high employee satisfaction and as a requirement of our corporate structure, our company is managed in accordance with the salary determination and compensation and benefits procedures. Within the framework defined by the remote work policy, our employees can work remotely without coming to the offices.

To measure employee satisfaction and gather their opinions on various topics, we have been conducting an employee satisfaction survey every two years since 2013. As part of our communication policy, all decisions regarding our employees within the organization are promptly shared with them.

We support our employees in their transition back to the workforce after the maternity process. We provide flexibility by offering options such as part-time work or unpaid leave to our employees who are parents. This allows our employees to balance their family life with their work life. You can see the number of employees who have taken maternity leave in the table provided.

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Employment and Turnover (Türkiye)	Unit	2020	2021	2022
New hires - Total	Person	59	86	88
White Collar	Person	30	52	61
Blue Collar	Person	29	34	27
Resigned - Total	Person	19	63	68
White Collar	Person	10	16	53
Blue Collar	Person	9	47	15
TOTAL				

By Gender	Unit	2020	2021	2022
Male - Hired	Person	52	70	64
	Ratio	88.1	81.4	72.7
Male - Leaving the job	Person	17	59	58
	Ratio	89.5	93.7	85.3
Female - Hired	Person	7	16	24
	Ratio	11.9	18.6	27.3
Female - Leaving the job	Person	2	4	10
	Ratio	10.5	6.35	14.7
TOTAL				

By Age	Birim	2020	2021	2022
18 - 30 Years - Hired	Person	21	43	53
	Ratio	35.6	50	60.2
18 - 30 Years - Leaving the job	Person	9	19	31
	Ratio	47.4	30.2	45.6
31 - 40 Years - Hired	Person	28	26	24
	Ratio	47.5	30.2	27.3
31 - 40 Years - Leaving the job	Person	4	26	16
	Ratio	21.1	41.3	23.5
41 - 50 Years - Hired	Person	8	14	10
	Ratio	13.6	16.3	11.4
41 - 50 Years - Leaving the job	Person	4	7	16
	Ratio	21.1	11.1	23.5
51 - 60 Years - Hired	Person	1	2	1
	Ratio	1.69	2.33	1.14
51 - 60 Years - Leaving the job	Person	1	5	3
	Ratio	5.26	7.94	4.41
60+ - Hired	Person	1	1	0
	Ratio	1.69	1.16	0
Over 60 - Leaving the job	Person	1	6	2
	Ratio	5.26	9.52	2.94
TOTAL				

		2020		2021		2022	
Employees on Maternity Leave	Total	Female	Male	Female	Male	Female	Male
Employees entitled to maternity leave	Number	0	15	0	16	1	14
Employees on maternity leave	Number	0	15	0	16	1	14
Employees returning to work after the end of maternity leave	Number	0	15	0	16	1	14
Those who return to work after maternity leave and work for at least 12 months afterwards	Number	0		0		1	



DIVERSITY, EQUALITY AND INCLUSION

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RHG Enertürk, with its 255 employees, plays an important role in Türkiye's renewable energy supply and works together to strive for continuous improvement. We believe that success, productivity, and sustainability can only be achieved in a work environment that supports fair, equitable, inclusive practices, and maintains a work-life balance. Our Human Resources Strategy aims to create a measurable, transparent, and fair work culture that addresses all the needs and demands of our employees.

We do not tolerate any form of discrimination in our recruitment, compensation, and promotion processes. We do not allow distinctions based on ethnicity, religion, language, race, age, gender, sexual orientation,

nationality, disability, or cultural differences in the workplace. We embrace these principles in all our recruitment processes and ensure the protection of inclusivity and diversity through company policies and procedures. We adopt a fair and merit-based approach, directly enhancing productivity and success.

We believe that all actions and policies, from communication to recruitment, promotion to performance, and compensation, should be approached with a gender perspective. To provide sustainable solutions and achieve our long-term goals, we approach all our operations, decisions, plans, and processes through the lens of equal opportunities. We have established an

ethical framework and disciplinary processes to address any violation or negligence. Our HR Policy and ethical code apply to all employees. Our HR policy emphasizes the importance of equal opportunities in the workplace without discrimination and highlights how inclusivity creates a more effective and creative work environment. In this context, one of our goals is to plan various training programs on Inclusivity, Equality, and Diversity.

In all our processes and operations related to people, we make decisions and progress in line with the United Nations Universal Declaration of Human Rights and the United Nations Global Compact (UNGC), of which we became a signatory in 2022. Within the framework of



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our HR Policy, inclusivity and equal opportunities in the workplace, talent management, and employee engagement are directly managed by our CEO and HR Director. They are also monitored by our internal audit and risk management teams. HR practices are subject to audits and reviews by the Internal Audit and Control Group Directorate when necessary and are regularly reported to senior management. Additionally, they are tracked through the performance management system with annual goals.

At RHG Enertürk, we prioritize diversity, inclusivity, and equality in HR processes in collaboration with our leaders and HR teams. We design various training programs, orientations, and workshops to deepen awareness in these areas. Through these initiatives, we aim to increase both individual and organizational awareness and create a more inclusive culture.

We work to discuss recruitment, promotion, and development processes and create action plans for areas of improvement.

We currently have a total of 55 engineering positions in our company, with a representation rate of 23% for female employees in engineering positions.

In line with diversity, equality, and inclusion, we have recruitment goals. These goals aim to **increase the number of white-collar female employees by 100% by the year 2030 and achieve a female employee ratio of 40% in managerial and engineering positions.**

WORKFORCE

By Employment Type	Unit	2020	2021	2022
White Collar - Women	Person	14	22	30
White Collar - Male	Person	48	73	71
Blue Collar - Women	Person	1	2	7
Blue Collar - Male	Person	155	140	147
Intern - Female	Person	0	0	0
Intern - Male	Person	0	1	0
Subcontractor Employee** - Female	Person	0	0	0
Subcontractor Employee - Male	Person	0	0	0
TOTAL (based on end of year figures)		218	238	255

** Indicates subcontractor personnel.

Gender	Male	Female	General Total
Akseki 1 SPP	8	1	9
Ayrancılar HPP	17		17
Başak HPP	7		7
Çanta WPP	9		9
Erenköy HPP	13	1	14
Merkez	55	34	89
ÖMERLİ WPP	10		10
Sibelres	10	1	11
Sümer HPP	9		9
Tuna HPP	8		8
Umut HPP	27		27
Van Arısu SPP	15		15
Yaprak HPP	19		19
Yayla HPP	11		11
General Total	218	37	255



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SOCIAL RESPONSIBILITY

With a strong sense of moral and social responsibility, we aim to leave a sustainable world for future generations through our people and environmentally focused business approach. In line with this objective, our social responsibility activities and projects that address the needs of the local communities where our facilities are located continue to contribute to social development and add value to people's lives.

To deliver the value we create in the regions where we operate to the community, we undertake projects related to infrastructure that contribute to societal well-being. Our projects generally focus on various areas such as environmental, economic, cultural, and social issues, as well as education and equal opportunities.

Collaboration with local employment and suppliers is our priority. This enables us to contribute to social and economic projects with a sense of responsibility towards our stakeholders.

We support our employees in volunteer activities based on the principle of sustainability in topics and projects needed by different organizations such as municipalities, public institutions, NGOs, social enterprises, etc. Our volunteer employees provide education and seminars at universities on our expertise in renewable energy strategies and technologies, as well as participate in activities organized by their professional peers.





UNIVERSITY TRAININGS AND ACTIVITIES WE ORGANIZED DURING THE REPORTING PERIOD

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Istanbul Technical University Engineering Club Sustainable Strategies Workshop, brings together university students from various disciplines closely related to sustainability and experts from different sectors such as energy, food, finance, etc. The event, organized by Istanbul Technical University's Environmental Engineering Club, provides a platform for students to benefit from the experiences of industry stakeholders in the environmental, social, and governance (ESG) field. The workshop aims to strengthen industry-campus relations and contribute to sustainability. As a result of the workshop, projects and strategies have been developed in five different sectors (finance, energy, gastronomy, communication, and textiles).

The seminar on **Sustainable Development Goals and Technology at Istanbul Arel University** is organized in collaboration with Istanbul Arel University's Environmental and Sustainability Clubs, IEEE, and Aisec Youth Organization. The aim of the seminar is to discuss the role of engineering and technology in achieving sustainable development goals and benefit from the experiences of experts from various sectors.

As RHG Enertürk, we participated in the **Boğaziçi University Engineering Summit** with our booth. Our General Manager, Murat Aksu, delivered a presentation on career development in 2022. Afterwards, a technical visit to the Ömerli Renewable Energy Power Plant was organized with 12 selected students.

Our HR department conducted our company's promotion at **Yalova University** and organized a mock interview simulation for university students. Another mock interview simulation was held at **Muğla University**. During these events, besides introducing our company to young talents, we provided insights on important aspects of the interview process, how to prepare CVs, and shared sample interview questions. Following these activities, three university students started working at our company as part of the Analyst Student Program.





ANNEXES

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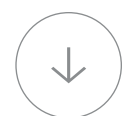
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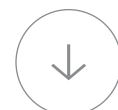
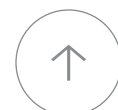
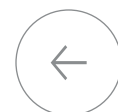
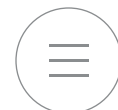
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SOCIAL PERFORMANCE

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OCCUPATIONAL HEALTH AND SAFETY

Accidents	Group	Unit	2022
Near Miss	Company	Ratio	2
	Subcontractor	Ratio	0
Death	Company	Number/Year	0
	Subcontractor	Number/Year	0

Year	Number of Analyst Students / Young Talents	Female	Male	Employment Status
2021	3	1	2	2
2022	4	2	2	1
2023	4	1	3	

WORKFORCE

Employment and Turnover (Türkiye)	Unit	2020	2021	2022
New hires - Total	Person	59	86	88
White Collar	Person	30	52	61
Blue Collar	Person	29	34	27
Resigned - Total	Person	19	63	68
White Collar	Person	10	16	53
Blue Collar	Person	9	47	15
TOTAL				

By Gender	Unit	2020	2021	2022
Male - Hired	Person	52	70	64
	Ratio	88.1	81.4	72.7
Male - Leaving the job	Person	17	59	58
	Ratio	89.5	93.7	85.3
Female - Hired	Person	7	16	24
	Ratio	11.9	18.6	27.3
Female - Leaving the job	Person	2	4	10
	Ratio	10.5	6.35	14.7
TOTAL				

By Age	Birim	2020	2021	2022
18 - 30 Years - Hired	Person	21	43	53
	Ratio	35.6	50	60.2
18 - 30 Years - Leaving the job	Person	9	19	31
	Ratio	47.4	30.2	45.6
31 - 40 Years - Hired	Person	28	26	24
	Ratio	47.5	30.2	27.3
31 - 40 Years - Leaving the job	Person	4	26	16
	Ratio	21.1	41.3	23.5
41 - 50 Years - Hired	Person	8	14	10
	Ratio	13.6	16.3	11.4
41 - 50 Years - Leaving the job	Person	4	7	16
	Ratio	21.1	11.1	23.5
51 - 60 Years - Hired	Person	1	2	1
	Ratio	1.69	2.33	1.14
51 - 60 Years - Leaving the job	Person	1	5	3
	Ratio	5.26	7.94	4.41
60+ - Hired	Person	1	1	0
	Ratio	1.69	1.16	0
Over 60 - Leaving the job	Person	1	6	2
	Ratio	5.26	9.52	2.94
TOTAL				

		2020		2021		2022	
Employees on Maternity Leave	Total	Female	Male	Female	Male	Female	Male
Employees entitled to maternity leave	Number	0	15	0	16	1	14
Employees on maternity leave	Number	0	15	0	16	1	14
Employees returning to work after the end of maternity leave	Number	0	15	0	16	1	14
Those who return to work after maternity leave and work for at least 12 months afterwards	Number	0		0		1	



WORKFORCE

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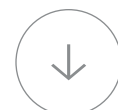
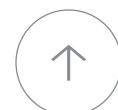
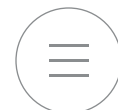
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By Employment Type	Unit	2020	2021	2022
White Collar - Women	Person	14	22	30
White Collar - Male	Person	48	73	71
White Collar - Women	Person	1	2	7
White Collar - Male	Person	155	140	147
Intern - Female	Person	0	0	0
Intern - Male	Person	0	1	0
Subcontractor Employee** - Female	Person	0	0	0
Subcontractor Employee - Male	Person	0	0	0
TOTAL		218	238	255

** Indicates subcontractor personnel.

Employee Distribution by Age	Unit	2020	2021	2022
18 - 30 Age Range	Female	8	13	19
	Male	43	56	60
31 - 50 Age Range	Female	7	10	16
	Male	142	147	146
50+ Age	Female	0	1	1
	Male	18	11	8
TOTAL		218	238	250

Other Groups	Unit	2020	2021	2022
Foreigner	Female	0	0	0
	Male	0	0	0
Disabled	Female	0	0	0
	Male	0	2	1

According to Management Category	Unit	2020	2021	2022
Senior Management	Female	0	0	0
	Male	2	2	2
Medium Level	Female	3	2	5
	Male	25	33	28
Other	Female	12	22	31
	Male	176	179	184
TOTAL		218	238	250



DISTRIBUTION BY GENDER IN OUR POWER PLANTS

Gender	Male	Female	General Total
Akseki 1 SPP	8	1	9
Ayrancılar HPP	17		17
Başak HPP	7		7
Çanta WPP	9		9
Erenköy HPP	13	1	14
Merkez	55	34	89
ÖMERLİ WPP	10		10
Sibel WPP	10	1	11
Sümer HPP	9		9
Tuna HPP	8		8
Umut HPP	27		27
Van Arısu SPP	15		15
Yaprak HPP	19		19
Yayla HPP	11		11
General Total	218	37	255

DISTRIBUTION BY AGE IN OUR POWER PLANTS

Age	Under 30	30-50 Age Range	50+	General Total
Akseki 1 SPP	1	8		9
Ayrancılar HPP	1	15	1	17
Başak HPP	3	3	1	7
Çanta WPP	2	5	2	9
Erenköy HPP		13	1	14
Merkez	40	45	4	89
ÖMERLİ WPP	2	8		10
Sibel WPP	2	9		11
Sümer HPP	1	8		9
Tuna HPP	3	5		8
Umut HPP	2	24	1	27
Van Arısu SPP	5	9	1	15
Yaprak HPP	9	10		19
Yayla HPP	1	9	1	11
General Total	72	171	12	255

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DISABLED WORKERS

Disabled	Male	Female	General Total
Yaprak HPP	1	0	1





TRAINING INVESTMENTS (ALL TRAININGS)

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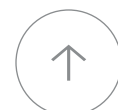
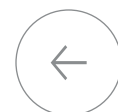
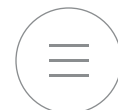
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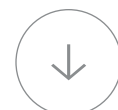
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	Unit	2020	2021	2022
By Employee Category				
Senior Managers	Person×Hour	-	-	72
Senior Managers	Person	-	-	6
Mid-Level Managers	Person×Hour	-	240	1,208
Mid-Level Managers	Person	-	16	73
Other Employees	Person×Hour	272	2,670	2,204
Other Employees	Person	2	59	144
By Employment Type				
Blue Collar	Person×Hour	272	2,496	432
Blue Collar	Person	2	53	27
White Collar	Person×Hour	0	414	3,052
White Collar	Person	0	22	196
Subcontractor Employees	Person×Hour	0	0	0
Subcontractor Employees	Person	0	0	0
By Gender				
Male	Person×Hour	272	2,910	2,404
Male	Person	2	75	152
Female	Person×Hour	0	0	1,080
Female	Person	0	0	71
Trainings According to Type				
Professional Development	Hour	272	2,562	1,826
Personal Development	Hour	0	72	936
OHS	Hour	0	276	602
Total Training Hours	Hour	272	2,910	3,364



ENERGY GROUP TRAINING LIST

	Name of Training	Day	Hour	Participants	Person×Hour
INSTITUTIONAL MESSAGES	New Trends in the Electricity Market Training	2 Days	12 Hours	3 People	36
	Unlicensed Electricity Generation in the Electricity Market and YEKDEM Training	2 Days	12 Hours	3 People	36
ABOUT RHG ENERTÜRK	Project Management Certificate Program	3 Weeks	42 Hours	3 People	126
	Wind Energy	2 Days	12 Hours	7 People	84
CORPORATE GOVERNANCE	Effective Communication Techniques	2 Days	12 Hours	7 People	84
	Internal Control Trainer and Consultant Training Program	12 Days	72 Hours	1 People	72
SUSTAINABILITY STRATEGY AND MANAGEMENT	Advanced Excel Training	6 Days	36 Hours	45 People	1,620
	Agile Training	2 Days	12 Hours	10 People	120
SUSTAINABLE BUSINESS MODEL	Working at Height Training	3 Days	18 Hours	20 People	360
	Team Coaching Training	2 Days	12 Hours	12 People	144
ENVIRONMENTAL PERFORMANCE	Logistics Supply Chain Management		84 Hours	1 People	84
	Organizational Development Training	2 Days	12 Hours	2 People	24
	Professional Evaluator Training	2 Days	12 Hours	2 People	24
SOCIAL PERFORMANCE	Micro MBA	10 Weeks	96 Hours	1 People	96
	Corporate Carbon Footprint Calculation Training	2 Days	12 Hours	3 People	36
ANNEXES	Micro MBA	10 Weeks	96 Hours	1 People	96
	PVsyst	2 Days	12 Hours	12 People	144
	Voluntary Carbon Markets Virtual Conference	2 Days	12 Hours	1 People	12
	Negotiation And Bargaining Practices	2 Days	12 Hours	1 People	12
	Unlicensed Electricity Generation in the Electricity Market	2 Days	12 Hours	3 People	36
	Annual OHS trainings		16 Hours	198 People	3,168
	Toolbox trainings				190
	GWO Trainings	5 Days	30 Hours	11 People	330
					6,934 Person×Hour
					255 Person
				27.19 Person×Hour (avg.)	





SDG CONNECTIONS

INSTITUTIONAL MESSAGES

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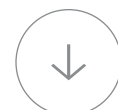
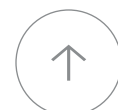
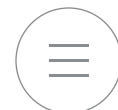
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M A T E R I A L I T Y T O P I C S

Materiality Topic

Relation to the SDGs

Related Section

Energy Management



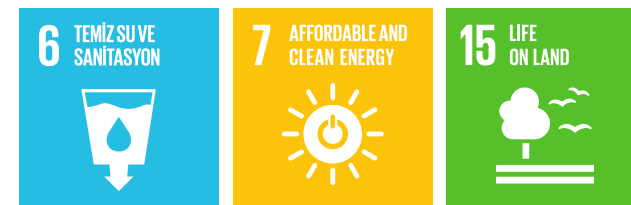
[Energy Management](#)

Prevention of Environmental Pollution



[Environmental Management at RHG Enertürk](#)

Natural Resource Use



[Climate Change and Environment](#)

Occupational Health and Safety



[Occupational Health and Safety](#)

Human Rights



[Diversity, Equality, and Inclusion](#)

Legal Compliance



[Business Ethics and Compliance](#)

Business Continuity



[Priority Issues and Stakeholder Engagement](#)

Biodiversity



[Biodiversity](#)

Data Security



[Information Security](#)



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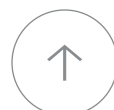
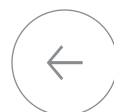
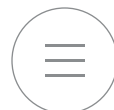
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	Emissions (tCO ₂ e)	Critically endangered species: (CR);	0
Scope 1	1,287.10	Endangered species (EN);	5
Scope 2	1,351.83	Vulnerable species (VU);	26
Scope 3	5,102.20	Threatened species (NT);	35
		Species at low risk (LC).	1,178

Facility Name	Blue Water (m ³)				Gri Su (m ³)		Mass Balance
	Total amount of water withdrawal	Mains / Surface Water	Carboy	Total Water Used	Grey Water (m ³)	Wastewater Discharge (m ³)	W-D=C
Başak Regulator + HPP	69,768,886.15	312.00	2.41	314.41	391.27	251.53	62.88
Erenköy Regulator + HPP	158,079,179.75	339.24	6.75	345.99	124.44	80.00	265.99
Muradiye - Ayrancılar HPP	374,783,775.30	408.00	3.17	411.17	511.68	328.94	82.23
Sümer HPP	214,810,636.00	339.24	1.20	340.44	423.66	272.35	68.09
Tuna HPP	34,667,679.70	246.72	11.44	258.16	321.27	206.53	51.63
Umut HPP	121,352,734.70	801.84	0.00	801.84	997.85	641.47	160.37
Yaprak HPP	75,859,583.00	585.96	7.60	593.56	738.65	474.85	118.71
Yayla HPP	241,444,857.90	400.92	6.75	407.67	124.44	80.00	327.67
Total	1,290,767,332.50	3,433.92	39.34	3,473.26	3,633.26	2,335.67	1,137.59

Blue, Gray Water Consumption and Total Water Consumption Table

Total	Blue Water Amount (m ³)	Grey Water Amount (m ³)	Total Amount of Water Consumed (m ³)
Total	3,473.26	3,633.26	1,137.59



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Corporate Carbon Footprint Values (GHG Protocol), %

Facilities	Scope-1	Scope-2	Scope-3	Total
Skyland	13%	2%	85%	100%
Erenköy Regulator and HPP	3%	4%	93%	100%
Muradiye Ayrancılar HPP	37%	1%	62%	100%
Yayla Regulator and HPP	8%	21%	70%	100%
Sümer HPP	7%	14%	78%	100%
Tuna HPP	11%	21%	68%	100%
Umut Regulator and HPP	7%	14%	79%	100%
Yaprak HPP	16%	26%	57%	100%
Başak Regulator and HPP	43%	6%	51%	100%
Çanta WPP	38%	27%	35%	100%
Sibel WPP	31%	35%	35%	100%
Ömerli WPP	18%	14%	68%	100%
Büyükalın-1 SPP	14%	49%	37%	100%
Van Arısu SPP	23%	57%	20%	100%



Distribution of Total Emissions by Activity (GHG Protocol Compliant), tCO_{2e}

	Scope	Activity	Skyland	Erenköy Regulator and HPP	Muradiye Ayrancilar HPP	Yayla Regulator and HPP	Sümer HPP	Tuna HPP	Umut Regulator and HPP	Yaprak HPP	Başak Regulator and HPP	Çanta WPP	Sibel WPP	Ömerli WPP	Büyükkalan-1 SPP	Van Arisu SPP
INSTITUTIONAL MESSAGES																
ABOUT RHG ENERTÜRK	Scope-1	Fixed Combustion	0.0	2.8	6.6	2.8	0.2	0.3	2.2	0.0	2.0	1.0	0.3	0.5	0.0	0.8
CORPORATE GOVERNANCE	Scope-1	Mobile Combustion	83.0	17.4	22.6	0.0	11.5	6.4	27.8	14.0	21.0	9.3	19.6	25.2	14.4	11.2
	Scope-1	Fugitive Gases	11.6	3.1	51.8	3.3	5.3	75.7	75.1	75.0	233.7	77.6	121.5	144.8	20.5	85.1
SUSTAINABILITY STRATEGY AND MANAGEMENT	Scope-2	Purchased Electricity	17.5	38.4	2.6	15.2	33.2	155.3	198.4	141.9	34.8	61.2	158.8	131.5	120.1	242.9
	Scope-3	3.1: Purchased Raw Materials and Services	132.1	459.1	69.4	18.9	18.4	24.2	381.1	95.8	41.2	57.2	19.7	33.3	14.4	15.7
SUSTAINABLE BUSINESS MODEL	Scope-3	3.2: Capital Goods	245.3	332.7	38.0	3.9	120.8	435.0	653.9	137.2	234.7	3.2	84.0	557.0	30.7	0.2
	Scope-3	3.3: Fuel-related Activities	21.4	8.7	7.2	2.2	6.2	17.7	27.6	18.0	9.0	8.8	21.2	19.7	15.8	28.0
ENVIRONMENTAL PERFORMANCE	Scope-3	3.4: Pre-production Transportation	0.7	2.5	3.6	2.3	0.3	0.4	1.2	0.5	0.2	0.5	6.6	7.3	0.9	0.1
	Scope-3	3.5: Production Wastes	0.0	0.7	0.3	0.0	0.7	0.1	0.4	0.8	6.3	1.2	3.6	0.6	0.6	0.3
SOCIAL PERFORMANCE	Scope-3	3.6: Business Travel	151.6	20.8	7.6	12.9	18.0	10.7	16.9	1.1	4.5	1.0	0.7	6.2	12.1	14.8
	Scope-3	3.7: Employee Commuting	76.1	9.6	9.2	10.4	15.3	6.4	34.5	57.8	3.2	8.8	24.1	16.1	16.1	24.1
ANNEXES	Scope-3	3.8: Leased Assets for Pre-production	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	Scope-3	3.9: Post-production Transportation	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	Scope-3	3.10: Processing of Sold Products	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	Scope-3	3.11: Use of Sold Products	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	Scope-3	3.12: Disposal of Sold Products	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	Scope-3	3.13: Leased Assets for Post-production	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	Scope-3	3.14: Franchising	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	Scope-3	3.15: Investments	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0





Distribution of Total Emissions by Activity (GHG Protocol Compliant), %

	Scope	Activity	Skyland	Erenköy Regulator and HPP	Muradiye Ayrancilar HPP	Yayla Regulator and HPP	Sümer HPP	Tuna HPP	Umut Regulator and HPP	Yaprak HPP	Başak Regulator and HPP	Çanta WPP	Sibel WPP	Ömerli WPP	Büyükalın-1 SPP	Van Arisu SPP
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ABOUT RHG ENERTÜRK	Scope-1	Fixed Combustion	0.0%	0.3%	3.0%	3.9%	0.1%	0.0%	0.2%	0.0%	0.3%	0.4%	0.1%	0.1%	0.0%	0.2%
CORPORATE GOVERNANCE	Scope-1	Mobile Combustion	11.2%	1.9%	10.3%	0.0%	5.0%	0.9%	2.0%	2.6%	3.6%	4.0%	4.3%	2.7%	5.9%	2.6%
	Scope-1	Fugitive Gases	1.6%	0.4%	23.7%	4.6%	2.3%	10.3%	5.3%	13.8%	39.6%	33.8%	26.4%	15.4%	8.3%	20.1%
SUSTAINABILITY STRATEGY AND MANAGEMENT	Scope-2	Purchased Electricity	2.4%	4.3%	1.2%	21.2%	14.5%	21.2%	14.0%	26.2%	5.9%	26.6%	34.5%	14.0%	48.9%	57.4%
	Scope-3	3.1: Purchased Raw Materials and Services	17.9%	51.2%	31.7%	26.3%	8.0%	3.3%	26.9%	17.7%	7.0%	24.9%	4.3%	3.5%	5.9%	3.7%
SUSTAINABLE BUSINESS MODEL	Scope-3	3.2: Capital Goods	33.2%	37.1%	17.4%	5.4%	52.5%	59.4%	46.1%	25.3%	39.7%	1.4%	18.3%	59.1%	12.5%	0.0%
	Scope-3	3.3: Fuel-related Activities	2.9%	1.0%	3.3%	3.1%	2.7%	2.4%	1.9%	3.3%	1.5%	3.8%	4.6%	2.1%	6.5%	6.6%
ENVIRONMENTAL PERFORMANCE	Scope-3	3.4: Pre-production Transportation	0.1%	0.3%	1.6%	3.2%	0.1%	0.1%	0.1%	0.1%	0.0%	0.2%	1.4%	0.8%	0.4%	0.0%
	Scope-3	3.5: Production Wastes	0.0%	0.1%	0.2%	0.0%	0.3%	0.0%	0.0%	0.1%	1.1%	0.5%	0.8%	0.1%	0.2%	0.1%
	Scope-3	3.6: Business Travel	20.5%	2.3%	3.5%	17.9%	7.8%	1.5%	1.2%	0.2%	0.8%	0.4%	0.2%	0.7%	4.9%	3.5%
SOCIAL PERFORMANCE	Scope-3	3.7: Employee Commuting	10.3%	1.1%	4.2%	14.5%	6.6%	0.9%	2.4%	10.7%	0.5%	3.8%	5.2%	1.7%	6.5%	5.7%
ANNEXES	Scope-3	3.8: Leased Assets for Pre-production	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	Scope-3	3.9: Post-production Transportation	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	Scope-3	3.10: Processing of Sold Products	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	Scope-3	3.11: Use of Sold Products	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	Scope-3	3.12: Disposal of Sold Products	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	Scope-3	3.13: Leased Assets for Post-production	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	Scope-3	3.14: Franchising	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	Scope-3	3.15: Investments	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%



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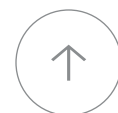
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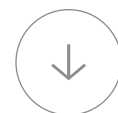
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ECONOMIC PERFORMANCE

INDICATORS

Economic Value Created (Revenues) **2,054,013,308**

Operating expenses **339,846,716**

Employee benefits **7,251,789**

Benefits to society **13,307,339**

Economic Value Retained **1,693,607,464**



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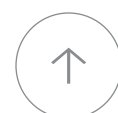
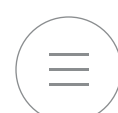
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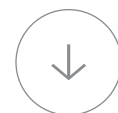
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	Disclosure	Headline	Page No.
	GRI 1: Foundation 2021		
	2-1 Organizational details		
	2-2 Entities included in the organization's sustainability reporting	2.1 About Us	10
	2-3 Reporting period, frequency and contact point		
	2-6 Activities, value chain and other business relationships	3.9 Supply Chain Management	36
	2-7 Employees	7.4 Diversity, Equity and Inclusion	83
	2-8 Workers who are not employees		
	2-9 Governance structure and composition		
	2-12 Role of the highest governance body in overseeing the management of impacts	4.4 Sustainability Management	51
	2-14 Role of the highest governance body in sustainability reporting		
	2-16 Communication of critical concerns	7.3 Employee Satisfaction	82
	2-22 Statement on sustainable development strategy	2.1 About Us + 4.1 Our Approach to Sustainable Development	10, 39
	2-23 Policy commitments	2.1 About Us	10
	2-25 Processes to remediate negative impacts		
	2-26 Mechanisms for seeking advice and raising concerns	3.7 Business Ethics and Compliance	33
	2-27 Compliance with laws and regulations		
	2-29 Approach to stakeholder engagement		
	3-1 Process to determine material topics	4.2. Materiality Issues and Stakeholder Engagement	40
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	3-3 Management of material topics	5.1 Our Economic Performance	54
	GRI 201: Economic Performance 2016		
	201-1 Direct economic value generated and distributed		



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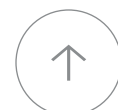
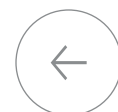
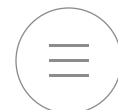
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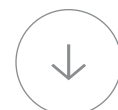
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	3-3 Management of material topics		
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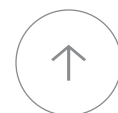
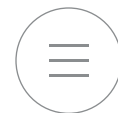
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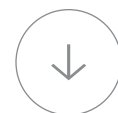
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	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations		



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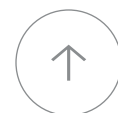
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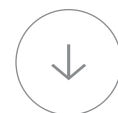
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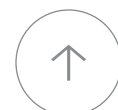
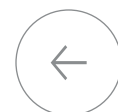
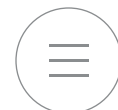
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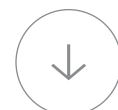
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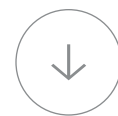
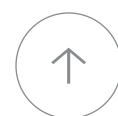
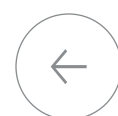
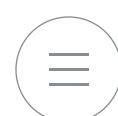
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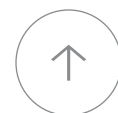
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[Türkiye Rüzgar Enerjisi Birliği](#)



[Enerji Yatırımcıları Derneği](#)



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SUSTAINABLE
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