



R H G  
**ENERTÜRK**  
ENERJİ

SUSTAINABILITY  
REPORT **2024**





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# ABOUT THE REPORT





## About the Report

As RHG Enertürk Enerji Üretim ve Ticaret A.Ş. ("RHG Enertürk"), we are pleased to share our sustainability performance for the period January 1, 2024 – December 31, 2024 with our valued stakeholders through our 2024 Sustainability Report.

This report has been prepared in accordance with the United Nations Global Compact (UNGC), GRI Standards, and the United Nations Women's Empowerment Principles (UN WEPs). Details of the information provided in line with these standards can be found in the "GRI Content Index," "UNGC Index," and "WEPs Index" sections at the end of the report.

Unless otherwise specified, all data presented in this report pertains to the year 2024 and covers the performance of RHG Enertürk and our affiliated power plants. Methodological details and boundaries are additionally explained under the relevant sections.

This report transparently showcases our sustainability vision, the progress we have made, and our commitment to the future. Beyond the value we create in the energy sector, we consider it one of our fundamental responsibilities to contribute to our country's sustainable development and to leave a more balanced, livable world for future generations. We are honored to share with you the steps we have taken, guided by this sense of responsibility.

**For any comments or suggestions:**

[sustainability@enerturk.com](mailto:sustainability@enerturk.com)

With our energy production, we not only add value to the sector, but we also aim to bolster our country's sustainable development journey.





## Message from the CEO

### Dear Stakeholders,

Despite global economic fluctuations and uncertainties in the energy markets, 2024 was a year in which RHG Enertürk Enerji further strengthened its sustainability vision. We continued to contribute not only in terms of energy generation, but also to our country's development and its fight against climate change through responsible and innovative business models.

This year, as part of our portfolio optimization efforts, we sold several power plants, transitioning to a more focused and efficient structure. By the end of 2024, our total operational portfolio of 208.30 MWe consisted of 158.30 MWe from hydroelectric power plants and 50.00 MWe from wind power plants. Believing in the strength of its own equity, RHG Enertürk Enerji continues to explore appropriate financing alternatives for investments that will reinforce its leadership position in the sector and increase its competitive strength.

In 2024, with our 8 electricity generation licenses and assuming an annual per capita electricity consumption of 2.4 MWh, we supplied the yearly electricity needs of approximately 177,241 people, thereby supporting Türkiye's development. Our target for the coming period is to reach an annual production level of 486,141 MWh by 2025.

RHG Enertürk Enerji's operations are not limited to renewable energy generation; through a variety of services, we have built a broad customer network in the energy sector and diversified our activities. In this context, our total turnover in 2024 was TRY 969,740,507. About 55.9% of our revenue came from hydroelectric power plants (HPP), 40.1% from wind power plants (WPP), 0.4% from our electric vehicle charging business, 3.4% from technical consultancy services, and 0.2% from other activities. This diversity shows that our business model is not only based on energy generation, but also creates value in innovative business areas.

RHG Enertürk Enerji's operations are not limited to renewable energy generation; through a variety of services, we have built a broad customer network in the energy sector and diversified our activities.

The emission reduction targets we set have gained international recognition, with our 2025 targets officially approved by the Science Based Targets initiative (SBTi). This development confirms the scientific basis of our climate strategy and its alignment with global standards. Additionally, we completed our CDP Climate Change reporting process for the second time, continuing to transparently share our climate-related risks, opportunities, and management strategy with our stakeholders.

As we share our second sustainability report with you today, we are proud to be a pioneering company that contributes not only to the energy sector but also to our country's sustainable development goals. In the coming period, we will continue to fulfill our responsibilities for a low-carbon future by increasing our investments.

We reaffirm our determination to build a greener, stronger, and more sustainable future together with you, our valued stakeholders, and I thank you for your trust and support.

Best regards,  
**Özcan Özyurt**  
Erciyes Anadolu Holding Board Member & CEO



## Message from the General Manager

### Dear Stakeholders,

At RHG Enertürk Enerji, we continue our journey with determination to increase renewable energy generation and access in Türkiye. Our slogan **"We Have Energy for Life"** reflects not only our energy production, but also our commitment to contributing to the sustainable future of our country.

2024 was a year of significant transformation for our operations. Despite changes in our installed capacity due to portfolio-optimization-related sales, we have maintained our balanced and sustainable structure and continued our energy generation activities. With our portfolio comprised of renewable energy sources, we continue to contribute to our country's energy supply security.

In our renewable energy portfolio, we are diversifying our investments in **wind, hydroelectric, and solar energy**. We also provide consultancy at every step – from engineering to construction management – for rooftop and ground-mounted solar projects that will accelerate the energy transition of industrial and commercial enterprises.

We have enhanced our electric vehicle charging stations with technological advancements and expanded our service network across the country. By preserving our green station status, we continue to offer eco-friendly solutions and have made progress in this field through numerous collaborations across different sectors. Our fast and reliable charging service, available in 36 provinces across 6 regions of Türkiye, stands as a testament to our investments aimed at meeting the mobility needs of the future.

In 2024, we opened offices at Istanbul Technical University (İTÜ) and at the Erciyes Technopark, expanding our R&D and innovation capacity and enabling us to carry our engineering solutions not only within Türkiye but also to numerous international projects.

As part of our sustainability strategy, we are proud to be one of four leading energy companies in Türkiye with emission reduction targets approved by the Science Based Targets initiative (SBTi). Accordingly, we commit to:

- **Reducing our Scope 1 and 2 emissions by 58.8% by 2034,**
- **Measuring and reducing our Scope 3 emissions,**
- **Achieving a 90% emissions reduction by 2050, in line with a net zero target.**

We go beyond generating energy from renewable sources and are working tirelessly to reduce our carbon footprint through verified strategies.

We also completed our CDP Climate Change reporting for the second time in 2024. Through this reporting, we continued to transparently share our climate risks and strategies with the public.

By expanding our sustainability consultancy activities, we help businesses in various sectors source their energy from green resources. Through I-REC and YEK-G certificates, we support many brands and also make the impact of our projects visible globally. Furthermore, we provide end-to-end sustainability consulting to companies, standing by their side in all processes from strategy to implementation. Additionally, through the ongoing process to obtain an Energy Efficiency Consultancy (EEC) certification, we aim to further expand our service capacity in this field.

As a signatory of the United Nations Global Compact (UNGC), we regularly submit progress reports. In 2024, we achieved a significant success on the global stage: our Greenhub Project, developed under the UN Global Compact's 2024 SDG Innovation Accelerator Program, was one of only seven projects selected from Türkiye. Centered on renewable energy, Greenhub is the product of a vision that reduces the carbon footprint, optimizes resources, and operates in harmony with nature. I would like to thank all our colleagues who contributed to this success.

In February 2025, we once again underscored our commitment to advancing gender equality by becoming a signatory to the Women's Empowerment Principles (WEPs) platform, which supports the empowerment of women in the workplace.

Dear Stakeholders, guided by our "We Have Energy for Life" philosophy, we will continue to contribute to the sustainable future of our country and to fulfill our responsibilities in line with the principles of transparency and accountability.

Best regards,  
**Alpay Beyla**  
General Manager

Tamamen  
yenilenebilir enerji  
portföyümüzle  
sürdürülebilir yarınlar  
inşa ediyoruz.



Çanta WPP - İstanbul

**ABOUT US**



## About Us

Founded in 2010, RHG Enertürk Enerji began its energy generation journey with the 49-year “Group 14 Hydroelectric Power Plants” operating contract awarded by the Republic of Türkiye Privatization Administration, and today it continues this journey with 8 licensed generation facilities across 7 cities.

Our company's total operational portfolio is 208.30 MWe, of which 158.30 MWe comes from hydroelectric power plants and 50.00 MWe from wind power plants. Believing in the strength of its own equity, RHG Enertürk Enerji continues to explore appropriate debt financing opportunities to consolidate its leadership position in the sector and enhance its competitiveness.

In 2024, with 8 electricity generation licenses and using an annual per capita consumption of 2.4 MWh as a baseline, RHG Enertürk Enerji met the yearly electricity needs of approximately 177,241 people, contributing to our country's development. Our goal for 2025 is to achieve an annual production level of 486,141 MWh.

Our company has not only focused on generating renewable energy; it has also expanded its customer network in the sector through various services, diversifying its business model. In line with our sustainability strategy, we provide consultancy at every stage of rooftop and ground-mounted solar power plant projects – including engineering, procurement, and construction management – to support the transition of industrial processes to renewable energy.

We also provide consulting services on I-REC and YEK-G certification to assist businesses in certifying that they source their energy from green and sustainable resources.

Our electric vehicle charging network has been growing rapidly nationwide. Beginning this venture in 2022, we had, by the end

of 2024, reached a total of 289 charging outlets (155 AC and 67 DC stations) across 36 cities in 6 regions of Türkiye. By maintaining a green station status for our infrastructure, we help reduce our users' carbon footprints and lead the way in offsetting the emissions from our renewable-energy-powered charging stations through carbon credits.

RHG Enertürk Enerji continues to uphold high safety standards in the installation, commissioning, and operation of our electric vehicle charging stations. Through collaborations with our business partners, we ensure the highest levels of safety and quality for both electric vehicle users and our charging stations.

Our practices within the scope of our integrated management systems continue to evolve. In 2024, we obtained ISO 27001:2018 Information Security Management System certification covering all our locations. In addition, our ISO 9001 Quality Management System, ISO 45001 Occupational Health and Safety Management System, and ISO 14001 Environmental Management System processes continue to be actively implemented across the company.

As a signatory of the United Nations Global Compact (UNGC), our company continues to transparently publish its sustainability performance through regular progress reports. In February 2025, to support the empowerment of women in business, we became a signatory of the United Nations Women's Empowerment Principles (UN WEPs), reinforcing our commitment in this area.

We participate in significant global sustainability initiatives as well. In 2024, we completed our CDP Climate Change reporting process for the second time. Additionally, our greenhouse gas emission reduction targets were officially approved by the Science Based Targets initiative (SBTi), and our long-term low-carbon commitments have been verified in line with global standards.



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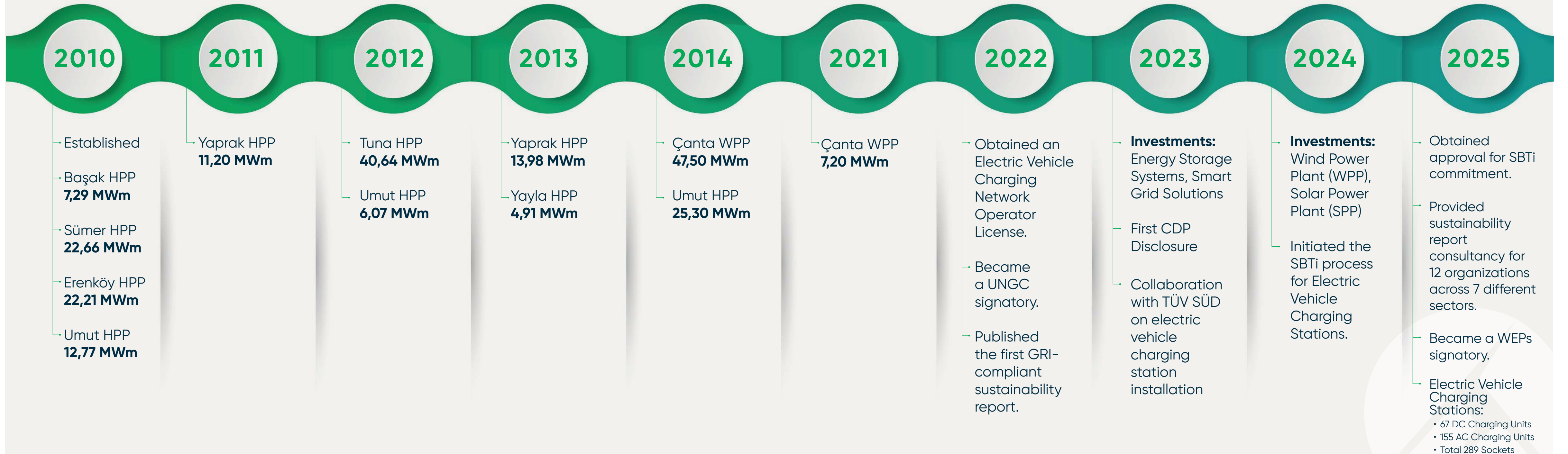
In 2024, with 8 electricity generation licenses and assuming an annual per capita electricity use of 2.4 MWh, RHG Enertürk Enerji met the annual electricity needs of approximately

# 177.241

people, contributing to our country's development.



## Our History





## Figures in 2024 for RHG Enertürk Enerji

### Environmental

- SBTi Project
- Released our 2nd CDP Report.

Location-Based Carbon Emissions:  
**3.843 tCO<sub>2</sub>e**  
equivalent

Electric Energy Consumption:  
**1.649.017 kWh**

Market Based Carbon Emissions:  
**3.114 tCO<sub>2</sub>e**  
equivalent

Carbon credits certified under Gold Standard & Verified Carbon Standard:

**1.026.791 tCO<sub>2</sub>e**  
equivalent

Scope 2 Emissions:  
Reduced by  
**%98,15**

Scope 1 and 2 Emissions compared to 2023:  
reduced by  
**%55,17**

Electric Vehicle Charging Stations:  
• 67 DC Charging Units  
• 155 AC Charging Units  
• Total 289 Sockets

Water Footprint:  
**5.246 m<sup>3</sup>**

Waste Amount:  
**8,224 Ton**

### Social

- ITU Technopark Incubation Center
- Erciyes University Technopark Incubation Center

Female Employee Ratio **%21**  
Hours of Training **1542**

### Governance

- UNGC Progress Report
- WEPs Signatory Process
- Refinitiv-LSEG Report

Economic Value Created  
**970 Million TRY**

Locally Sourced Rate  
**%99,77**

**%0,23**  
Overseas Sourced Rate

ISO Certificates:  
• ISO 9001  
• ISO 14001  
• ISO 27001  
• ISO 45001





## Our Mission, Vision, Values and Principles

### Our Mission:

Our mission is to meet our country's energy needs with clean sources by developing environmentally friendly, high-efficiency, sustainable energy projects; to create value in the energy generation process without harming nature or society; and to strengthen and maintain our leading position in the Turkish electricity market.

### Our Vision:

Our vision is to be a leading player in the energy transition with flexible, highly efficient generation facilities based on renewable energy sources, and to take an active role in combating climate change.



Black Redstart



# Our Mission, Vision, Values and Principles

## Our Principles:

At the heart of our corporate culture is creating value for our customers and stakeholders. Our principles emphasize our shared values and remind us of the strengths that set us apart, thereby enhancing our culture of collaboration and our effectiveness in delivering results.

Our set of principles forms the foundational guide for our human resources, business processes, and practices. These principles reflect the values important to us and also serve as a source of inspiration and motivation.



## Our Basic Principles

### Understand Your Customers

We believe that a customer-oriented approach is fundamental to sustainability, and we prioritize deeply understanding our customers' needs.

### Earn Trust

In all our activities, we feel a responsibility toward the environment, society, and our stakeholders, and we prioritize earning trust above all else.

### Win Hearts

We build long-lasting, sustainable relationships by embracing and reflecting the culture of tolerance of our homeland.

### Add Meaning

We know that what we do is not merely a duty, but also a source of meaning that fuels our motivation.

### Empower

We create an environment that makes our employees' lives easier and provide the necessary support to empower them.

### Be a Guide

We lead by example to develop the leaders of the future, and we prepare our teams for what lies ahead by sharing our knowledge and experience.

### Deliver Results

We work with determination to achieve our goals and translate success into measurable results.

### Be the Best

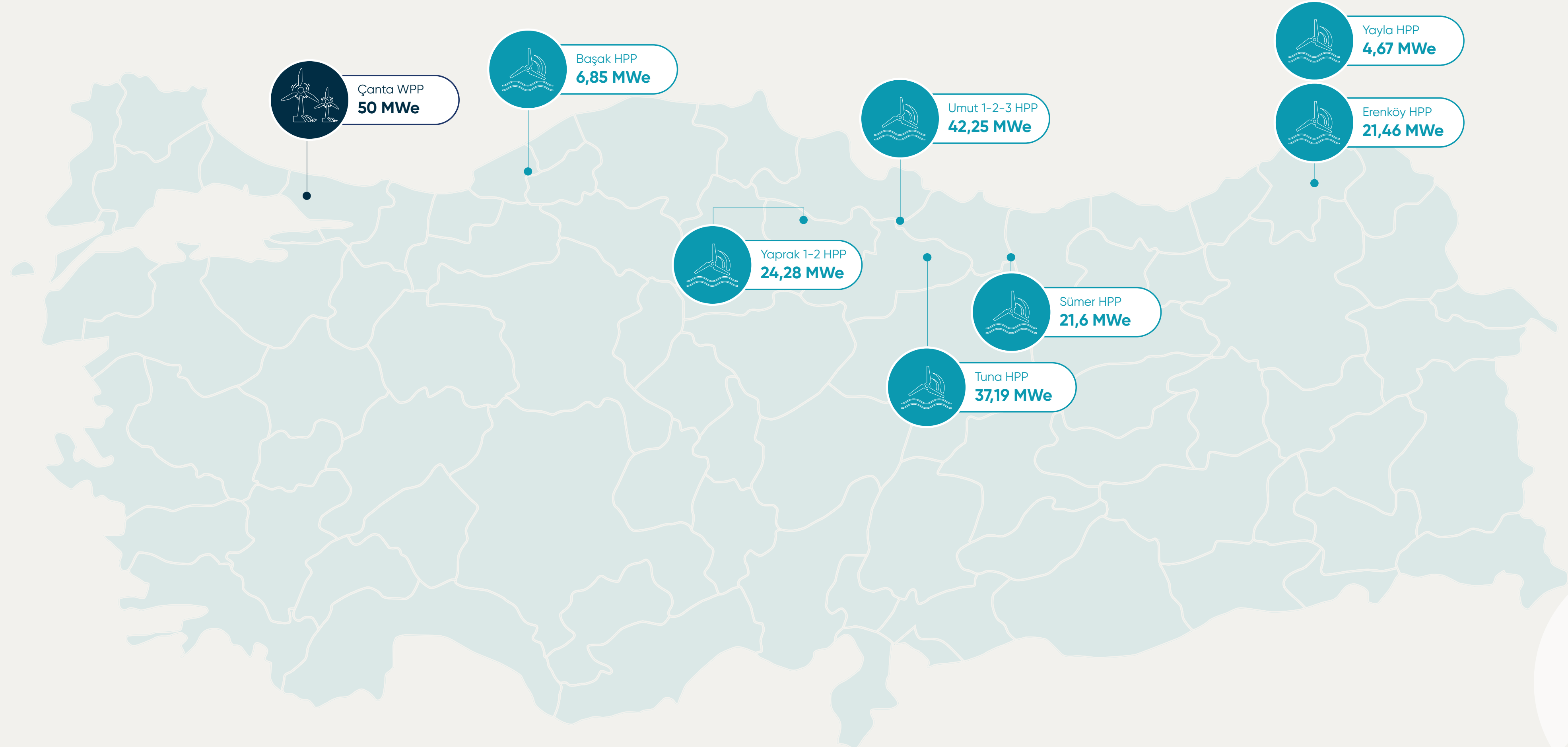
We conduct our business to the highest standards and make excellence a part of our corporate culture.

### Seize the Future

We closely follow evolving global trends and focus on sustainable success by adapting to innovations.



## Power Plants and Business Lines







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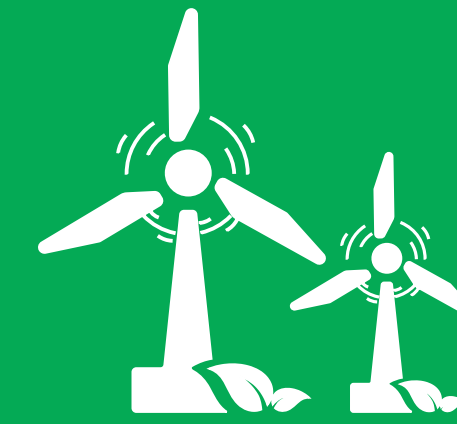


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## Power Plants and Business Lines

Location	Power Plant	Installed Mechanical Power (MWm)	Installed Electrical Power (MWe)
İstanbul	Çanta WPP	54,7	50
Ordu	Umut-1 HPP	6,07	5,8
Ordu	Umut-2 HPP	25,31	24,45
Ordu	Umut-3 HPP	12,77	12
Tokat	Tuna HPP	40,64	37,19
Kastamonu	Başak HPP	7,29	6,85
Amasya	Yaprak 1 HPP	13,98	13,48
Amasya	Yaprak 2 HPP	11,2	10,8
Amasya	Erenköy HPP	22,21	21,46
Artvin	Yayla HPP	4,91	4,67
Giresun	Sümer HPP	22,66	21,6
<b>Total</b>		<b>221,74</b>	<b>208,30</b>



### TOTAL WPP

**54,70**

Installed Mechanical Power (MWm)

**50,00**

Installed Electrical Power (MWe)



### TOTAL HPP

**167,04**

Installed Mechanical Power (MWm)

**158,30**

Installed Electrical Power (MWe)



## Electric Vehicle Charging Stations

At RHG Enertürk Enerji, we continue to contribute to our country's green mobility transformation through our electric vehicle charging stations. As of the end of 2024, we provide service via a widespread **charging network in 36 provinces**. In this context, we have expanded our charging infrastructure to ensure that electric vehicle users have access to safe, fast, and sustainable energy.

In 2024, a **total of 727,303 MWh** of energy was sold through our charging stations, and this energy was sourced entirely from renewable resources – a practice that reinforces our **"Green Charging Station"** approach.

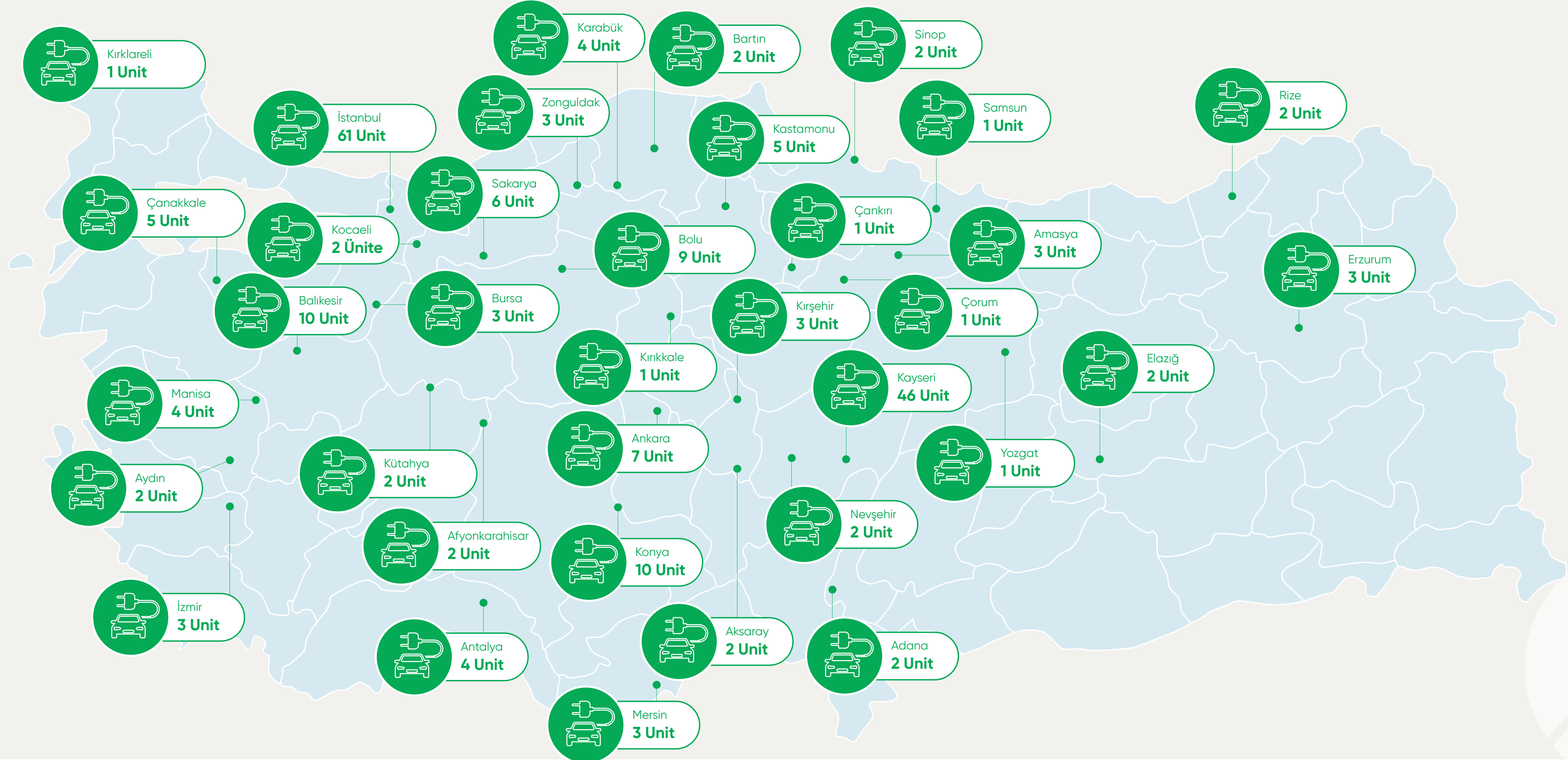
Adopting collaboration as a key strategy, our company further expanded its service network through a **strategic partnership with Trugo**. Under this partnership, **11 DC chargers (22 charging sockets) at 8 different locations** were made available to users via the Trugo platform. This has provided our customers with a more accessible, uninterrupted, and secure charging experience through a shared software infrastructure.

At RHG Enertürk Enerji, we aim to further expand our electric vehicle charging network to more regions by increasing collaborations in the coming period, and to contribute to our country's low-carbon future through sustainable transportation solutions.





## Electric Vehicle Charging Stations





## Electric Vehicle Charging Stations

Row Labels	DC (Units)	AC (Units)	Total Sockets	Row Labels	DC (Units)	AC (Units)	Total Sockets
ADANA	0	2	2	KASTAMONU	1	4	6
AFYONKARAHİSAR	0	2	2	KAYSERİ	7	39	53
AKSARAY	0	4	4	KIRIKKALE	1	0	2
AMASYA	2	1	5	KIRKLARELİ	1	0	2
ANKARA	4	3	11	KIRŞEHİR	0	3	3
ANTALYA	2	2	6	KOCAELİ	2	0	4
AYDIN	1	1	3	KONYA	1	9	11
BALIKESİR	5	5	15	KÜTAHYA	0	2	2
BARTIN	0	2	2	MANİSA	0	4	4
BOLU	8	1	17	MERSİN	3	0	6
BURSA	1	2	4	NEVŞEHİR	0	2	2
ÇANAKKALE	2	3	7	RİZE	2	0	4
ÇANKIRI	1	0	2	SAKARYA	0	6	6
ÇORUM	1	0	2	SAMSUN	1	0	2
ELAZIĞ	0	2	2	SİNOP	0	2	2
ERZURUM	1	2	4	YOZGAT	1	0	2
İSTANBUL	15	46	76	ZONGULDAK	1	2	4
İZMİR	2	1	5	<b>Grand Total</b>	<b>67</b>	<b>155</b>	<b>289</b>
KARABÜK	1	3	5				



## Our Memberships and Awards

### Our Memberships

RHG Enertürk Enerji is a member of various organizations to closely follow sector developments, play an active role on national and international platforms, and strengthen collaboration in sustainability. As of 2024, our principal memberships include:

- **UNGC (United Nations Global Compact)** – United Nations Global Compact Signatory
- **UNGC Türkiye Global Compact Signatories Association**
- **TÜREB (Turkish Wind Energy Association)**
- **EMOD (E-Mobility Operators Association)**
- **GÜYAD (Energy Investors Association)**
- **EÜD (Electricity Producers Association)**
- **WEPs (Women's Empowerment Principles)** – Applied in 2024, became a signatory in 2025.

These memberships demonstrate our company's determination and collaborative approach both in the energy sector and in the field of sustainability.



### Our Awards

In 2024, RHG Enertürk Enerji received an important award for its pioneering projects and contributions in the field of sustainability:

- **Sustainable Development Award (2024)** – to our electric vehicle charging stations and renewable energy projects in "Our Energy, Our Future" category by Ministry of Energy and Natural Resources & Turkuvaz Media.

This award demonstrates that our innovative energy solutions and sustainability-focused investments create value for the industry.

RHG Enertürk Enerji continues its sustainable development journey on a global scale as a signatory of the **United Nations Global Compact (UNGC)**. In 2024, our **Greenhub Project**, developed under the **SDG Innovation Accelerator Program** run by UNGC, was published in the **SDG Innovation Solutions Report 2024** as one of only seven projects selected from Türkiye.

Focusing on renewable energy, Greenhub stood out with its vision of reducing carbon footprint, using resources efficiently and developing solutions in harmony with nature, thus further strengthening our company's visibility on the international sustainability scene.



# OUR CORPORATE GOVERNANCE





## Our organization

Our corporate governance approach is built on a transparent, fair and responsibility-based structure while securing the long-term success of our company. Our governance system aims to create sustainable value not only for our company but also for all our stakeholders. In this context, we continuously develop and improve our activities thanks to our effective boards, regular audit processes and ethical principles.

Our Board of Directors consists of the chairman, vice chairman and independent members and is responsible for determining the strategic goals of our company. The Board shapes our short, medium and long-term investment decisions and guides our company's sustainable growth journey.

Our strategic priorities, which are reviewed annually, are approved by the Board of Directors and implemented through the relevant committees. The Sustainability Committee and the Investment Committee of RHG Enertürk Enerji report to the Board of Directors and contribute to decision-making processes with their suggestions and evaluations.

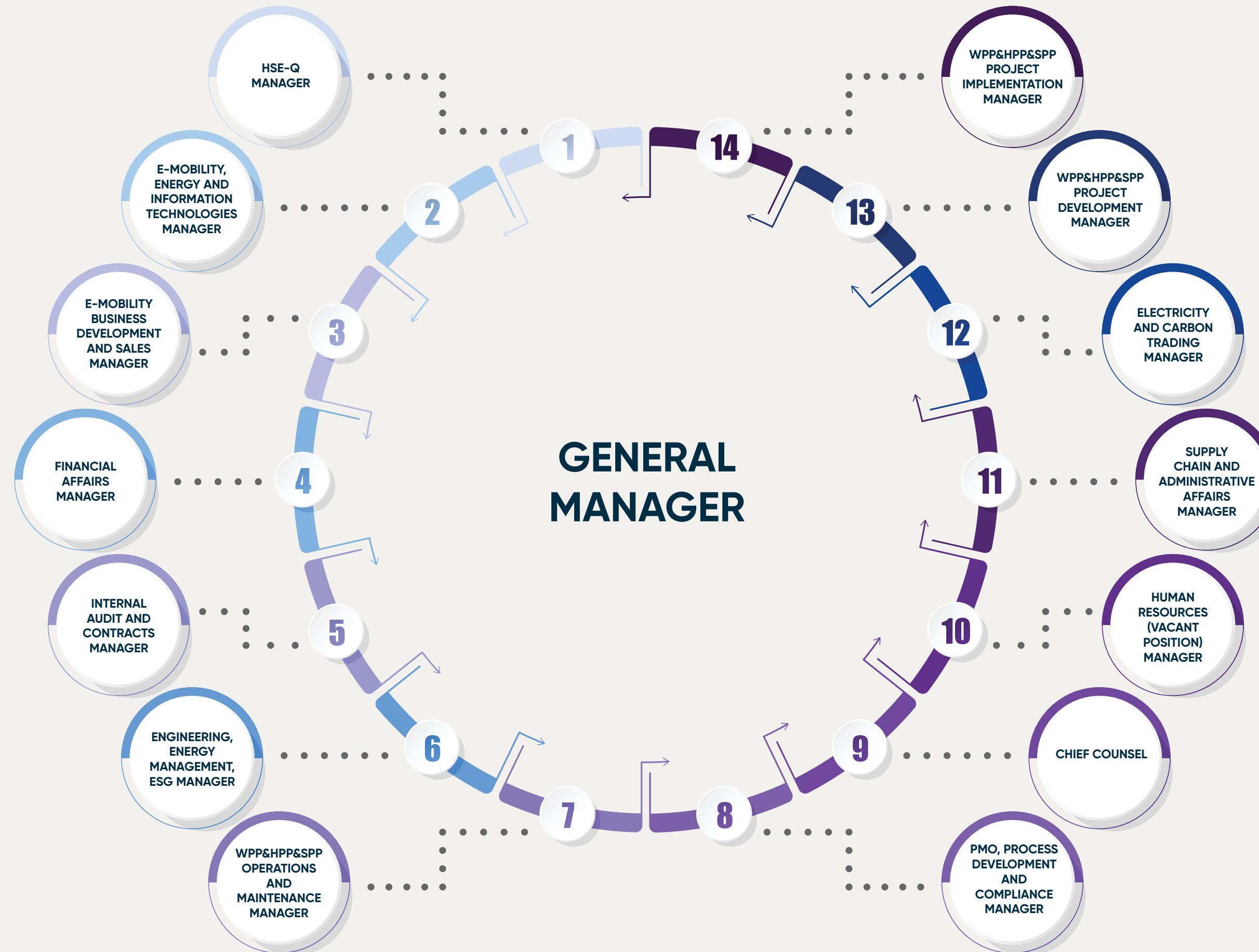


### Committees under the Board of Directors

- **Sustainability Committee:** Chaired by General Manager, this committee is responsible for monitoring our sustainability performance, evaluating our targets and presenting the strategies to be implemented to Board of Directors. Its main tasks include ensuring compliance with environmental, social and governance criteria and implementing sustainability projects. Committee reports to Board of Directors at least twice a year.
- **Investment Committee:** This committee, which evaluates strategic planning and investment decisions, as well as the feasibility analysis and budget compliance of projects, plays a critical role in achieving our company's growth targets. The main responsibilities of the committee include reviewing investment opportunities in terms of environmental and financial sustainability, taking new projects through the approval process and reporting to Board of Directors.



## Organizational Chart





## Corporate Risk Management

Risk management at RHG Enertürk Enerji covers the processes of identifying, evaluating, monitoring and reporting all risks that we may encounter in the energy markets and electric vehicle charging sector. We aim to minimize the potential impact of risks thanks to our know-how in renewable energy, strong human resources, R&D investments and advanced technology infrastructure.

Our risk management process, coordinated by our Board of Directors with the active participation of our relevant units, has been expanded to cover not only financial risks but also environmental and social risks. In this scope, we develop management models in line with our company's strategic goals by identifying risks at an early stage with a proactive approach.

We support our Enterprise Risk Management practices with Integrated Management Systems, and continue to manage climate-related risks and opportunities in accordance with international standards within the scope of CDP reporting and our SBTi commitment.

### Environmental and Social Risk Management

The process of identifying and managing environmental and social risks is carried out by our HSE-Q (Health, Safety, Environment and Quality) unit in line with our Environmental Policy. Risks are regularly measured in all our projects and necessary measures are taken in cooperation with expert consultants.

We utilize the Task Force on Climate-related Financial Disclosure (TCFD) methodology to assess risks and opportunities. In this way, we analyze operational and supply chain impacts of our activities and strengthen our sustainable growth strategies.





## Risk Categories

### PHYSICAL - CHRONIC

CATEGORY	DEFINITION	TIME HORIZON	ACTION TAKEN
Water Stress and Declining Water Resources	Risk of reduced generation and electricity sales from our hydroelectric power plants due to difficulties in access to water.	Medium	All the HPPs we operate at RHG Enertürk are located in the Black Sea region of Türkiye, which is predicted to be less affected by water stress and is expected to receive increased rainfall in most scenarios. In addition, we are working on energy storage systems and hybrid power plants.
Rising Temperatures	The risk that rising ambient temperatures will increase transmission and distribution losses, reduce network capacity, create changes in daily and seasonal load patterns, create difficulties in demand forecasting and cause operational disruptions.	Long	At RHG Enertürk, we manage a diversified portfolio of renewable energy plants. We operate wind and hydroelectric power plants in different provinces of Türkiye, thus diversifying both geographically and in terms of generation technology. Thanks to this diversified portfolio, we are able to maintain production regardless of the weather conditions of any facility, and respond to seasonal and daily price changes and capitalize on these opportunities. In this way, we provide a natural hedge against volatile energy prices.
Changing Wind Patterns	The risk of changing surface wind speeds and directions due to climate change adversely affecting the generation performance of wind power plants.	Long	At RHG Enertürk, we operate renewable power plants in different regions of Türkiye and successfully manage a diverse portfolio of renewable energy sources. With this approach, we ensure strong diversification both geographically and in terms of generation technology. This diversified portfolio serves as a natural hedge against changes in physical climate events, such as shifting wind patterns.
Landslide	Landslides caused by heavy rainfall, soil saturation or geological reasons can cause sudden disruptions in infrastructure, transportation and energy facilities.	Short	Disruptions in supply chain logistics and delays in the supply of materials and equipment. Physical damage to plants, power plants or infrastructure and operational shutdowns may occur. For this purpose, we carry out maintenance, repair and preventive works against risks in a planned manner.



# Transition Risks

POLITICAL AND LEGAL

CATEGORY	DEFINITION	TIME HORIZON	ACTION TAKEN
Carbon Pricing Mechanism	There may be risks associated with the introduction of national and international carbon pricing mechanisms and the increasing willingness to adopt these mechanisms.	Short	The introduction of the national ETS in Türkiye and the EU's CBAM mechanism pose significant regulatory risks for our energy sector. The introduction of a carbon price into electricity generation costs could affect the energy mix and load profile; if prices are passed on to end users, the reduction in price elasticity of demand could reduce our revenues. While our renewable-heavy portfolio directly protects against carbon costs, market-wide impacts could indirectly impact our demand and revenues. Investment, system and certification costs required for ETS/CBAM compliance may increase cash outflows in the short term, while limiting operating cash inflows in demand contraction scenarios. This risk is short-term and has the potential to create cost volatility in our financials, reduced revenues and unpredictability in cash flows. To mitigate the impact, we closely monitor regulations, strengthen our short-term forecasting and risk management infrastructure, and implement commercial flexibility strategies that allow us to quickly adapt to changes in demand and pricing.
Changes in national and international legislation	Changes in national regulations regarding the environment, water use and the energy sector may have a direct impact on our Company's operations. Differences in water use rights, environmental permits, license conditions and energy market regulations may limit our production capacity and revenues. In addition, new environmental obligations may drive up compliance and investment costs.	Short	In order to ensure full and timely compliance with supply chain regulations in the short term, we allocate budget for compliance investments, digitalize and simplify administrative processes, strengthen supplier compliance audits and contractual obligations, prevent criminal risks through regulatory monitoring and training programs, and manage price/cost volatility.

MARKET

Changes in voluntary carbon market dynamics	Trends in public opinion and increased regulation create uncertainty and risk of change in voluntary carbon market (VCM) dynamics. Volatility in CO2 prices and emission targets, changes in incentives and policies for energy transition, reconsideration of market design, and requirements in permitting/approval procedures and resilience regulations are the main factors that increase this risk.	Short	By making policy and market monitoring a corporate discipline, we regularly monitor changes and offer solutions suitable for different needs through product diversification.
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# Transition Risks

## REPUTATION

CATEGORY	DEFINITION	TIME HORIZON	ACTION TAKEN
Enhanced reporting requirements	Risks related to increased climate change-related targets of government, regulators and the public may lead to additional reporting obligations.	Short	Increased reporting obligations burden RHG Enertürk Enerji in terms of time and effort for reporting, increasing operational costs. Failure to comply with these obligations may lead to lawsuits, financial penalties and reputational damage. GRI, CDP, UNGC, WEPs reporting is done every year. In addition, SBTi approval process studies were initiated in 2024 and our SBTi approval was obtained in 2025. In order to manage our processes more effectively with increasing reporting requirements, we have started to develop a sustainability portal. Through this portal, both data collection, monitoring and calculation processes will be accelerated and processes will be managed more effectively with reporting formats in different standards.

## CHANGE IN CONSUMER PREFERENCES

Changes in Electricity Demand	The risk of increased electricity use leading to fluctuations in total electricity demand and price changes.	Medium	We aim to reduce costs arising from market imbalances by improving our generation planning and demand forecasting processes. We are also diversifying our portfolio with EPCM, EV charging stations and energy storage investments.
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# Opportunity Categories

## ENERGY SOURCE

CATEGORY	DEFINITION	TIME HORIZON	ACTION TAKEN
Increasing share of renewables in the energy mix	Opportunities for lower grid emission factors due to the increasing share of renewables in the national energy mix.	Short - Medium - Long	The opportunities arising from the increasing share of renewable energy generation assets within the national grid create a lower grid emission factor and thus a smaller carbon footprint for RHG Enertürk. This accelerates decarbonization efforts and creates a lower potential carbon price obligation.

## POLITICAL AND LEGAL

Enhanced reporting requirements	Increasing climate targets of national regulators and the public create opportunities that may lead to additional reporting obligations.	Medium	RHG Enertürk carries out regular reporting activities to increase its transparency in the field of sustainability. In this context, UNGC Progress Report, sustainability report in accordance with GRI Standards, CDP reporting, SBTi studies and Refinitiv reporting are regularly carried out. These practices strengthen the company's compliance with international standards and reinforce its credibility with stakeholders.
Access to sustainable finance	Opportunities to access capital at a higher or lower cost than sustainability-concerned investors.	Short - Medium - Long	The cost differential between traditional financial instruments and green/sustainable financial instruments enables investments to be made at a lower cost of capital and increases access to capital through additional sustainable financing instruments.
Participation in the carbon market	Increasing demand for carbon credits under the Turkish Emissions Trading System, providing an additional source of income as a company serving in the renewable energy sector.	Short - Medium - Long	As RHG Enertürk Enerji, we hold VCS, GS, I-REC and YEK-G certificates and we only sell I-REC and YEK-G. We hold VCS and GS certificates as a reserve against carbon taxes that we and our subsidiaries may face. We make our I-REC and YEK-G sales in B2B format.



## Consumer Preferences, Technology and Market

CATEGORY	DEFINITION	TIME HORIZON	ACTION TAKEN
Increasing Market Share	Increasing use of electric vehicles and rising demand for electric vehicle charging stations in line with Türkiye's energy transition targets.	Short - Medium - Long	As RHG Enertürk, we are investing in electric vehicle charging stations. We currently operate 289 charging stations in total, including 67 DC units and 155 AC units. In the coming period, we aim to operate charging stations in all cities of Türkiye, providing uninterrupted, high quality service. In line with this strategy, we offer accessible and sustainable solutions to electric vehicle owners by installing fast charging units integrated with renewable energy sources. In the short term, we are expanding our EV charging network by investing in strategic locations, while in the medium and long term, we aim for market leadership in line with our revenue targets by improving service quality through technological developments. For this purpose, we aim to establish 1,200 electric vehicle charging stations by 2025, reach 300,000 digital customers and provide energy supply through the RHG Enertürk mobile EV charging application by 2025.
Increasing Interest and Investments in Electricity Storage Technologies	Increasing interest and investment in Electricity Storage Technologies.	Short - Medium	Our storage strategy focuses on increasing the reliability of energy production, optimizing costs and balancing energy supply and demand. We are working to increase operational efficiency and ensure flexible energy supply by using innovative storage technologies. We aim to reduce carbon emissions by adopting environmentally friendly technologies. In addition, our innovative projects in the field of storage offer significant benefits in terms of our financial sustainability.



## Information Security

At Enertürk Enerji, our information security approach is based on full compliance with national legislation, industrial regulations and international standards. We manage our business processes and strengthen internal coordination in line with Personal Data Protection Law (PDPL), Energy Market Regulatory Authority (EMRA) legislation and the Presidential Information Security Guide. In this context, we systematically implement the necessary measures to protect the information security of all our stakeholders.

Our corporate information security infrastructure is supported by international standards. Our information and industrial control systems are structured within the framework of TS ISO/IEC 27001 Information Security Management System and we have renewed our certificates valid for all our locations to keep these systems up-to-date and effective in 2024.

### Our Information Security Policy

Our policy mainly aims to ensure the confidentiality, integrity and accessibility of the data of our customers and all our stakeholders. Information security policies are meticulously implemented in all operational processes of our company and the relevant procedures are managed by our Information Technologies Department.

In 2024, there were no privacy incident/breach, and our strong performance in this area has become an integral part of our sustainability approach.





## Internal Audit



At RHG Enertürk Enerji, our internal audit activities are carried out to comprehensively evaluate the compliance of all processes of our company with the legislation, our internal policies and procedures. Audit activities are coordinated by the **Internal Audit and Contracts Department**, with the main focus areas being compliance with ethical principles, adequacy of occupational health and safety measures, compliance with environmental regulations and integration of our sustainability strategy.

Annual audits are carried out by our team of experts in audit adopting an independent and impartial approach in line with our Annual Audit Plan. In this context, our audits are based not only on the legal requirements but also the

expectations of our investors, where **ISO 9001, ISO 14001, ISO 45001 and ISO 27001** standards are used as minimum evaluation criteria.

The findings of the audits are recorded in detailed reports and, where necessary, Action Follow-up Plans are created and communicated to the relevant units. Any non-conformity is analyzed, and necessary corrective and preventive actions are taken in order to improve our processes.

In 2024, we continued to maintain our internal audit strongly in line with transparency and accountability principles of our company, further improving the effectiveness of our business processes thanks to our continuous development approach.



## Code of Conduct and Compliance

At RHG Enertürk Enerji, our ethical principles form the basis of our business processes and guide our relations with our stakeholders. Our Code of Conduct and Ethical Procedures, which are based on global best practices, contribute to creating a transparent and fair business environment within the company and adopting a trust-based approach in our interactions with external stakeholders.

All our employees and stakeholders can share their views on suspicious behavior, possible violations or ethical issues directly through our Ethics Hotline.

The address **etik@enerturk.com** is used for these reports, and all reports are handled in accordance with the principle of confidentiality.

Our Ethics Committee, which is responsible for protecting business ethics and compliance in our company, consists of a chairman, three members and a secretary.

Committee scrutinizes the reports on ethical violations within the company, and if necessary conducts and concludes investigations. In addition, Committee provides opinions and suggestions on the implementation of the code of ethics and responds to questions from stakeholders.

All processes are based on confidentiality and impartiality, and investigations are conducted fairly. Ensuring compliance of our Code of Conduct with regulatory requirements is also a task of the committee.

During 2024, there were no cases of violations which fell within the scope of our Code of Conduct and compliance policies.

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İSTANBUL**





## Anti-Corruption and Anti-Bribery

As RHG Enertürk Enerji, we act in accordance with our Code of Conduct and Anti-Bribery and Anti-Corruption Policy in all our business relations with the public and private sectors, and we maintain a zero-tolerance approach to bribery and corruption. In this context, our rules regarding gifts and promotions are regulated by Gifts and Promotions Procedure, and actions are taken in line with Disciplinary Regulation against our employees who violate the procedure.

We operate an Ethics Hotline for our stakeholders to report any ethical violations or suspected behaviors. All reports are addressed in line with confidentiality principles and are evaluated and finalized impartially and quickly.

In 2024, no reports of bribery and corruption were received, and our company's determination to maintain a culture of transparency and ethical business conduct remained strong.



## Combating Anti-Competitive Behaviors

As RHG Enertürk Enerji, we always build our reputation, corporate values and relations with our stakeholders on a fair, transparent and ethical understanding. Preventing anti-competitive behavior is one of the fundamental elements of our business culture. In this context, we carry out all our activities by adhering to free market principles and business ethics.

In line with our Code of Conduct, we avoid any behavior that may create unfair competition in price determination, commercial terms or customer selection, and fully comply with the regulations. We strictly adhere not only to the laws but also to ethical values to protect the fair competitive environment.

We do not use any information about our competitors that should not be disclosed to the public, and we do not include any statements that may damage the reputation of competitors in our communication and advertising activities.

All of our employees and stakeholders can report situations or suspicious behaviors that they deem contrary to competition rules directly through our Ethics Hotline. These reports are carefully evaluated by our Ethics Committee, guidance is provided when necessary and handled in a fair process.

In 2024, our Ethics Committee did not receive any complaints regarding anti-competitive behavior.





## Sustainable Supply Chain Management

As RHG Enertürk Enerji, we carry out our operations through a strong supply chain network. Our collaborations with over 180 suppliers not only improve the efficiency and quality of our operations, but also contribute to the local economy and employment. As of 2024, 99.77% of our vendors are of local origin, with 0.23% of foreign origin.

**Our Sustainable Supply Chain Policy** is implemented in compliance with regulations such as Occupational Health and Safety Law, Environmental Law, Personal Data Protection Law (PDPL), as well as international standards such as UNGC principles, UN Sustainable Development Goals and ISO 28000/28001 Supply Chain Security System. We require our suppliers to fully comply with our human rights, occupational health and safety, environment and quality criteria. Our policy is to not enter into commercial relations, or terminate existing relations, with suppliers who failed to uphold these principles.

We expect our suppliers to comply with our Code of Conduct and the standards we set. In case of violation of these standards, such partnerships are immediately reviewed and, if necessary, sanctions are imposed.

Our company prioritizes working with local suppliers whenever possible, thus supporting regional development and reducing its carbon footprint.

In 2024, our sustainable supply chain approach continued to be developed in line with environmental, social and governance criteria. Detailed information on procurement and suppliers are provided in the table. In 2024, procurement figures were decreased due to the sale of certain power plants.

As of 2024,

**99,77%** of our vendors consists in local origin with **0.23%** in foreign.



Approximate Value of Payments to Suppliers	Unit	2022	2023	2024
Import	TL	615,451	107,468,793	1,997,494
Locally Sourced	TL	2,214,651,443	1,615,405,943	857,621,899
TOTAL	TL	2,215,266,894	1,722,874,736	859,619,393
Number of Import Suppliers	Quantity	3	10	4
Local Suppliers	Quantity	225	214	180

### 2022

Number of Supplier	Rate	Supply Cost	Rate
Overseas Sourcing	1,32 %	Overseas Sourcing (Import)	0,03 %
Locally Sourced	98,68 %	Locally Sourced	99,97 %

### 2023

Number of Supplier	Rate	Supply Cost	Rate
Overseas Sourcing	4,46 %	Overseas Sourcing (Import)	6,24 %
Locally Sourced	95,54 %	Locally Sourced	93,76 %

### 2024

Number of Supplier	Rate	Supply Cost	Rate
Overseas Sourcing	2,17 %	Overseas Sourcing (Import)	0,23 %
Locally Sourced	97,83 %	Locally Sourced	99,77 %



# OUR SUSTAINABILITY APPROACH





## Our Sustainability Strategy

As RHG Enertürk Enerji, we continuously improve our governance structure, update our management systems and place sustainability principles at the center of our business processes. We aim to create value based on environmental, social and governance (ESG) criteria in all activities of our company.

**Our Sustainability Policy** aims to ensure that our business model and operations are aligned with our sustainability strategy. Accordingly, we integrate our environmental, social and economic sustainability principles with our corporate principles, ensuring that they are taken into account at every stage of our operations.

The expectations and feedback of our stakeholders are the main determinants in shaping our sustainability priorities. While realizing our commitments in ESG areas, we care about the contribution of all our stakeholders along our value chain and continuously develop our strategies accordingly.



## Our Approach to Sustainable Development

In line with our founding purpose, we aim to contribute to the sustainable development of our country by increasing our renewable energy generation capacity. In this context, our **Sustainability Policy**, which we have created by taking into account the expectations of our stakeholders and the priority issues of the sector, integrates our environmental, social and economic sustainability principles with our corporate governance approach.

We prioritize reducing our environmental impact by expanding our economic activities, supporting green energy transformation and creating long-term value for society. We focus on collaboration, innovation and developing sustainable solutions on the axis of **Our Customers, Planetary Responsibility and Transition**. Our strategy is shaped by taking into account the expectations of our stakeholders across our entire value chain. As a signatory of the **United Nations Global Compact (UNGC)**, we implement 10 fundamental principles in our business processes.

We set our short- and long-term goals in alignment with the **United Nations Sustainable Development Goals**,

**particularly SDG 7: Affordable and Clean Energy, SDG 13: Climate Action, and SDG 12: Responsible Consumption and Production**. To this end, we not only increase energy production, but also take an active role in green energy solutions, sustainability reporting, circular economy and electric vehicle charging infrastructure.

In 2024, we released our second CDP declaration. In 2025, our company's SBTi targets were officially approved. We also revised our sustainability strategy in 2024 due to changes in our installed capacity and power plant portfolio. Our strategy and the progress are closely monitored by the **Sustainability Committee** and senior management, and when necessary, rapid actions are taken and integrated into our business processes.

We continue to monitor our environmental and social performance with a transparent, inclusive and effective management approach. In this context, our efforts are carried out in cooperation with the **Sustainability Committee, the Sustainability Office and the Health, Safety, Environment and Quality Department (HSE-Q)**, and are supported by the contribution of other units when necessary.





## Our Sustainability Organization

The roles and responsibilities of our Sustainability Committee are defined within the framework of the Sustainability Committee Working Principles, and the structure, functioning and decision-making mechanisms of the committee are implemented accordingly.

Our Committee is chaired by the Vice General Manager and consists of the Vice General Manager in charge of Supply Chain, and the Directors of Human Resources, Electricity and Carbon Trade, HPP & WPP & SPP Project Development, Project Implementation and Operation, Technical Support, Engineering and Project Monitoring, Internal Audit and Contracts, Financial Affairs Manager, Information Technologies, HSE-Q, as well as Sustainability Office representative.

The Committee convenes regularly at least twice a year, and additional meetings are organized when necessary. The decisions are adopted with the approval of the Board of Directors.

The Committee is mainly responsible for developing our company's sustainability strategy in line with the UN SDGs, integrating this strategy into our business model and securing the implementation processes. In this context, efforts are made to improve our environmental, social and governance (ESG) performance, support sustainable growth and establish transparent communication with our stakeholders.

Sustainability Committee ensures that environmental, social and governance criteria are taken into account in our investments and activities and provides guidance to ensure that projects are managed in accordance with international standards. In addition, our committee closely follows global best practices and develops adaptive solutions that will contribute to our company's sustainability journey.

As of 2024, our committee has assumed an important role in our company's CDP reporting, SBTi commitment and strategy revisions. It directs and authorizes the Sustainability Office to measure our strategic goals, monitor progress and take quick actions when necessary.

### Sustainability Office

Sustainability Office reports to Vice General Manager and regularly submits its reports to the committee. Its roles and responsibilities are clearly defined in the Sustainability Committee Working Principles. Our office fulfills critical tasks such as preparing sustainability reports, monitoring our sustainability commitments, managing CDP and SBTi processes, assessing stakeholder expectations and strengthening corporate transparency.

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

Reporting to General Manager, HSE-Q Department is responsible for identifying, monitoring and managing the ESG risks of our new and existing projects.

Our department ensures full compliance with the Labor Law, Occupational Health and Safety legislation and environmental regulations, and contributes to the improvement of company performance by taking into account global best practices. We collaborate with experts to independently assess risks, thus ensuring both legal compliance and our sustainability performance.

### Energy Management and ESG Department

Our Energy Management and ESG Department is at the center of our company's sustainability approach and plays an active role in all processes. Our department carries out comprehensive studies on energy management, environmental and social performance monitoring, and the development of governance processes.

Playing a leading role in the implementation of our company's sustainability goals and strategies, our department provides consultancy services on sustainability not only for internal processes but also for external stakeholders. Thus, it contributes to both reducing the environmental impact of our operations and promoting sustainable practices across the sector.

The Energy Management and ESG Department ensures that our sustainability policy is implemented in an integrated manner with all our business units and develops innovative solutions, energy efficiency practices and stakeholder-oriented approaches.





## Our Stakeholder Engagement and Prioritization Matrix

In 2024, in the process of developing our sustainability strategy, our material issues were re-evaluated, collecting the opinions of our stakeholders. As in the previous year, a stakeholder engagement survey was used and the expectations of our internal and external stakeholders were taken into consideration through surveys and online interviews.

As part of our stakeholder engagement policy, external stakeholders such as our suppliers, business partners, academics and non-governmental organizations (NGOs) as well as internal stakeholders such as our employees, middle and senior managers participated in the evaluation process. Their suggestions and feedback played a fundamental role in shaping our sustainability strategy.

In 2024, the main reason for updating the material issues was the power plant sales made in line with the

strategic decisions of our Board of Directors. This change necessitated the redefinition of our current scope and priorities. Following the sales, our strategies were quickly updated in line with our new scope and shaped in a structure that is compatible with the views of our stakeholders. Following the sales, our strategies were rapidly updated in line with our new scope and shaped in line with stakeholder views.

A transparent, constructive and participatory communication approach was adopted in these processes with our stakeholders. Our plans are revised in line with the feedback received through surveys, site visits and meetings, and all developments are regularly reported to our senior management.

Accordingly, as of 2024, our sustainability strategy has been aligned with the new scope of our company and our material issues have been redefined from a holistic perspective.





# Our Stakeholder Engagement and Prioritization Matrix

## PRIORITIZATION MATRIX

### ENVIRONMENT

Energy Management  
Natural Resource Utilization  
Prevention of Environmental Pollution  
Biodiversity

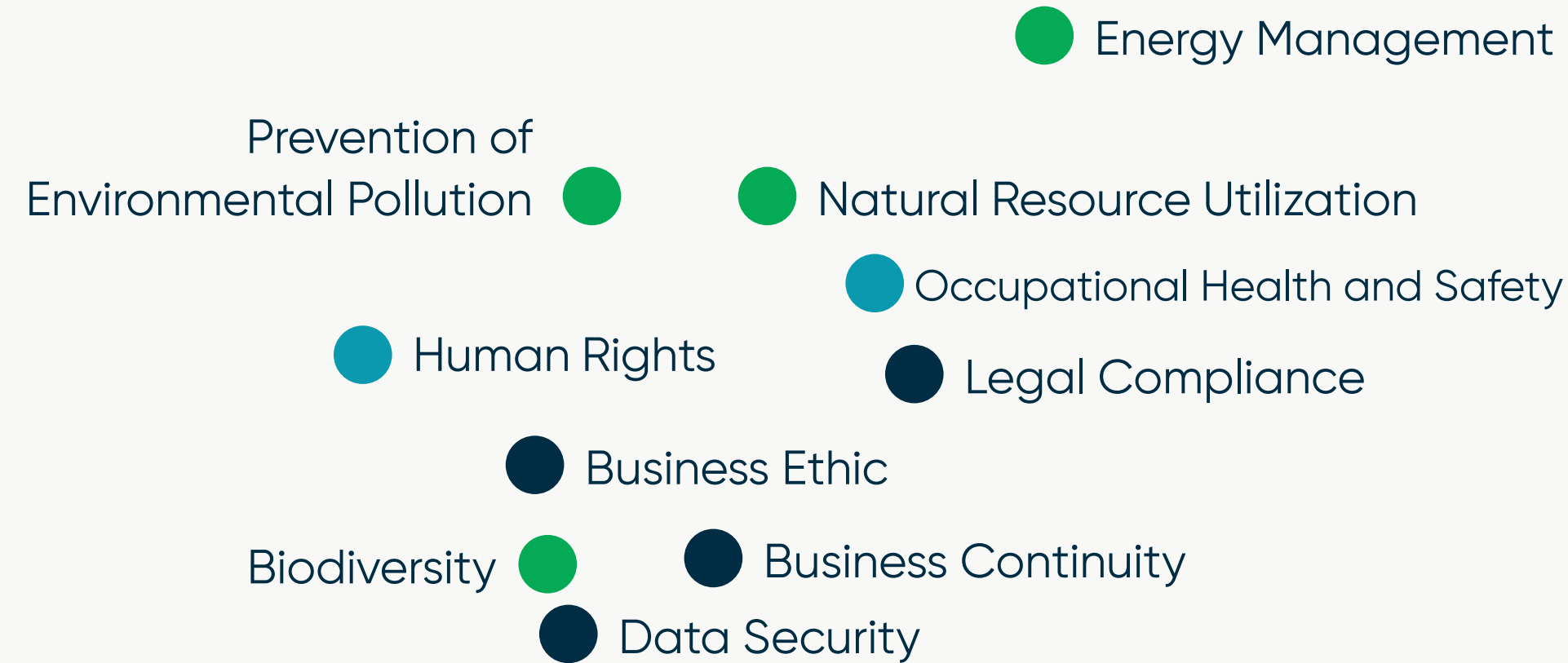
### SOCIAL

Occupational Health and Safety  
Human Rights

### GOVERNANCE

Legal Compliance  
Code of Conduct  
Business Continuity  
Data Security

IMPORTANCE FOR EXTERNAL STAKEHOLDERS








IMPORTANCE FOR INTERNAL STAKEHOLDERS

### Priority Topic

Energy Management			
Prevention of Environmental Pollution			
Natural Resource Utilization			
Occupational Health and Safety			
Human Rights			
Legal Compliance			
Business Continuity			
Biodiversity			
Data Security			







## Our Sustainability Strategy

KPI	BASE YEAR	TARGET YEAR	UNIT	ACTION	SDG	MAPPING
Increase the installed WPP capacity by 12.8% until 2027	2024	2027	MWm	Decarbonize the energy mix, increase renewable energy generation capacity and increase the share of green energy supply in Türkiye's energy mix.	7.2.1 Share of renewable energy in total final energy consumption 7.3 Double the global rate of energy efficiency progress by 2030	
Integrate 5.53 MWp hybrid SPP into Tuna HPP by 2027	2020	2027	MWp			
Achieve a total installed renewable energy capacity of 234.27 MWm by 2027	2024	2027	MWm			
By 2025, we aim to meet the electricity needs of 202,558 people who have access to clean energy produced by RHG Enertürk.	2024	2025	Person	Decarbonize the energy mix, increase renewable energy generation capacity RHG Enertürk will increase renewable energy capacity in Türkiye and expand the geographical scope of green energy supply.	7.2 Significantly increase the share of renewable energy in global energy sources by 2030	
Achieve 58.8% reduction in Scope 1 and 2 emissions by 2034, Scope 3 Measure and reduce emissions	2023	2034	tCO <sub>2</sub> e	Reduce greenhouse gas emissions along our value chain RHG Enertürk has SBTi approval for scope 1, 2 and in the long term scope 3 targets.	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	
Achieve 90% absolute reduction in total emissions by 2050	2023	2050	tCO <sub>2</sub> e			
Achieve Net Zero emissions target by 2053	2023	2053	tCO <sub>2</sub> e	Creating a centralized digital platform to facilitate data collection processes and preparing clearly defined workflows for the use of this system will be an important step to enable and facilitate disclosure and data collection processes.	13.2 Integrate climate change-related measures into national policies, strategies and plans 13.2.2 Total annual greenhouse gas emissions	
Make entire company fleet 100% electric by 2030	-	2030	%	Reduction in GHG emissions along our value chain Electrifying the company fleet, leveraging RHG Enertürk's own EV charging capacities for the fleet's charging needs, and using renewable sources such as rooftop solar to power EV charging stations can decarbonize transportation and significantly reduce company emissions.	7.2 Share of renewable energy in total final energy consumption 7.3 Double the global rate of energy efficiency progress by 2030	







## Our Sustainability Strategy

KPI	BASE YEAR	TARGET YEAR	UNIT	ACTION	SDG	MAPPING
Prepare Biodiversity Conservation Action Plans and carry out impact assessments to evaluate the impact of HPP, Wind Power Plant (WPP) generation and distribution activities on biodiversity	-	-	Qualitative	Implement measures to protect and restore habitats and biodiversity in project locations RHG Enertürk can conduct pre-construction wildlife surveys, implement habitat protection measures during construction and invest in post-construction habitat restoration.	7.2.1 Share of renewable energy in total final energy consumption 7.3 Double the global rate of energy efficiency progress by 2030	
Install 1,200 EV charging stations by 2025	-	2025	Quantity	Work to increase the penetration of renewable energy in the overall value chain by exploring business areas focused on electrification Facilitate the electrification of public and private transportation through electric vehicle charging networks.	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, in particular by improving public transport	 
In the medium term, request LCA studies for solar panels and wind turbines from suppliers	-	-	Qualitative	Reduce greenhouse gas emissions along our value chain RHG Enertürk plans to conduct a life cycle assessment (LCA) study. Medium term goal is to conduct LCA for solar panels, wind turbines and EV charging stations to identify areas to reduce emissions and/or water consumption. The long-term goal is to conduct research to increase the use of secondary materials in future products where possible.	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	





## Our Sustainability Strategy

KPI	BASE YEAR	TARGET YEAR	UNIT	ACTION	SDG	MAPPING
Achieve a 200 MW increase in installed mechanical micro generation capacity by the end of 2026	-	-	MWp	Focus on increasing the share of renewables in Türkiye's overall energy mix, with an emphasis on microgeneration for all segments and scales Partner with businesses to decarbonize their operations through EPCM services and expansion of micro-manufacturing capabilities.	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	 
Achieve a 30% reduction in water consumption by the end of 2026	2022	2026	m <sup>3</sup>	Ensure the availability and sustainable management of water resources and promote the efficient use of water In the short term, investments and studies are planned in the use of water-efficient technologies, recycling of wastewater and the use of rainwater collection systems.	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	
Water and Waste Water Management system with storm water drainage by the end of 2026	-	2026	Qualitative			
Engage 50% of top suppliers in circularity collaborations by 2030 Apply ESG compliance criteria to suppliers and supply chain partners, Apply ESG compliance criteria to suppliers and supply chain partners.	-	2030	%	Zero Waste Approach and Circular Business Model In the short term, RHG Enertürk will reinforce the Zero Waste approach in all its facilities. In the long term, RHG Enertürk will have a recycling policy for wind turbines and solar panels at the end of their economic life. In the short term, the recycling policy and the use of recycled materials will be extended throughout the supply chain and will be included as a criterion in the supplier evaluation process.	12.6 Encourage companies, especially large and transnational corporations, to adopt sustainable practices and integrate sustainability information into their reporting cycles 17.14 Promote policy coherence for sustainable development	




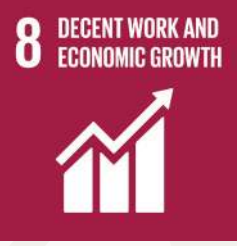


## Our Sustainability Strategy

KPI	BASE YEAR	TARGET YEAR	UNIT	ACTION	SDG	MAPPING
Reach 300,000 digital customers with RHG Enertürk mobile EV charging application by 2030	-	2030	Kişi	Provide innovative solutions to customers, supporting digitalization Expand the scope of innovative and sustainable services offered to customers.	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, in particular by improving public transport systems	
Supply 400GW/year of energy from RHG Enertürk charging points by 2027	-	2027	GW/yıl			
Achieve 100% increase in the number of female white-collar employees by 2030	2022	2030	Person	Diversity, Equality and Inclusion: Improve working conditions, and employee training Create opportunities by prioritizing the position and development of employees, ensure that all employees are equally valued and work in an inclusive environment. RHG Enertürk will increase the proportion of women in management positions.	5.5.2 Proportion of women in managerial positions	
Achieve 40% women in management and engineering positions by 2030	-	2030	%			
Became a signatory to the UN WEPs (Women's Empowerment Principles). Make progress and projects on a regular basis	-	-	Qualita-tive			
Cooperate with Turkish Women in Renewable Energy (TWRE) Group	-	-	Qualita-tive			



## Our Sustainability Strategy

KPI	BASE YEAR	TARGET YEAR	UNIT	ACTION	SDG	MAPPING
Mandatory Diversity, Equality and Inclusion (DEI) training for all employees	-	Annual	Qualita- tive	Providing training with equal opportunities RHG Enertürk will set specific targets for gender diversity in leadership positions and provide training to raise awareness on the unconscious bias, inclusive behaviors and workplace harassment.	4.5 By 2030, eliminate gender inequalities in education and ensure equal access to education and vocational training at all levels for vulnerable people, including persons with disabilities, indigenous peoples and children in vulnerable situations 4.5.1 Parity indices for all education indicators that can be disaggregated in this list (women/ men, rural/urban, bottom/top wealth quintiles, depending on data availability, and others such as disability status, indigenous people and conflict-affected) 5.5.2 Proportion of women in managerial positions	 
30 training hours per employee per year	-	Annual	Hours	Investing in the skills development and well-being of our employees RHG Enertürk will set competency development training hours for its employees within the HR KPIs.	4.4 By 2030, significantly increase the number of youth and adults with relevant skills, including technical and vocational skills for employment, decent work and entrepreneurship	
12 training hours per year as part of training programs for new hires	-	Annual	Hours			
Hiring 20% of employees from local talent program	-	Annual	%			
Zero Work Accidents	-	Annual	Number of Work Acci- dents	Prioritizing safety and well-being of employees RHG Enertürk sets high criteria for the safety and well-being of our employees beyond regulatory standards: Regulatory and voluntary safety trainings	8.8 Protect the rights of workers and promote safe working environments for all workers, including migrant workers, especially women migrants, and people in precarious work	
Investigate all ethics allegations	-	Annual	Qualita- tive	TAG (Technical Approval Guide) prepared for suppliers according to regulations and sector requirements Use of safety equipment regularly checked by experts to promote a healthy work-life balance.		



## Our Sustainability Strategy

KPI	BASE YEAR	TARGET YEAR	UNIT	ACTION	SDG	MAPPING
5 seminars, university lectures and university visits per year	-	Annual	Quantity	Community Relations RHG Enertürk organizes trainings for children and other groups. Managers of the company give lectures at universities. RHG Enertürk supports various social and economic development projects in local communities.	4.5 By 2030, eliminate gender inequalities in education and ensure equal access to education and vocational training at all levels for vulnerable people, including persons with disabilities, indigenous peoples and vulnerable children 11.a Promote positive economic, social and environmental linkages between urban, peri-urban and rural areas by strengthening national and regional development planning	 
2 units per year with renewable energy 2 units per year with renewable energy	-	Annual	Quantity			
Further development and standardization of the talent program	-	Annual	Qualitative	Professional Training and Support for Young Professionals Intern programs create opportunities for young people to develop their skills and help you recruit young talent. RHG Enertürk will continue its educational programs for university and high school students in line with its goal of increasing its positive social impact.	4.4 By 2030, significantly increase the number of youth and adults with relevant skills, including technical and vocational skills for employment, decent work and entrepreneurship 4.5 By 2030, eliminate gender inequalities in education and ensure that vulnerable people, including persons with disabilities, indigenous peoples and children in vulnerable situations, have equal access to education and vocational training at all levels	



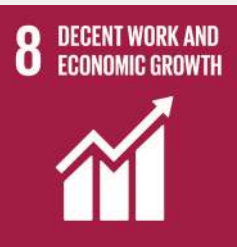
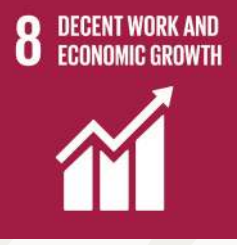


## Our Sustainability Strategy

KPI	BASE YEAR	TARGET YEAR	UNIT	ACTION	SDG	MAPPING
Conduct annual stakeholder engagement surveys in line with AA1000 Stakeholder Engagement Standards from 2026 onwards	-	2026	Qualitative	Transparent and Accountable Sustainability Governance RHG Enertürk will conduct stakeholder engagement surveys with stakeholders, and a materiality analysis to identify key issues.	16.6 Establish effective, accountable and transparent institutions at all levels	
CDP reporting (CC and WS) and annual sustainability reporting in accordance with GRI standards in the short term TCFD and <IR> reporting in the medium term	-	Annual	Qualitative	RHG Enertürk Enerji will present non-financial information through sustainability or integrated reporting using globally recognized standards and frameworks such as GRI, TCFD, <IR>, CDP.	12.6 Encourage companies, particularly large and transnational corporations, to adopt sustainable practices and integrate sustainability information into their reporting cycles	
Provide training to every employee against harassment and abuse in the workplace	-	Annual	Qualitative	RHG Enertürk will improve strategy and governance to proactively and effectively operate existing channels and resources for employees to share concerns about harassment and abuse in the workplace, as well as provide means for redress and reporting.	10.3.1 Proportion of the population who reported feeling personally discriminated against or harassed in the previous 12 months, based on discrimination prohibited under international human rights law	



## Our Sustainability Strategy

KPI	BASE YEAR	TARGET YEAR	UNIT	ACTION	SDG	MAPPING
Cybersecurity training for anyone with data and system access	-	-	Qualitative	RHG Enertürk will set guiding principles that RHG Enertürk believes to be good business ethics based on RHG Enertürk's values and applies to all RHG Enertürk employees, by respecting human rights, operating with a sustainable supply chain and having zero tolerance for corruption. RHG Enertürk will establish relevant security measures and employee training to reflect the increased risk in cyber space to ensure the business can operate in this macro environment.	16.5 Significantly reduce corruption and bribery in all its forms 16.6 Establish effective, accountable and transparent institutions at all levels	
Code of Conduct and Anti-Corruption training for all employees	-	-	Qualitative			
Every employee receives orientation training	-	Annual	Qualitative	RHG Enertürk will implement comprehensive compliance programs to minimize the risk of non-compliance. The programs define clear ownership, policies, operational procedures, recurring training and awareness raising activities.	4.5 By 2030, eliminate gender inequalities in education and ensure that vulnerable people, including persons with disabilities, indigenous peoples and children in vulnerable situations, have equal access to education and vocational training at all levels	
Each Supplier of RHG Enertürk complies with the Supplier Code of Conduct	-	-	Qualitative	RHG Enertürk will establish a Supplier Code of Conduct that applies to all RHG Enertürk suppliers. All suppliers are obliged to comply with these rules	8.4 By 2030, continuously increase global resource efficiency in consumption and production and strive to decouple economic growth from environmental degradation, with developed countries leading the way, in line with the 10-Year Framework for Sustainable Consumption and Production	
Establishment of a standard supplier evaluation system	-	-	Qualitative			
Ensure 100% employee participation in regular performance evaluations by 2025	-	2025	%	An organization-wide performance appraisal system will be established for regular performance reviews of all employees.	8.5 By 2030, ensure access to full and productive employment and decent work for all women and men, including young people and persons with disabilities, and fully embrace the principle of equal pay for equal work	
Ensure 100% employee participation in employee satisfaction surveys	-	-	%			



# SUSTAINABLE BUSINESS MODEL



## Our Economic Performance

At RHG Enertürk Enerji, we place sustainability principles at the center of our business model and measure our economic performance not only in terms of financial growth and profitability, but also in terms of our capacity to create social and environmental value. This approach is directly linked to the Sustainable Development Goals, particularly SDG 7: Affordable and Clean Energy.

In 2024, our company generated a revenue of 970 million TRY. Our revenues consisted of 55.9% from hydroelectric power plants (HPP), 40.1% from wind power plants (WPP), 0.4% from our electric vehicle charging business line, 3.4% from technical consultancy services and 0.2% from other revenues. This breakdown once again demonstrates the strong position of renewable resources in our energy portfolio.

Launched in late 2022, our electric vehicle charging business continued to grow with new station investments in 2023 and 2024, while our EPCM consultancy service, which was launched in 2022, became an important part of our sustainability-oriented business model in 2024.

Energy sector in 2024 was marked with the rapid increase in investments in renewable energy around the globe. Many countries have implemented various incentives and policies to reduce the environmental impact of fossil fuel-based energy production and to promote low-carbon energy sources. Integrating electric vehicle

charging stations with renewable resources has been one of the most prominent strategic developments both in our industry and in our company.

The most important megatrends affecting our industry include the shift towards renewable energy sources, the development of electric vehicle charging infrastructure and the spread of sustainable transportation solutions. However, our sector is also vulnerable to risks such as political and economic instability, fluctuations in energy prices, carbon regulations and changes in incentives. Possible failures in energy infrastructure, natural disasters or cyber-attacks are also among the factors that may increase sectoral vulnerabilities. In addition, increasing competition in the electric vehicle charging business creates risks of price pressure and shrinking profit margins.

On the regulatory side, the acceleration of the liberalization process with the amendments made to the Electricity Market Law and national and international decisions encouraging renewable energy investments guide our company's activities. In addition, legal changes in the field of occupational health and safety directly affect our production and operation processes.

In 2024, our economic performance was based on a more solid foundation with our strong financial results, sustainability-oriented new investments and diversified revenue sources.

### ECONOMIC VALUE CREATED

	2022	2023	2024
Economic Value Created (Revenues)	514,802,510 TL	1,048,415,253 TL	969,740,507 TL

### ECONOMIC VALUE DISTRIBUTED

Operation Expenses	251,217,972 TL	832,495,479 TL	1,083,636,562 TL
Employee Benefits	5,506,261 TL	11,728,977 TL	16,668,820 TL
Benefits to Public	0	0	0
Benefits to Capital Providers	0	0	0
Benefits to Society	0	293,209 TL	291,483 TL
<b>Total</b>	<b>256,724,233 TL</b>	<b>844,517,665 TL</b>	<b>1,100,596,86 TL</b>



## Investments

RHG Enertürk Enerji continued its renewable energy-oriented growth strategy in 2024 and made investments to reinforce its strong position in the sector. Our company aimed to increase its installed capacity with hybrid projects and capacity increase projects, while continuing to invest in electric vehicle charging stations. In this context, a significant budget has been allocated to our investments and the efficiency of our operations and future energy transformation projects have been secured.

### Digitalization and Technology Investments

In 2024, digitalization efforts accelerated in our company, and new technologies integrated into business processes increased operational efficiency:

- **ERP System Update:** Achieved efficiency in production, inventory and financial reporting by combining all our business processes on a single platform.
- **Database Applications:** Thanks to automated processes and advanced decision support mechanisms, our commercial actions have become more effective.
- **Power BI:** Automated the reporting processes, standardized the access to information and improved corporate efficiency.
- **Machine Learning Based Modeling:** Carried out electricity consumption, Market Clearing Price (MCP) and power plant generation forecasts, thus, reducing imbalance costs, and solidifying company profitability.

### Commitments and Collaborations

Our training budget was increased to improve the occupational health and safety standards of our employees. In addition, our social contribution was strengthened by creating training and employment opportunities within the scope of collaborations with local communities.





## R&D and Innovation



Erciyes University Technopark

At RHG Enertürk Enerji, we strategically prioritize R&D and innovation to develop innovative solutions and accelerate sustainable transformation in the energy sector. In 2024, within the scope of our collaborations with universities, our projects within ITU and Erciyes Technopark made significant progress and contributed to the development of innovative applications in energy technologies. Through these projects, important steps were taken towards the commercialization of new technologies in the fields of sustainable energy generation, smart grid solutions and e-mobility.

In 2024, the following applications were launched in line with our digitalization vision, resulting in a significant leap in customer experience and operational efficiency.

- **Electric Vehicle Charging Mobile Application (IT):** Allows users to easily access charging stations, instant tracking and payment transactions digitally.

- **Electric Vehicle Charging Customer Management Web Platform :** An innovative digital platform that can manage customer processes in charging services from end to end and improves service quality by providing reporting and analysis opportunities.
- **Sustainability Management Platform Development Project:** A carbon/water/product carbon footprint calculation and monthly/annual sustainability management platform will be developed for the use of RHG Enertürk and other client companies. The data transferred to the software with ERP and map integration will be calculated in accordance with the standards with the support of artificial intelligence.

With our R&D and innovation activities, we continue to develop pioneering solutions not only in the energy sector but also in digital transformation and green mobility. We continue to contribute to the sustainable energy future of our country with our university collaborations, technopark projects and digital platforms.



Istanbul Technical University Technopark



## Product Responsibility and Customer Satisfaction

As RHG Enertürk Enerji, we consider customer satisfaction as one of the fundamental elements of our business processes. While fulfilling our product and service responsibilities at the highest standards, we meticulously evaluate feedback from our stakeholders and adopt a transparent communication approach.

Our customer complaint management is based on a solution-oriented approach. All complaints received by our company are quickly handled by our relevant departments and digitally monitored through our customer service platform. All applications are finalized within the specified timeframes to ensure customer satisfaction.

Customer experience is continuously measured through regular post-service satisfaction surveys, and necessary improvements are made in light of the feedback received. In this way, our service quality is strengthened every year and our customer-oriented approach is further reinforced.

As of 2024, our company has not experienced any incidents of legal irregularity. Our activities are carried out in full compliance with both national and international regulations with the support of internal audit mechanisms. During the reporting period, our company did not pay any fines for non-compliance with laws and regulations.





## Our Tax Approach



As RHG Enertürk Enerji, we shape our tax approach in line with the principles of accountability, transparency, fairness and responsibility. Our tax policy is based on full compliance with legal regulations and is implemented in line with our company's ethical values.

Our tax processes are carried out by our company and it is aimed to continuously monitor tax-related risks and minimize potential risks. Our department regularly monitors current changes in legislation and integrates them into our company's compliance processes. In addition, the authorization processes determined by our management for our tax responsible positions are meticulously maintained.

We are committed to acting fairly and responsibly in our tax practices. While we fulfill our tax obligations transparently, we avoid any methods to provide any unfair tax advantage. We expect our suppliers to adopt the same ethical approach.

Accordingly, our tax strategy in all our activities throughout 2024 is built on compliance with the law, sustainable financial management and ethical responsibility.



## Uninterrupted Energy Supply

At RHG Enertürk Enerji, ensuring uninterrupted energy supply lies at the core of our operations. Meeting the increasing energy demand with reliable, sustainable and accessible solutions is critical not only for the growth of our company, but also for economic development and social welfare. To this end, we continue to invest in our infrastructure and integrate innovative technologies that will guarantee energy supply security into our business processes.

### Electric Vehicle Charging Stations

In 2024, we expanded our electric vehicle charging investments and strengthened the “safe electric vehicle charging station” approach. We established internationally certified, climate-resistant and reliable charging points. Our stations are periodically audited by independent organizations, and our users can easily access up-to-date station information through QR code applications.

In 2024, we also contributed to the expansion of charging infrastructure by increasing our strategic collaborations in the sector. Thanks to our new partnerships, the installation of charging points in different regions has accelerated, accessibility has increased and stronger support for green mobility transformation has been provided.

### Green Transformation Consultancy

We offer comprehensive consulting services as a trusted partner in businesses’ sustainability journeys.

- **Environmental, Social and Governance (ESG) Compliance Consulting:** Developing ESG performance in line with international standards.
- **Energy Management and Monitoring:** Measuring energy consumption and implementing efficiency-enhancing projects.
- **Carbon and Water Footprint Calculations:** Developing mitigation strategies with calculations in accordance with ISO 14064 and ISO 14046 standards.

- **Circular Economy Practices:** Reducing waste, increasing recycling and ensuring resource efficiency.

- **Sustainable Development Strategies:** Preparation of long-term roadmaps in line with net zero targets.

### Engineering, Procurement and Construction Management (EPCM Service)

We support our customers to realize their renewable energy investments with confidence by providing end-to-end solutions in the engineering, procurement and project management processes of energy projects.

### Corporate Carbon Footprint Consultancy

We calculate the carbon emissions of businesses in accordance with ISO 14064 and GHG Protocol standards and ensure that they achieve net zero targets with reduction and offsetting strategies.

### Water Footprint Consultancy

We measure the water consumption of enterprises with analyzes in accordance with ISO 14046 standard and offer sustainable solutions to ensure efficient use of resources.

### Carbon Border Adjustment Mechanism (CBAM) Consultancy

In the export of carbon-intensive products to the European Union, we guide businesses in their compliance processes and ensure the management of carbon costs.

### Sustainability Consultancy

We develop our clients’ sustainability strategies, make their ESG performance traceable and prepare sustainability reports in accordance with international reporting standards.

### Energy Management Consultancy

By establishing energy management systems in accordance with the ISO 50001 standard, we monitor energy consumption, reduce operational costs and increase energy efficiency.

### Technical Consultancy Services

By providing technical consultancy at all stages of energy and sustainability projects, we contribute to the effective and successful completion of projects as planned.

### Technical and Sectoral Trainings

We provide employees with comprehensive trainings on critical issues such as energy management, carbon and water footprint, and support them in increasing corporate capacity to achieve sustainability goals.





## Sustainable Financing and Voluntary Carbon Market

As RHG Enertürk Enerji, we are active in the voluntary carbon market through carbon credits and renewable energy certificates. Our priority in this market is to support national companies in achieving their sustainability goals and contribute to a low-carbon future.

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

As of 2024, a total of **1,026,791 tCO<sub>2</sub>e equivalent carbon credits** have been certified under **Gold Standard and Verified Carbon Standard**.

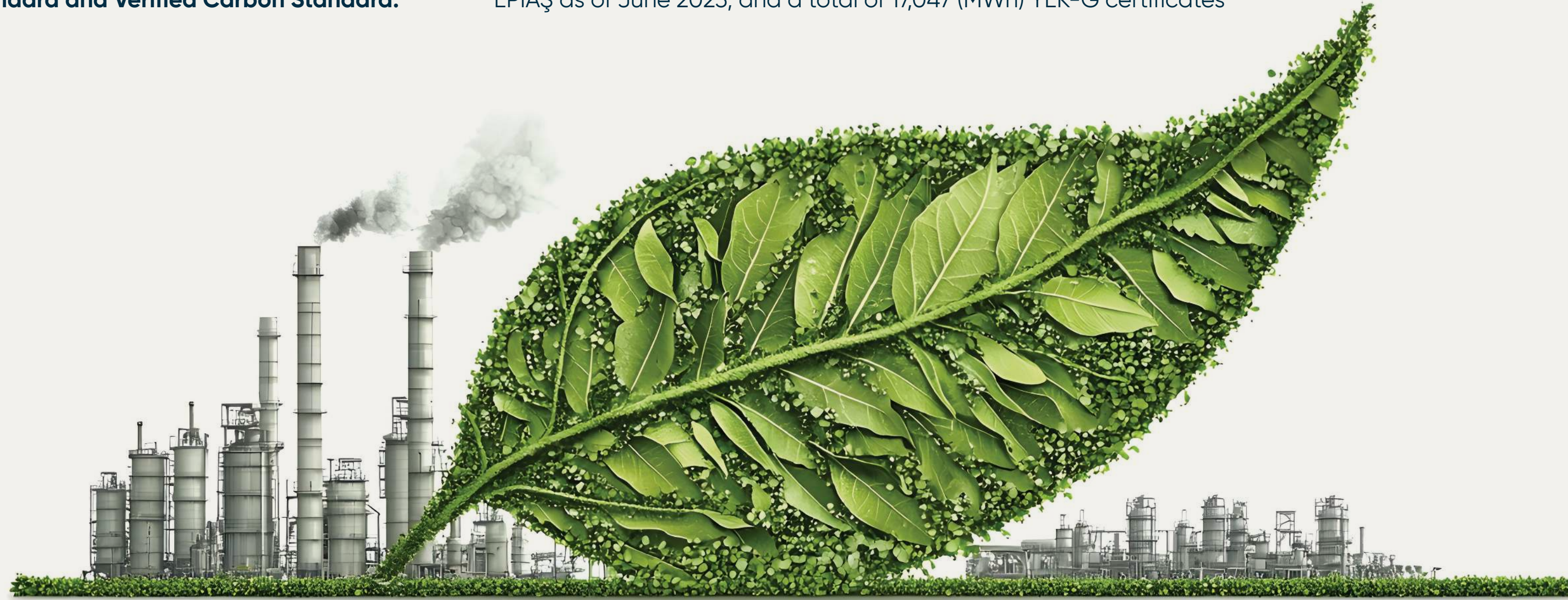
In addition, another **318,698 tCO<sub>2</sub>e equivalent carbon credits** are planned to be certified under the same standards in the near term, and with the completion of the process, it is aimed to certify a total of **1,345,489 tCO<sub>2</sub>e equivalent carbon credits**.

In 2024, a total of 130,650 (MWh) I-REC certificates were generated within the scope of our Sümer HPP and Erenköy HPP projects, of which 40,235 were sold. In this context, 25,511 (MWh) I-REC certificates for Sümer HPP and 14,724 (MWh) I-REC certificates for Erenköy HPP were offered to the market.

In addition, Yayla HPP was included in the YEK-G Market operated by EPIAŞ as of June 2023, and a total of 17,047 (MWh) YEK-G certificates

were generated within the scope of this market in 2024, all of which were sold through bilateral agreements through the Organized YEK-G Market.

In our electric vehicle charging business line, our stations were included in the YEK-G Market with the Electric Vehicle Charging License obtained at the end of 2023. In 2024, 373 (MWh) transactions were realized in this context, and thus, all of our electric vehicle charging stations became "Green Charging Stations". In this way, the carbon footprint of all vehicles using our charging network was zeroed and an environmentally friendly and sustainable usage opportunity was offered.





Erenköy HPP - Artvin

# OUR ENVIRONMENTAL PERFORMANCE





## Our Environmental Management

Our environmental management is carried out under the responsibility of our HSE-Q Department, which reports directly to our General Manager. We regularly monitor our environmental impacts and focus on continuous improvement of our processes. In this context, our main references are our **Environmental Policy and Sustainability Policy**.

In line with our sustainability strategy, we aim to reduce our environmental impact in our entire value chain, ensure the efficient use of natural resources, protect biodiversity in the regions where we operate and minimize the waste generated by our activities. We also prioritize the reuse and disposal of waste through appropriate methods with a circular economy approach.

As part of our **ISO 14001 Environmental Management System** certification efforts to improve our environmental performance in line with national and international standards, we held Management Review Meetings and internal audits in 2024. Our certification process has been completed.

In 2024, we made a total investment of TRY 1,022,244 to support our environmental goals. In addition, in line with our principles of transparency and accountability, we presented our CDP report to the public for the second time in 2024. By publicly sharing our risks and opportunities in the climate change and environmental management, we were one of the energy companies that report transparently on an international scale.

In 2024, we did not experience any non-compliance in terms of environmental regulations and all our operations were carried out in full compliance with legal regulations.



In 2024, we made a total investment of  
**TRY 1,022,244**  
to support our environmental goals.

Yaprak HPP - Amasya



## Our Energy Management

We manage our energy management process based on an approach that encourages the use of low-carbon energy sources, promotes energy efficiency and aims to minimize environmental impacts. Accordingly, our company prioritizes the expansion and sustainable utilization of renewable energy resources.

By increasing our renewable energy investments, we are committed to continuously improving our energy performance and developing sustainable energy solutions that comply with national and international standards. We regularly update our capacity increase targets and investment plans by our energy management activities carried out by our Energy Management and ESG Department.

As of 2024, our portfolio includes **7 hydroelectric power plants and 1 wind power plant, as well as 155 alternating current (AC) and 67 direct current (DC) electric vehicle charging units with 289 sockets.**

Company continues to invest in expanding its renewable energy capacity and is moving forward in line with its 2025 targets:



KPI	UNIT	BASE YEAR	TARGET YEAR	CURRENT VALUE	TARGET VALUE
Increase the installed WPP capacity by 12.8% until 2027	MWm	2024	2027	54.70	61.7
Integrate 5.53 MWp hybrid SPP into Tuna HPP by 2027	MWp	-	2027	-	5.53
Achieve a total installed renewable energy capacity of 234.27 MWm by 2027	MWm	2024	2027	221.74	234.27

In line with these goals, RHG Enertürk Enerji continues to support low-carbon energy transformation, strengthen energy supply security and contribute to Türkiye's sustainable development journey.



## Our Energy Management

In 2024, our company's electricity consumption was fully met from renewable energy sources, and 1,649,017 kWh of energy was documented with I-REC certificates. Thus, we both contributed to the reduction of our carbon footprint and adopted a transparent and verifiable sustainability approach in our energy consumption. Our Scope 2 emissions decreased by 98.15%.

The table below shows our energy consumption of 7 hydroelectric power plants, 1 Wind Power Plant and Head Office in the last 3 years.

ENERGY CONSUMPTION					
TOTAL ENERGY CONSUMPTION	UNIT	2022	2023	2024	
Energy Consumption	TEP	189.26	197.31	221.04	
1. Non-Renewable Direct Energy					
Petrol	liter	156	24.793	42.330	
Diesel / Diesel Oil	liter	65.239	54.011	50.039	
Natural Gas	Sm3	0	40.839	58.067	
2. Renewable Direct Energy					
Biomass (Sawdust, Wood, Pallet, etc.)-If available	ton	0	0	0	
3. Non-Renewable Indirect Energy					
Electricity (from Grid)	kWh	1.557.029	1.505.445	1.649.17	
4. Energy Supplied from Renewable Energy Sources					
Consumed (SPP Self-consumption) SPP	kWh	0	0	0	
5. Energy Sold from Renewable Energy Sources					
SPP Sold					
6. Energy Purchased from Renewable Energy Sources					
I-REC	kWh	0	0	0	
TOTAL ELECTRICITY CONSUMPTION	kWh	1.557.029	1.505.445	1.649.017	





## Our Greenhouse Gas Management

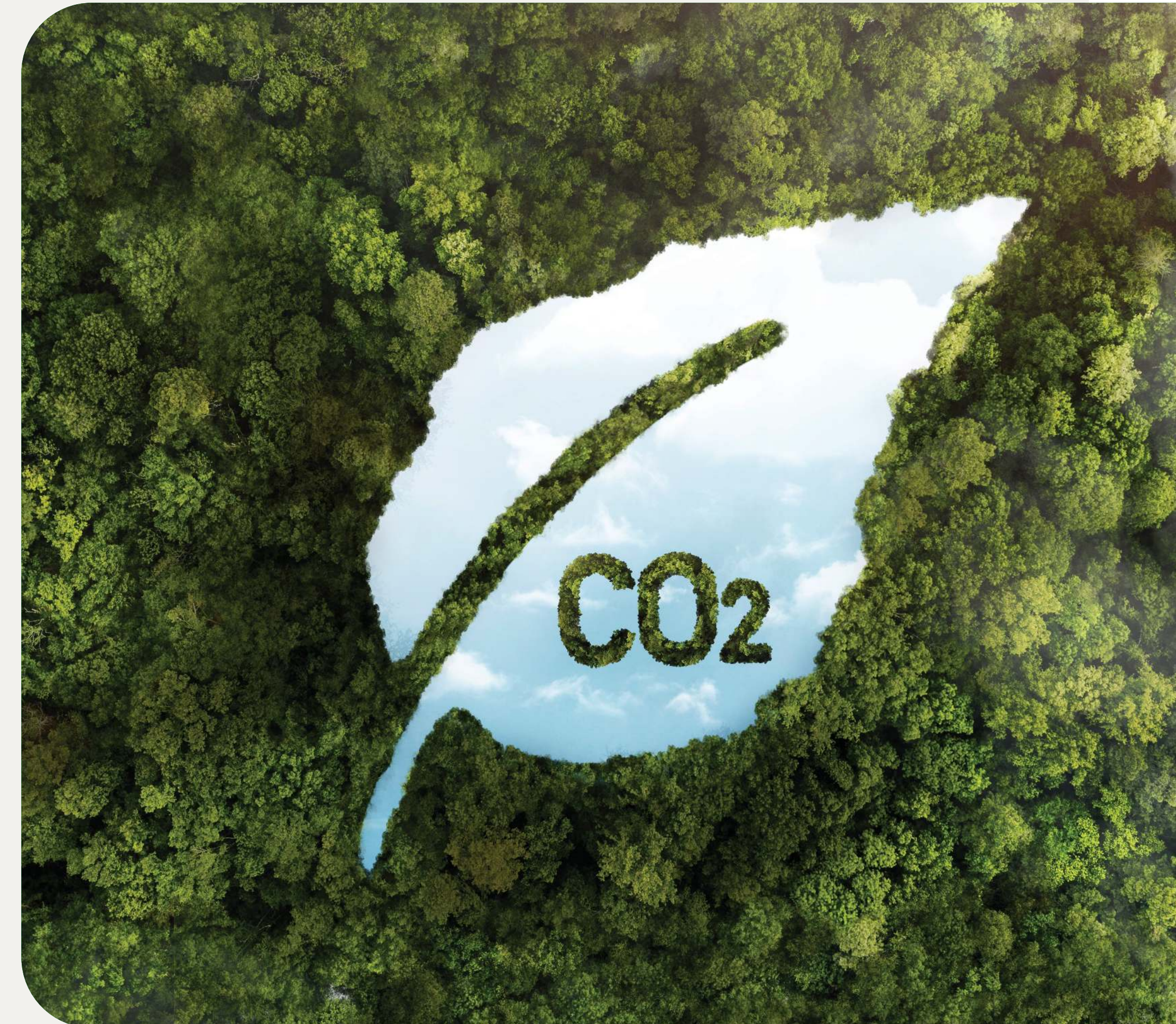
Reducing greenhouse gas emissions is one of the key priorities of our environmental management strategy. In this context, we manage all our processes through our Energy Management and ESG Department, implement our greenhouse gas reduction action plans and regularly monitor our performance. All our declarations and reporting are made in accordance with national and international standards.

In line with Türkiye's 2053 net zero target, our company is committed to reducing greenhouse gas emissions and accelerating the transition to low-carbon energy through renewable energy investments. In 2024, efforts to update our emission reduction targets set within the scope of SBTi (Science Based Targets initiative) have been initiated and it is planned to integrate these commitments into reporting in future periods. In addition, our target set in line with the IEA NZE 2050 climate transition scenario has been approved by SBTi.

In order to monitor our environmental performance, we have been calculating our greenhouse gas emissions since 2022 within the framework of the ISO 14064-1:2018 Standard and the GHG Protocol and have them audited by independent verification bodies. Our 2024 emission data has been verified according to the same standards and shared with the public in line with the principle of transparency.



TARGET	UNIT	2022	2023	2024	TARGET
Scope 1 and 2 emissions	tCO <sub>2</sub> e	1458	1392	768	58.8% reduction in 2034 based on 2023
Electric Vehicle Ratio in Company Fleet	%	5.50	7.50	16.67	100 % electric vehicle fleet by 2030





## Our Greenhouse Gas Management

Emission amounts of all power plants in ISO Standards for previous years

GREENHOUSE GAS EMISSIONS	UNIT	2022 TOTAL EMISSIONS LOCATION	2023 TOTAL EMISSION MARKET	2023 TOPLAM EMİSYON MARKET	2024 TOTAL EMISSIONS LOCATION	2024 TOTAL EMISSION MARKET
Category-1	tCO <sub>2</sub> e	767,27	731,93	731,93	754,99	754,99
Category-2	tCO <sub>2</sub> e	695,99	660,89	655,6	742,62	13,76
Category-3	tCO <sub>2</sub> e	468,59	325,91	325,91	389,4	389,4
Category-4	tCO <sub>2</sub> e	3404,87	2811,31	2811,31	1799,11	1799,11
Category-5	tCO <sub>2</sub> e	0	0	0	0	0
Category-6	tCO <sub>2</sub> e	119,68	194,21	194,21	146,68	146,68
Total Emission	tCO <sub>2</sub> e	5451,39	4724,24	4718,95	3832,8	3103,94

In 2024, we will continue to reduce the carbon footprint of our own operations and contribute to our stakeholders' fight against climate change by improving our emission reduction strategies.

Our Scope 2 emissions decreased by 98.15% on a market basis. We have met IREC certification in this area with renewable energy generated from our own power plants. The impact on total carbon emissions is 728.87 tons of CO<sub>2</sub> eq.

The carbon neutral energy we produce is certified in accordance with international standards and offered for sale. As of 2024, a total of 162.30 tons of CO<sub>2</sub> emission reduction was achieved through renewable energy generation in our portfolio, and certified according to Gold Standard, Verified Carbon Standard, I-REC (International Renewable Energy Certificate) and YEK-G (Renewable Energy Resource Guarantee System). Our certification and export processes are regularly approved by independent verification bodies.

As of 2024, YEK-G integration of all our electric vehicle charging stations was completed within the scope of the "Green Charging Station" regulation that entered into force at the end of 2023. In this way, the carbon footprint of all vehicles using our charging network has been zeroed, providing an environmentally friendly and sustainable use.



**Greenhouse Gas Verification Statement**  
Sera Gazı Doğrulama Beyanı

**RHG ENERTÜRK ENERJİ ÜRETİM VE TİC. A.Ş.**  
Organizational Boundaries / Organizasyonel Sınırlar

The Greenhouse Gas emissions inventory has been verified to meet the standard requirements specified below according to ISO 14064-3:2019 / Sera Gazı emisyonları envanterinin, ISO 14064-3:2019'a göre aşağıda belirtilen standart gerekliliklerini karşıladığı doğrulanmıştır.

**ISO 14064-1:2018**

Category 1- Direct emissions / Doğrudan emisyonlar	754,99	t CO <sub>2</sub> eq
Category 2- Purchased energy emissions (Location based) / Satın alınan enerji emisyonları (Lokasyon bazlı)	742,62	t CO <sub>2</sub> eq
Category 3- Emissions from transportation / Ulaştırım kaynaklı emisyonlar	389,40	t CO <sub>2</sub> eq
Category 4- Emissions from products, service used / Kullanılan ürün / hizmet kaynaklı emisyonlar	1799,11	t CO <sub>2</sub> eq
Category 5- Emissions from associated with the use of the product / Ürün kullanımı kaynaklı em.	-	t CO <sub>2</sub> eq
Category 6- Other Emissions / Diğer emisyonlar	146,68	t CO <sub>2</sub> eq
<b>Total Location Based Emissions / Toplam Lokasyon Bazlı Emisyonlar</b>	<b>3.832,80</b>	<b>t CO<sub>2</sub> eq</b>
<b>Total Market Based Emissions / Toplam Pazar Bazlı Emisyonlar</b>	<b>3.103,94</b>	<b>t CO<sub>2</sub> eq</b>
Biogenic Emissions / Biyojenik Emisyonlar	-	t CO <sub>2</sub> eq
Purchased renewable energy emission allowance / Satın alınan yenilenebilir enerji emisyonu karşılığı	728,87	t CO <sub>2</sub> eq
Category 2- Purchased energy emissions (Market based) / Satın alınan enerji emisyonları (Pazar bazlı)	13,76	t CO <sub>2</sub> eq

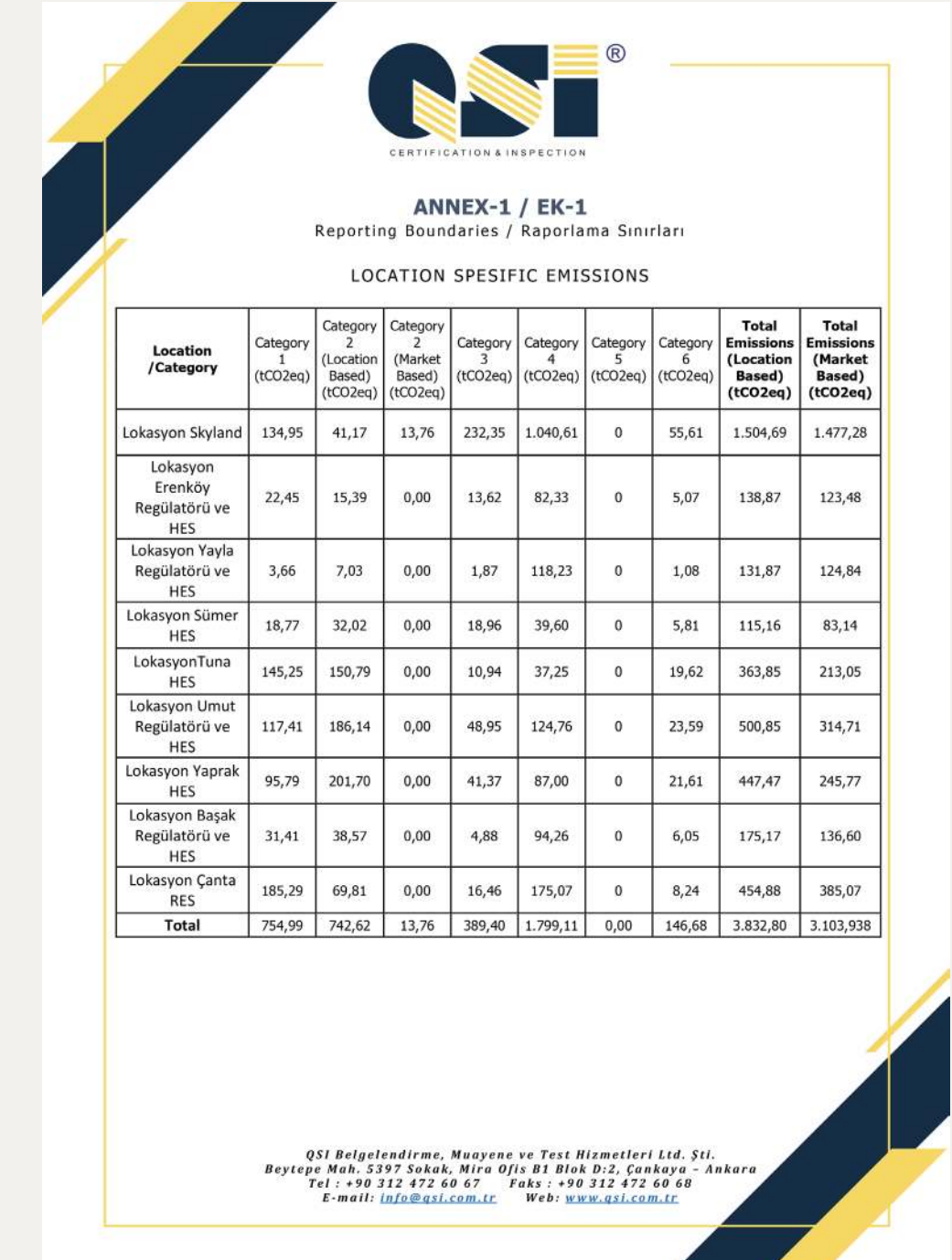
Renewable energy references / Yenilenebilir enerji referansları:  
BAŞAK REGÜLATÖRÜ VE HES I-REC Reference Number: 2 5 2 7 6 2 8 1 / ÇANTA RES I-REC Reference Number: 2 9 3 4 7 4 2 2 /  
ERENKÖY REGÜLATÖRÜ VE HES I-REC Reference Number: 4 5 3 2 0 0 3 9 / SKYLAND I-REC Reference Number: 7 1 5 4 4 4 9 8 /  
SÜMER HES I-REC Reference Number: 4 0 6 3 4 2 8 / TUNA HES I-REC Reference Number: 9 2 2 4 9 5 1 /  
UMUT REGÜLATÖRÜ VE HES I-REC Reference Number: 3 9 1 0 6 7 3 5 / YAPRAK HES I-REC Reference Number: 3 9 5 6 4 5 6 6 /  
YAYLA REGÜLATÖRÜ VE HES I-REC Reference Number: 3 9 8 8 0 2 3 7

Credits from GHG Scheme / Satın alınan krediler  
Credits references / Kredi referansları

Level of Assurance : Reasonable / Makul  
Reporting Period : 01.01.2024 - 31.12.2024  
Verification Report Date : 08.09.2025  
Statement No : SG-GNL-032 / 2024

Approved by / Onaylayan  
Okay Kayhanlı - Genel Müdür

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**ANNEX-1 / EK-1**  
Reporting Boundaries / Raporlama Sınırları

LOCATION SPECIFIC EMISSIONS

Location /Category	Category 1 (tCO <sub>2</sub> eq)	Category 2 (Location Based) (tCO <sub>2</sub> eq)	Category 2 (Market Based) (tCO <sub>2</sub> eq)	Category 3 (tCO <sub>2</sub> eq)	Category 4 (tCO <sub>2</sub> eq)	Category 5 (tCO <sub>2</sub> eq)	Category 6 (tCO <sub>2</sub> eq)	Total Emissions (Location Based) (tCO <sub>2</sub> eq)	Total Emissions (Market Based) (tCO <sub>2</sub> eq)
Lokasyon Skyland	134,95	41,17	13,76	232,35	1.040,61	0	55,61	1.504,69	1.477,28
Lokasyon Erenköy Regülatörü ve HES	22,45	15,39	0,00	13,62	82,33	0	5,07	138,87	123,48
Lokasyon Yayla Regülatörü ve HES	3,66	7,03	0,00	1,87	118,23	0	1,08	131,87	124,84
Lokasyon Sümer HES	18,77	32,02	0,00	18,96	39,60	0	5,81	115,16	83,14
Lokasyon Tuna HES	145,25	150,79	0,00	10,94	37,25	0	19,62	363,85	213,05
Lokasyon Umud Regülatörü ve HES	117,41	186,14	0,00	48,95	124,76	0	23,59	500,85	314,71
Lokasyon Yaprak HES	95,79	201,70	0,00	41,37	87,00	0	21,61	447,47	245,77
Lokasyon Başak Regülatörü ve HES	31,41	38,57	0,00	4,88	94,26	0	6,05	175,17	136,60
Lokasyon Çanta RES	185,29	69,81	0,00	16,46	175,07	0	8,24	454,88	385,07
<b>Total</b>	<b>754,99</b>	<b>742,62</b>	<b>13,76</b>	<b>389,40</b>	<b>1.799,11</b>	<b>0,00</b>	<b>146,68</b>	<b>3.832,80</b>	<b>3.103,938</b>

QSI Belgelendirme, Muayene ve Test Hizmetleri Ltd. Şti.  
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As of 2024, YEK-G integration of all our electric vehicle charging stations was completed within the scope of the "Green Charging Station" regulation that entered into force at the end of 2023.



## Water Efficiency and Wastewater Management

Factors such as climate change, population growth and industrialization increase the pressure on water resources day by day. Türkiye is among the countries with high water stress in global assessments, which makes our company's water management strategies even more important. As RHG Enertürk Enerji, we consider the protection and efficient use of water resources and ensuring the sustainability of natural ecosystems in the regions where we operate as one of our main priorities.

In 2024, we continued our practices that consider the efficient use of water in our power plants. The water used in all of our hydroelectric power plants was released back into nature through turbines, thus generating energy without harming the ecosystem balance. In addition to the water supplied from municipal water and wells in order to protect fresh water resources, we also provided water from alternative sources when needed within the scope of our cooperation with local governments.

As part of wastewater management, septic tank systems and sewage connections are used for the disposal of domestic wastewater generated at our power plants, and these processes are regularly audited. In addition, we measure and verify our wastewater management performance within the framework of the ISO 14046 standard in order to protect water quality and reduce environmental burdens.

In addition to the steps we have taken for the efficient use of water resources, we continued to monitor our water footprint through regular measurement and reporting in line with our environmental performance targets for 2024. Thus, we both increased the transparency of our operations and strengthened the culture of sustainable water management throughout the organization.



**In 2024,**  
**849.479**  
**megaliters of water used**  
**for energy generation**  
**in our HPPs was passed**  
**through the turbines, and**  
**the same amount of water**  
**was released back to nature**  
**without pollution.**

### Our Targets:

**Reduce our water consumption by 30% by 2026 based on 2020.**

**By 2026, establish a Water and Waste Water Management System with rainwater drainage.**

WATER INTAKE AND DISCHARGE	UNIT	2024
Total Water Intake	m <sup>3</sup>	671.352.581
Total Water Discharge	m <sup>3</sup>	178.126.907
Total Turbined Water Amount	m <sup>3</sup>	849.479.488

WATER FOOTPRINT	UNIT	2022	2023	2024
Blue Water Footprint	m <sup>3</sup>	3473	3899	2624
Gray Water Footprint	m <sup>3</sup>	3633	3119	2099
Total Water Footprint	m <sup>3</sup>	7106	7018	4723

WATER FOOTPRINT BY FACILITY	UNIT	BLUE WATER FOOTPRINT	GRAY WATER FOOTPRINT
Başak Regulator + HPP	m <sup>3</sup>	226	180,8
Erenköy Regulator + HPP	m <sup>3</sup>	269,18	215,34
Sümer HPP	m <sup>3</sup>	301,33	241,07
Tuna HPP	m <sup>3</sup>	180,8	144,64
Umut HPP	m <sup>3</sup>	888,93	711,15
Yaprak HPP	m <sup>3</sup>	519,87	415,89
Yayla HPP	m <sup>3</sup>	237,51	190,01
Total Blue and Gray Water	m <sup>3</sup>	2623,62	2098,9
Total Water Footprint	m <sup>3</sup>		4722,52



## Circularity and Waste Management

We carry out our waste management in accordance with national legislation and our company's Environmental Policy framework. Our main priorities include regular control, reduction, recovery and disposal of wastes arising from our operations under the coordination of our HSE-Q Department.

In this context, our waste management practices have not only been limited to legal compliance, but have also been carried out with a holistic approach to reduce our environmental impact by ensuring more efficient use of resources. In 2024, we continued to strengthen our zero waste approach and placed circularity principles at the center of our business processes.

Our company's operations do not directly generate industrial waste; however, various types of waste are generated as a result of auxiliary materials used in our operations and maintenance processes. These wastes are classified and managed in line with national legislation and our Environmental Policy, and we aim to minimize their environmental impact.

In 2024, under the coordination of our HSE-Q Department, we continued our efforts to reduce, sort and recycle waste generated from the field. Hazardous and non-hazardous wastes such as waste oil, filters, metal and plastic were sent to licensed disposal and recycling facilities in accordance with the relevant legislation.



### TOTAL WASTE

BY TYPE	UNIT	2022	2023	2024
Hazardous Waste	Ton	0,412	21,254	8,224
Non-Hazardous Waste	Ton	58,519	8,917	0,401
<b>Total Waste</b>	<b>Ton</b>	<b>58,931</b>	<b>30,171</b>	<b>8,224</b>

One of our primary goals is to minimize the wastes generated during regular maintenance activities at our power plants and to reuse them where possible. In addition, we continuously improve our processes for the separate collection of packaging waste and electronic waste and to increase recycling rates.

Our waste management performance is regularly monitored and reported every year. This approach goes beyond mere legal compliance and ensures that our circular economy approach is integrated into our business processes.





## Circularity and Waste Management

### TOTAL WASTE

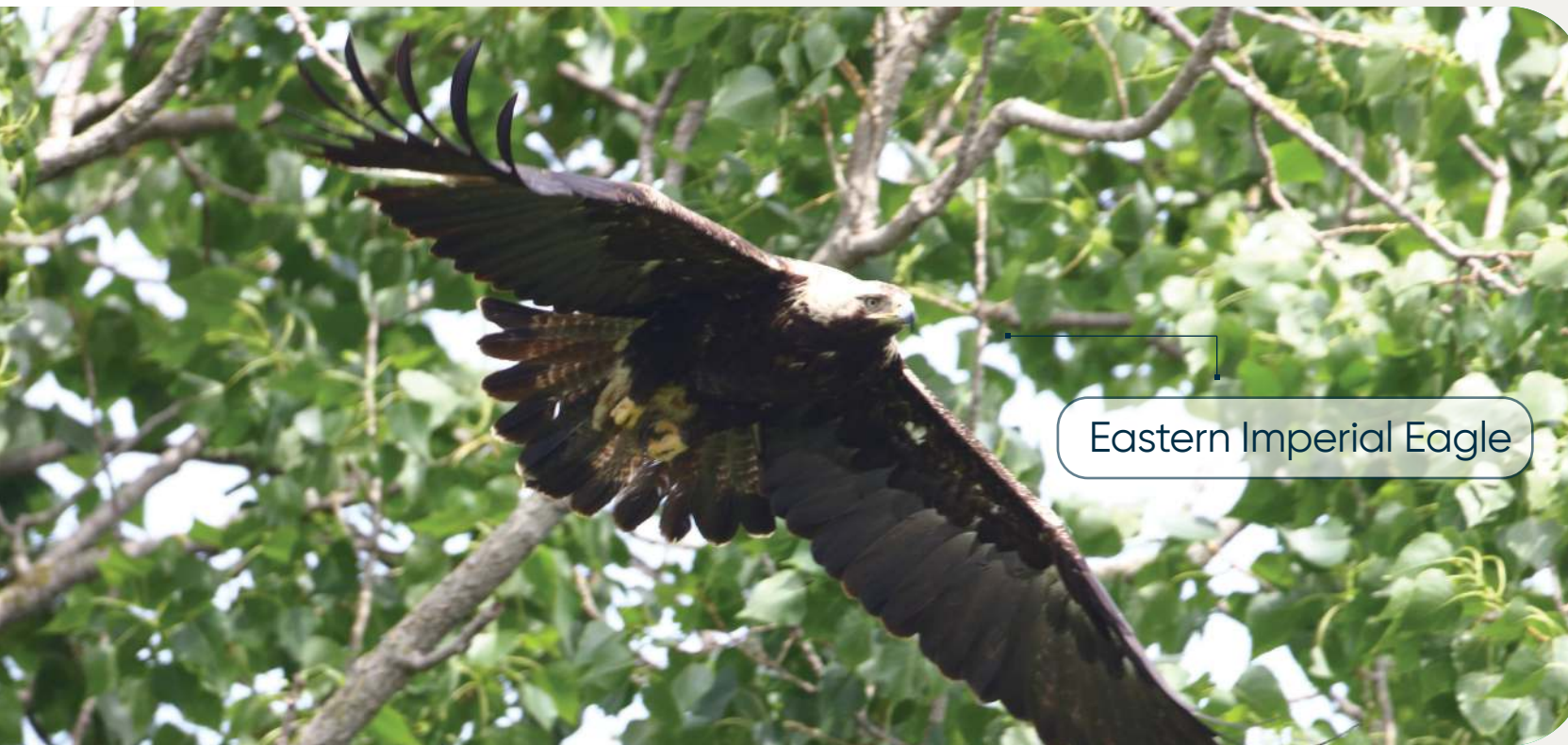
BY TYPE		UNIT	2022	2023	2024
Hazardous Waste	Waste Oil	Ton	0	4	0
	Other (080111)	Kg	0	50	5
	Other (080117)	Kg	0	100	200
	Other (080317)	Kg	0	15	3
	Other (120120)	Kg	0	7	0
	Other (130205)	Kg	400	7500	1580
	Other (150110)	Kg	120	187	250
	Other (150111)	Kg	50	20	60
	Other (150202)	Kg	1250	2997	4389
	Other (160305)	Kg	610	1020	1300
	Other (160601)	Kg	0	5740	36
	Other (160107)	Kg	250	274	67
	Other (170204)	Kg	0	30	0
	Other (170409)	Kg	0	251	0
	Other (170410)	Kg	20	0	0
	Other (190810)	Kg	600	550	300
	Other (200121)	Kg	0	180	33
	Other (200135)	Kg	0	771	0
Non- Hazardous Waste	Waste Paper	Ton	0	0.017	0.262
	Waste Plastic	Ton	0.564	0	0.139
	Waste Metal	Ton	57	9	0
	170402	Ton	0	0.2	0
	150106	Ton	0.155	0	0





## Biodiversity

The protection of biodiversity is one of the most important priorities of our energy investments. In this context, we carry out regular monitoring activities in our power plant projects to minimize potential impacts on the ecosystem before construction, during the construction process and throughout the operation period. Our activities to protect bird and bat populations and critical species are carried out in compliance with national and international legislation and standards.



Eastern Imperial Eagle

### Çanta WPP Fall 2024 Bird Watching

In the 2024 fall migration period, **56 bird species** were recorded during our study at or closely around four observation points in the Çanta WPP site. Besides small passerines, **11 different** predator species were observed: **Black Stork, White Stork, Short-toed Snake Eagle, Sparrowhawk, Hawk, Lesser Spotted Eagle, Eastern Imperial Eagle, Booted Eagle, Kestrel, Saker Falcon and Peregrine Falcon. The observations were evaluated within the framework of IUCN, Bern Convention, Red List of Birds of Türkiye (RDB) and Central Hunting Commission (MAK 2023-2024)** decisions, taking into account the migration status of the species.

### Predator Collision Risk Assessment

The greatest risk to birds is the collision area created by the turbine blades as they rotate. In this context, a risk analysis was conducted at the Çanta WPP site based on SNH (2010) Guidelines. The blade diameters of the planned turbines are 135 meters and the risk area is calculated as approximately 100-150 meters for each turbine. However, the shortest distance between turbines at the project site is 480 meters, indicating that sufficient distance is left to allow safe passage of birds. During the fall 2024 observations, a total of 40,678 individuals were detected in 953 passes, of which 29,540 were storks. The passage of predatory species is also recorded in tables.

### Importance of the Eastern Imperial Eagle and 2024 Findings

**Eastern Imperial Eagle (Aquila heliaca)** was specially observed and watched during Çanta WPP studies. This globally endangered species, which is estimated to have approximately 2,000 pairs in Europe and **130-300 pairs** in Türkiye, is of critical importance in the Thrace region. During the fall 2024 observations, parent individuals were frequently seen flying and feeding in the field, and it was recorded that they flew around the area in pairs.

A particularly noteworthy finding was that on November 28, 2024, a pair of Eastern Imperial Eagle were observed by the permanent observer checking and renovating their nests in the field. This development require a critical follow-up in terms of fertility success at the Çanta WPP site in the 2025 breeding season. With its ecosystem services that stabilize rodent and reptile populations, the Eastern Imperial Eagle is also defined as a **"farmer-friendly species"**.

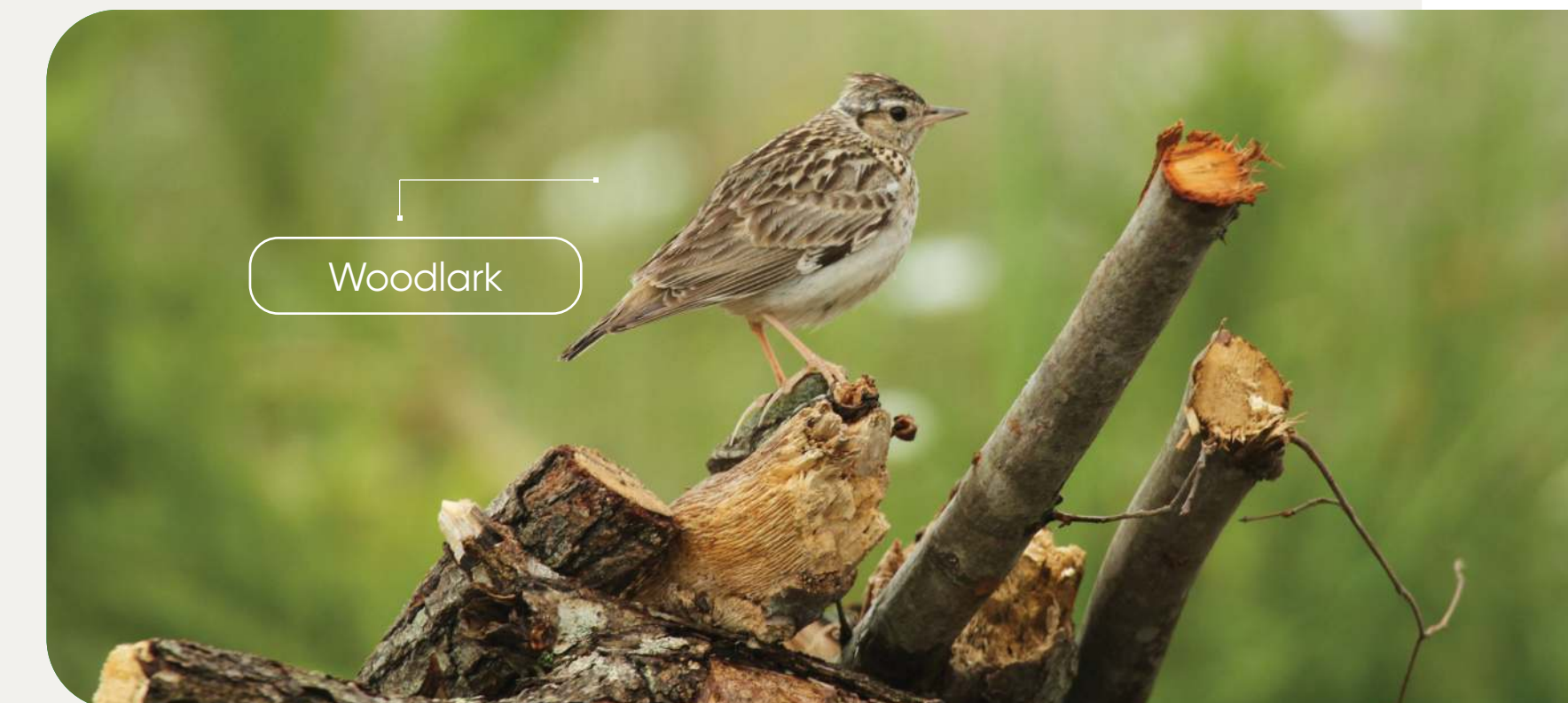
### Conclusion and Conservation Commitment

The observation studies of the Çanta WPP 2024 show that biodiversity in the area is regularly monitored and concrete steps have been taken

to protect critical species. In particular, the presence of the Eastern Imperial Eagle demonstrates the importance of protecting this region at national and international level. Our company will continue to work to protect the habitats of species and minimize the risk of collisions by continuing regular observation activities in the future.

We created the Biodiversity Conservation Action Plan an integral part of our sustainability strategy in order to maintain our energy production activities in harmony with nature. This plan aims to take concrete steps to strengthen mountain ecosystems and protect biodiversity in these regions by 2030.

In the regions where our hydroelectric power plants are located, we closely monitor ecosystem health through life water practices and regular measurement stations. We maintain the minimum water levels required for the continuity of aquatic life around the dam and ensure sustainable water management by considering fish and plant diversity. Thus, while minimizing the environmental impact of our energy production, we also directly contribute to the protection of biodiversity.



Woodlark





# OUR SOCIAL PERFORMANCE









# Talent Management and Career Development

We aim to provide a working environment where our employees can reveal their potential. To this end, we carry out comprehensive training and career development programs to support their professional and personal development and increase their performance.

In 2024, a total of 1,542 hours of training was organized for employee development, with an average of 7 hours of training per person. Our training activities cover a wide range of topics from technical competencies to digital transformation, sustainability to personal development.

## Our Training Activities

- Technical Trainings: Trainings that provide sector-specific competencies
- Leadership and Management Trainings
- Digital Competence Trainings
- Sustainability and ESG Trainings
- Academy Portal: Mandatory trainings as well as personal development modules

## Our Talent Management Activities

- We increase employees' sharing of knowledge and experience through Mentoring Programs.
- We support the internal development of our employees through Internal Promotion and Career Planning Programs.
- We accelerate the development of young professionals new to the sector through general student development programs.

All these processes are carried out as part of our inclusive and performance-based human resources strategy that supports the development of our employees.

## Our Goals

- Provide 30 hours of training per employee per year.
- Provide 12 hours of training per year as part of training programs for new hires.
- Select 20% of new hires from local talent programs.
- 100% of employees to participate in performance evaluations by 2025.

Our performance data for 2024 and previous years are shown in the tables below.

### TRAINING INVESTMENTS (All Trainings)

BY EMPLOYEE CATEGORY	UNIT	2022	2023	2024
Senior Managers	Person*Hour	72	0	0
Senior Managers	Person	6	0	0
Mid-Level Managers	Person*Hour	564	1.520	390
Mid-Level Managers	Person	35	35	20
Other Employees	Person*Hour	1.512	3.731	1.152
Other Employees	Person	95	87	70
<b>TOTAL</b>	Person*Hour	<b>2.148</b>	<b>5.251</b>	<b>1.542</b>

### BY EMPLOYMENT TYPE

Blue Collar	Person*Hour	270	976	699
Blue Collar	Person	15	12	40
White Collar	Person*Hour	1.878	4.275	843
White Collar	Person	121	110	50
<b>TOTAL</b>	Person*Hour	<b>2.148</b>	<b>5.251</b>	<b>1.542</b>

### BY GENDER

Male	Person*Hour	1.428	3.552	1.365
Male	Person	90	79	80
Women	Person*Hour	720	1.699	177
Women	Person	46	43	10
<b>TOTAL</b>	Person*Hour	<b>2.148</b>	<b>5.251</b>	<b>1.542</b>



## Talent Management and Career Development

In 2024, we continued our efforts under the Young Talent Program and the Analyst Student Program to support young people to make a strong start in business life. These programs for university students aim to both provide professional experience and unlock the potential of young talents.

While students participating in the Young Talent Program work full-time during the summer semester, young people in the Analyst Student Program are involved in project-based work several days a week during their education period. Accompanied by mentors assigned to them, students gain experiences that will support both their technical and personal development.

With our Internship Program, young people have the opportunity to gain important experience in preparation for the business world. In 2024, a total of 12 Analyst Students, 4 Young Talents and 14 interns participated in our programs.

In addition, various trainings were organized throughout the year to contribute to the development of our young talents.

In 2024, field trips were organized to our HPP and WPP facilities, and participants were given practical information about the operation of our power plants, the working principles of turbines and environmental management processes. Thus, our students gained valuable experience in both theoretical and practical aspects.





## Employee Satisfaction

At RHG Enertürk Enerji, we see the happiness and loyalty of our employees as one of the most fundamental pillars of our sustainable success. We implement various practices to support work-life balance, make our employees feel valued and strengthen corporate loyalty. **Our Salary and Benefits Policy** sets the basic framework of our salary and benefits practices for our employees.

We adopt a participatory and transparent approach in all our processes aimed at improving the employee experience. We closely monitor the expectations and needs of our employees through regular satisfaction surveys and update our action plans according to the results obtained. In ethical reporting processes, all notifications and feedbacks are meticulously evaluated and resolved by protecting confidentiality principles.

BENEFITS	UNIT	2022	2023	2024
Health Services	Number of People / End of Year	190	192	219
Parental Leave	Number of Person	11	11	12

AGREEMENT	UNIT	2022	2023	2024
Percentage of factory employees covered by collective bargaining agreements	%	49,47	47,40	40,18

In line with our Salary and Benefits Policy, we implement a transparent, fair and competitive salary system. In addition to benefits such as life insurance, health services and parental leave, we continue to offer social opportunities that will improve the quality of life of our employees.

In addition, we provide our employees with additional leave benefits in cases such as marriage, birth, death, adoption, etc. with our **Paid Social Leave policy**, which we have developed to support our employees in special periods of their lives. This approach both contributes to work-life balance and enhances workplace loyalty.

Various events and family gatherings organized to increase the motivation of our employees continue to be an important part of our corporate culture.

EMPLOYEES ON PARENTAL LEAVE	TOTAL	2022 WOMEN	2022 MALE	2023 WOMEN	2023 MALE	2024 WOMEN	2024 MALE
Employees entitled to parental leave	Number	1	10	2	9	2	10
Employees on Parental Leave	Number	1	10	2	9	2	10
Employees returning to work after parental leave	Number	1	10	2	9	1	10
Employees returning to work after parental leave and remain employed for at least 12 months thereafter	Number	1	9	2	9	1	10

OTHER BENEFITS		ANNUAL LEAVE PERIODS	
CBA	OTHER	0-5 year	18
Market card during Ramadan	Market card during Ramadan	5-15 year	24
Eid al-Adha cash assistance	Eid al-Adha cash assistance	15>	27
Marriage benefit	Marriage benefit		
Marriage check	Marriage check		
Birth benefit	Birth benefit		
Military service benefit	Document dues support		
Funeral benefit	Funeral benefit		
Employee product discount	Employee product discount		
Meal benefit	Meal benefit		
Roadside assistance	Roadside assistance		
Liability premium	Family pay rise		
Family pay rise	Education Scholarships for Children of Workers		
Child benefit			
Collection benefit			
Fuel benefit			
Union Dues			



## Employee Satisfaction

### PAID SOCIAL LEAVE

DESCRIPTION	LEAVE
Marriage of an employee	6 days
Marriage of an employee's child	4 days
Circumcision of an employee's child	2 days
Death of an employee's mother/father/sibling	6 days
Death of spouse/child of an employee	6 days
Birth of an employee's child (single baby)	6 days
Birth of an employee's child (multiple baby)	+6 days
Death of an employee's grandparent/grandchild	2 days
Death of an employee's mother-in-law/father-in-law	2 days
Employee adopts a child (under 3 years of age)	6 days
On disability day for employees with 40% or more disability	1 days

### WORKFORCE

EMPLOYMENT AND TURNOVER (TÜRKİYE)	UNIT	2022	2023	2024
New hires - Total	Person	62	38	56
White Collar	Person	44	21	46
Blue Collar	Person	18	17	10
Offboarded - Total	Person	39	35	29
White Collar	Person	28	16	18
Blue Collar	Person	11	19	11
<b>TOTAL</b>		<b>101</b>	<b>73</b>	<b>85</b>
BY GENDER	UNIT	2022	2023	2024
Men - New Hires	Person	42	34	38
	Rate	67.74%	89.47%	67.86%
Men - Offboarded	Person	33	29	25
	Rate	84.62%	82.86%	86.21%
Women - New Hires	Person	20	4	18
	Rate	32.26%	10.53%	32.14%
Women - Offboarded	Person	6	6	4
	Rate	15.38%	17.14%	13.79%
<b>TOTAL</b>		<b>101</b>	<b>73</b>	<b>85</b>

### WORKFORCE

BY AGE	UNIT	2022	2023	2024
18 - 30 Age - New Hire	Person	34	14	31
	Rate	54.84%	36.84%	55.36%
18 - 30 Age - Offboarded	Person	11	11	11
	Rate	28.21%	31.43%	37.93%
31-40 Age - New Hire	Person	17	9	9
	Rate	27.42%	23.68%	16.07%
31-40 Age - Offboarded	Person	13	7	5
	Rate	33.33%	20.00%	17.24%
41-50 Age - New Hire	Person	10	11	15
	Rate	16.13%	28.95%	26.79%
41-50 Age - Offboarded	Person	12	13	8
	Rate	30.77%	37.14%	27.59%
51-60 Age - New Hire	Person	1	4	1
	Rate	1.61%	10.53%	1.79%
51-60 Age - Offboarded	Person	2	4	5
	Rate	5.13%	11.43%	17.24%
60+ Age - New Hire	Person	0	0	0
	Rate	0.00%	0.00%	0.00%
60+ Age - Offboarded	Person	1	0	0
	Rate	2.56%	0.00%	0.00%
<b>TOTAL</b>		<b>101</b>	<b>73</b>	<b>85</b>

\*Total figure is the total number of hires and offboarding.



## Diversity, Equality and Inclusion

In line with the principles of diversity, equality and inclusion that form the basis of our Human Resources Policy, we aim to create a work environment that respects the differences of all our employees, does not allow discrimination and where everyone can develop with equal opportunities. We meticulously maintain our egalitarian practices in recruitment, promotion, rotation, training and career development processes and build a corporate culture where all our employees can realize their potential.

We see the contribution of our employees with different cultures, experiences and competencies as a richness. We recognize diversity not only as a value but also as a strategic advantage. Accordingly, we aim to strengthen the participation of our employees in work life by supporting an inclusive and innovative corporate culture.

In 2025, we furthered our commitment to gender equality and women's empowerment in work life. We completed the process of becoming a WEPs signatory and put our action plans in place to increase women's employment. In this context, we supported our new practices to strengthen equal opportunities with programs to increase employee loyalty.

In addition, the CSP HR Processes Integration Project, launched in 2024, has been an important step in accelerating the digital transformation of our human resources processes. Transparency and efficiency in processes were ensured with the digitalization of annual leave, travel, overtime, training and evaluation forms. Thanks to SAP integration, all processes have been managed faster and more accurately, and detailed applications such as orientation programs are planned to be included in the system in the future.

In addition, our salary policy is based on a transparent, fair and market-compliant approach:

**Fair and Competitive Salary:** Competitive salary scales determined in line with sector analysis and market data are applied.

- **Equal Salary Policy:** The principle of equal salary is followed without discrimination between employees performing the same job.

**Our salary process consists of the following stages:**

- 1. Market Analysis:** Market conditions are regularly monitored through benchmark studies conducted in the sector.
- 2. Position and Competency Assessment:** The salary level is determined by taking into account the employee's job definition, experience, competence and performance.
- 3. Salary Committee Approval:** All salary raises are evaluated and approved by senior management and the Human Resources department.

With this approach, we continue to create an equitable, inclusive and motivating work environment for our employees and support our diversity and equality policies through our salary processes. The ratio of standard entry-level wages by gender to the local minimum wage is equal for all female and male employees. Senior management is recruited from the local community. In 2024, there were no incidents violating the rights of indigenous peoples.

There were no incidents of discrimination in our company in 2024 and our culture of diversity and inclusion has been strongly preserved.

BY EMPLOYMENT TYPE	UNIT	2022	2023	2024
White Collar - Women	Person	29	28	40
White Collar - Men	Person	58	63	79
Blue Collar - Women	Person	5	4	6
Blue Collar - Men	Person	98	97	94
<b>TOTAL</b>		<b>190</b>	<b>192</b>	<b>219</b>

BY CONTRACT TYPE	UNIT	2022	2023	2024
Indefinite Term - Women	Person	33	31	46
Indefinite Term - Men	Person	154	160	173
Fixed Term - Women	Person	1	1	0
Fixed Term - Men	Person	2	0	0
<b>TOTAL</b>		<b>190</b>	<b>192</b>	<b>219</b>

BY GENDER TYPE	UNIT	2022	2023	2024
Male	Person	156	160	173
	Rate	82.11%	83.33%	79.00%
Women	Person	34	32	46
	Rate	17.89%	16.67%	21.00%
<b>TOTAL</b>	Person	<b>190</b>	<b>192</b>	<b>219</b>



## Diversity, Equality and Inclusion

BY AGE	UNIT	2022	2023	2024
18 to 30 age	Women	17	15	26
	Rate	8.95%	7.81%	11.87%
	Men	50	46	46
	Rate	26.32%	23.96%	21.00%
31 to 40 age	Women	12	11	12
	Rate	6.32%	5.73%	5.48%
	Men	66	66	74
	Rate	34.74%	34.38%	33.79%
41 to 50 age	Women	4	5	7
	Rate	2.11%	2.60%	3.20%
	Men	34	39	46
	Rate	17.89%	20.31%	21.00%
51 to 60 age	Women	1	1	1
	Rate	0.53%	0.52%	0.46%
	Men	6	9	7
	Rate	3.16%	4.69%	3.20%
60+ age	Women	0	0	0
	Rate	0.00%	0.00%	0.00%
	Men	0	0	0
	Rate	0.00%	0.00%	0.00%
<b>TOTAL</b>		<b>190</b>	<b>192</b>	<b>219</b>

WORKFORCE		2022	2023	2024
OTHER GROUPS	UNIT	190	192	219
Foreigner	Women	0	0	0
	Rate	0.00%	0.00%	0.00%
	Men	0	0	0
	Rate	0.00%	0.00%	0.00%
Disabled	Women	0	0	0
	Rate	0.00%	0.00%	0.00%
	Men	1	3	3
	Rate	0.53%	1.56%	1.37%
BY MANAGEMENT CATEGORY	UNIT	2022	2023	2024
Senior Management	Women	0	0	0
	Rate	0.00%	0.00%	0.00%
	Men	2	2	2
	Rate	1.05%	1.04%	0.91%
Mid-Level	Women	5	5	6
	Rate	2.63%	2.60%	2.74%
	Men	26	27	34
	Rate	13.68%	14.06%	15.53%
Other	Women	29	27	40
	Rate	15.26%	14.06%	18.26%
	Men	128	131	137
	Rate	67.37%	68.23%	62.56%
<b>TOTAL</b>		<b>190</b>	<b>192</b>	<b>219</b>

WORKFORCE		2022	2023	2024
WORKING TIME	UNIT	190	192	219
Part Time	Women	0	0	0
	Men	0	0	0
Full Time	Women	34	32	46
	Men	156	160	173
WORKING AREA				
Bartın / Başak Hpp	Person	7	6	7
İstanbul / Çanta Hpp	Person	9	8	8
Artvin / Erenköy Hpp	Person	14	13	12
İstanbul / Center	Person	86	91	116
Giresun / Sümer Hpp	Person	9	9	9
Tokat / Tuna Hpp	Person	8	8	8
Ordu / Umut Hpp	Person	27	27	26
Amasya / Yaprak Hpp	Person	19	19	18
Artvin / Yayla Hpp	Person	11	11	8
Kayseri / Teknopark	Person	0	0	7



## Occupational Health and Safety

As RHG Enertürk Enerji, the safety of our employees, suppliers and visitors is at the center of our occupational health and safety approach. In line with our **OHS Policy**, we aim to go beyond legal requirements in all our operations by complying with national and international standards. In this context, we have completed our ISO 45001 Occupational Health and Safety Management System certification process covering all our power plants with the studies we carried out throughout 2024.

Our OHS management activities are carried out under the coordination of our HSE-Q Department, and our basic approach is to identify risks in advance and take proactive measures. In 2024, field audits and system improvements were made more effective with the contribution of our external consultants, and our OHS Committee consisting of 8 members led this process. The number of Employee Representatives in OHS Committees is 3.

Regular audits at our power plants are conducted in cooperation with the Joint Health and Safety Unit (JHSU). Nonconformities identified as a result of the audits were recorded within the scope of the Corrective and Preventive Action Procedure (CPAP), and necessary actions were taken and processes were improved.

Safety Walk field tours with the participation of our employees continued in 2024, and risks were quickly reported and closed. In addition, reports were collected from our employees through the Near-Miss, nonconformity reporting boxes and QR in our power plants, and were supported by a reward program.

Our workplace physician regularly visits the power plants every month, and all our employees benefit from free health screenings.

In 2024, we continued to closely follow national and international developments to strengthen OHS culture. Our goal is to provide a safe working environment with continuous improvement and preventive approach in line with the principle of “zero work accidents”.





## Occupational Health and Safety

### Occupational Health and Safety

WORK ACCIDENTS	GROUP	UNIT	2022	2023	2024
Near-Miss	Company	Number/Year	2	2	2
	Subcontractor	Number/Year	0	3	0
Number of Lost Time Accidents	Company	Number/Year	1	2	0
	Subcontractor	Number/Year	1	1	0
Lost Day	Company	Number/Year	0	20	0
	Subcontractor	Number/Year	5	15	0
Number of Accidents Without Lost Day	Company	Number/Year	1	1	2
	Subcontractor	Number/Year	2	1	0
AFR – Accident Frequency					
Rate (Lost Time Injury Rate) (Number of Accidents x 1,000,000 / Total Working Hours)	Company	Rate	5.11	4.68	4.12
	Subcontractor	Rate	6.32	4.25	0.00
Death	Company	Number/Year	0	0	0
	Subcontractor	Number/Year	0	0	0
AWR – Accident Weighting					
Rate (Severity Rate) (Lost Days x 1,000 / Total Working Hours)	Company	Rate	0.00	73.40	0.00
	Subcontractor	Rate	44.21	48.30	0.00
Occupational Disease Rate					
(ODR) Number of Occupational Diseases x 1,000,000 / ES	Company	Rate	0.00	0.00	0.00
	Subcontractor	Rate	0.00	0.00	0.00

Throughout 2024, various trainings and information programs were organized to increase the awareness of our employees on occupational health and safety and to further embed the OHS culture. The trainings were planned to cover all our employees, from field teams to managers, and supported our employees to work in a safe and healthy work environment.

In this context, regular awareness seminars for our employees, practical trainings suitable for field operations and professional development programs for our OHS specialists were organized. Training contents were prepared in compliance with national legislation and international standards and focused on emergency procedures, safe working methods and management of potential risks.

In addition, Toolbox meetings were organized to reinforce the rules to be followed during maintenance and repair work at our power plants, and employees were made aware of the risks in the field.

OCCUPATIONAL HEALTH AND SAFETY TRAININGS		2022	2023	2024
Company Employees	Person x Hour	4.750	6.950	3.888
Subcontractor Employees	Person x Hour	560	1.040	288
<b>Total OHS Trainings</b>	Person x Hour	<b>5.310</b>	<b>7.990</b>	<b>4.176</b>
		2022	2023	2024
Number of OHS Committees		7	8	12
Total Number of Members in OHS Committees		7	8	8
Number of Employee Representatives in OHS Committees		2	2	3





## Corporate Social Responsibility

As RHG Enertürk, we act with the awareness of our responsibilities towards society; we consider supporting and realizing projects that will provide social benefits among our corporate priorities. We carry out various social responsibility activities to promote sustainable development, contribute to social welfare and create lasting value for our stakeholders.

In 2024, significant steps were taken in the field of gender equality and equal opportunities. Our practice of equal pay between male and female employees for work of equal value was strengthened; the number of female participants in student programs was increased and 5 female employees were employed among graduate students. With these practices, we aim to support young women's participation in work life and increase employment opportunities.

In line with our Company's sustainable development approach, ornithologist consultancy services were procured under the coordination of our HSE-Q department in order to reduce environmental impacts and increase social benefit, and the effects of our power plant operations on nature were meticulously monitored. In addition, a transparent approach was demonstrated with environmental policies, certificates and procedures publicly published on the RHG Enertürk website.

Institutional mechanisms have been developed for the complaints and suggestions of our stakeholders. Members of the Ethics Committee have been selected, procedures have been shared with employees and made accessible via QR codes at the head office and plants. Incoming complaints are evaluated by our HSE-Q department and finalized with written responses, thus ensuring a transparent feedback process.

### **Young Talent / Analyst Student / Intern Project**

One of our primary goals is to support the career journeys of young

people and to give them the opportunity to discover their potential. **The Young Talent / Analyst Student / Intern Project**, which we have implemented with this perspective, offers a development platform where university students can test their theoretical knowledge in the practical settings.

The project accepts applications every year in the fall, spring and summer semesters, providing our students with comprehensive experiences at the head office, Kayseri and field applications. Under the coordination of our Human Resources department and in cooperation with all our departments, students become a part of real business processes and assume roles and responsibilities.

In 2024, **16 female and 14 male** students participated in the program and improved their skills with field trips, trainings and mentoring support throughout the year. One of the most proud outcomes of the program is the employment of 5 female graduates in our company. Thus, the project went beyond an internship process into a permanent career bridge for young people.

Started with advertising, collecting applications and administering the talent tests, the journey continued with successful students' active participation in different projects. Having gained experience in a real work setting, the participants had a valuable preparation process for post-graduation.

However strong is implementation, it is observed that the number of qualified applicants needs to be increased, which require the number of universities to be increased. In the coming period, we will mainly focus on more cooperation with universities, more our brand awareness and more students to reach out to increase employment.

Although the program has positive outcomes, there are areas for improvement in terms of the quality of applications. For this reason, it is planned to maintain more comprehensive contacts with universities

and increase student participation in the coming period. In addition, within the scope of the Erciyes Anadolu Holding Young Talent Project, participants were provided with Sustainability Training to raise awareness on environmental and social issues.





Yaprak HPP - Amasya

# APPENDICES



# Environmental Performance Indicators

## ENERGY CONSUMPTION

TOTAL ENERGY CONSUMPTION	UNIT	2022	2023	2024
<b>Energy Consumption</b>	TEP	189.26	197.31	221.04
<b>1. Non-Renewable Direct Energy</b>				
Petrol	liter	156	24.793	42.330
Diesel / Diesel Oil	liter	65.239	54.011	50.039
Natural Gas	Sm3	0	40.839	58.067
<b>2. Renewable Direct Energy</b>				
Biomass (Sawdust, Wood, Pallet, etc.)-If available	ton	0	0	0
<b>3. Non-Renewable Indirect Energy</b>				
Electricity (from Grid)	kWh	1.557.029	1.505.445	1.649.17
<b>4. Energy Supplied from Renewable Energy Sources</b>				
Consumed (SPP Self-consumption) SPP	kWh	0	0	0
<b>5. Energy Sold from Renewable Energy Sources</b>				
SPP Sold				
<b>6. Energy Purchased from Renewable Energy Sources</b>				
IREC				
<b>TOTAL ELECTRICITY CONSUMPTION</b>	kWh	0	0	0
	<b>kWh</b>	<b>1.557.029</b>	<b>1.505.445</b>	<b>1.649.017</b>

## Our Greenhouse Gas Management

GREENHOUSE GAS EMISSIONS	UNIT	2022 TOTAL EMISSIONS LOCATION	2023 TOTAL EMISSION MARKET	2023 TOPLAM EMİSYON MARKET	2024 TOTAL EMISSIONS LOCATION	2024 TOTAL EMISSION MARKET
Category-1	tCO <sub>2</sub> e	767,27	731,93	731,93	754,99	754,99
Category-2	tCO <sub>2</sub> e	695,99	660,89	655,6	742,62	13,76
Category-3	tCO <sub>2</sub> e	468,59	325,91	325,91	389,4	389,4
Category-4	tCO <sub>2</sub> e	3404,87	2811,31	2811,31	1799,11	1799,11
Category-5	tCO <sub>2</sub> e	0	0	0	0	0
Category-6	tCO <sub>2</sub> e	119,68	194,21	194,21	146,68	146,68
Total Emission	tCO <sub>2</sub> e	5451,39	4724,24	4718,95	3832,8	3103,94

## Circularity and Waste Management

### TOTAL WASTE

BY TYPE	UNIT	2022	2023	2024
Hazardous Waste	Ton	0,412	21,254	8,224
Non-Hazardous Waste	Ton	58,519	8,917	0,401
<b>Total Waste</b>	Ton	58,931	30,171	8,224



## Environmental Performance Indicators

### TOTAL WASTE

BY TYPE		UNIT	2022	2023	2024
Hazardous Waste	Waste Oil	Ton	0	4	0
	Other (080111)	Kg	0	50	5
	Other (080117)	Kg	0	100	200
	Other (080317)	Kg	0	15	3
	Other (120120)	Kg	0	7	0
	Other (130205)	Kg	400	7500	1580
	Other (150110)	Kg	120	187	250
	Other (150111)	Kg	50	20	60
	Other (150202)	Kg	1250	2997	4389
	Other (160305)	Kg	610	1020	1300
	Other (160601)	Kg	0	5740	36
	Other (160107)	Kg	250	274	67
	Other (170204)	Kg	0	30	0
	Other (170409)	Kg	0	251	0
	Other (170410)	Kg	20	0	0
	Other (190810)	Kg	600	550	300
	Other (200121)	Kg	0	180	33
	Other (200135)	Kg	0	771	0
Non- Hazardous Waste	Waste Paper	Ton	0	0.017	0.262
	Waste Plastic	Ton	0.564	0	0.139
	Waste Metal	Ton	57	9	0
	170402	Ton	0	0.2	0
	150106	Ton	0.155	0	0

### Water Efficiency and Wastewater Management

WATER INTAKE AND DISCHARGE	UNIT	2024
Total Water Intake	m <sup>3</sup>	671.352.581
Total Water Discharge	m <sup>3</sup>	178.126.907
Total Turbined Water Amount	m <sup>3</sup>	849.479.488

WATER FOOTPRINT	UNIT	2022	2023	2024
Blue Water Footprint	m <sup>3</sup>	3473	3899	2624
Gray Water Footprint	m <sup>3</sup>	3633	3119	2099
Total Water Footprint	m <sup>3</sup>	7106	7018	4723

WATER FOOTPRINT BY FACILITY	UNIT	BLUE WATER FOOTPRINT	GRAY WATER FOOTPRINT
Başak Regulator + HPP	m <sup>3</sup>	226	180,8
Erenköy Regulator + HPP	m <sup>3</sup>	269,18	215,34
Sümer HPP	m <sup>3</sup>	301,33	241,07
Tuna HPP	m <sup>3</sup>	180,8	144,64
Umut HPP	m <sup>3</sup>	888,93	711,15
Yaprak HPP	m <sup>3</sup>	519,87	415,89
Yayla HPP	m <sup>3</sup>	237,51	190,01
Total Blue and Gray Water	m <sup>3</sup>	2623,62	2098,9
Total Water Footprint	m <sup>3</sup>		4722,52



# Social Performance Indicators

## Talent Management and Career Development

### TRAINING INVESTMENTS (All Trainings)

BY EMPLOYEE CATEGORY	UNIT	2022	2023	2024
Senior Managers	Person*Hour	72	0	0
Senior Managers	Person	6	0	0
Mid-Level Managers	Person*Hour	564	1.520	390
Mid-Level Managers	Person	35	35	20
Other Employees	Person*Hour	1.512	3.731	1.152
Other Employees	Person	95	87	70
<b>TOTAL</b>	Person*Hour	<b>2.148</b>	<b>5.251</b>	<b>1.542</b>
BY EMPLOYMENT TYPE				
Blue Collar	Person*Hour	270	976	699
Blue Collar	Person	15	12	40
White Collar	Person*Hour	1.878	4.275	843
White Collar	Person	121	110	50
<b>TOTAL</b>	Person*Hour	<b>2.148</b>	<b>5.251</b>	<b>1.542</b>
BY GENDER				
Male	Person*Hour	1.428	3.552	1.365
Male	Person	90	79	80
Women	Person*Hour	720	1.699	177
Women	Person	46	43	10
<b>TOTAL</b>	Person*Hour	<b>2.148</b>	<b>5.251</b>	<b>1.542</b>

EMPLOYEES ON PARENTAL LEAVE	TOTAL	2022		2023		2024	
		WOMEN	MALE	WOMEN	MALE	WOMEN	MALE
Employees entitled to parental leave	Number	1	10	2	9	2	10
Employees on Parental Leave	Number	1	10	2	9	2	10
Employees returning to work after parental leave	Number	1	10	2	9	1	10
Employees returning to work after parental leave and remain employed for at least 12 months thereafter	Number	1	9	2	9	1	10

BENEFITS	UNIT	2022	2023	2024
Health Services	Number of People / End of Year	190	192	219
Parental Leave	Number of Person	11	11	12

AGREEMENT	UNIT	2022	2023	2024
Percentage of factory employees covered by collective bargaining agreements	%	49,47	47,40	40,18



## Social Performance Indicators

### PAID SOCIAL LEAVE

DESCRIPTION	LEAVE
Marriage of an employee	6 days
Marriage of an employee's child	4 days
Circumcision of an employee's child	2 days
Death of an employee's mother/father/sibling	6 days
Death of spouse/child of an employee	6 days
Birth of an employee's child (single baby)	6 days
Birth of an employee's child (multiple baby)	+6 days
Death of an employee's grandparent/grandchild	2 days
Death of an employee's mother-in-law/father-in-law	2 days
Employee adopts a child (under 3 years of age)	6 days
On disability day for employees with 40% or more disability	1 days

### WORKFORCE

EMPLOYMENT AND TURNOVER (TÜRKİYE)	UNIT	2022	2023	2024
New hires - Total	Person	62	38	56
White Collar	Person	44	21	46
Blue Collar	Person	18	17	10
Offboarded - Total	Person	39	35	29
White Collar	Person	28	16	18
Blue Collar	Person	11	19	11
<b>TOTAL</b>		<b>101</b>	<b>73</b>	<b>85</b>
BY GENDER	UNIT	2022	2023	2024
Men - New Hires	Person	42	34	38
	Rate	67.74%	89.47%	67.86%
Men - Offboarded	Person	33	29	25
	Rate	84.62%	82.86%	86.21%
Women - New Hires	Person	20	4	18
	Rate	32.26%	10.53%	32.14%
Women - Offboarded	Person	6	6	4
	Rate	15.38%	17.14%	13.79%
<b>TOTAL</b>		<b>101</b>	<b>73</b>	<b>85</b>

### WORKFORCE

BY AGE	UNIT	2022	2023	2024
18 - 30 Age - New Hire	Person	34	14	31
	Rate	54.84%	36.84%	55.36%
18 - 30 Age - Offboarded	Person	11	11	11
	Rate	28.21%	31.43%	37.93%
31-40 Age - New Hire	Person	17	9	9
	Rate	27.42%	23.68%	16.07%
31-40 Age - Offboarded	Person	13	7	5
	Rate	33.33%	20.00%	17.24%
41-50 Age - New Hire	Person	10	11	15
	Rate	16.13%	28.95%	26.79%
41-50 Age - Offboarded	Person	12	13	8
	Rate	30.77%	37.14%	27.59%
51-60 Age - New Hire	Person	1	4	1
	Rate	1.61%	10.53%	1.79%
51-60 Age - Offboarded	Person	2	4	5
	Rate	5.13%	11.43%	17.24%
60+ Age - New Hire	Person	0	0	0
	Rate	0.00%	0.00%	0.00%
60+ Age - Offboarded	Person	1	0	0
	Rate	2.56%	0.00%	0.00%
<b>TOTAL</b>		<b>101</b>	<b>73</b>	<b>85</b>

\*Total figure is the total number of hires and offboarding.



# Social Performance Indicators

## Diversity, Equality and Inclusion

BY EMPLOYMENT TYPE	UNIT	2022	2023	2024
White Collar - Women	Person	29	28	40
White Collar - Men	Person	58	63	79
Blue Collar - Women	Person	5	4	6
Blue Collar - Men	Person	98	97	94
<b>TOTAL</b>		<b>190</b>	<b>192</b>	<b>219</b>

BY CONTRACT TYPE	UNIT	2022	2023	2024
Indefinite Term - Women	Person	33	31	46
Indefinite Term - Men	Person	154	160	173
Fixed Term - Women	Person	1	1	0
Fixed Term - Men	Person	2	0	0
<b>TOTAL</b>		<b>190</b>	<b>192</b>	<b>219</b>

BY GENDER TYPE	UNIT	2022	2023	2024
Male	Person	156	160	173
	Rate	82.11%	83.33%	79.00%
Women	Person	34	32	46
	Rate	17.89%	16.67%	21.00%
<b>TOTAL</b>	Person	<b>190</b>	<b>192</b>	<b>219</b>

BY AGE	UNIT	2022	2023	2024
18 to 30 age	Women	17	15	26
	Rate	8.95%	7.81%	11.87%
	Men	50	46	46
	Rate	26.32%	23.96%	21.00%
31 to 40 age	Women	12	11	12
	Rate	6.32%	5.73%	5.48%
	Men	66	66	74
	Rate	34.74%	34.38%	33.79%
41 to 50 age	Women	4	5	7
	Rate	2.11%	2.60%	3.20%
	Men	34	39	46
	Rate	17.89%	20.31%	21.00%
51 to 60 age	Women	1	1	1
	Rate	0.53%	0.52%	0.46%
	Men	6	9	7
	Rate	3.16%	4.69%	3.20%
60+age	Women	0	0	0
	Rate	0.00%	0.00%	0.00%
	Men	0	0	0
	Rate	0.00%	0.00%	0.00%
<b>TOTAL</b>		<b>190</b>	<b>192</b>	<b>219</b>

WORKFORCE		2022	2023	2024
OTHER GROUPS	UNIT	190	192	219
Foreigner	Women	0	0	0
	Rate	0.00%	0.00%	0.00%
	Men	0	0	0
	Rate	0.00%	0.00%	0.00%
Disabled	Women	0	0	0
	Rate	0.00%	0.00%	0.00%
	Men	1	3	3
	Rate	0.53%	1.56%	1.37%
BY MANAGEMENT CATEGORY	UNIT	2022	2023	2024
Senior Management	Women	0	0	0
	Rate	0.00%	0.00%	0.00%
	Men	2	2	2
	Rate	1.05%	1.04%	0.91%
Mid-Level	Women	5	5	6
	Rate	2.63%	2.60%	2.74%
	Men	26	27	34
	Rate	13.68%	14.06%	15.53%
Other	Women	29	27	40
	Rate	15.26%	14.06%	18.26%
	Men	128	131	137
	Rate	67.37%	68.23%	62.56%
<b>TOTAL</b>		<b>190</b>	<b>192</b>	<b>219</b>



## Social Performance Indicators

### Diversity, Equality and Inclusion

WORKFORCE		2022	2023	2024
WORKING TIME	UNIT	190	192	219
Part Time	Women	0	0	0
	Men	0	0	0
Full Time	Women	34	32	46
	Men	156	160	173
WORKING AREA				
Bartın / Başak Hpp	Person	7	6	7
İstanbul / Çanta Hpp	Person	9	8	8
Artvin / Erenköy Hpp	Person	14	13	12
İstanbul / Center	Person	86	91	116
Giresun / Sümer Hpp	Person	9	9	9
Tokat / Tuna Hpp	Person	8	8	8
Ordu / Umut Hpp	Person	27	27	26
Amasya / Yaprak Hpp	Person	19	19	18
Artvin / Yayla Hpp	Person	11	11	8
Kayseri / Teknopark	Person	0	0	7

### Occupational Health and Safety

WORK ACCIDENTS	GROUP	UNIT	2022	2023	2024
Near-Miss	Company	Number/Year	2	2	2
	Subcontractor	Number/Year	0	3	0
Number of Lost Time Accidents	Company	Number/Year	1	2	0
	Subcontractor	Number/Year	1	1	0
Lost Day	Company	Number/Year	0	20	0
	Subcontractor	Number/Year	5	15	0
Number of Accidents Without Lost Day	Company	Number/Year	1	1	2
	Subcontractor	Number/Year	2	1	0
AWR - Accident weighting					
Rate (Lost Time Injury Rate) (Number of Accidents x 1,000,000 / Total Working Hours)	Company	Rate	5.11	4.68	4.12
	Subcontractor	Rate	6.32	4.25	0.00
Death	Company	Number/Year	0	0	0
	Subcontractor	Number/Year	0	0	0
AWR - Accident weighting					
Rate (Severity Rate) (Lost Days x 1,000 / Total Working Hours)	Company	Rate	0.00	73.40	0.00
	Subcontractor	Rate	44.21	48.30	0.00
Occupational Disease Rate					
(ODR) Number of Occupational Diseases x 1.000.000 / ES	Company	Rate	0.00	0.00	0.00
	Subcontractor	Rate	0.00	0.00	0.00

OCCUPATIONAL HEALTH AND SAFETY TRAININGS		2022	2023	2024
Company Employees	Person x Hour	4.750	6.950	3.888
Subcontractor Employees	Person x Hour	560	1.040	288
<b>Total OHS Trainings</b>	Person x Hour	<b>5.310</b>	<b>7.990</b>	<b>4.176</b>
		2022	2023	2024
Number of OHS Committees		7	8	12
Total Number of Members in OHS Committees		7	8	8
Number of Employee Representatives in OHS Committees		2	2	3



## Economic Performance Indicators

Approximate Value of Payments to Suppliers	Unit	2022	2023	2024
Import	TL	615,451	107,468,793	1,997,494
Locally Sourced	TL	2,214,651,443	1,615,405,943	857,621,899
TOTAL	TL	2,215,266,894	1,722,874,736	859,619,393
Number of Import Suppliers	Quantity	3	10	4
Local Suppliers	Quantity	225	214	180

### 2022

Number of Supplier	Rate	Supply Cost	Rate
Overseas Sourcing	1,32 %	Overseas Sourcing (Import)	0,03 %
Locally Sourced	98,68 %	Locally Sourced	99,97 %

### 2023

Number of Supplier	Rate	Supply Cost	Rate
Overseas Sourcing	4,46 %	Overseas Sourcing (Import)	6,24 %
Locally Sourced	95,54 %	Locally Sourced	93,76 %

### 2024

Number of Supplier	Rate	Supply Cost	Rate
Overseas Sourcing	2,17 %	Overseas Sourcing (Import)	0,23 %
Locally Sourced	97,83 %	Locally Sourced	99,77 %

### ECONOMIC VALUE CREATED

	2022	2023	2024
Economic Value Created (Revenues)	514,802,510 TL	1,048,415,253 TL	969,740,507 TL

### ECONOMIC VALUE DISTRIBUTED

Operation Expenses	251,217,972 TL	832,495,479 TL	1,083,636,562 TL
Employee Benefits	5,506,261 TL	11,728,977 TL	16,668,820 TL
Benefits to Public	0	0	0
Benefits to Capital Providers	0	0	0
Benefits to Society	0	293,209 TL	291,483 TL
<b>Total</b>	<b>256,724,233 TL</b>	<b>844,517,665 TL</b>	<b>1,100,596,86 TL</b>



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