



Sustainability Report 2023

Empowering Sustainable Growth



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More Sustainable

Having integrated our sustainability goals into our corporate goals, in 2023, we made decisions and took actions in accordance with our Environmental, Social and Governance (“ESG”) criteria.

We closely followed and implemented international best practices for sustainability and set targets until 2030 to improve our sustainability performance.



More Innovative

To support the Paris Agreement 2050 Net-Zero emission targets and COP28 goals, we set corporate objectives to increase energy efficiency and renewable energy capacity.

In 2023, we partnered with industry leaders to develop innovative climate technology solutions, including integrated battery storage systems and AI-powered power plant monitoring and management systems through our subsidiary, Margün Enerji. We also engaged with stakeholders in the innovation ecosystem via our group company, Sustain Tech GSYO, and our Innovation Subcommittee.



More Collaborative

We increased our collaborations with our stakeholders to strengthen and widen our impact on sustainability.

In 2023, we collaborated with: leading local and international companies for innovative climate technology solutions; third sector organizations to broaden our social impact; financial institutions to fund our renewable energy investments, and consulting companies to improve our governance and sustainability management systems.



More Equal and Inclusive

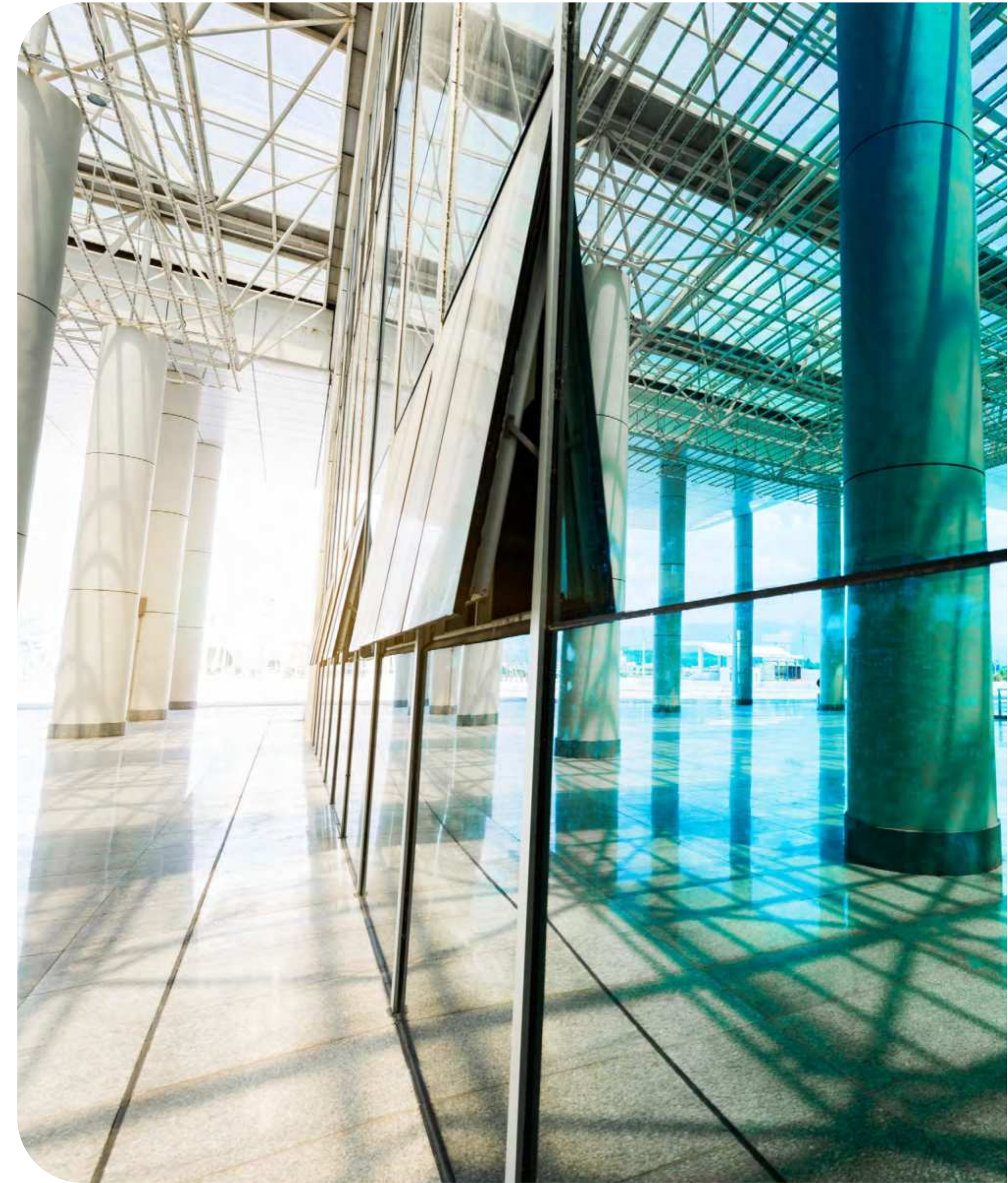
We took further steps to make a higher impact in equality and inclusivity in gender and education contexts. In 2023, we became a UNGC signatory, adopting international principles in human rights, labor, environment and anti-corruption.

We also became a UN WEPs signatory in 2023 and showed our commitment to support women leadership in all contexts of life, by providing equal rights to our male and female employees and developing corporate social responsibility and sustainability projects to empower girls and women. In addition, we took actions to support STEM education and increase equal opportunities in higher education by collaborating with our stakeholders.

More Transparent and Accountable

Being a publicly listed company, we are continuously working on improving our reporting and sustainability standards for our stakeholders.

We continued ESG reporting on the London Stock Exchange Group (LSEG) platform. In 2023, we increased our ESG score from “B” to “A” and achieved a ranking of 1st place in Renewable Services and Equipment sector. Naturel Enerji attained a place in the BIST Sustainability Index in 2Q/2023 based on its high ESG performance along with other market performance dynamics.





About the Report

Esenboğa Elektrik targets to become a leading player in the energy transformation in Türkiye and global markets. Alongside its subsidiaries, Esenboğa Elektrik is committed to becoming a leading and trusted global business partner, valuing its stakeholders and offering services and solutions in climate technologies and the renewable energy sector. The Company is dedicated to enhancing global sustainability by increasing energy efficiency and expanding renewable energy capacity, all while aligning with its integrated goals, strategy, and ESG criteria.

The Company continuously assesses risks and opportunities associated with climate change and follows global innovations and trends in climate technologies, including renewable energy and climate technology equipment manufacturing sector. Climate technologies will be the driving force in combating climate change related risks and reducing carbon emissions. To meet the Paris Agreement 2050 Net-Zero emission targets, the 28th United Nations Conference of the Parties (COP28) agreed to triple renewable energy capacity and to double energy efficiency by 2030. Consequently, the Company is positioning itself to expand its market presence by meeting the increasing global demand for renewable energy and climate technologies, both independently and through its subsidiaries.

Esenboğa Elektrik publishes its sustainability reports annually. Esenboğa Elektrik's 2023 Sustainability Report covers the period between January 1, 2023 and December 31, 2023. This report has been prepared in alignment with the foundation option of the "GRI Standards" issued by the Global Reporting Initiative (GRI). The Company has redefined its sustainability priorities for 2023, taking into account the feedback of internal and external stakeholders, ESG criteria and changing global trends.

The content of the report has been compiled according to the content determination methods described in GRI Standards, especially the Materiality Analysis. Performance statements are mainly presented in line with GRI Standards and the Sustainability Principles Compliance Framework of the Capital Markets Board (CMB).

The report includes the Company's sustainability strategy, ESG performance and contributions to the United Nations Sustainable Development Goals (SDGs). Readers can access the United Nations Global Compact (UNGC) and Women's Empowerment Principles (UN WEPs) at the end of the report.

We care about our stakeholders' feedback and view it as an opportunity to enhance our policies and processes. Please feel free to send your questions, opinions and suggestions regarding the report to sustainability@esenbogaelektrik.com.tr





Messages from Management

- Message from the Chairman
- Message from the CEO
- Message from the CSO



Message from the Chairman



Dear Stakeholders,

The climate technologies sector is at the heart of global climate policies as a strategy to reduce carbon emissions and combat climate change. At the 28th United Nations Conference of the Parties, it was decided to globally transition away from fossil fuels, triple renewable energy sources and double energy efficiency by 2030. According to the World Economic Forum's 2023 Global Risks Report, the failure to mitigate and adapt to climate change is one of the highest long-term risks facing the world today which is highlighting the urgency of our efforts.

Climate change related risks require all companies to act in accordance with sustainability and ESG principles. Esenboğa Elektrik adopted these principles as its north star and, in 2023, integrated its sustainability goals into its corporate goals and identified material targets for the period 2023-2030. In line with its integrated targets and strategies, the Company decided to continue investing in sustainable growth in climate technologies, including renewable energy and climate technology equipment manufacturing.

As a green energy company, Esenboğa Elektrik not only supports global sustainability goals with its main operations, but it also aims to create social impact for its stakeholders through corporate social responsibility and sustainability projects. In 2023, the Company focused on improving equality and inclusion in university education, STEM education and increasing sustainability awareness.

We do not believe we can achieve sustainability without equality, inclusion and diversity. In 2023, Esenboğa Elektrik became a signatory for United Nations Global Compact (UNGC), demonstrating its commitment to international principles and standards concerning human rights, labor, environment and anti-corruption issues. The Company also affirmed its commitment to gender equality by signing the Women's Empowerment Principles (UN WEPs) in 2023.

I would like to thank all our stakeholders, especially our internal stakeholders, for their invaluable and continued efforts and trust to help Esenboğa Elektrik meet its sustainable growth targets.

Yours truly,

Yusuf ŞENEL

Chairman



Message from the CEO



Dear Stakeholders,

As a climate technology company, Esenboğa Elektrik worked with continued commitment to driving the energy transition and fostering global sustainability in 2023. Our goal is to be a leading climate technologies company by increasing our renewable energy capacity and improving energy efficiency, to meet the growing global demand for clean energy.

In 2023, we took significant steps to address the critical challenges posed by climate change. Recognizing the interconnected nature of environmental, social, and governance (ESG) issues, we integrated these principles into every aspect of our operations with the goal to create long-lasting value for our stakeholders through our sustainable practices.

One of our key initiatives in 2023 was to focus on the development of innovative solutions and strategic partnerships to expand our investments in new climate technologies for the period between 2023-2030. Accordingly, we began to offer integrated battery storage solutions and also launched an AI supported power plant monitoring and management system with 'Ensoft' brand, both aiming to enhance the efficiency and reliability of renewable energy systems. Being one of the first movers in these solutions positions us to better respond to the dynamic needs of the energy market and contribute to a more resilient and sustainable energy system.

Our commitment to sustainability extends beyond environmental stewardship. We have launched several social responsibility projects aimed at supporting underprivileged communities and promoting educational initiatives. By collaborating with academic institutions and non-profit organizations, we are working to empower the next generation and raise awareness about the importance of sustainability.

The renewable energy remains central to global efforts to combat climate change. Agreement reached at the 28th United Nations Conference of the Parties (COP28) have underscored the need to transition away from fossil fuels, triple renewable energy sources, and double energy efficiency by 2030. According to the World Economic Forum's 2023 Global Risks Report, the urgency of these actions is more apparent than ever, as the failure to address climate change poses one of the greatest risks to our future.

Our journey towards sustainability is underpinned by a strong commitment to equality, inclusion, and diversity. In 2023, Esenboğa Elektrik reaffirmed its dedication to these principles by becoming a signatory of the United Nations Global Compact (UNGC) and the Women's Empowerment Principles (UN WEPs). These commitments reflect our belief that a sustainable future is one where everyone has equal opportunities and is treated with respect and dignity.

I extend my sincere gratitude to all our stakeholders, especially our dedicated employees, for their unwavering support and trust. Together, we will continue to drive the energy transition and build a more sustainable, equal and inclusive future.

Best regards.

Bora BİLGİN

CEO



Message from the CSO



Dear Stakeholders,

Esenboğa Elektrik made significant strides in sustainability in 2023 by integrating its sustainability goals with its corporate goals and its Environmental, Social, and Governance (ESG) principles into every policy and process of its operations and by setting sustainability, innovation, collaborations, equality and inclusion, transparency and accountability as its corporate values to take actions towards its material targets.

In 2023, Esenboğa Elektrik continued to work for global sustainability by continuously installing renewable energy capacity, developing and investing in new climate technologies. The Company's main target of increasing renewable energy capacity and energy efficiency is pivotal to accelerate the energy transition as agreed in COP28 to achieve the Paris Agreement 2050 Net-Zero emission targets.

Climate technologies growing with the accelerating force of innovation, are the main drivers of energy transition. Esenboğa Elektrik benefited from access to innovation ecosystem with its group company Sustain Tech GSYO and its innovation subcommittee efforts. The Company also made collaborations with leading sector players, developing and investing in innovative climate technologies such as AI supported energy management systems and integrated battery storage solutions and setting the stage for future advancements in the energy sector.

Our sustainability and corporate social responsibility projects are designed to promote equality and inclusion, by uplifting communities, raising awareness about sustainability goals, supporting STEM education. These initiatives reflect our belief that equality and inclusion is essential for driving innovation and achieving sustainable growth by building the capacity for future leaders in innovation and climate technologies. With this vision we collaborated with academic institutions, education focused start-ups, social organizations, and governmental bodies to break down barriers and to provide educational and professional opportunities for underrepresented groups including children, youth and women. In 2023, we reinforced this commitment by becoming a signatory of both the UNGC and UN WEPs.

With transparency and accountability being its two important corporate values, Esenboğa Elektrik also took important actions to reinforce its governance systems, by working with global consultants and continuing to adopt international standards.

Being a publicly listed company and in BIST Sustainability Index with an "A" ESG Score, Esenboğa Elektrik continuously strives to become more sustainable each year, improve its sustainability reporting standards with the leadership of its Sustainability Committee.

I would like to extend my heartfelt gratitude to all our stakeholders for their continuous support and dedication. Together, we will enable the transition to a new mindset that focuses on life, ecosystems, regenerative, long term solutions and considers sustainability for future generations.

Best regards.

Pinar KARAMAN

CSO



Company Profile

- About Esenboğa Elektrik
- Vision, Mission, Values
- Milestones
- ESG Rating



About Esenboğa Elektrik

Esenboğa Elektrik started its journey in 2015 to engage in provision of turnkey EPC services for rooftop solar power plants (SPP) in Türkiye. The Company designs and installs industrial and residential rooftop SPPs with generation capacities ranging from 5KW to 50MW.

Esenboğa Elektrik is also a Solar Energy investor, Solar Energy generator, project developer and EPC service provider in renewable energy via its subsidiary Margün Enerji.

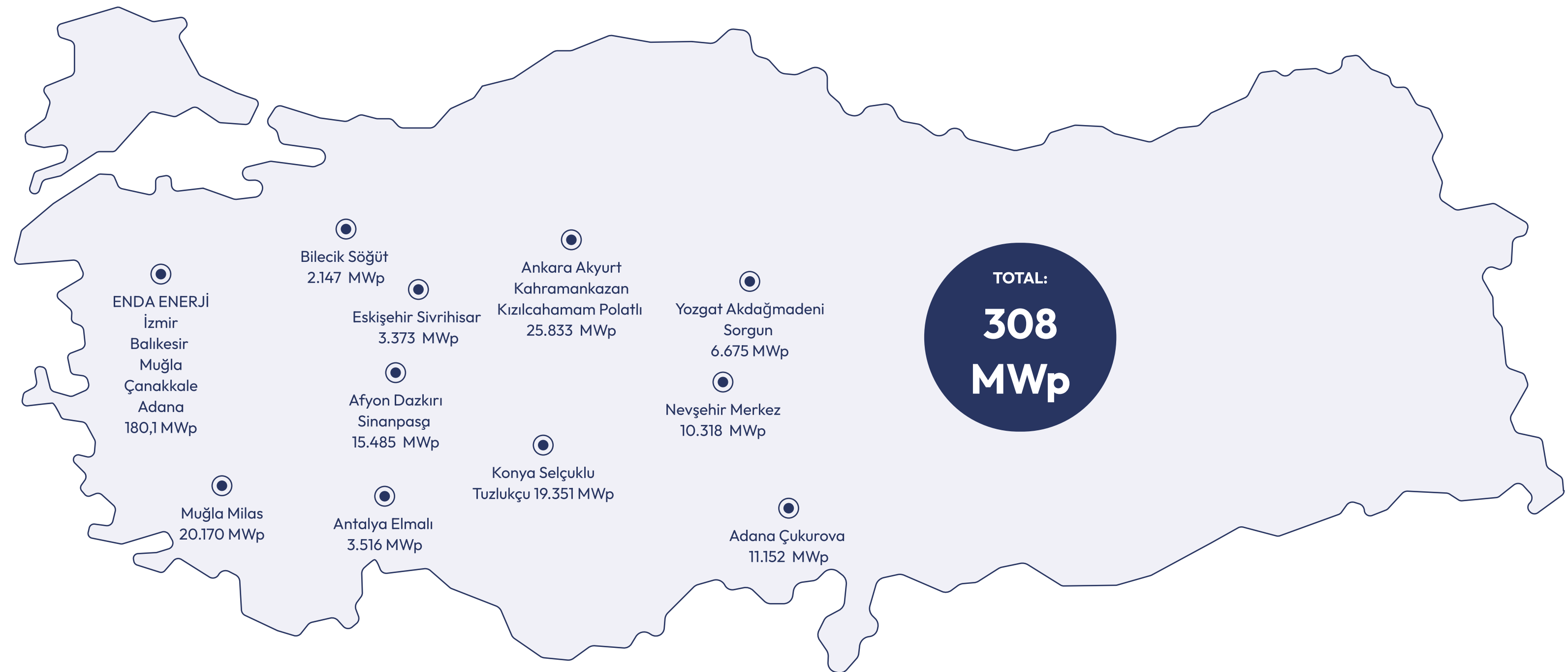
Please see [Esenboğa Elektrik Term Report](#) for more information about Esenboğa Elektrik and for the direct economic value generated and distributed by the Company.



Electricity Generation from Renewable Energy Resources

Esenboğa Elektrik generates renewable energy via its subsidiary Margün Enerji and contributes to global goals of increasing renewable energy capacity and energy efficiency in alignment with the Paris Agreement 2050 net-zero emission and COP 28 goals.

As of 2023, the Company had total renewable energy generation capacity of 308 MWp. Of this total 189.7 MWp is generated from wind, hydro and geothermal energy and 118.3 MWp is generated from solar power.





Services

Esenboğa Elektrik provides a wide range of services for industrial roof-top SSPs, from project development to turnkey EPC services.

The Company also generates renewable energy and provides turnkey EPC services for land-type SPPs via its subsidiary Margün Enerji.

- Land Selection Services, Administrative and Technical Project Management Services
- Project Development and Engineering Services
- Financial and Technical Analysis Services
- Supply of Power Plant Components
- Turnkey EPC Services in Industrial Roof-Type SPPs
- EPC Services for Transmission and Distribution
- Testing and Connection Services





Vision, Mission, Values

Vision

To be a leading, reliable, and innovative service provider, solution partner, and investor in the renewable energy sector.

Mission

To support energy generation from renewable resources and contribute to the sustainability of the world.

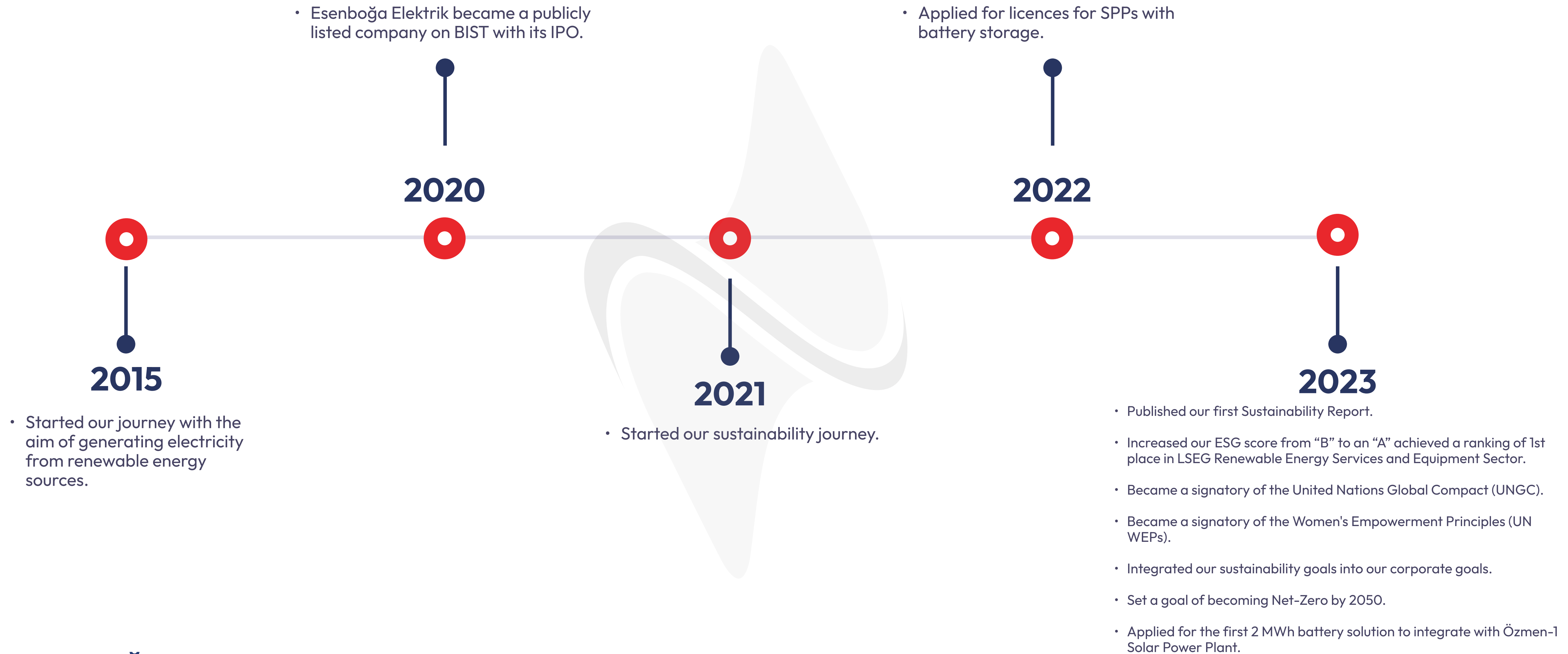
Values

- Sustainability
- Innovation
- Collaboration
- Equality & Inclusion
- Transparency & Accountability





Milestones





Leading Sustainability Integration

Esenboğa Elektrik not only directly contributes to global sustainability with its core operations as a green energy company, but it also integrates sustainability into all its management systems in order to become more sustainable and create more positive impact for planet and people.

Esenboğa Elektrik started reporting and sharing its actions on ESG criteria in LSEG platform in 2022. In 2023, the Company improved its ESG Score to “A” and entered BIST Sustainability Index in 2023/Q2.

This was a result of many actions taken on the ESG criteria, showing the Company’s commitment to sustainability.

We are qualified to be included in the BIST Sustainability Index as of the second half of 2023.

ESG Rating

Governance

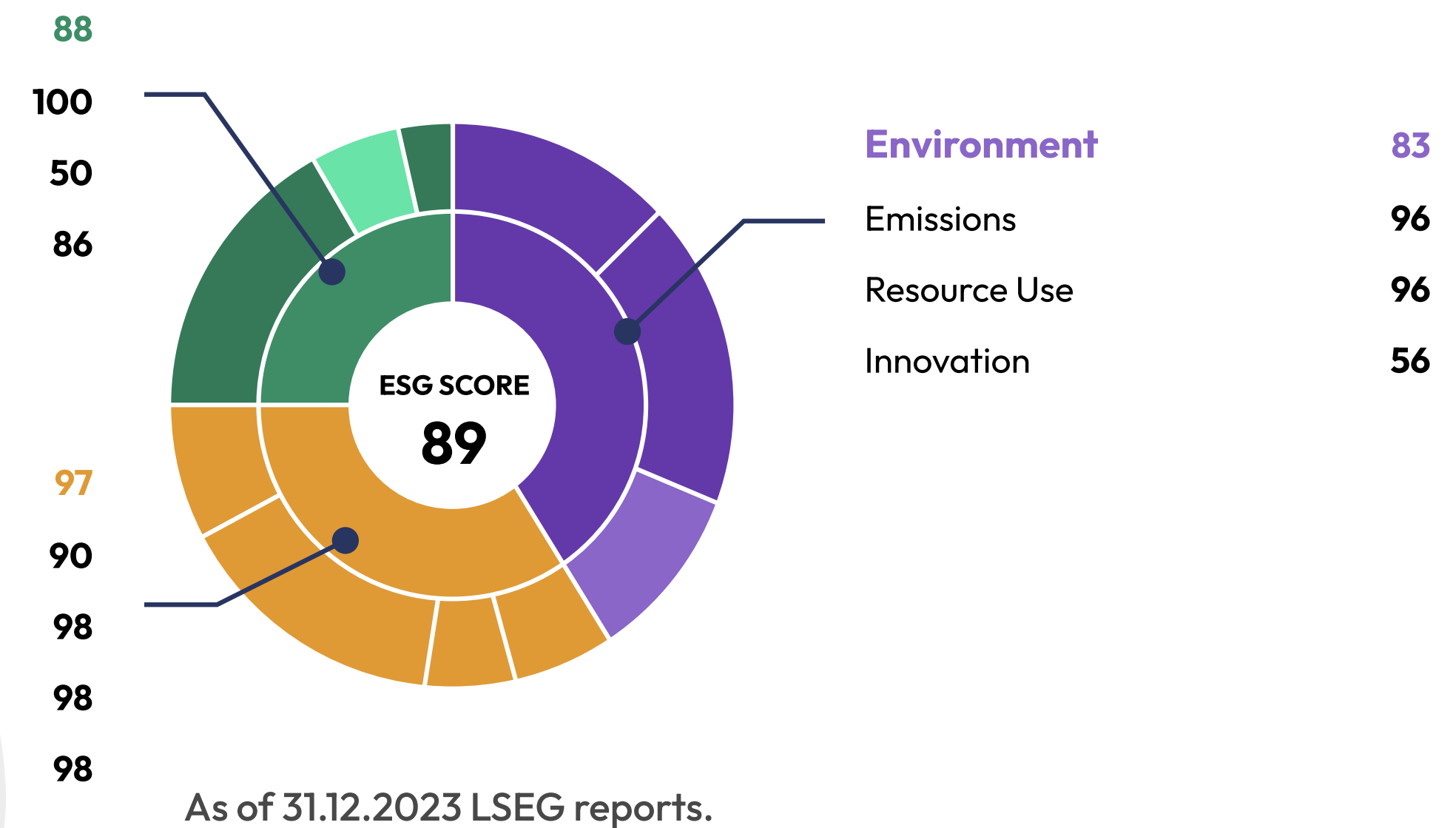
Management
Shareholders
CSR Strategy

Social

Human Rights
Product Responsibility
Workforce
Community

Environment

Emissions
Resource Use
Innovation



LONDON
STOCK
EXCHANGE



BIST
SÜRDÜRÜLEBİLİRLİK
ENDEKSİ



Sustainability Management

- Sustainability Management Approach
- Sustainable Value Chain
- Stakeholders - Engagement and Communication
- Materiality Analysis



We directly support 11 United Nations Sustainable Development Goals (SDGs) with the aim of creating a positive impact on global sustainable development. By aligning our corporate values with sustainability principles and integrating SDGs into our corporate goals, we contribute to the well-being of our planet and people.

Sustainability Management Approach

Esenboğa Elektrik contributes to global sustainability not only with its main operations in climate technologies, but also centers sustainability at the core of all its decisions and actions.

The Company selected sustainability, innovation, collaborations, equality and inclusion, transparency and accountability as its corporate values, aligning itself with sustainability principles. In line with its **Sustainability Policy**, Esenboğa Elektrik integrated its sustainability goals with its corporate goals directly targeting 11 SDGs with its operations. It also integrated ESG principles into every policy and process of its operations, thereby ensuring every decision and action is aligned with sustainability goals.

To reinforce its sustainable management systems, in addition to the Sustainability Committee, established in 2020, the Company works with Subcommittees focusing on Waste Management, Supply Chain, Data Management, Reporting, Environment, Innovation and Health & Safety topics. These Subcommittees report to the CEO and the Executive Committee and ensure the sustainability targets and strategies are closely followed and timely implemented.

In line with our **Sustainability Policy**, we are constantly striving to become more sustainable, hence we are continuously evaluating and reviewing our targets, strategies and policies vis a vis new international best practices based on new global developments.

We also measure and report our sustainability performance and progress with our stakeholders.



Sustainable Value Chain

Research and Development

Aiming to enhance energy efficiency, we are committed to investing in the innovation and design of new climate technologies. We collaborate with prominent local and global stakeholders to identify investment opportunities in emerging climate technologies across various regions. Additionally, we aim to invest in the R&D of innovative climate technologies by incubating start-up companies.

Renewable Energy Generation and Management

We manage the daily operations of renewable energy generation assets to maximize efficiency and output. Additionally, we began to develop integrated energy storage solutions to further enhance energy efficiency.

Project Development

During the design and planning phase, we collaborate closely with our internal and external stakeholders to identify and assess the feasibility of sites for new renewable energy projects. Once a location is selected, we apply for the necessary permits and approvals from relevant authorities to secure the site. Our team of experts conducts thorough analyses, environmental impact assessments, and resource evaluations to ensure the optimal design and sustainability for each project.

As a climate technology company, we aim to improve the sustainability of our supply chain by targeting to apply sustainability criteria at every stage of our value chain.





EPC Service Provision

Engineering and Design: We work with our in-house teams and sometimes with 3rd party engineering and design companies to design the renewable energy systems including the civil engineering, structural, electrical and mechanical aspects.

Procurement / Supply Chain Management: We select suppliers and partners who share our commitment to sustainability criteria. Our supply chain management strategy focuses on sourcing high-quality, sustainable products, materials and components, and ensuring transparency and efficiency throughout the supply chain.

Construction and Installation: During the construction phase, we leverage our engineering and technical expertise to deliver turn-key renewable energy solutions. These include preparing the site for construction, including land clearing, grading, and infrastructure development. We manage all aspects of construction, from site preparation to installation, ensuring that projects are completed on time, within project budget, and with minimal environmental impact.

Operations and Maintenance

Once a project becomes operational, our group company Angora Elektrik provides specialized operations and maintenance (O&M) services to ensure the long-term performance and reliability of the renewable energy plant. We offer comprehensive O&M services, including regular maintenance, performance monitoring systems to track efficiency, and troubleshooting, all aimed at maximizing the efficiency and lifespan of our renewable energy assets.

End-of-Life Management

We are exploring technologies for recycling or responsibly disposing of products and systems at the end of their life cycle to enhance sustainability. Additionally, we prefer to partner with suppliers who employ collection, repurposing, and recycling systems designed with a circular economy approach.

Financial Management

We raise funding of renewable energy projects and investments in climate technologies through various financial mechanisms, such as project financing, capital and debt markets, via IPOs and green bonds. Our project development and management together with our financial affairs team manage project budgets and expenses to ensure financial feasibility and sustainability.



Supply Chain Sustainability



We actively work to enhance the sustainability of our supply chain, ensuring compliance with the environmental, social and governance standards we adopt as a company. When signing contracts with our suppliers, we require them to agree to adopt our **Sustainability Policy**.

In terms of environmental standards, we prefer suppliers who use and aim to increase their use of renewable energy, reduce excessive water use, target to reduce its greenhouse gas emissions, focus on efficient transportation, minimize waste and embrace circular economy principles.

When selecting suppliers, we review their sustainability policies, product life cycle reports, (if available), R&D and innovation plans and investments, carbon footprint measurements and reduction targets. According to our **Supplier Policy**, we prioritize suppliers who uphold sustainability values and principles and have ISO 14001, ISO 50001 and ISO 14064 certifications.

We also ask our suppliers to provide details of their packaging materials, their environmental impacts and sustainability standards as well as their plans to improve these standards.

We request our suppliers to replace their packaging with biodegradable or reusable packaging. We gather this data in on-boarding process and via supplier evaluation surveys which increase our suppliers' awareness on sustainable packaging and also help them set solid targets for improvement.

Regarding social standards, as a signatory of UNGC, we invite all our stakeholders in our supply chain to adopt UNGC principles and share the responsibility of meeting human rights, labor rights, environment, business ethics and anti-corruption standards with us.

In terms of governance, we aim to enhance our supplier evaluation process starting in 2025 and develop an online supplier onboarding program. We conduct an annual supplier evaluation survey as part of our policy. Within this framework, we plan to provide training for our suppliers to increase their awareness of sustainability principles and ESG metrics.

To ensure supply chain flexibility, we work with alternative suppliers in all categories. We work with mostly local suppliers and some international suppliers, provided that they meet our price and performance criteria. Partner with leading local and global entities to innovate and locally manufacture climate technologies that will be used in our EPC services and investments.

We have a policy to terminate relationships with suppliers who do not comply with our **Supplier Policy**. This policy, referred to as Supplier Policy, is included as an annex to our supplier agreements.



Customer Satisfaction

We aim to continuously improve our services and ensure customer satisfaction in line with our [Customer Satisfaction Policy](#).

We adopt an honest, fair, transparent and accountable approach in all our business relationships and practices in line with UNGC principles, ethics policy, sustainability policy and ESG principles.

We consider our customer satisfaction approach across three stages: pre-project, project process and post-project. We are open to receiving feedback through a transparent and fast communication process with our customers at each step. During the assembly process, our project managers hold one-on-one meetings with our customers and fulfill the demands of the customers with immediate actions on site.

Once the energy system is commissioned and starts operating, our maintenance and operations unit carries out regular maintenance services and provides customer-specific reporting after each maintenance.

In line with our product responsibility monitoring activities, we work in accordance with ISO 45001 standards which establishes a quality control and management system that effectively manages the health and safety risks for our stakeholders, including our customers. Our ISO 27001 system ensures the management of information security systems, including the protection of personal data security and addressing privacy concerns of our stakeholders, including our customers.

We organize stakeholder surveys to allow our stakeholders to comment on the quality of our services, and we have organized one to collect feedback for our performance in 2023.





Stakeholders – Engagement and Communication

We engage with our stakeholders in our value chain by maintaining open and transparent communication with them, providing opportunities to receive their feedback, needs and expectations to improve our processes, services and solutions.

With our corporate value of transparency, we report on our sustainability performance with our annual sustainability report and periodic ESG reporting.

We group our stakeholders under three main categories as those having: direct economic impact, indirect economic impact and regulatory bodies. When engaging our stakeholders, we employ various communication methods and report in different frequencies.

Communication Method	Communication Frequency	Employees	Customers	Suppliers	Investor	Academic	Public Orgs	NGOs	Local Communities	Regulatory Bodies	Regulatory Orgs
		Direct Economic Impact				Indirect Economic Impact				Regulatory Bodies	
Corporate Website	Throughout the year	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Social Media	Throughout the year		✓	✓	✓	✓	✓	✓	✓	✓	✓
Sustainability Report /ESG Reporting	Annually	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Interim and Annual Activity Reports	Quarterly/Annually	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Surveys	Throughout the year	✓	✓	✓	✓	✓	✓	✓		✓	✓
Public Notifications	Throughout the year	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Trainings	Throughout the year	✓		✓					✓		
Corporate Social Responsibility Activities	Throughout the year	✓				✓	✓	✓	✓		
Meetings	Throughout the year	✓		✓	✓				✓		
Internal Events	Throughout the year	✓									
Corporate Internal Communication	Throughout the year	✓									
Fairs	Throughout the year		✓	✓	✓						
Visits/Audits	Throughout the year			✓							
Investor Presentations	Throughout the year				✓						
Audits	Throughout the year			✓						✓	
Collaborations/Joint Projects	Throughout the year		✓	✓		✓	✓	✓			
Participation in working groups	Throughout the year							✓			
Memberships	Throughout the year							✓			
Donations and Sponsorships	Throughout the year					✓	✓	✓	✓		



Materiality Analysis

Overview

In 2023, we reviewed our materiality analysis in line with evolving energy sector dynamics and the global sustainability agenda with the purpose of enhancing the Company's sustainability performance.

Identification of Longlist of Issues

We identified our long list of material issues by taking into account our corporate goals, global trends, international sustainability frameworks (GRI Standards, CSRD, CDP, TCFD, SASB, United Nations SDGs, UNGC), the World Economic Forum (WEF) Global Risks Report. At this stage we identified 21 Issues.

Evaluating Stakeholder Feedback

We evaluated our stakeholders feedback, expectations and needs, and we identified high priority issues.

Our Portfolio

Based on the feedback of stakeholders, Executive Committee presented 10 issues to be material in line with our corporate strategies.





Key Insights

ENVIRONMENT

- Increasing renewable energy capacity**
Invest in renewable energy power plants and providing EPC services to install new renewable energy capacity
- Increasing energy efficiency**
Use more renewable energy sources in energy consumption, increase efficiency of existing generation assets
- Investing in innovation and new climate technologies**
Collaborate for, incubate and invest in manufacturing of innovative climate technologies
- Increasing biodiversity**
Take measures to improve biodiversity in renewable energy projects, promote agrosolar farming, increase diverse reforestation

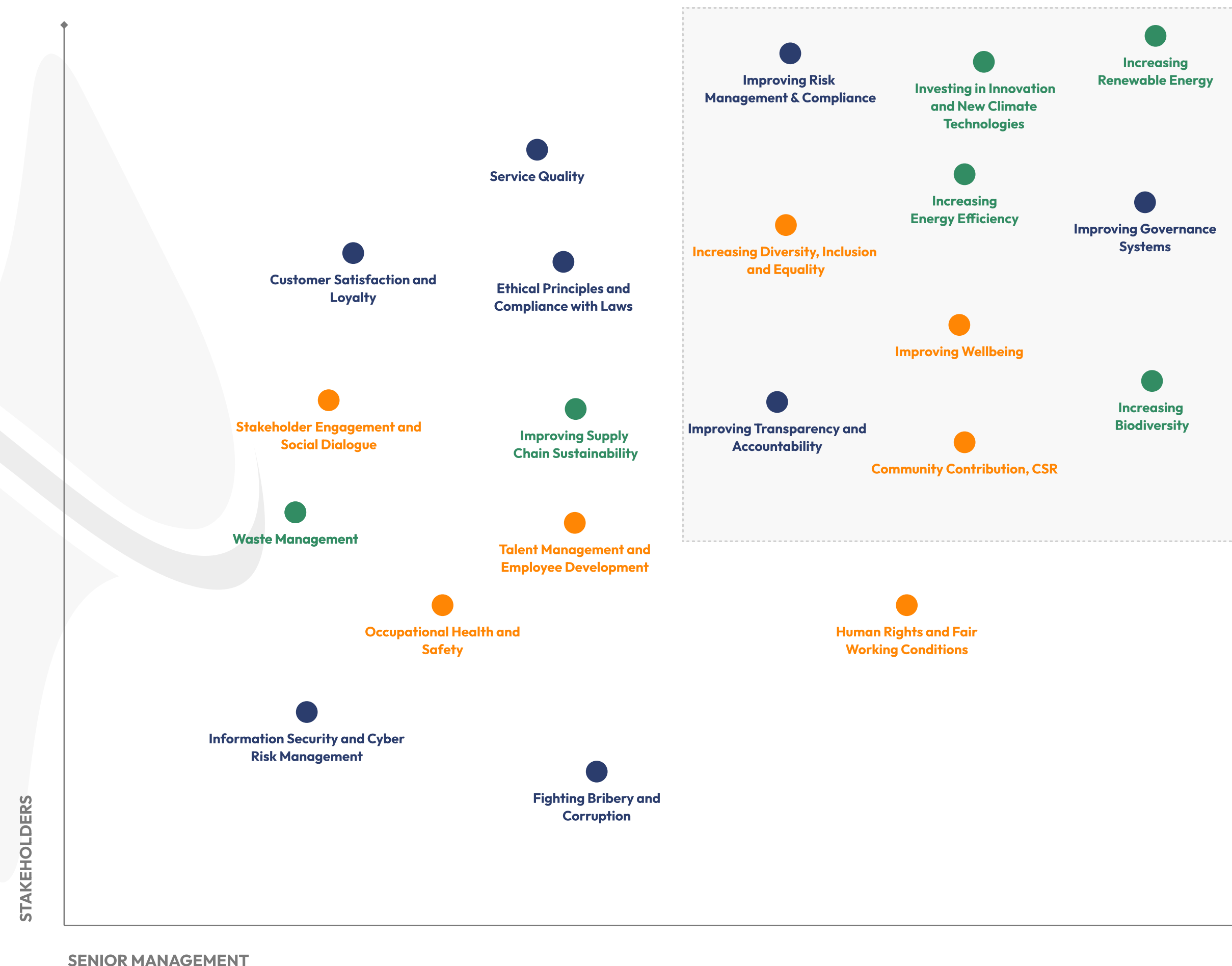
SOCIAL

- Continuing community contribution with Sustainability & CSR Projects**
Increase sustainability awareness, support STEM education to boost innovation vision
- Increasing diversity, inclusion and equality**
Increase equality and access to quality education, support women leadership and entrepreneurship
- Improving well-being**
Enhance work-life balance and happiness of employees, develop leadership projects for purposeful action

GOVERNANCE

- Improving governance systems**
Strengthen sustainable management systems and integrate international best practices and principles in processes and policies
- Improving risk management and compliance**
Reinforce internal audit system
- Improving transparency and accountability**
Improve reporting standards and ERP system to integrate sustainability reporting

Our materiality analysis identified the following sustainability related goals as highest priorities for Esenboğa Elektrik:





Esenboğa Elektrik for Planet

- Environmental Management Approach
- Increasing Renewable Energy Capacity
- Increasing Energy Efficiency
- Investing in Innovation and New Climate Technologies
- Increasing Biodiversity
- Emissions Management
- Water Management
- Waste Management



Environmental Management Approach

We aim to ensure that future generations live in a better environment by taking actions to create positive impact in collaboration with our stakeholders. We closely follow national and international developments and strive to take the necessary decisions and actions to do our part in stopping climate change and ensuring the continuity of ecosystems in accordance with our **Environment Policy**. For this purpose, we have identified four material targets to focus on the environment: increasing renewable energy, increasing energy efficiency, investing in innovation and climate technologies and increasing biodiversity.

In addition to these material targets, we are taking concrete steps to measure our impact on the environment and make improvements as necessary. Regarding our carbon footprint, we have set a 2050 net-zero target to eliminate our greenhouse gas emissions from our operations. In this regard, we improved our emissions data quality in 2023. Additionally, we are exploring various strategies to reduce greenhouse gas emissions by increasing energy efficiency.

To effectively manage the Company's environmental issues across the board, Environment Subcommittee works and reports to the CEO and the Executive Committee. In 2023, the Environment Subcommittee consists of three full-time personnel: a Sustainability Expert, an Environmental Expert and a Quality Management Expert.





Increasing Renewable Energy Capacity

As a climate technologies company, we aim to invest in renewable energy capacity with our subsidiaries and also install new renewable energy plants for our customers by providing turn-key EPC services.

In 2023, Esenboğa Elektrik installed 20788,35 KWp new solar energy capacity in industrial rooftop solar power plants.

Rooftop SPP Projects	Date	City	Capacity (kWp)
Mefa-1	1/24/23	Ankara	712,26
Mefa-2	1/25/23	Bolu	2142,72
Mefa-3	1/12/23	Tekirdağ	1019,52
İlknur Ağaoğlu	1/16/23	Kahramanmaraş	186,18
Kadifeteks	1/17/23	Sakarya	5269,00
Eczacıbaşı SSG	3/27/23	Bilecik	4290,80
Eczacıbaşı Vitra Karo	9/22/23	Bilecik	3696,22
Mercedes-Benz	6/5/23	İstanbul	3471,65
Total			20788,35



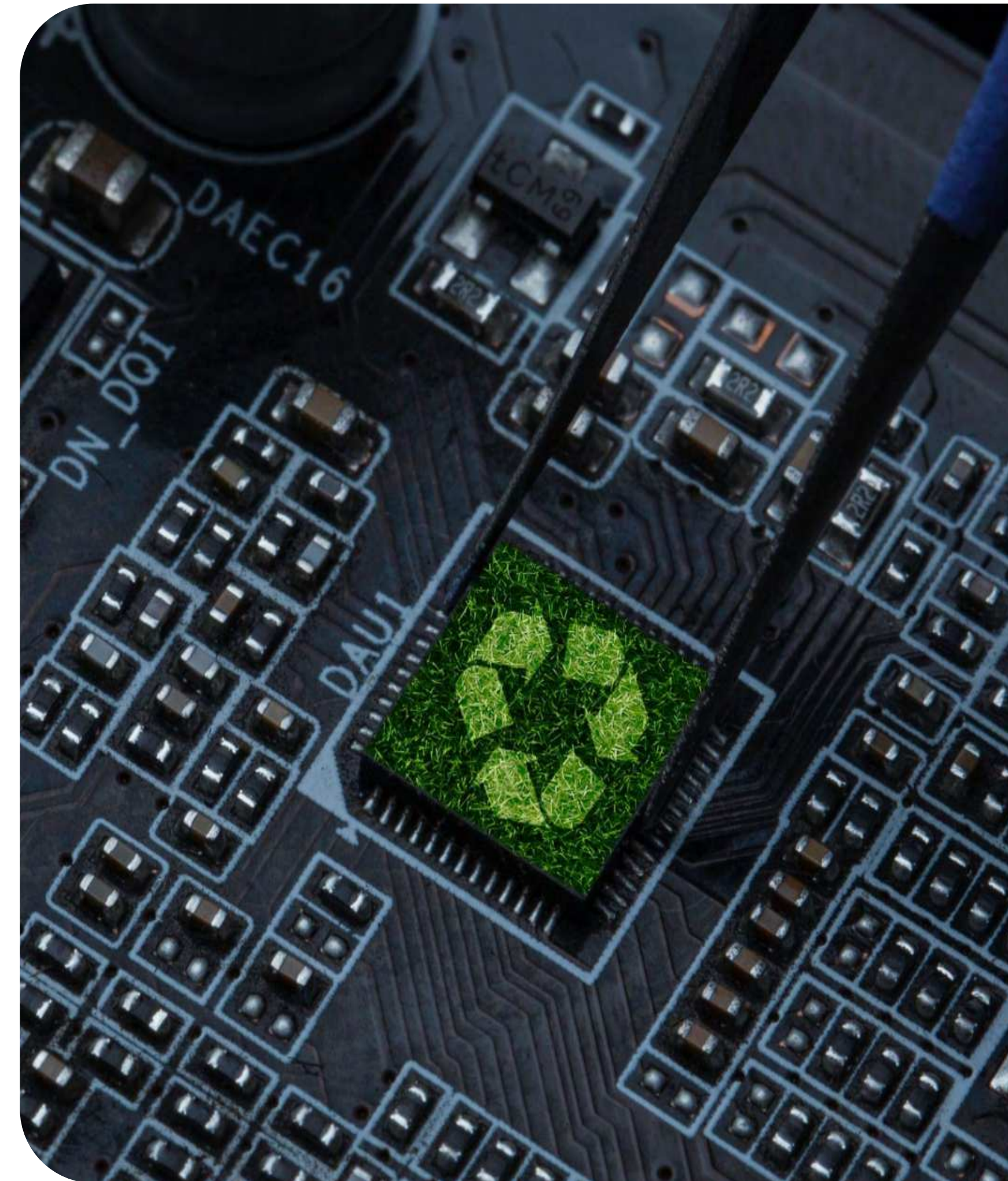
Increasing Energy Efficiency

Esenboğa Elektrik operates in line with its **Energy Efficiency Policy** and ISO 50001 Energy Management System standards to monitor and improve its energy efficiency.

The Company targets to improve its operational energy efficiency by 30% from 2024- 2030, increasing its renewable energy consumption capacity with new climate technologies such as integrated battery storage systems and AI supported energy management systems.

Increasing renewable energy is the Company's material target to contribute to the global net-zero emission and COP28 goals. Every new renewable energy capacity we build for our own portfolio or for our customers, increases the global energy efficiency. In addition to building new capacity we are also collaborating with our stakeholders to develop and invest in innovative climate technology products which also aim to increase the global energy efficiency.

For supporting equality and inclusion in access to renewable energy, the Company also has a reduced rate policy for small scale customers that wish to generate renewable energy from solar energy.





Investing in Innovation and New Climate Technologies

Battery Storage

We closely follow innovations in climate technologies and identify battery storage as an important climate technology which enables the storage of renewable energy and increases energy efficiency.

In 2023, we signed an agreement to install a battery storage unit with a capacity of 2 MWh will be integrated into the 20.17 MWp Özmen-1 Solar Power Plant in Muğla's Milas district.

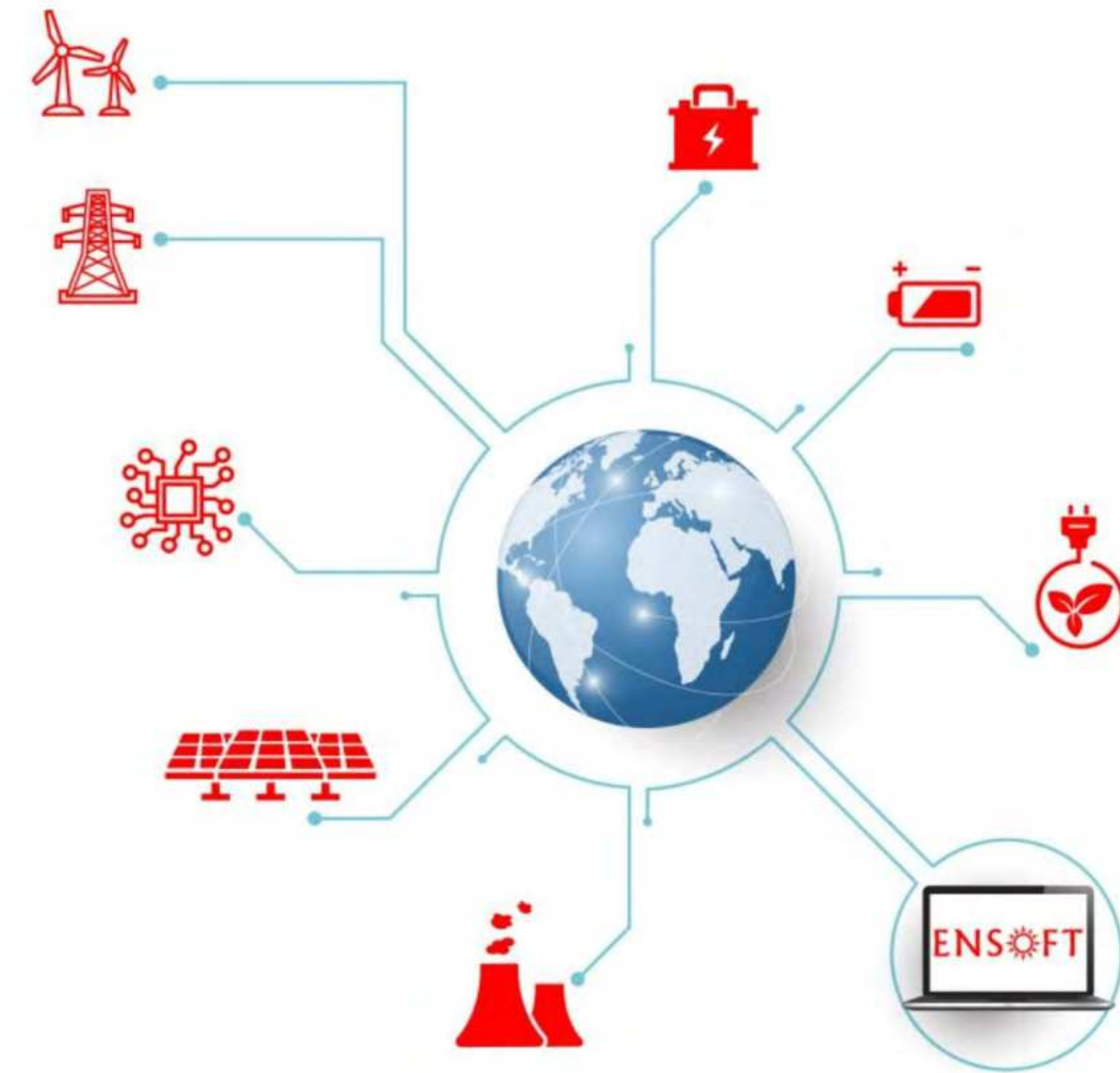
We are observing price decrease in the battery storage technologies and are expecting to see a broader application of integrated battery solutions to increase energy efficiency.

Energy Management and Monitoring System

In 2023, the Company continued its collaborative R&D activities, efforts and investments via its indirect subsidiary Enerji Teknolojileri Yazılım ŞTİ, to develop innovative, AI supported products and services, in order to increase the energy efficiency of renewable energy plants.

Post reporting period, via its indirect subsidiary, the Company launched an "Energy Management Monitoring System" with ENSOFT brand. The system is supported by AI, operates on a web portal and is also equipped with a mobile application. It offers daily, weekly, monthly and annual data, tracks generation and enables more accurate planning of energy and cash flow for future processes.

ENSOFT Energy Management Monitoring System aims to increase the sustainability of renewable energy power plants, by increasing operational efficiency, creating preventive maintenance plans based on collected data with the AI supported software, thereby reduces downtime, intervention times and minimizes generation losses. Consequently, it aims to increase time, labour and cost efficiency in operations and maintenance, by providing effective and accurate reporting of data.





Increasing Biodiversity

In line with our **Environment Policy**, we actively monitor the environmental impacts of our operations and prioritize protection of biodiversity to eliminate any possible negative impacts. Our Environment Subcommittee ensures to implement our policy to protect the natural environment, vegetation, animals and nature in the geographies we operate.

When we develop renewable energy projects, before we install a power plant for our own investments or for our customers, we ensure to assess the biodiversity of the geography is not harmed by the project and report this by the Environmental Impact Assessment (EIA) Reports prepared by third party consultants.

We strive to develop agrisolar projects wherever possible to protect agriculture and animal life, therefore help protect nature's biodiversity. We are currently developing various agrisolar projects in Sicily, Italy with our subsidiary Margün Enerji.

In terms of environment restoration activities, the reforestation project we started in 2022 with the General Directorate of Forestry in Isparta, Eğirdir, by planting diverse types of trees including fruit bearing trees, continues to support the biodiverse nature of the forest and also helps local communities to generate income from the sale of fruit produce.



Emissions Management

Overview

We identified 2023 as our base year for emission calculations and revised 2022 emission data for comparative purposes. This is reported in our [2023 Carbon Footprint Report](#).

We do not have any chemicals or toxic materials such as VOC, SOx, PBT, PVC, etc, emitted by our operations. The Company emits 0.07 tons of NOx emissions as a result of mobile combustion and flights.

Table: Esenboğa Elektrik 2022 and 2023 Total Emissions (tCO2e)

Scopes	2022	2023	Target
Scope 1	0	8.00	Reduce 30% by 2030
Scope 2	0.04	0	Reduce 30% by 2030
Scope 3	0	0	Reduce 25% by 2030
Total	0.04	8.00	

Emissions Management Strategy

Climate technologies play a central role in transition to a zero-carbon economy. With our material targets of increasing renewable energy capacity and increasing energy efficiency, we are supporting to reduce the global greenhouse gas emissions.

As per our [Environment Policy](#) and with the coordination of Environment Subcommittee, we take various actions to reduce emissions in various operations of our business:

To reduce the environmental impact of transportation of our staff, in 2023, we took further actions to increase the number of electric vehicles in our fleet. As part of our Sustainability Webinars, we present more sustainable choices in every context of our lives and transportation is one of them. We advise our employees to use more sustainable choices in transportation whenever possible. This not only decreased our carbon footprint but also our NOx emissions.

As part of our Green Office Policy under Environment Policy, we take important measures to choose green offices with sustainability certifications. A solid example of this is our Istanbul Office located in Zorlu Center, a building that was deemed worthy of the Green Good Design award.

In order to support the emissions management in our value chain, we ask our suppliers to eliminate or take action to reduce any toxic, hazardous chemicals emitted from their operations under our [Supplier Policy](#), and we commit to terminate our relations with suppliers that fail to provide evidence to do so.

With our 2050 net-zero emission and 100% green energy consumption target, we are aiming to reduce our Scope 1, Scope 2 emissions by 30% and Scope 3 emissions by 25% as of 2030.



Water Management

The Company’s commitment to sustainable practices determine its policies for water conservation and management in accordance with ISO 14001 Environmental Management System and its **Environment Policy**.

Table: Esenboğa Elektrik 2022 and 2023 Water Consumption (Lt)

Scopes	Unit	2022	2023
Total water consumption	Lt	0	0
Total freshwater consumption	Lt	0	0
Amount of water recycled or reused	Lt	0	0

Esenboğa Elektrik obtains office services from Naturel Enerji therefore the water consumption data is included in Naturel Enerji water consumption.

Water Management Strategies

As part of our water management policy under **Environment Policy**, we take important measures to reduce our water footprint both in our offices and in our main operations when providing EPC and O&M services.

Green Office Policy:

As part of our Green Office Policy practices, we use sensor tap systems placed in sink areas which minimize the office water consumption. We also invested in a kitchen water sanitization system which helps us reduce demand on natural water sources, helping to preserve them.

Water Efficiency Panel Cleaning:

Generation Assets: We generate solar power with our subsidiary Margün Enerji which operates 118 MW of solar power plants. These land-type solar power plants are not located near any industrial areas, do not require panel cleaning, therefore we maximize water efficiency by allowing rainwater to clean the panels in our plants.

EPC & O&M Services: As part of our sustainability vision, we also take important measures to help reduce the water footprint of our customers and continuously improve our procedures and processes to drive water efficiency for them. We advise and contract with our clients to wash solar PV panels twice a year in May and August when rain fall is minimal and solar production reaches its maximum efficiency. For roof-type solar power plants, we contract for PV panel washing, twice or more, depending on the rate of soil and industrial dust the panels are exposed to. When washing panels, we employ cleaning robots that use minimum amount of water for panel surface cleaning. Water consumption for EPC and O&M services provided to customers are counted as customer’s water consumption.



Waste Management

The Company ensures efficient waste management in accordance with the ISO 14001 Environmental Management System, [Environment Policy](#). Our Waste Management Subcommittee ensures that the waste management processes run smoothly and takes necessary actions to improve waste management of the Company.

Table: Esenboğa Elektrik 2022 and 2023 Waste Generation (tons)

Scopes	Unit	2022	2023
Total amount of waste generated	ton	0.005	0
Total amount of non-hazardous waste generated	ton	0.005	0
Total amount of hazardous waste generated	ton	0	0
Total amount of recycled and reused waste generated	ton	0.005	0

In 2023, we did not generate any hazardous waste from our operations, and we recycled all our waste.

Waste Management Strategy

The Company aims to reduce and recycle waste both in its offices and in operational fields in line with its [Environment Policy](#).

Green Office Policy

We took important actions aimed at reducing waste generation in Esenboğa Elektrik offices.

We switched to water sanitization system in the kitchen in order to eliminate the use of plastic bottle use and plastic contamination. The Company chooses glass bottles for any fresh water procurement.

We separate our waste at the source using recycling bins placed in the common areas of the office. We ensure that the recyclable waste in our office is separated into categories of glass, metal, plastic, paper, collected and recycled by the municipality.

We ask our employees to use both sides of paper when printing and to minimize paper usage and by carrying out their work digitally only whenever possible. We collect single-side printed papers in a box before recycling and ensure that the blank reverse sides are used as draft or printing paper.

As per our e-waste policy we are taking initiatives to recycle, re-purpose e-waste produced by our offices by working with city and municipal authorities to properly handle and recycle e-waste such as laptops, screens, fax machines and printers.

Waste Management in Field Operations: In our field EPC operations, at installation sites, we organize collection of waste produced with local municipal authorities which provide recycling services.

We also repurpose some waste such as packaging wood and give it to nearby villagers for their heating use. We are working on developing a system for measuring all waste and recycled waste in our field operations to include them in our waste management systems.



Esenboğa Elektrik for People

- Social Management Approach
- Sustainability Projects
 - Sustainable Schools Project
 - Nature Aware Children Project
- Corporate Social Responsibility Projects
 - Equal Access to Higher Education Project
 - Women Empowerment Project
- Human Resources Approach
- Occupational Health and Safety



Social Management Approach

Esenboğa Elektrik is committed to creating a positive social impact through responsible business practices and active engagement with its stakeholders in line with its **Sustainability Policy**. We have identified three material goals that we aim to work on which are directly linked with our corporate goals. Accordingly, we aim to create community contribution with sustainability & CSR projects, increase diversity, inclusion and equality and improve well-being.

Identifying these social goals as our priority is directly linked with our belief to support innovation vision which is fuelled by diversity and inclusion as well as equality in high quality higher education and STEM education.

Our Human Resources Approach, in line with our **Human Resource Policy**, identifies our material issues and criteria for effective management of our organization and human capital.

To effectively manage the Company's social issues across the board, we have established a Stakeholder Engagement Subcommittee that reports to the CEO and the Executive Committee. The Stakeholder Engagement Committee consists of three full-time personnel: a Corporate Communication Expert, a Human Resources Expert and a Business Development Expert.



Sustainable Schools Project

In 2023, we signed an agreement with Twin Science to develop a sustainability project aiming to increase renewable energy capacity, increase sustainability awareness and develop innovation vision by supporting STEM education in schools across Türkiye.

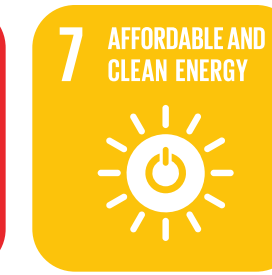
Key Components of the Project

Solar Power Plant Installation

- Rooftop solar panels will be installed on selected schools with the right infrastructure

Sustainability Labs

- In collaboration with Twin Science, we will set up sustainability-themed STEM education labs in the schools
- These labs will be supported by Twin Science for three-years and will provide STEM (Science, Technology, Engineering, and Mathematics) education with robotic toys as well as an online learning programmes





Implementation and Support

The project will be implemented in two phases:

Phase 1 (2024): Identification and selection of schools, completion of necessary approvals, and initial preparation

Phase 2 (2025): Installation of rooftop solar panels and opening the sustainability labs.

Expected Outcomes

The Sustainable Schools Project is expected to have significant environmental, educational and social impacts.

Environmentally, the project will contribute to the reduction in carbon footprint by utilizing clean, renewable energy, thereby creating energy-efficient schools.

Educationally, it aims to increase awareness and understanding of renewable energy and sustainability among students and teachers, while supporting STEM education and preparing students for future careers in science and technology, therefore supporting innovation vision. Socially, the project will promote sustainable practices within the community and empower students with practical knowledge and skills in modern technologies.

The Sustainable Schools Project reflects Esenboğa Elektrik's dedication to fostering a sustainable future through renewable energy and education. This project addresses current energy needs but also invests in the future by educating the next generation about the importance of sustainability and innovation.





Nature Aware Children Project

In collaboration with Naturel Holding Walking Club and Ege Orman Vakfı, we developed a project to increase children's environmental and sustainability awareness.

The primary objective of the project is to educate children about nature and instil in them a sense of responsibility towards the environment. Naturel Holding employees contribute to the project by walking, and for every 50 km walked, a donation is made to the Ege Orman Vakfı to cover the educational expenses of one child. These donations enable children to participate in the "Nature-Based Ecology Education" program, where they learn about environmental stewardship.

Key Components of the Project

Naturel Holding Walking Club

- Our employees promote a healthy lifestyle through walking activities while contributing to social responsibility projects.
- For every 50 km walked, a donation is made to support the education of one child.

Nature-Based Ecology Program :

- This program, organized by the Ege Orman Vakfı, aims to educate children about nature conservation.
- The curriculum covers topics such as climate crisis, ecosystems, recycling, green economy, zero-carbon technology, and renewable energy.
- The education combines theoretical knowledge with practical activities to enhance learning.





Implementation and Support

The project targets students aged between 8-15 in primary schools across İzmir province. The education sessions are conducted by forest engineers and expert trainers with the approval of the İzmir Provincial Directorate of National Education. Participating students engage in various activities, including nature walks, drama workshops, and ecology lessons to learn about the environment.

Expected Outcomes

The Nature Aware Children Project is expected to have significant environmental, educational, and social impacts. Environmentally, the project will help children develop an understanding and appreciation of nature, contributing to a sustainable future. Educationally, children will gain knowledge about ecosystems and environmental conservation, developing new values and behaviours related to nature. Socially, the project will strengthen the children's connection to nature, promoting environmental awareness within the community.





Equal Access to Higher Education Project



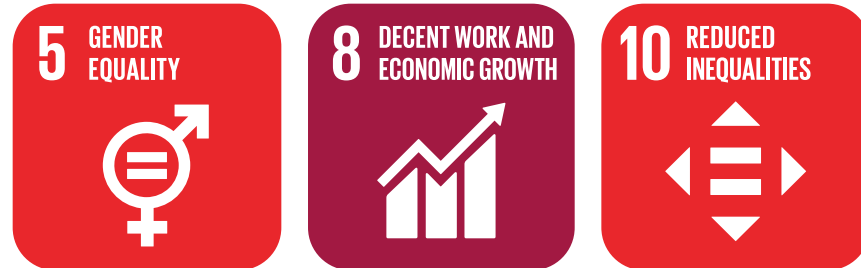
As part of our commitment to fostering equality in higher education and supporting the development of young minds, the Company supports the Anatolian Scholars Program developed by Koç University. This program aims to provide scholarships to meritorious students from economically disadvantaged backgrounds in Türkiye, ensuring that financial barriers do not hinder their pursuit of higher education and academic excellence.

This collaboration aims to support individual growth but also contributing to increase of equality in higher education and thereby support diversity and inclusion, which are set as our corporate values. This initiative is a key component of our broader commitment to contributing to the Sustainable Development Goals (SDGs), particularly SDG 4 (Quality Education) and SDG 10 (Reduced Inequalities).





Women Empowerment Project



In line with our corporate goals of improving equality and inclusion, we contributed to "Women Rebuilding Life in the Earthquake Zone" project initiated by KEDV (Foundation for the Support of Women's Work). This vital initiative focuses on providing comprehensive support to women who have been affected by the devastating earthquakes, empowering them to rebuild their lives and communities.

The aftermath of an earthquake often leaves communities, particularly women, in vulnerable situations. Recognizing this, our partnership with KEDV aims to address the unique challenges faced by women in disaster-stricken areas. The "Women Rebuilding Life in the Earthquake Zone" project offers a multifaceted approach to support, including financial aid, psychological counselling, and skills training, ensuring that women receive the holistic assistance they need to recover and thrive.

Esenboğa Elektrik's involvement in this project underscores our dedication to gender equality and women's empowerment, aligning with Sustainable Development Goals (SDG) 5 (Gender Equality) and SDG 11 (Sustainable Cities and Communities). We believe that by supporting women in rebuilding their lives, we are contributing to the broader recovery and sustainable development of the earthquake-affected regions.

We are inspired by the courage and determination of the women participating in this project, and we remain committed to supporting their journey towards recovery and empowerment. Through our collaboration with KEDV, we aim to make a meaningful and lasting impact, ensuring that women have the necessary tools and support to rebuild their lives with dignity and hope.





Human Resources Approach

The Company follows global developments and adopts international standards in the field of human resources management in line with its **Human Resources Policy**.

Talent Acquisition & Retention

The climate technologies and renewable energy sector faces a significant challenge due to the high demand for engineers and technical workers. The Company addresses this challenge by taking concrete actions aligned with its corporate values and sustainability vision.

To support the career and skill development of our employees, we offer flexibility for those pursuing higher education programs relevant to their roles. Recognizing the importance of work-life balance, we provide flexible working arrangements, including the option to work from home once every two weeks.

The Company places a high value on employee relations and engagement, focusing on building stronger employer-employee relationships. After the reporting period, the Company conducted an employee satisfaction survey to evaluate its policies in 2023. Based on employee feedback, the Company aims to implement actions that meet the needs and expectations of its employees, thereby enhancing satisfaction and motivation.





Workplace Culture

The Company is committed to develop a workplace culture that acts on the values of sustainability, innovation, collaborations, equality and inclusion, transparency and accountability.

In 2023, Esenboğa Elektrik became a signatory for UNGC and UN WEPs principles, reinforcing its commitment to equality, inclusion, transparency and diversity.

Reflecting these principles and values in every policy and process of its operations, in 2023, the Company provided a series of webinars and had interactive conversations with its employees on targets, strategies and actions the Company took in line with these values.

In 2023, the Company worked in many areas to become more sustainable and to integrate sustainability values and principles within its management systems. This requires collaboration of different divisions. In this regard, the Company worked with Subcommittees with employees from different divisions, to increase the communication and collaboration between different functions. This also expanded the sustainability vision and improved the work place culture.

Freedom of Association

We believe in and respect our employees' freedom of association, union membership and collective bargaining rights. Although we do not have any employees who are members of any union within Esenboğa Elektrik, we have colleagues who are members of professional chambers in our subsidiaries.

Equality and Inclusion

The Company's human resources policy clearly indicates that no discrimination, including but not limited to religion, language, race, ethnicity, gender and sexual orientation, is tolerated within the organization.

In 2023, the Company continued its efforts to increase the representation of women in the energy sector to achieve gender equality. To underline our commitment to this issue, in 2023 we became a signatory of the UN WEPs. At Esenboğa Elektrik, we believe that social development and growth can only be achieved with equal representation of women and men. In this context, we aim to increase the percentage of female employees at all management levels. Our goals is to raise awareness within the Company and our community about gender equality. In 2023, we provided Sustainability Webinars to our employees including the topic of gender equality at work.

In 2023, the percentage increase in female employees was higher than increase in male employees (27% versus 19%).

Table: Gender Distribution of Workforce

	2022	2023
Direct Employment	85	105
Woman	11	17
Man	74	88

We are aiming to achieve an equal representation of women and men (50-50%) by 2030 at all management levels.



Employee Development & Training

The Company has a list of vocational training programmes developed in collaboration with division managers and third party companies. Training programmes are chosen based on the specific development needs of employees. We offer a wide range of training opportunities listed below to enhance the knowledge and skills of our employees and contribute to their professional development.

Sustainability webinars; Advanced Excel Applications, ISO 14064-1 2018 Corporate Carbon Footprint Calculation and Reporting Training; Related Party Transactions Within the Framework of Capital Markets Legislation; Inflation Accounting Training, Safe Working at Height Training; Electrical Installations Construction Works Training in Hazardous and Very Hazardous Works; Related Party Transactions Within the Framework of Capital Markets Legislation; ISO- 9001 QMS, ISO-14001 EMS, ISO-27001 ISMS, ISO-45001 OHSMS, ISO-5001 IMS Basic Training; Training on New Trends in the Electricity Market; Occupational Health and Safety Training, ISO 19011 Internal Audit Training.

Performance Management System

The Company works with a performance evaluation system which includes appraisals, feedback and performance metrics. We are working to improve our performance evaluation system, supported by ERP system and linked with KPIs to our sustainability integrated corporate targets.

Employee Satisfaction

We prioritize work-life balance of our employees and work to protect their well-being. To help new employees adapt quickly to our company, the Human Resources Department provides orientation training when a new employee is onboarded. We regularly evaluate feedback received from our employees through the complaint boxes we set up and develop solutions that respond to their demands.

We conduct employee satisfaction surveys to measure employee satisfaction and we use this data to make better decisions to increase the satisfaction of our employees.



Employee Well-Being

We take solid actions to continuously improve the well-being of our employees, help them achieve a balance between their work and their private life.

In 2023, the Company launched Naturel Holding Walking Club, aimed to support a healthy lifestyle by encouraging our employees to walk for charitable causes. The project was a success with the majority of our employees started to walk more than 2000 kilometers in total by participating in the club. With this project employees took leadership to contribute to a good cause and for every 50 kilometers they walked, the Company donated to Ege Orman Vakfı a Nature-Based Ecology Education for one child. Naturel Holding Walking Club will continue its activities in 2024.

In 2023, the Company also encouraged the foundation of Naturel Holding Volunteers Club, which aim to lead social responsibility projects that employees wish to personally support in collaboration with the Company and other stakeholders.

New work-life trends demand flexibility in working hours and remote working options. In order to meet this demand, the Company offers employees the option to work remotely 2 days per month, scheduled as one day every two weeks.

Compensation and Benefits

Recognizing human capital as our most valuable asset, we are committed to providing a comprehensive compensation and benefits package. Our approach is designed to attract, retain, and motivate talented individuals who drive the success and sustainability of our company. We offer competitive salaries that are regularly reviewed and adjusted to ensure they remain in line with industry standards and reflect the performance and contributions of our employees.

Our performance management system includes performance-based bonuses that reward employees for their individual contributions and the achievement of team and company goals. This approach encourages a high-performance culture and aligns employee objectives with the strategic goals of Esenboğa Elektrik.

Benefits include various contributions:

- Comprehensive health and wellness program that includes medical, dental and check-up coverage
- Monthly day care allowance for employees with children up to six years old
- Monthly allowance for employees who have a first-degree dependent with a disability report of 70% or more
- Monetary gifts for weddings and childbirths
- Severance packages for employees who complete 1, 3, 5, and 10 years of service
- Contribution to heating energy costs during winter months
- Monetary contribution during Eid celebration
- Lunch money support with monthly digital food card



Occupational Health and Safety

Esenboğa Elektrik committed to its **OHS Policy** to create a healthy and safe work environment for all employees with the goal of zero work accidents and ensuring the continuous development of its ISO 45001 OHS System and OHS Policy. The Company adheres to high occupational health and safety standards to minimize the risk of occupational accidents and their impacts.

The Company provides training for its employees, as well as the employees of its contractors, to raise awareness on OHS. In this context, all of our field employees are equipped with the necessary protective equipment specific to the work they will do before starting field activities. In addition, the training provided throughout the year ensures maximum compliance with OHS standards. Our HR and Administrative Affairs Departments are responsible for tracking, implementing and monitoring our employees' OHS status.

The Company considers its occupational health and safety approach not only within its own operations but throughout its entire value chain, monitors its suppliers' OHS performance and ask its suppliers to comply with standards set in its **Supplier Policy**.

In 2023, the Company did not have any occupational accidents, or diseases or illnesses caused by continuous exposure in offices, fields and working environments.



Esenboğa Elektrik for Prudence

- Governance Approach
- Improving Governance Systems
- Improving Risk Management and Compliance
 - Risk Analysis
 - Opportunity Analysis
- Improving Transparency, Accountability and Ethics



Governance Approach

Esenboğa Elektrik is committed to integrating sustainability into all its corporate by-laws, **policies** and its processes, accordingly its governance approach puts sustainability management at the heart of all governance systems.

The Company's material governance goals which are linked with the Company's corporate values, environmental and social goals include continuously improving governance systems, improving risk management and compliance and improving transparency and accountability.

The Company Board of Directors, being the highest governance body, is responsible for ensuring that the organization's sustainability strategies, ESG integration goals align with the Company's goals and are well defined under environment, social and governance titles.

The Board selection, nomination and evaluation are done in accordance with the Company's **Articles of Association**. For the list of Board Members, their collective knowledge and experience, please see **Board of Directors**.

To effectively manage the Company's sustainability management systems and governance issues, in 2023, we established various subcommittees working towards our goals and reporting to the CEO and the Executive Committee.





Improving Governance Systems

Sustainability being the center of its purpose, the Company continuously strives to align its corporate goals with its sustainability goals, adopts international best practices and integrates them within its processes to maximize value for all its stakeholders.

From the Board to Subcommittees, internal stakeholders from diverse backgrounds with expertise in their fields work towards effective direction and management for achieving the material goals and ensuring the Company complies with laws, regulations and internal policies.

The Company's risk, discipline and ethics, sustainability, corporate governance and audit functions are governed by main committees set up in accordance with laws and regulations and report to the Board of Directors.

The Executive Committee ensures the Board's strategic directions are effectively executed by the organization in line with the policies, allocates resources, oversees, monitors, measures and evaluates the Company performance. In addition, it takes the lead role in crises management, strategic communication.

To ensure that we meet our challenges and manage them more effectively and efficiently in the areas of innovation, environmental management, stakeholder engagement, data management, reporting standards, supply chain management and health & safety, we set up Subcommittees which are composed of our full time employees from different divisions. By doing so we increased the transparency and communication flow between the divisions and enabled diverse teams working together on specific targets in relation to material issues and integrated goals.





Improving Risk Management and Compliance

The Early Risk Detection Committee identifies, assesses and mitigates risks that could adversely impact operations and sustainable growth plans.

The Company is continuously working to improve its risk management by identifying and assessing various legal, commercial, technical and market risks and their potential impact on the organization.

The Quality Management Systems division along with other company divisions continuously revises the Company policies and procedures to ensure the Company operates in line with changes in the local and global markets and best practices.

The internal audit division regularly conducts internal audits to evaluate the effectiveness of the policies and procedures, provides recommendations for improvement where necessary.

In 2023, the Company started to work with PwC to undertake its internal audit process to strengthen its internal audit system and to ensure the governance systems are reviewed in accordance with international standards and in line with most up-to-date global practices.



Risk Analysis

Risk Category	Risk Definition	Risk Management Strategies
Financial Risks	Exchange rate risk, risks related to tax law, risks related to the Company market value, liquidity risk	The Company’s overall financial risk management program focuses on the unpredictability of financial markets and seeks to minimize potential adverse effects on the Company’s financial performance. Identifying possible tax risks in advance by obtaining information from tax advisors. Hedging foreign currency risk arising from its sales, by borrowing in the same currency.
Strategic Risks	Falling behind developments and changes in global and local competitive dynamics in climate technologies sector	Undertaking strategic planning and risk assessments to proactively address potential competitive pressures. Conducting regular competitive analysis and benchmarking to stay ahead of industry trends. Implementing adaptive strategies to leverage strategic alliances, partnerships and keeping up with technological advancements.
Operational Risks	Supply chain disruptions in climate technologies, equipment failures and project delays	Strengthening supply chain management by developing robust relationships with key suppliers and diversifying supply sources. Implementing on-time supply chain management systems to ensure the availability of critical spare parts and equipment, thereby minimizing downtime and operational disruptions. Mitigating operational risks by operational insurance coverage.
Technology Risks	Falling behind technological advancements in climate technologies	Attending international fairs to follow up new technologies. Collaborating with stakeholders, technology partners, academics, to develop innovative technologies by actively participating in the innovation ecosystem with Sustain Tech VC partnership and Innovation Subcommittee. Investing in new technologies to prevent obsolescence and maintain competitiveness.
Human Resources Risks	Talent shortages	Developing talent acquisition and retention strategies, including training and development programs to address talent shortages. Implementing the Succession Policy to ensure leadership continuity.
Extraordinary Events Risks	Extreme weather events/ natural disasters, pandemics, significant health incidents affecting the workforce, geopolitical tensions, and other unforeseen events	Developing emergency response plans to ensure rapid and effective actions during unusual events. Conducting regular risk assessments to identify potential inherent risks and their impacts and using insurance to cover these risks. Implementing business continuity plans and crises management protocols to minimize operational disruptions. Engaging with stakeholders to maintain open communication channels and gather insights on potential risks.
Information Security Risk	Cybersecurity / cyberattacks, data breaches	Continuously implementing cybersecurity measures, conducting regular security audits, backup systems in place and providing ongoing staff training on information security.
Ethical Risks	Unethical practices	Establishing a strong ethics framework with clear policies and regular training to ensure ethical practices.
Regulatory Risks	Non-compliance with regulations	Ensuring compliance with all relevant regulations through activities of our in-house and outsourced legal counsels, regular internal and external audits and regulatory updates and updating policies and procedures.



Opportunity Analysis

Opportunity Category	Opportunity Definition	Opportunity Management Strategies
Increasing demand in renewable energy	The demand for renewable energy is expected to increase due to 2050 net-zero and COP 28 targets, enhanced legislative environments, and adoption of better sustainability strategies by companies	Participating in trade fairs as an exhibitor to showcase services and as an investor to explore potential strategic partnerships. Strengthening positioning as a preferred business solution partner for modern customers by taking solid actions in sustainability and ESG reporting.
Increasing demand for energy efficiency	Increased demand for energy efficiency increases need to use more renewable energy with advancements and innovation in climate technologies	Investing in new technologies, such as battery storage solutions and AI supported power plant management systems, integrating the latest technologies and collaborating with innovative companies in the sector
EU Carbon Border Adjustment Mechanism	Corporate customers exporting to EU are increasingly turning to renewable energy consumption due to the carbon border adjustment mechanism	Maintaining its position as one of the leading solution partners for corporate consumers that wish to transition to renewable energy and is increasing efforts to seize new business development opportunities.
Carbon Tax Legislation	Generating additional revenue by selling carbon certificates, contributing to carbon neutrality and supporting sustainability goals	As a renewable energy generator, started the process to issue carbon offsetting certifications with GCC. Once finalized, the Company plans to sell these certifications in the market to companies that plan to offset their carbon emissions
Increasing Need for Innovation	Creating social impact by supporting STEM education for reinforcing innovation vision, strengthening connections with stakeholders	Contributing to society with sustainability and CSR projects, supporting STEM education to build innovation vision and raising sustainability awareness
Equality, Diversity and Inclusion	Creating a motivated and loyal workforce, reducing turnover rates and increasing productivity Promoting a diverse and inclusive workplace, driving innovation and improving company culture	Became a signatory for UNGC and UN WEPs. Developing equal opportunities in work place. Implementing policies to foster diversity and inclusion, actively recruit from diverse talent pools. Supporting equality for women and access to high quality education through CSR projects.



Improving Transparency, Accountability and Ethics

Transparency and accountability are fundamental values of the Company, which indicate our commitment to strong governance. We believe that transparency builds confidence and trust among stakeholders and allowing them to make informed decisions and ensuring we remain accountable to them.

As a publicly listed company on the BIST, we prioritize high transparency by providing our stakeholders with regular and ad hoc reports, and ensuring access to information about strategic decisions, processes, policies, and activities. Details on our stakeholder engagement methods and frequency can be found in the Stakeholder Engagement section.

To enhance our transparency and reporting standards, we have established a Reporting Subcommittee focused on improving the Company's reporting standards to reflect best practices.

Accountability is a core value for us. We report on our sustainability performance through ESG reporting on the LSEG platform. This process disciplines us to set sustainability performance standards, metrics, and measure our performance against benchmarks. Through ESG reporting, we ensure that we take responsible actions based on our values and sustainability principles, sharing these actions with our stakeholders

To further improve our transparency and accountability standards, we recognize the importance of accurate performance measurement and data quality. We are continuously enhancing our ERP systems to reflect revised processes, and to monitor, manage, and report material data on our KPIs.

Transparent practices and accountability mechanisms also strengthen our culture of ethics within the organization by helping to mitigate risks associated with governance failures. As a UNGC signatory, we carry out our operations within the framework of UNGC Principles and **Ethics Policy**, which forms the basis of our relationship with our stakeholders and our entire value chain.

We are committed to the principles of free and fair competition. In this regard, we do not engage in any illegal or unethical activities to gain an advantage over other players in the industry, and we undertake that we will not engage in any such activities. We maintain a zero-tolerance policy against all kinds of abuses, especially bribery and corruption, as well as violations of competition laws. We carry out our activities within the framework of our Ethics Policy, which forms the basis of our relationship with our stakeholders and our entire value chain.

We adhere to national and international laws and UN declaration of human rights. In this context, we do not allow child labor, forced and compulsory labor, bribery and corruption, or situations that may evoke these practices. We demand that our stakeholders adopt the same standards as us. Our suppliers can work with us provided that they comply with our standards within the scope of **Supplier Policy**.

We have a reporting line where our employees can report any ethical violations at (etikhat@naturelenerji.com.tr). The ethical reporting line process is managed in complete confidentiality, from the receipt of the report to the conclusion of the investigation in line with Notification and Complaint Management Policy.





Appendices

- UNGC Principles
- UN WEPs Principles
- Performance Indicators
 - Environmental Performance Indicators
 - Social Performance Indicators
- GRI Content Index



UNGC Principles

Human Rights

Principle 1

Businesses should support and respect the protection of internationally proclaimed human rights, and

Principle 2

make sure that they are not complicit in human rights abuses.

Labour

Principle 3

Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Principle 4

The elimination of all forms of forced and compulsory labor;

Principle 5

The effective abolition of child labor, and

Principle 6

the elimination of discrimination in respect of employment and occupation

Environment

Principle 7

Businesses should support a precautionary approach to environmental challenges;

Principle 8

Undertake initiatives to promote greater environmental responsibility, and

Principle 9

Encourage the development and diffusion of environmentally friendly technologies

Anti-Corruption

Principle 10

Businesses should work against corruption in all its forms, including extortion and bribery.



United Nations
Global Compact



UN WEPs Principles

Principle 1

Establish high-level corporate leadership for gender equality

Principle 2

Treat all women and men fairly at work – respect and support human rights and non-discrimination

Principle 3

Ensure the health, safety and well-being of all women and men workers

Principle 4

Promote education, training and professional development for women

Principle 5

Implement enterprise development, supply chain and marketing practices that empower women

Principle 6

Promote equality through community initiatives and advocacy

Principle 7

Measure and publicly report on progress to achieve gender equality

In support of

WOMEN'S EMPOWERMENT PRINCIPLES

Established by UN Women and the
UN Global Compact Office



Performance Indicators

Social Performance Indicators

Workforce

	2022	2023
Direct Employment	85	105
Woman	11	17
Man	74	88

Senior Management Structure

	2022	2023
Based on Gender		
Woman	6	4
Man	14	14

Total Number of Disabled Employees

	2022	2023
Based on Gender		
Woman	1	1
Man	0	0

Total Workforce by Age Groups

	2022	2023
Woman		
18-30	7	15
30-50	3	2
50+	1	0
Man		
18-30	21	27
30-50	30	40
50+	23	21

Average Employee Training (personxhour/total employee)

	2022	2023
General Trainings	0.7	0.3
OHS Trainings	0.8	0.8

Total Number of Injuries and Occupational Diseases

	2022	2023
Number of Injuries	0	0
Occupational Diseases	0	0



Performance Indicators

Environmental Performance Indicators

Energy Consumption

	2022	2023
Total direct or indirect energy consumption (kWh)	74.12	0
Total Direct and Indirect Purchased Energy (kWh)	74.12	0

Water Consumption

	Unit	2022	2023
Total water consumption	Lt	0	0
Total freshwater consumption	Lt	0	0
Amount of water recycled or reused	Lt	0	0

Greenhouse Gas Emissions (tons)

	2022	2023
Scope 1	0	8.00
Scope 2	0.04	0
Scope 3	0	0
Total	0.04	8.00

Waste

	Unit	2022	2023
Total amount of waste generated	ton	0.0048	0
Total amount of non-hazardous waste generated	ton	0.0048	0
Total amount of hazardous waste generated	ton	0	0
Total amount of recycled and reused waste generated	ton	0.0048	0



GRI Content Index

Esenboğa Elektrik reported in accordance with GRI Standards for the period between January 1, 2023 and December 31, 2023.

Material Topics		
GRI Standard	Disclosure	Page Numbers, Description and/or URL
GRI 1: Foundation 2022		
GRI 2: General Disclosure 2022		
	2-1 Organizational details	About The Report, p. 8
	2-2 Entities included in the organization's sustainability reporting	About The Report, p. 8
	2-3 Reporting period, frequency and contact point	About The Report, p. 8
	2-4 Restatements of information	Emissions Management, p. 35
	2-5 External assurance	No external audit was conducted within the scope of the sustainability report.
	2-6 Activities, value chain and other business relationships	Sustainable Value Chain, p. 22 - 23
	2-7 Employees	Human Resources Approach, p. 46 - 49 Social Performance Indicators p. 61
	2-8 Workers who are not employees	Human Resources Approach, p. 46 - 49
	2-9 Governance structure and composition	Governance Approach, p. 52
	2-10 Nomination and selection of the highest governance body	Governance Approach, p. 52
	2-11 Chair of the highest governance body	Governance Approach, p. 52
	2-12 Role of the highest governance body in overseeing the management of impacts	Governance Approach, p. 52
	2-13 Delegation of responsibility for managing impacts	Governance Approach, p. 52
	2-14 Role of the highest governance body in sustainability reporting	Governance Approach, p. 52
	2-15 Conflicts of interest	Improving Transparency, Accountability and Ethics, p. 57
	2-16 Communication of critical concerns	Improving Transparency, Accountability and Ethics, p. 57 During the reporting period, Esenboğa Elektrik did not receive any critical issues.
	2-17 Collective knowledge of the highest governance body	Governance Approach, p. 52



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Material Topics		
GRI Standard	Disclosure	Page Numbers, Description and/or URL
GRI 1: Foundation 2022		
GRI 2: General Disclosure 2022		
	2-18 Evaluation of the performance of the highest governance body	Governance Approach, p. 52
	2-19 Remuneration policies	Human Resources Approach, p. 46 - 49
	2-20 Process to determine remuneration	Human Resources Approach, p. 46 - 49
	2-21 Annual total compensation ratio	Privacy Restrictions Esenboğa Elektrik does not share this information publicly in accordance with the privacy policies of the organization.
	2-22 Statement on sustainable development strategy	Message from the Chairman, p. 10
	2-23 Policy commitments	Governance Approach, p. 52 Improving Transparency, Accountability and Ethics, p. 57
	2-24 Embedding policy commitments	Governance Approach, p. 52
	2-25 Processes to remediate negative impacts	Governance Approach, p. 52
	2-26 Mechanisms for seeking advice and raising concerns	Improving Transparency, Accountability and Ethics, p. 57
	2-27 Compliance with laws and regulations	Improving Transparency, Accountability and Ethics, p. 57
	2-29 Approach to stakeholder engagement	Stakeholders - Engagement and Communication, p. 26
	2-30 Collective bargaining agreements	Human Resources Approach, p. 46 - 49



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Material Topics		
GRI Standard	Disclosure	Page Numbers, Description and/or URL
GRI 3: Material Topics 2022		
Material Topics		
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Materiality Analysis, p. 27 – 28
	3-2 List of material topics	Materiality Analysis, p. 27 – 28 <ul style="list-style-type: none">Increasing renewable energyIncreasing energy efficiencyInvesting in innovation and new climate technologiesIncreasing biodiversityContinuing community contribution with sustainability & CSR ProjectsImproving diversity, inclusion and equalityImproving well-beingImproving governance systemsImproving risk management and complianceImproving transparency and accountability
	3-3 Management of material topics	Materiality Analysis, p. 27 – 28 Risk and Opportunity Analysis, p. 55 – 56
GRI 200: ECONOMIC STANDARD SERIES		
Compliance with Corporate Governance Principles and		
GRI 3: Material Topics 2022	3-3 Management of material topics	Materiality Analysis, p. 27 – 28 Risk and Opportunity Analysis, p. 55 – 56
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	About Esenboğa Elektrik p. 14 – 16
	201-2 Financial implications and other risks and opportunities due to climate change	Risk and Opportunity Analysis, p. 55 – 56
Indirect Economic Impacts		
GRI 3: Material Topics 2022	3-3 Management of material topics	Materiality Analysis, p. 27 – 28 Risk and Opportunity Analysis, p. 54 – 55
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	About Esenboğa Elektrik p. 14 – 16
	203-2 Significant indirect economic impacts	Risk and Opportunity Analysis, p. 55 – 56 Investing In Innovation And New Climate Technologies, p. 33

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Material Topics		
GRI Standard	Disclosure	Page Numbers, Description and/or URL
GRI 3: Material Topics 2022		
Material Topics		
Anti-Corruption (Ethics and Anti-Corruption)		
GRI 3: Material Topics 2022 GRI 205: Anti-Corruption 2016	3-3 Management of material topics	Materiality Analysis, p. 27 – 28 Improving Transparency, Accountability and Ethics, p. 57 Risk and Opportunity Analysis, p. 55 – 56
	205-1 Operations assessed for risks related to corruption	Risk and Opportunity Analysis, p. 55 – 56
	205-2 Communication and training about anti-corruption policies and procedures	Improving Transparency, Accountability and Ethics, p. 57
Anti-Competitive Behaviour		
GRI 3: Material Topics 2022 GRI 206: Anti-Competitive Behaviour 2016	3-3 Management of material topics	Improving Transparency, Accountability and Ethics, p. 57 Risk and Opportunity Analysis, p. 55 – 56
	206-1 Total number and outcomes of lawsuits related to anti-competitive behavior and activities	There are no lawsuits regarding anti-competitive behaviors and activities.
GRI 300: ENVIRONMENTAL STANDARDS SERIES 2016		
Energy (Energy Efficiency)		
GRI 3: Material Topics 2022 GRI 302: Energy 2016	3-3 Management of material topics	Risk Analysis, p. 55
	302-1 Energy consumption within the organization	Environmental Performance Indicators, p. 62
	302-4 Reduction of energy consumption	Increasing Energy Efficiency, p. 32
	302-5 Reductions in energy requirements of products and services	Increasing Energy Efficiency, p. 32



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Material Topics		
GRI Standard	Disclosure	Page Numbers, Description and/or URL
GRI 3: Material Topics 2022		
Material Topics		
Occupational Health and Safety		
GRI 3: Material Issues 2022	3-3 Management of priority issues	Occupational Health and Safety, p. 50
	403-1 Occupational health and safety management system	Occupational Health and Safety, p. 50
	403-2 Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety, p. 50
	403-3 Occupational health services	Occupational Health and Safety, p. 50
	403-4 Worker participation, consultation, and communication on occupational health and safety	Occupational Health and Safety, p. 50
	403-5 Worker training on occupational health and safety	Occupational Health and Safety, p. 50
	403-6 Promotion of worker health	Occupational Health and Safety, p. 50
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health and Safety, p. 50
	403-9 Work-related injuries	During the reporting period, there were no employees injured as a result of business activities.
	403-10 Work-related patient cases	During the reporting period, no employees were diagnosed with occupational diseases as a result of business activities.
Talent Management and Employee Development		
GRI 3: Material Issues 2022	3-3 Management of priority issues	Human Resources Approach, p. 46 – 49
	404-1 Average hours of training per year per employee	Social Performance Indicators, p. 61
	404-2 Programs for upgrading employee skills and transition assistance programs	Human Resources Approach, p. 46 – 49
GRI 404: Education and Training 2016		



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Material Topics		
GRI Standard	Disclosure	Page Numbers, Description and/or URL
GRI 3: Material Topics 2022		
Material Topics		
Waste Management Practices		
GRI 3: Material Topics 2022	3-3 Management of material topics	Waste Management, p. 37
	306-1 Waste generation and significant waste-related impacts	Waste Management, p. 37
	306-2 Management of significant waste-related impacts	Waste Management, p. 37
	306-3 Waste generated	Environmental Performance Indicators, p. 61
	306-5 Waste directed to disposal	Environmental Performance Indicators, p. 61
GRI 306: Waste 2020		
Supplier Environmental Assessment		
GRI 3: Material Topics 2022	3-3 Management of material topics	Supply Chain Sustainability, p. 24
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Supply Chain Sustainability, p. 24
GRI 400: SOCIAL STANDARDS SERIES 2016		
Employee Rights and Satisfaction		
GRI 3: Material Topics 2022	3-3 Management of material topics	Human Resources Approach, p. 46 - 49
	401-1 New employee hires and employee turnover	Social Performance Indicators, p. 61
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Social Performance Indicators, p. 61
GRI 401: Employment2016	401-3 Parental leave	Social Performance Indicators, p. 61



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Material Topics		
GRI Standard	Disclosure	Page Numbers, Description and/or URL
GRI 3: Material Topics 2022		
Material Topics		
Occupational Health and Safety		
GRI 3: Material Issues 2022 GRI 403: Occupational Health and Safety 2018	3-3 Management of priority issues	Occupational Health and Safety, p. 50
	403-1 Occupational health and safety management system	Occupational Health and Safety, p. 50
	403-2 Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety, p. 50
	403-3 Occupational health services	Occupational Health and Safety, p. 50
	403-4 Worker participation, consultation, and communication on occupational health and safety	Occupational Health and Safety, p. 50
	403-5 Worker training on occupational health and safety	Occupational Health and Safety, p. 50
	403-6 Promotion of worker health	Occupational Health and Safety, p. 50
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health and Safety, p. 50
	403-9 Work-related injuries	During the reporting period, there were no employees injured as a result of business activities.
	403-10 Work-related patient cases	During the reporting period, no employees were diagnosed with occupational diseases as a result of business activities.
Talent Management and Employee Development		
GRI 3: Material Issues 2022 GRI 404: Education and Training 2016	3-3 Management of priority issues	Human Resources Approach, p. 46 - 49
	404-1 Average hours of training per year per employee	Social Performance Indicators, p. 61
	404-2 Programs for upgrading employee skills and transition assistance programs	Human Resources Approach, p. 46 - 49



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Material Topics		
GRI Standard	Disclosure	Page Numbers, Description and/or URL
GRI 3: Material Topics 2022		
Material Topics		
Inclusion and Equality		
GRI 3: Material Topics 2022	3-3 Management of material topics	Human Resources Approach, p. 46 – 49
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Social Performance Indicators, p. 61
		Privacy Restrictions
	405-2 Ratio of base salary and remuneration of women to men	Esenboğa Elektrik does not share this information publicly in accordance with the privacy policies of the organization.
Non-Discrimination		
GRI 3: Material Topics 2022	3-3 Management of material topics	Human Resources Approach, p. 46 – 49
GRI 406: Non-Discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Human Resources Approach, p. 46 – 49 There were no cases of discrimination during the reporting period.
Freedom of Association and Collective Bargaining		
GRI 3: Material Topics 2022	3-3 Management of material topics	Human Resources Approach, p. 46 – 49
407: Freedom of Association and	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Human Resources Approach, p. 46 – 49
Child Labor		
GRI 3: Material Topics 2022	3-3 Management of material topics	Improving Transparency, Accountability and Ethics, p. 57
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Human Resources Approach, p. 46 – 49 Improving Transparency, Accountability and Ethics, p. 57



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Material Topics		
GRI Standard	Disclosure	Page Numbers, Description and/or URL
GRI 3: Material Topics 2022		
Material Topics		
Forced Compulsory Labor		
GRI 3: Material Topics 2022	3-3 Management of material topics	Improving Transparency, Accountability and Ethics, p. 57
GRI 409: Forced Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Supply Chain Sustainability, p. 24
Local Community		
GRI 3: Material Topics 2022	3-3 Management of material topics	Our Social Management Approach, p. 39
GRI 413: Local Community 2016	413-1 Percentage of operations with local community engagement, impact assessments and development programs in place	Our Social Management Approach, p. 39
Supplier Social Assessment		
GRI 3: Material Topics 2022	3-3 Management of material topics	Supply Chain Sustainability, p. 24
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Supply Chain Sustainability, p. 24
	414-2 Negative social impacts in the supply chain and actions taken	Supply Chain Sustainability, p. 24
Customer Satisfaction Approach		
GRI 3: Material Topics 2022	3-3 Management of material topics	Investing In Innovation And New Climate Technologies, p. 33
R&D and Innovation Studies		
GRI 3: Material Topics 2022	3-3 Management of material topics	Investing In Innovation And New Climate Technologies, p. 33



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