

2023 SUSTAINABILITY REPORT

A STRONG VISION FOR A LIVABLE TOMORROW



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ABOUT THE REPORT



RENEWABLE ENERGY

INITIATED INVESTMENT WORK IN 1995, ENTEK CONTINUES TODAY TO EXPAND ITS PORTFOLIO WITH RENEWABLE ENERGY INVESTMENTS.

Scope of the Report

The fourth sustainability report prepared by Entek Elektrik Üretimi A.Ş. (“Entek” or “the Company”) addresses the Company’s economic, environmental, social and governance performance for the period between 1 January 2023 and 31 December 2023 with a holistic approach. The report covers the activities of Entek and its subsidiaries in 2023.

The 2023 sustainability report was prepared in accordance with the “GRI Standards” published by GRI. The content of the report was compiled in accordance with the methods of determining content, in particular the prioritization principle, as set out in the standards. Performance notifications are basically presented within the scope of the “GRI Standards” explanations.

The report includes detailed information on Entek’s governance approach, sustainability approach, interaction with its stakeholders, priority (materiality) issues and the economic, social and environmental value which it generates. The report also includes the requirements of the United Nations Global Compact (UNGC) and UN Women’s Empowerment Principles (WEPs). In addition, the elements which the Company directly and indirectly contributes to within the scope of the United Nations Sustainable Development Goals (SDGs) have been determined and reflected in the report.

Period Covered by the Report

This report covers the period between 1 January 2023 and 31 December 2023.

The data included in this report constitutes a benchmark for the sustainability reports that Entek will publish in the coming periods.

Feedback

Any questions, opinions and suggestions regarding the sustainability report or the Company’s sustainability performance can be sent to sustainability@entekelektrik.com.tr.

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MESSAGE FROM THE GENERAL MANAGER



Dear stakeholders,

On 6 February 2023, we suffered the tragedy of a major earthquake, its epicenter being in Kahramanmaraş. The earthquake, which affected 11 provinces, came as a shock for our entire country, causing us all deep pain which we still feel, an irreparable loss of life and material damage. We have stood by our regional employees and their families since the first hours after the earthquake and have sought to go to all lengths to heal their wounds. I would once again like to take this opportunity to extend my heartfelt wishes for our country to overcome this disaster.

The year 2023 also marked the 100th anniversary of the foundation of our Republic, which we celebrated with great enthusiasm and pride. On this occasion, I would like to express that on behalf of all of us at Entek, we will continue to pass the values of the Republic to its second century, and will work with the

greatest determination to support the future of our country.

We are delighted to be sharing Entek's 2023 Sustainability Report with you.

We have prepared our fourth report transparently and in accordance with international standards. The report includes strategic issues such as our Company's performance in its sustainability journey, the value it generates and the sustainability approach it adopts and implements.

Moreover, our communication with our stakeholders, the material issues we have determined, our contribution to the Sustainable Development Goals (SDGs) and our expectations for the future are also discussed in detail in the report.

Before moving on to my assessments of Entek's sustainability activities in 2023, I would like to briefly

mention the developments in the world during the relevant period.

The developments affecting the global energy sector in 2023

Entering 2023 against a backdrop of significant risk, the global economy demonstrated significant resilience despite regional and sectoral divergences, succeeding in emerging from recession at the beginning of the year with a level of growth which could be considered modest, but exceeding expectations.

The ongoing war between Russia and Ukraine in 2023 precipitated a global energy crisis due to Russia's position as a major energy exporter and the measures/sanctions taken by countries against Russia. This situation has highlighted the importance of renewable sources of energy that do not require fuel, and energy independence for countries.

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MESSAGE FROM THE GENERAL MANAGER

Meanwhile, global renewable energy investments have been proceeding at their fastest pace in the last twenty years, with a 50% increase in renewable energy capacity to approximately 510 gigawatts (GW), seeing an all-time high in renewable capacity increases in Europe, the US and Brazil. In the space of just one year, China commissioned as much new solar power capacity as the entire world had built in 2022, demonstrating the vast momentum.

One of the decisions taken at the COP28 held in Dubai in December 2023 which attracted the most attention was the shift away from “phasing out” the use of fossil fuels to “moving away” from fossil fuels. Within the scope of the United Nations Framework Convention on Climate Change, 118 countries pledged to triple their installed renewable energy capacities and double energy efficiency by 2030, with 15 countries pledging USD 655 million to the “Loss and Damage Fund”, which was first brought to the agenda at the COP27.

The transition period for the Carbon Border Adjustment Mechanism (CBAM), implemented by the European Union, got underway on 1 October 2023 with the cement, electricity, fertilizer, iron and steel, aluminum and hydrogen sectors being included in the scope of the CBAM and subject to the obligation to submit carbon declarations.

After the wave of inflation seen around the world throughout 2022, rates of inflation in many countries declined from their peak levels as central banks raised interest rates and tightened financial

conditions in order to get to grips with inflation. Energy and commodity prices also decreased during the year as the supply chain issues which emerged during the pandemic period from 2020-2022 were resolved and supply-side problems were alleviated.

A sustainability performance in 2023 which met our goals

Against the backdrop of the economic conditions in 2023, Entek succeeded in achieving its goals in different aspects of sustainability.

Maintaining its economic sustainability, our Company continued its investments to develop its market presence and pursued activities that prioritized the environment and human life and added value to the economic cycle during the reporting period.

In 2023, we obtained 60% of the electricity we generated from our hydroelectric power plants and 18% from our wind farms. By the end of the year, our total sales stood at approximately 2.1 billion kWh, while generating TL 7,953 million in consolidated income. Our sales from generation stood at 1.3 billion kWh, with 1.0 billion kWh of this amount consisting of sales of electricity generated from renewable sources of energy.

A focus on renewable energy

We were permitted to establish a hybrid solar power plant with 20 MWm capacity at the Süloğlu Wind Farm. We had acquired 100% of this plant through the share transfer method in 2021 and merged it with

Entek on 10 November 2023. We then acquired an additional 14.4 MWe in wind capacity for the Süloğlu Wind Farm in 2023. At the time our sustainability report was being prepared for publication, we obtained the preliminary license for the Süloğlu Wind Farm with Storage, with a capacity of 65* MWe.

In line with the new legislation published in the Official Gazette dated 19 November 2022, we applied to establish 23 projects including Wind Farms with storage of 1.5 GW and Solar Power plants. In this context during 2023, development and permit processes have been initiated for 11 projects with a total capacity of 653.3 MW and one project with an additional capacity of 65 MW, for which a license amendment was accepted.

Another important step we have taken towards growth in the field of renewable energy was the addition of the second wind farm in our portfolio in 2023, following the Süloğlu Wind Farm, which was our first investment in the field of wind energy.

We acquired the Kınık Wind Farm in İzmir, which has a total installed capacity of 50 MW, through a share transfer method. Thus, we increased our total installed capacity to 492 MW. We also increased our total installed capacity in zero-carbon electricity to 380 MW.

We anticipate that we will earn TL 17.4 million every year with our energy efficiency projects with an investment cost of approximately TL 75.5 million that we implemented in 2023. In this vein, we earned TL 7.6 million in 2023.

MESSAGE FROM THE GENERAL MANAGER

The Carbon Border Adjustment Mechanism (CBAM) is planned to enter force in our country soon. We believe the CBAM will further support the work on carbon pricing, which will be carried out within the framework of the Emission Trading System and taxonomy, the efforts to achieve the net zero targets and the value of renewable energy assets. We aim to meet the needs that will arise in this direction and to be among the pioneers in the efforts to tackle climate change by taking control of the work towards this aim.

Our renewable energy portfolio includes the Kumköy, Damlapınar and Kepezkaya Hydroelectric Power Plants and the Kınık Wind Farm, which are registered in the VCS (Verified Carbon System) and generate carbon credits. We plan to ensure that the projects, which have completed their first credit period, will continue to generate carbon certificates for the next 10 years. We expect the four projects to offset an annual average of around 210,000 tons of CO₂e.

Registered in the Gold Standard system, the Suloğlu Wind Farm can be certified to offset approximately 140,000 tons of CO₂e. Registered in the I-REC (International Renewable Energy Certificate) system, our Azmak and Menzelet-Kılavuzlu Power Plants are able to convert their entire annual generation into the I-REC certificates within the scope of renewable energy certificates.

We are effectively tackling climate change through the work on efficiency being carried out within the scope of our sustainability strategy.

We shape our investments and continue to grow by implementing new generation technologies, applications and practices in the rapidly changing energy market. Our management philosophy, which revolves around people and the environment, is focused on generating economic value and presents a sustainable business model, defining our responsibilities from a broader perspective. This philosophy treats climate change as a fundamental priority.

In this vein, we have determined our targets in line with the Dow Jones Sustainability Index in order to reduce our greenhouse gas emissions, energy and water consumption, and waste.

We implement the ISO 14064 Greenhouse Gas Quantification and Verification Standards and the requirements of the ISO 50001 Energy Management System in energy and emission management. We optimize our business processes to reduce the amount of energy we use in our production activities and the emissions released as a result of our operations. We implement projects that will increase our efficiency in every field.

Although there is no significant water consumption in our hydroelectric power plants and wind farms in the process, we are continuously reducing our consumption levels with the measures we take to prevent leaks and losses within the scope of our general efficiency work.

In 2023, we recovered 615,417 m³ of water with grey water treatment, thus meeting 96.5% of our water withdrawals and 97% of our total process water utilization through recycled water.

We released a total of 231,799 m³ in wastewater discharge without harming the biodiversity of the natural receiving environment in 2023.

In 2023, we also started to prepare water footprint assessment reports within the scope of the ISO 14046 standard at all Entek facilities.

We recycle hazardous and non-hazardous waste arising from our activities by separating them at source based on their type and through the use of appropriate methods. In 2023, we managed to reduce our volume of waste by 52.2% compared to the previous year. We recycled all of our waste amounting to 53 tons during 2023, including 34 tons of hazardous waste and 19 tons of non-hazardous waste.

The Business World Plastic Initiative (BPI) was established by TÜSİAD, Global Compact Türkiye and the Sustainable Development Association (SDA) Türkiye, which was signed by Koç Holding. We have fulfilled our commitment to the BPI to end consumption of single-use plastic among our employees, reducing our consumption of single-use plastics to zero in 2023.

MESSAGE FROM THE GENERAL MANAGER

Our colleagues are our greatest strength in implementing our strategies

We deem our colleagues to be the fundamental bearers of our corporate success. We go to great lengths to maintain their satisfaction and experience at the highest level.

In this vein, we strive to provide our employees with a working environment where they can use their talents, knowledge and experience in creative and productive ways. We aim to further increase the potential and motivation of our workforce by creating a fair working atmosphere where high performance is encouraged, participation and initiative are valued, and personal development is supported.

We implement various applications and practices to ensure the highest levels of employee satisfaction and experience. We measure their results and determine areas for improvement. Our Employee Engagement Survey, which we conduct each year, found a result of 82.3% in 2023.

Going forward, we will continue to prepare professional and personal development programs for our employees and invest in the performance and talent development of our employees in order to build a competent and qualified workforce which meets the requirements of the era.

Recognition with awards for our achievements

Once again, our Company's work was recognized by a number of reputable organizations around the world with various awards in 2023. Entek was selected as the "Best Workplace" in the Kincentric Best Employer survey, while winning the Gold award in the Most Innovative Talent Management Program category in the Great Employers Stevie Awards, with its Talent Forward Talent and Career Development Program. The same program was also recognized with another prestigious award in the Best Unique or Innovative Talent Management Program category at the Brandon Hall Group HCM Excellence Awards 2023, being given the Gold award. In addition, we were awarded in the "Digitalization" category of the TISK Common Tomorrows Award program in recognition of our Project of Hydrology Forecast with Artificial Intelligence.

A bright future for our Company and the sector

We have focused on creating added value for our country's economy and society in every period with the activities which we carry out with a balanced, stable and risk management-oriented approach. Our results in 2023, when we proudly celebrated the 100th anniversary of our Republic, demonstrate the accuracy of our roadmap.

Going forward, we will work with determination and perseverance to progress our country and our Company even further with our vision, broad perspective, corporate culture and experience. In this process, we will uncompromisingly maintain our work to integrate sustainability as an important value into all our business processes.

In the coming years, we will continue to implement a wide array of new investments and pioneering practices in the sector which reflect our dynamic identity. Increasing our efficiency and strengthening our competitive advantages will also be included among our main goals.

Bilal Tuğrul Kaya
General Manager

CORPORATE PROFILE

ENTEK IN BRIEF

FOR A SUSTAINABLE WORLD

ENTEK IS RESOLUTELY PROGRESSING WITH ITS MISSION TO PROVIDE INNOVATIVE SOLUTIONS AND GENERATE THE ENERGY OF THE FUTURE FOR FUTURE GENERATIONS AND A SUSTAINABLE WORLD.



An expanding portfolio in various areas of the energy sector

Entek Elektrik Üretimi A.Ş. was established in 1995 to supply electricity and steam to Koç Group companies. The Company generated electricity for the first time from the Natural Gas Power Plant which it established in Bursa in 1998. The Company currently operates in the production, import, wholesale and retail sales fields of the energy sector.

As of 2023, Entek was generating electricity from a total of 11 power plants and an installed capacity of 492 MW. These power plants include a Natural Gas Power Plant with an installed capacity of 112 MW in Kocaeli, Hydroelectric Power Plants with a total installed capacity of 264 MW in various regions

of Türkiye, the Süloğlu Wind Farm with an installed capacity of 66 MW in Edirne and the Kınık Wind Farm with an installed capacity of 50 MW in İzmir.

In addition to operating the power plants in its production portfolio, Entek also offers consumers the services of developing unlicensed renewable power plants, carrying out turnkey construction after obtaining permits and the operation of these facilities.

Entek increases its influence in the sector every year with its investments in utilizing the energy it obtains from its power plants in various markets and optimizing this energy, with the trading of energy carried out in accordance with its energy

trading strategies, its renewable energy certificate and voluntary carbon market activities, the last-resource energy supply specific for customers with high-consumption and the energy sales to free consumers.

Previously a subsidiary of Koç Holding and Aygaz, Entek's shares were transferred to Tüpraş in August 2022. The Company carries out its commercial activities as a subsidiary of Tüpraş and continues to create value for all of its business partners, stakeholders and customers.

ENTEK IN BRIEF



Investments in new generation energy technologies shaped with a focus on sustainability

With renewables accounting for 77.2% of its total installed capacity, Entek bases its investment activities with a focus on sustainability. As one of the important stages of the Carbon Transformation Program launched by the Koç Holding to tackle the climate crisis and achieve the 2050 Carbon Neutral target, the Company carries out intensive work on the energy transformation.

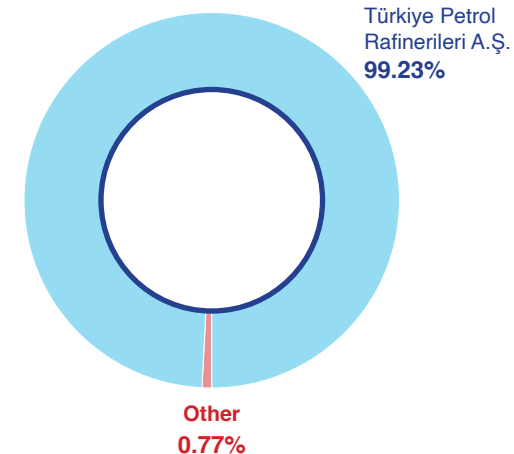
Entek established the “Energy Solutions” organization in 2020 to implement energy efficiency and on-site energy production projects aimed at transforming energy consumption. An important step towards this goal was taken with the Selfie project,

developed last year to help group companies reduce their emissions with sustainable energy and decarbonize their energy consumption.

The “Energy Solutions” organization aims to provide services to consumers from a single source, operating in many areas such as electricity sales, end-to-end self-consumption solar power plant applications, energy efficiency projects, self-consumption applications such as rooftop and land-based solar power plants and energy storage systems.

These activities were brought together under the roof of EntekSENS in 2023. Turnkey installation (EPC) and Operation & Maintenance services were included in these activities. Thus, all investors, in particular Group companies, were able to benefit from the advantages of meeting their own electricity consumption.

SHAREHOLDER'S STRUCTURE



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SUBSIDIARIES

Eltek Elektrik Enerjisi İthalat İhracat ve Toptan Ticaret A.Ş.

Eltek Elektrik Enerjisi İthalat İhracat ve Toptan Ticaret A.Ş. was established in 2003 to engage in wholesale electricity trading, import and export activities in the electricity market. It is a wholly owned subsidiary of Entek.

Menzelet Kılavuzlu Elektrik Üretimi A.Ş.

The Menzelet and Kılavuzlu Hydroelectric Power Plants in Kahramanmaraş were acquired by Entek in 2018. Two power plants have a total installed capacity of 178 MW. The acquisition of the plants was the largest acquisition carried out by domestic investors in our country in 2017. Both power plants maintain their production activities within the body of Menzelet Kılavuzlu Elektrik Üretimi A.Ş., a wholly owned Entek subsidiary.

Enerji Piyasaları İşletme A.Ş. (EPIAŞ)

Founded on 12 March 2015, EPIAŞ carries out the operations and development of energy markets in an effective, transparent, reliable and sustainable manner. Entek holds 0.5% of the company's shares.

Süloğlu Elektrik Üretimi A.Ş.

The Süloğlu Wind Farm, located in Lalapaşa, Edirne, was acquired by Entek in August 2021. The company is a wholly owned subsidiary of Entek.

Enspire Enerji Yatırımları ve Hizmetleri A.Ş.

Enspire, which is an investment company, was acquired together with the Süloğlu Wind Farm by Entek in August 2021. The company's title was changed to Enspire Enerji Yatırımları ve Hizmetleri A.Ş. The company, a wholly owned subsidiary of Entek, invests in renewable energy investments.

Enkar Doğal Enerji Sanayi ve Ticaret A.Ş.

100% of Enkar Doğal Enerji Sanayi ve Ticaret A.Ş. located in Karesi, Balıkesir was taken over by Entek in 2023.

Esinti Enerji Üretim Ticaret ve Sanayi A.Ş.

Esinti Enerji Üretim Ticaret ve Sanayi A.Ş., established in Bursa in October 2007, was acquired by Entek and Opet in 2023, with the majority of its shares being held by Entek. With this acquisition, the Kınık Wind Farm in İzmir, with an installed capacity of 50 MW, became the second wind farm in Entek's portfolio.

POWER PLANTS

TOTAL INSTALLED
CAPACITY OF 492 MW

ENTEK CONTINUES TO GENERATE ELECTRICITY FROM 11 POWER PLANTS WITH A TOTAL INSTALLED CAPACITY OF 492 MW IN SEVEN DIFFERENT CITIES THROUGHOUT TÜRKİYE.

Süloğlu Wind Farm

Total Installed Capacity: **66 MW**Kocaeli Natural Gas Cycle
Power PlantTotal Installed Capacity: **111.8 MW**

Kumköy Hydro-Electric Power Plant

Total Installed Capacity: **17.49 MW**

Kılavuzlu Hydro-Electric Power Plant

Total Installed Capacity: **54 MW**

Kınık Wind Farm

Total Installed Capacity: **50 MW**

Damlapınar Hydro-Electric Power Plant

Total Installed Capacity: **16.425 MW**

Kepezkaya Hydro-Electric Power Plant

Total Installed Capacity: **28 MW**

Azmak Hydro-Electric Power Plant Group

Azmak I Hydro-Electric Power Plant

Azmak II Hydro-Electric Power Plant

Kırpılık Hydro-Electric Power Plant

Total Installed Capacity: **24.407 MW**

Hydro-Electric Power Plant



Natural Gas



Wind Farm

WHEN THE MATTER IS NEXT GENERATION ENERGY COMPANY, WE ARE THE FIRST TO COME TO MIND...

VISION

- To take on a pioneering role in renewable energy.
- To take on critical responsibility for the Koç Holding's Carbon Neutral target.
- To achieve success with our focus on the digital transformation and our talented teams that develop each other.
- To be also the first company to come to mind when it comes to electricity

MISSION

We offer innovative solutions and generate quality energy for future generations and a sustainable world.



MILESTONES

1995

First investment activities started

1998

Electricity generated from the first 104 MW facility which was established in the Bursa Demirtaş Organized Industrial Zone

2003

Kocaeli Natural Gas Cycle Power Plant joins Entek

Entek becomes a founding partner of Eltek Elektrik, established to carry out wholesale purchases, sale, import and export of electricity, with a 46% stake

2009

Total installed capacity reaches 219 MW with the additional investment undertaken in the Kocaeli Power Plant.

2013

Entek takes over 100% of Eltek Elektrik shares.

2014

Damlapınar and Kepezkaya hydroelectric power plants in Karaman and Kumköy join Entek

2017

Entek acquires Azmak I, Azmak II and Kırpılık hydroelectric power plants located on the Ermenek river in Mersin's Mut district

2018

Entek acquires the Menzelet and Kılavuzlu Hydro-electric power plants in Kahramanmaraş

2020

"Enspire Creative Energy Solutions" brand established to implement projects that will provide energy efficiency

2021

Entek acquires its first wind farm with the purchase of the Suloğlu Wind Farm located in Edirne, increasing its total installed capacity to 442 MW.

2022

Shares in Entek, a subsidiary of Koç Holding and Aygaz, are transferred to Tüpraş.

2023

Acquisition of the Kınık Wind Farm in İzmir, with an installed capacity of 50 MW, completed with the Entek and Opet shareholding, with Entek holding the majority stake

EntekSENS established for EPC and Operation Maintenance Services

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KEY INDICATORS

FINANCIAL AND OPERATIONAL INDICATORS

Total Assets

TL **18,818** million

EBITDA

TL **1.611** million

Operating Profit

TL **1,141** million

Return on Equity

8%

Direct Economic Value Created*

TL **7,953** million

* Net Sales Revenue

Direct Economic Value Distributed

TL **6,777** million

Energy Efficiency Investments

TL **~ 75.5** million

Total Installed Generation Capacity

492 MW

Electricity Generation

Wind **244,797.46** MWh

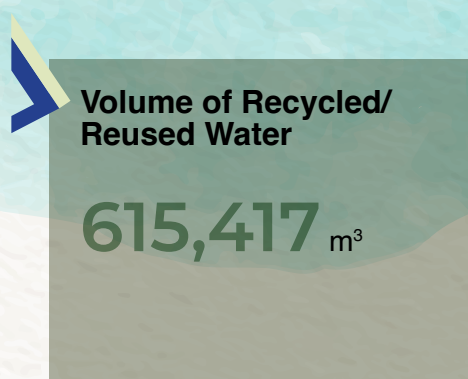
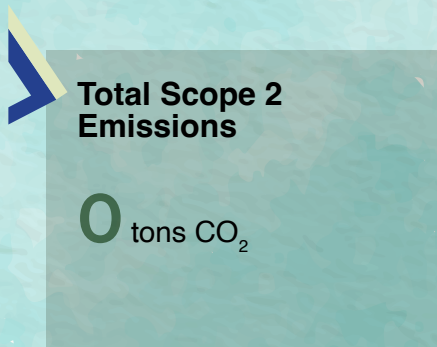
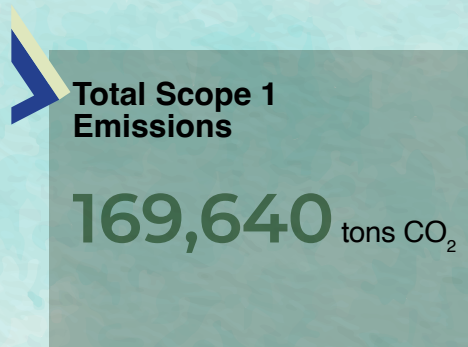
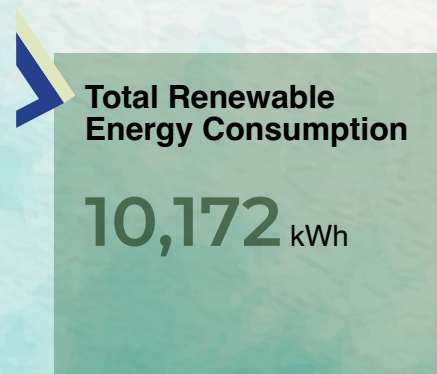
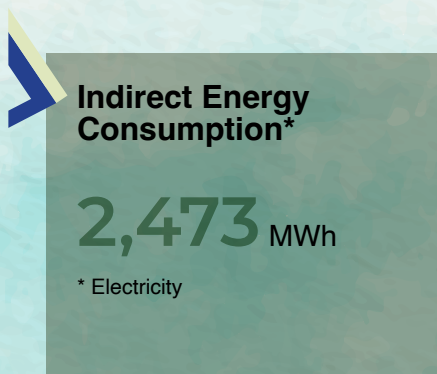
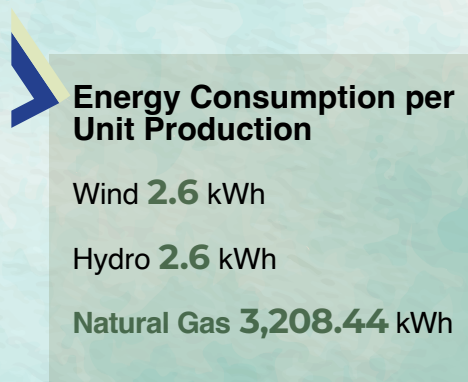
Hydro **797,912.95** MWh

Natural Gas **291,068.09** MWh

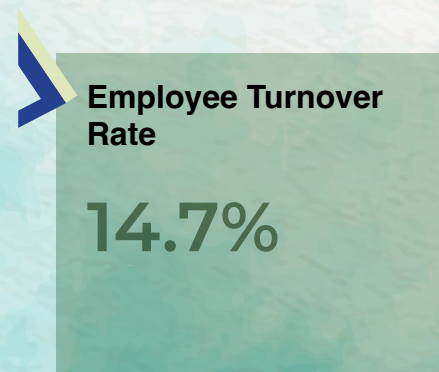
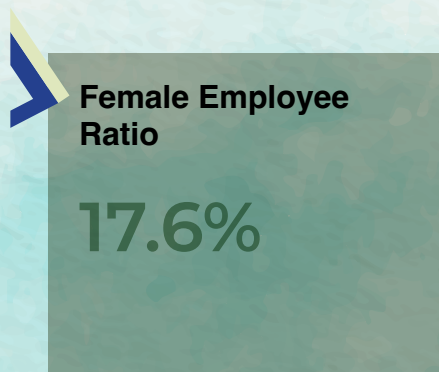
Sales

~ 2.1 billion kWh

ENVIRONMENTAL INDICATORS



SOCIAL INDICATORS



SUMMARY OF ACTIVITIES IN 2023

SECTORAL DEVELOPMENTS



The Turkish Energy Market

In order to meet the increasing demand for electricity and expand services, electricity generation activities, which had started in the early 20th century in Türkiye, needed to be managed centrally within an institutional structure. Following intensive work carried out in this direction, the foundations of today's energy markets were laid with the adoption of the Electricity Market Law No. 6446 in 2013 and the establishment of EPİAŞ in 2015.

When the Republic of Türkiye was founded in 1923, our country's electricity consumption stood at 41 GWh, with an installed capacity of 32 MW. In the 100th year of our Republic, consumption reached 330 TWh, with the country's installed generation capacity exceeding 105,000 MW.

A century after the foundation of our republic, the Turkish energy sector has created an infrastructure fit for modern energy markets, while requiring further progress. All market environments for energy trading, such as spot and forward markets, physical and financial markets and organized and over-the-counter markets have been established in our country. In addition, the green certificate market also operates as a medium where renewable energy investments can be supported on a market basis.

The Turkish energy sector in 2023

In 2023, Türkiye's electricity consumption decreased by 0.2% compared to the previous year, to 330.3 TWh. Meanwhile, the generation of electricity decreased by 0.6% compared to the previous year, to 326.3 TWh.

According to figures provided by Türkiye Elektrik İletim A.Ş. (TEİAŞ), Türkiye's installed electricity generation capacity increased by 3% in 2023 to reach 106.6 GW by the end of the year. Private sector production facilities accounted for the largest share (67%) of this total with the public sector accounting for 20% of the total generation capacity and unlicensed plants accounting for a further 10%. The share of production plants operating with Build-Operate and Build-Operate-Transfer models, on the basis of capacity, was 3%.

In terms of the breakdown by source, 30% of the installed capacity consists of hydroelectric power plants, 24% of natural gas power plants, 20% of coal power plants, 11% of wind farms, 11% of solar power plants and 4% being other renewable or thermal power plants.

Due to the European Union's ban on coal imports from Russia from August 2022 due to the war between Ukraine and Russia, Türkiye has increased its imports of coal from Russia, with 36% of the Türkiye's electricity generated from coal-fired power plants in 2023. This is marked contrast with the 12% share of electricity generated from coal-fired power plants in the EU. Türkiye surpassed Poland in 2023 to generate the second highest level of electricity in Europe from coal-fired power plants.

Since the price of imported coal fell by more than the price of natural gas in 2023, the cost of generating electricity from imported coal remained below the cost of generating electricity from natural gas. The amount of electricity generated by natural gas power plants decreased compared to 2022.

SECTORAL DEVELOPMENTS

The main regulatory changes, updates and new applications the Turkish energy sector in 2023 are listed below:

- With the regulatory amendment published in the Official Gazette dated 20 January 2023, the decision was taken to use the Maximum Settlement Price (MSP) instead of the Market Clearing Price (MCP) in the Water Usage Fee formulation calculated by the General Directorate of State Hydraulic Works (DSHW/DSI) for hydro-electric power plants.
- The communique dated 25 May 2023 determined the procedures and principles regarding the cancellation of unpaid consumption fees of electricity and/or natural gas subscribers, whose homes and/or workplaces had been demolished, are to be demolished imminently or which have suffered severe or moderate damage in areas deemed to be disaster areas within the scope of the State of Emergency.
- Within the scope of the Unlicensed Electricity Generation Regulation, it was announced that legal entities with an existing application in a region would be able to apply to establish capacity in a different region with effect from 1 January 2023. As a result of this change, total applications increased from 7,000 MW of capacity in 2019 to approximately 35,000 MW within the scope of the Unlicensed Electricity Generation Regulation.
- The Resource Based Support Mechanism had been a key plank of the electricity market, entering force on 1 April 2022, where the Maximum Settlement Price (MSP) had been determined separately depending on whether the resources were imported or domestic. The Mechanism was abolished at the end of the third six-month period, with effect from 1 October 2023.

- The right to generate electricity in excess of the licensed amounts, which EMRA had temporarily granted to producers from 12 May 2022, was terminated with effect from 30 September 2023.
- The transition period regarding the Carbon Border Adjustment Mechanism (CBAM) implemented by the European Union got underway from 1 October 2023. The transition period in the CBAM will continue until 31 December 2025.

Expectations for the Turkish energy sector

The earthquake, which struck on 6 February 2023, once again demonstrated the critical importance of electricity transmission and distribution infrastructure and planning. It is vital, therefore, that the sector is supported by new investments, new technologies and new regulations.

Recently commissioned hybrid power plants and investments in power plants with storage are supporting the development of the energy market with improved storage techniques, diversification of import sources and flexibility in the natural gas network gradually strengthening our country's position. All these efforts will enable Türkiye to benefit more from its renewable energy potential. They will provide significant contributions to the country's energy independence in the short, medium and long term.

The European Union Carbon Border Adjustment Mechanism (CBAM), which will enter force on 1 January 2026, aims to tax exports from third countries to the EU based on their carbon emissions. With the introduction of the CBAM, Türkiye's establishment and implementation of its own Emission Trading System is of critical strategic importance.

In parallel with this, it will be possible to predict how the costs of power plants using carbon-intensive electricity generation technologies will increase, depending on their efficiency. In this context, in addition to the ongoing preparations of the Climate Law in the public sector, the draft regulation required for the establishment of the ETS was also published. According to the published draft, the Turkish ETS will be operated under EPIAŞ.

Once drilling starts from the Sakarya Gas Field, discovered in the Black Sea, Türkiye will be able to meet a significant proportion of its natural gas consumption, which is currently almost all imported, from its own resources. Thanks to the expanding transmission infrastructure, an appropriate environment will be created for natural gas trade both within the country and with neighboring countries, which will create tremendous opportunities for all investors operating in the energy sector.

With the contribution and vision of NGOs such as the Energy Traders Association and the Energy Producers Association, it will be possible to increase both electricity and natural gas trade volume. Regular workshops are held in this context with the work of the relevant working groups supported by competent professionals who are members of the association.

Digitalization infrastructure has been developed, with the contributions of EPIAŞ, TEİAŞ and BOTAŞ, enabling sector participants to access accurate data quickly and easily. These developments are aimed at expanding trade volume and increasing quality, paving the way for our country to reach the levels of developed markets.

SECTORAL DEVELOPMENTS

The Carbon Border Adjustment Mechanism (CBAM)

The European Union (EU) is at the forefront of international efforts to tackle climate change. Within the framework of the European Green Deal, a clear method was determined to achieve the EU's goal of reducing greenhouse gas emissions by 55% by 2030 compared to their 1990 levels, and becoming carbon neutral by 2050.

One of the regulations introduced by the European Green Deal, the "Carbon Border Adjustment Mechanism (CBAM)" aims to impose a carbon tax on some products imported by the European Union. Priority sectors were determined as cement, iron and steel, fertilizer, aluminum, electricity production and hydrogen.

The transition period for the CBAM has been set as 1 October 2023 - 31 December 2025. During this period, no carbon tax will be imposed on sectors determined as priority sectors, but their emissions will nevertheless be reported.

The CBAM will be fully in place from 1 January 2026. Carbon prices will be determined through CBAM certificates with the fees for CBAM certificates calculated by using the carbon fees in the EU Emission Trading System (ETS) as a reference.

Penalties will be imposed on those who do not provide sufficient certificates or provide misleading statements regarding their emissions. However, payment of penalties will not eliminate the obligation to present a sufficient number of CBAM certificates.

Once the permanent system enters force on 1 January 2026, importers will be required to declare the amount of goods imported to the EU each year, along with their embedded greenhouse gases.

Some factors behind the establishment of carbon border adjustment mechanism are set out below:

- To maintain the competitiveness of EU producers, which are exposed to carbon taxes,
- To limit carbon leakage worldwide within the framework of the target to limit global warming to 1.5°C as set out in the Paris Agreement,
- To accelerate the transition to renewable energy and encourage the development of these policies in countries without an ETS or other carbon regime.

With almost half of its exports going to the European Union, Türkiye is expected to be among the countries most affected by the CBAM, along with China and Russia. The high level of embedded emissions in our country will lead to increased costs and presents a competitive disadvantage.

Energy sector players seeking to export have been required to monitor, report and verify both their direct and indirect emissions since the start of the transition period on 1 October 2023. Emissions must be verified by an organization accredited by the EU Commission. The monitoring, reporting and verification of information from the producer will be delivered to the EU. The importing company will also be required to submit an annual CBAM declaration. Accordingly, a double verification will be carried out with the information provided from the importer and the exporter.

The decrease in free allocations in the EU are expected to increase carbon prices in the EU ETS mechanism. All of these developments will saddle EU importers with additional costs for exports from Türkiye to the EU, with these costs expected to be reflected to the importer's purchase prices.

When it comes to energy trade, the CBAM is expected to contribute significantly to the development of environmental markets and green energy products in our country. In particular, there will be an increase in the participation of exporter consumers in the free energy trading market for the supply of these products. Again, the participation of consumers in the energy market may also grow with the establishment of renewable energy facilities, which are eligible for credits in return for carbon emissions, thus contributing to production.

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GENERATION, DISTRIBUTION AND TRADING

PROFITABLE GROWTH

ENTEK AIMS TO GROW PROFITABLY BY EXPANDING THE VOLUME OF ITS SALES ACTIVITIES THROUGH ITS SUSTAINABLE SERVICES SUPPORTED BY TECHNOLOGY AND INNOVATION.



Quality, sustainable and safe generation capability

Entek carries out projects that will ensure the most efficient use of resources, constantly reviewing and improving the processes in its service channels.

Entek works in parallel with Tüpraş's "Zero Carbon Electricity" targets. Throughout 2023, it pressed ahead with its investments to achieve a balanced portfolio structure and increase its market share.

100% of the Süloğlu Company was acquired by Entek in 2021 through the share transfer method. Süloğlu Company was merged with Entek on 10 November 2023 in order to simplify the subsidiary structure.

The permitting processes are ongoing for the project, in which Entek acquired 20 MW of hybrid solar power plant capacity for the Süloğlu Wind Farm. In addition, the Company acquired 14.4 MW of additional wind capacity for the Süloğlu Wind Farm in 2023.

Within the scope of the new legislation published in the Official Gazette dated 19 November 2022, Entek applied for the establishment of 1.5 GW in capacity through 23 projects including wind farms with storage and solar power plants. Accordingly, during 2023, the development and permit processes were initiated for 11 projects with a combined capacity of 653.3 MW, along with one project with an additional capacity of 65 MW for which a license amendment was accepted.

Entek obtained preliminary licenses for nine wind farms with a combined capacity of 563.3 MW in 2023. The process continues for all projects for which applications were submitted for Technical Interaction Analysis (TEA) and Environmental Impact Analysis (EIA). Having obtained preliminary licenses for all of the projects for which connection capacity was allocated by TEİAŞ, Entek now has no projects currently under evaluation by the EMRA.

Entek had recently been working to implement a 43 MW solar power plant project and has also reached a competitive position in the field of solar power plant projects. In 2024, as this sustainability report was being prepared for publication, the 65* MWe Süloğlu storage license amendment was accepted. Moreover, a preliminary license was obtained for two solar power plant projects with a combined capacity of 90 MWe.

GENERATION, DISTRIBUTION AND TRADING

The acquisition of 73.7682% (including indirect shares) of the shares in Esinti Enerji, which owns the Kınık Wind Farm, by Entek and 24.2634% of the shares by Opet Petrolcülük was completed on 7 November 2023 following the fulfilment of the Competition Authority permit and all other closing conditions in accordance with the Share Purchase Agreement.

Entek's priority is to implement the call letters received by the Koç Group companies within the scope of the Unlicensed Electricity Production Regulation. The Company also offers turnkey solutions to non-Group companies in select projects.

Entek received a call letter for a total of 316 MW of capacity under the Koç Group's Selfie Project, among the largest capacities obtained for a single group. Entek served as the main contractor in the successful commissioning of 10 MW of this capacity. The Company is playing a critical role in the Koç Group's carbon neutral transformation with project management or end-to-end turnkey solutions for Group companies in the implementation of the remaining 306 MW of capacity.

Entek recorded sales of approximately 2.1 billion kWh and consolidated revenue of TL 7,953 million in 2023. Sales from generation stood at 1.3 billion kWh, with 1.0 billion kWh of this amount consisting of sales from electricity generated from renewable energy sources.

**Electricity Generation from Wind (MWh):
244,797.46**

**Electricity Generation from Hydro (MWh):
797,912.95**

**Electricity Generation from Natural Gas (MWh):
291,068.09**

**Steam Production from Natural Gas (MWh):
65,054**

**Direct Economic Value-Net Sales Revenue
created (TL):
7,952,760,000**

**Distributed Direct Economic Value (TL):
6,777,073,807**

INVESTMENTS

ZERO-CARBON ELECTRICITY

CONTINUING TO STRENGTHEN ITS PORTFOLIO WITH THE VISION OF BEING A PIONEER IN ZERO-CARBON ELECTRICITY, ENTEK HAS BEEN TAKING IMPORTANT STEPS IN LINE WITH THIS VISION WITH THE INVESTMENTS IT HAS CARRIED OUT IN RECENT YEARS.



Investments supporting the transformation to a low-carbon energy system

Entek is continuously increasing its investments to create a low-carbon, resilient and highly resource-efficient energy ecosystem and to accelerate this transformation.

Prioritizing investments in modernization, the environment, security, technology, digitalization, renewal and expansion, the Company also continues its cost-cutting investments as a requirement of adapting to the economic conditions.

Within the scope of its sustainability strategy, Entek carries out projects and investments to facilitate the adaptation to the possible effects of climate change. It takes the necessary measures to reduce the environmental impacts of its investments in accordance with the current national and international law.

Entek plans to press ahead with its investments going forward by maintaining its zero-carbon electricity focus and achieving a balanced generation portfolio on the basis of resources.

Kınık Wind Farm

Entek uninterruptedly continues its zero-carbon electricity investments. It added its second wind farm, the Kınık Wind Farm, to its portfolio in 2023. This followed the commissioning of the Söloğlu Wind Farm, its first investment in wind energy, which it acquired in 2021.

In line with its long-term growth strategy and the Koç Group's goal of becoming Carbon Neutral by 2050, the acquisition of the Kınık Wind Farm located in İzmir represents an important step in Entek's growth in renewable energy.

Entek owns the majority of the power plant, which it acquired with Opet through the share transfer method. With the addition of the Kınık Wind Farm, which has a total installed capacity of 50 MW, to its portfolio the Company's total installed capacity reached 492 MW with its total installed capacity in zero-carbon electricity reaching 380 MW.



INVESTMENTS

Key energy efficiency projects carried out in 2023

Entek calculated that it will save TL 17.4 million each year as a result of the energy efficiency efforts it carried out in 2023, which have an investment cost of approximately TL 75.5 million. The Company saved TL 7.6 million from these projects alone in 2023.

Projects

- **Air Compressor Power Consumption Reduction Project at the Kocaeli Natural Gas Power Plant**
By replacing two old and inefficient air compressors with a single more efficient compressor, the Company achieved 18 MWh in savings per year with an investment cost of USD 15,000.
- **Commissioning of Auxiliary Boiler Cross Limited Control at Kocaeli Natural Gas Power Plant**
The improvements made in the auxiliary boiler, with the replacement of the low-sensitivity gas meter, air damper and gas valve changes, as well as the addition of a frequency converter and logic function optimization were expected to lead to a 0.5% increase in efficiency at an investment cost of EUR 17,500 and a target of 12,500 sm³ in gas savings per year. The improvements made also aim to more effectively and efficiently provide an uninterrupted supply of steam for the auxiliary boiler.
- **Project to increase Air Conditioning Efficiency at the Kocaeli Natural Gas Power Plant and Damlapinar Hydroelectric Power Plant**
The air conditioning units used in the administration building of the Kocaeli Natural Gas Power Plant were replaced with a high efficiency class central air conditioning system in a TL 800,000 investment. As a result, the heating and cooling needs of the administration building are met with the 55 kW VRF unit installed, which is estimated to save 120 MWh of energy per year.

A low-efficiency air conditioning unit in the Damlapinar Hydro-electric power plant was

replaced with a high-efficiency air conditioning unit and another low-efficiency air conditioning unit was removed from service, thus paving the way for 27.5 MWh in annual savings with an investment cost of TL 25,000.

- **OTSG (Once Through Heat Recovery Steam Generators) Forwarding Pump Replacement Project at the Kocaeli Natural Gas Power Plant**
A frequency converter was added to the two 18.5 kW electric motors in the old system. This allowed pressure control and operation with a single 18.5 kW motor, enabling 74 MWh in annual savings with a EUR 15,650 investment.
- **Demi Make-Up Pump Replacement Project at the Kocaeli Natural Gas Power Plant**
A frequency converter was added to the two 11 kW electric motors in the old system. This provided pressure control, and the system started to operate with a single 11 kW motor, paving the way for 88 MWh in annual savings following the EUR 8,600 investment.
- **Vortex Generator Project at the Süloğlu Wind Farm**
The performance of the blades was optimized with the winglet-like components mounted on the turbine blades. The annual production gain obtained at an investment cost of EUR 230,000 was calculated to be in the order of 1.09 GWh (0.51%).
- **Service Air Compressor Replacement Project at the Menzelet Hydro-electric Power Plant**
The replacement of the service air compressor and elimination of air leaks led to an annual saving of 1,500 kWh with an investment of USD 2,600.
- **Project of Feeding from Penstock instead of the U1 CWS Pump at the Kilavuzlu Hydro-electric Power Plant**
The removal of the pump which pressurizes the water used for cooling in the units and performing the pressurization process with the existing

pressurized water in the penstock was calculated to bring about 138 MWh in annual savings with an investment of USD 8,500.

- **Turbine Wheel Replacement at the Menzelet Hydro-electric Plant and Kilavuzlu Wind Farm**
The work carried out in the units was aimed at increasing efficiency with the turbine wheel replacement. This enabled the generation of approximately 2,100 MWh more electricity per year with the same amount of water running in the turbine, achieved with an investment cost of approximately USD 1.39 million per unit in the Kilavuzlu Hydro-electric power plant. An additional 3,920 MWh of electricity was generated in the Menzelet Hydro-electric power plant at an investment cost of approximately USD 1.27 million per unit.
- **Improvements to Cooling Water Pumps at the Azmak-2 & Kirpilik Hydro-electric power plant**
The work involved the renewal of the pump motors with pumps consuming 5.5 kWh of energy replaced with pumps consuming 4 kWh in electricity. Thus, the project saved a total of 48 MWh in energy from Unit-2 of the Azmak-2 Hydro-electric power plant and Unit-2 of the Kirpilik Hydro-electric Power Plant. In addition, approximately 28 MWh of energy savings were achieved by transferring 1,680,000 m³ of water released downstream from the cooling water system back to the lake and using it to generate electricity.

- **LED Lighting at the Süloğlu Wind Farm and Damlapinar and Kepezkaya Hydro-electric Power Plants**
The current lighting fixtures were replaced with low energy consumption LED fixtures. It is calculated that these will bring about 23.8 MWh in annual energy savings with an investment cost of TL 93,560.

INNOVATION AND THE DIGITAL TRANSFORMATION

INNOVATION AND CREATIVITY

ENTEK SUCCESSFULLY IMPLEMENTS DIGITAL TRANSFORMATION PROJECTS WHICH SUPPORT THE WAY OF DOING BUSINESS IN ORDER TO SUSTAIN THE ENVIRONMENT OF INNOVATION AND CREATIVITY.



Projects to ensure the sustainability of the energy infrastructure

Entek designs projects focused on developing new products, technologies and business models by supporting innovation initiatives. The Company continues its efforts to digitalize its manual processes, automate business processes and eliminate non-value-added elements.

The data analytics projects help Entek transform its way of doing business and differentiate itself in new areas of operations by using the power of its data. Within the scope of these projects, the Company compiles data from various sources in the database environment which it has created. It visualizes important metrics by converting them into digital reports where needed.

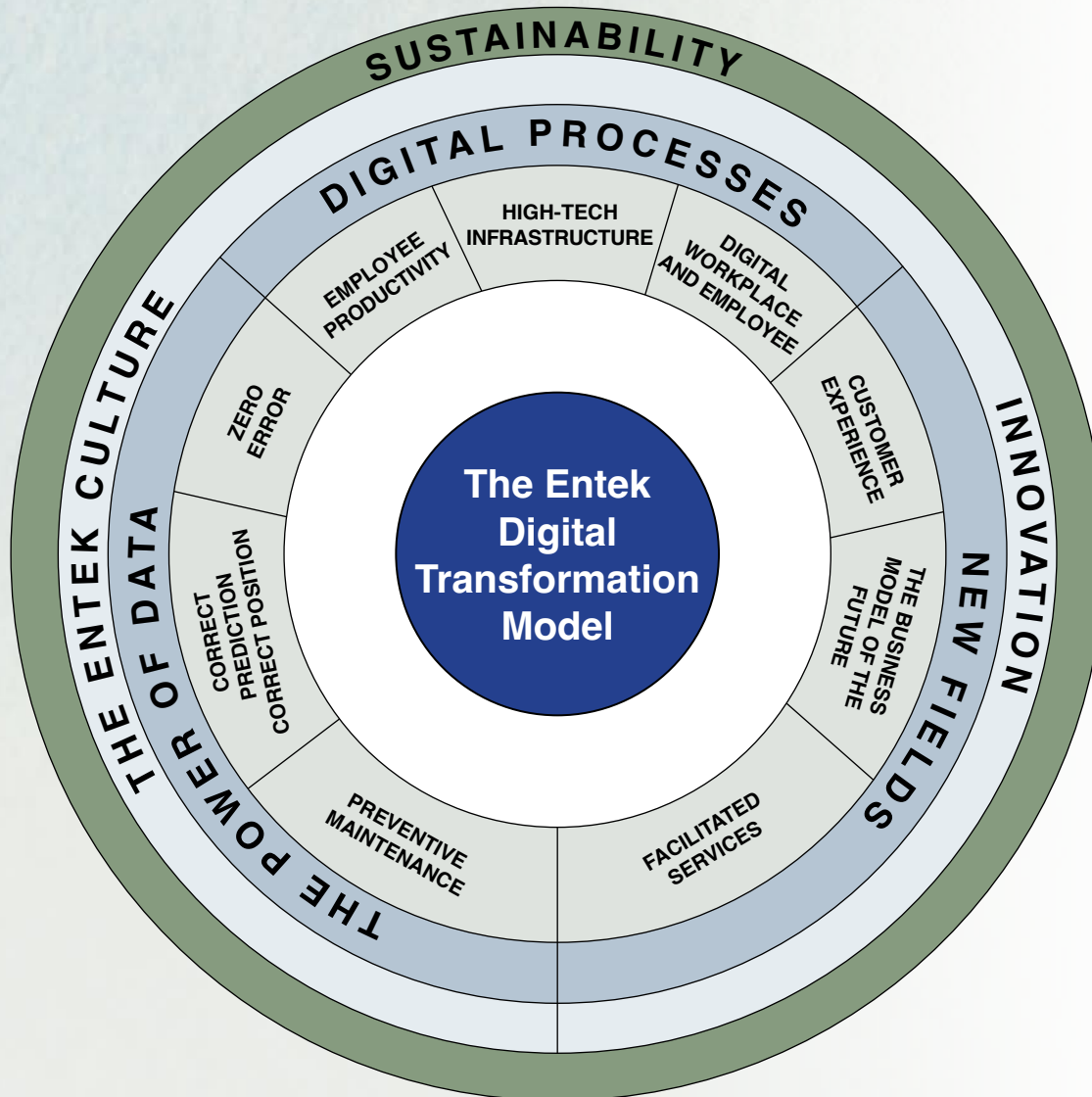
Entek examines the processes in its corporate applications with a detailed analysis. It effectively manages the analysis and development processes by predicting the parts that can be associated. In this context, all the work carried out is meticulously monitored through various metrics and their impacts are evaluated.

Entek considers its projects from their inception to their end. It comprehensively plans the integration points and reporting mechanisms, and brings them into operation step by step. The Company successfully manages most of its projects with an agile approach, through self-organizing and cross-functional teams.

These efforts also serve as an indication of Entek's commitment to the sustainability and uninterrupted service of its energy infrastructure. The Company believes that the projects it carries out will further consolidate its leading position in the energy sector by increasing the efficiency and reliability of transformers.



INNOVATION AND THE DIGITAL TRANSFORMATION



ENTECH ALIGNMENT

Entek Alignment

In 2023, Entek adopted a new portfolio management approach that will further develop its digital transformation model and increase communication between departments. With this approach, which it refers to as the “Entech Alignment”, the Company aims to achieve the following benefits:

- Prioritizing the requirements that are compatible with its strategies and focusing on these needs,
- Contributing to operational excellence by effectively managing coordination between the teams,
- Redefining business ownership by reviewing job descriptions and responsibility matrices by conducting process development activities transparently,
- Creating a working environment that will enable each department to effectively manage their own processes and achieve high rates of success,
- Correctly planning its capacity for digital transformation projects,
- Developing a project planning and monitoring mechanism for each quarter (3 month period)

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INNOVATION AND THE DIGITAL TRANSFORMATION

The Hydrology Project

Carried out in 2023, Entek's project aims to more accurately estimate future water volumes. The project is of strategic importance in the effective management of renewable water resources and prevention of possible water shortages. The project aims to estimate the volumes of water that will flow in different periods by analyzing the relationship between meteorological data and basin characteristics in detail with the support of artificial intelligence models and data from the past 25 years.

This comprehensive project uses machine learning and deep learning methods to carry out AI-supported hydrology predictions in the hydroelectric power plants. The developed AI models evaluate 56 different variables such as temperature, snow depth, moisture in different layers of the soil, groundwater levels and the operating decisions of neighboring facilities.

The dataset used in the project, which covers the past 25 years, significantly increases the prediction capabilities of artificial intelligence. The project will pave the way for a 2.5% increase in energy production efficiency, increasing the accuracy of water flow volume prediction to approximately 90%. The predicted increase in efficiency is expected to equal the electricity consumption of 7,000 households.

Entek aims to benefit from data in all operational decision points. Thanks to this artificial intelligence application which it has developed, the Company has become more effectively able to manage the volume of water that will enter the hydroelectric power plants to generate electricity.

Thanks to the more accurate prediction of future water amounts, dam management, water supply security and sustainability management of renewable resources have become more effective, also helping prevent financial losses within the scope of budget calculations carried out within the Company. Future plans for the project include the integration of more data sources and increasing the accuracy of the model.

In addition, comprehensive steps are also planned to be taken to manage water resources more effectively through the follow-up of new technologies and cooperation with stakeholders.

This project has achieved recognition, winning the best digitalization award at the TISK Common Futures social responsibility awards. The CEO of Koç Holding, Levent Çakıroğlu, took the time to explain the project during the "New Applications for Adaptation to Climate Change" session at the Davos Summit.

Strategy of Sustainable Maintenance of Transformers with Dissolved Gas Analysis (DGA)

Entek took a step towards monitoring the state of the transformers and optimizing their performance in 2023. This project, which is critical for the longevity and energy continuity of transformers, was carried out to detect in advance the wear or deformation of the material structures of transformers over time, current and potential failures and the potential impact on the uninterrupted energy supply.

Artificial Intelligence algorithms, which can predict changes in the internal functioning of transformers, were used within the scope of the project. These

algorithms create a model that predicts the future performance of transformers based on the DGA (Dissolved Gas Analysis) analysis data.

This system was developed by using the Microsoft Azure infrastructure and big data analytics tools. It allows effective monitoring of the health status of transformers.

The results obtained in this project, in which Entek and Tüpraş worked in collaboration, are quite promising in terms of predicting possible transformer failures in advance and improving maintenance planning to prevent them. Entek closely monitors developments in the field of artificial intelligence and data analytics, aiming to continuously monitor the performance of the system going forward and update and further optimize the system in line with the data collected.



INNOVATION AND THE DIGITAL TRANSFORMATION

Automation of Business Processes with Robotic Process Automation (RPA)

Entek continued to use the RPA technology in 2023 to reduce labor intensive manual work and time-consuming processes. Customized RPA solutions, which were developed in collaboration with Entek and KoçSistem, enabled the smooth and effective automation of processes.

In this context, the Company has managed to increase efficiency in internal processes, reduce operational costs and direct employees to more strategic tasks. Thus, error rates in business processes have decreased significantly while levels of customer satisfaction and service quality have improved. More than 45 person days per month have been saved thanks to the RPA work carried out.

EntekBir Digital Transformation: Mobile and Automatic Management of Internal Processes

Entek implemented a significant digital transformation project in 2023 to overcome the difficulties of mobile access to internal Company applications and the difficulties in controlling manual processes. This transformation aims to increase efficiency in operations and facilitate process management.

EntekBir's new platform allows access to live production and weather information in the facilities, the posting of announcements and Company news, the monitoring of market values and cargo processes and access to centralized facility entry-exit records while presenting PI data.



Digital tools such as NET API, Firebase notification services, the Azure Application Register, Microsoft Graph API and SQL Server were used in the development.

These led to a significant improvement in awareness and operational speed in EntekBir's internal processes. Reporting became easier, process tracking, and management was improved and the visibility and accessibility of PI data in interactive environments was enhanced.

EntekWatt: Sustainable Energy Management Solution

The EntekWatt project is an in-house decision support application that uses SAP software to manage electricity consumption bills and proforma invoices, which are calculated with estimated consumption values. The project aims to create a process suitable for sub-modules and departmental needs. It also aims to produce solutions able to fully meet the needs of the Company. Entek successfully completed the project and brought it into use, thus

achieving a significant transformation in its business processes.

With the EntekWatt project, processes which had been previously carried out manually on the individual initiative were automated. A more organized and effective process management was achieved by minimizing the rate of error. This application did away with the manual proforma invoice process, reducing workloads. With the actual consumption bills also managed through SAP software, efficiency has increased.

With this initiative, which will be carried out with the support of specialized consultants, each department will be involved in the transformation of their own processes.

Entek plans to continuously add new modules to the software depending on the needs of each department in the future. It also plans to contribute to its overall performance by using the application as a decision support mechanism.

AVAILABILITY AND BUSINESS CONTINUITY



RELIABLE PRODUCTION

ENTEK CARRIES OUT METICULOUS WORK TO MAINTAIN HIGH LEVELS OF AVAILABILITY AND BUSINESS CONTINUITY AND TO PRODUCE ON TIME AND RELIABLY.

Entek attaches great importance to the digital transformation and innovation in order to ensure its energy infrastructure is sustainable and to provide an uninterrupted service. The Company implements projects aimed at digitalizing manual operational activities and automating business processes. These projects cover many important areas such as the customer experience, quality and OHS.

One of the key projects which Entek recently implemented in this area is the use of Artificial Intelligence algorithms which can detect changes in the internal functioning of transformers. Using such algorithms, transformers can be monitored digitally with any deformation, and current as well as potential faults detected in advance.

This project, which is critical in ensuring energy continuity, is also vital when it comes to extending

the life of the transformers and maximizing their performance.

In 2023, Entek also continued renewal work at its facilities and performed regular and planned maintenance work. It revised maintenance procedures and carried out compliance activities with these procedures.

Emergency Procedures

Emergency Procedures are in place in all of Entek’s locations. The Company conducts annual drills in accordance with these procedures and provides periodic training on emergencies.

In emergency situations, rapid field service and technical support is received from specialized companies within 24 hours, while support is provided

within 72 hours in the event of problems affecting the equipment and systems, thus restoring the availability of the systems.

Entek performs planned downtime for maintenance and repair work. Unplanned downtime is carried out in situations requiring intervention. A total of 20,847.8 hours of such downtime were planned during 2023 with 3,187.6 hours being unplanned.

	2021	2022	2023
Planned Downtime (hours)	23,492	20,108	20,847.8
Unplanned Downtime Time (hours)	3,019	2,818	3,187.6
Number of Unplanned Downtime periods	1,304	2,467	802
Official Mandatory Downtime	0	0	0

INFORMATION PRIVACY AND CYBER SECURITY

INFORMATION SECURITY

ENTEK ATTACHES THE HIGHEST IMPORTANCE TO WORK RELATED TO INFORMATION SECURITY RISKS. THE COMPANY ESTABLISHES AND MONITORS SYSTEMS THAT USE INTERNATIONAL STANDARDS AS A REFERENCE.



Security applications to protect infrastructure and systems

Entek carries out all of its operations meticulously to protect and secure the information in its possession against risks that may arise due to the high levels of technology and digitalization which have been reached today. The Company primarily implements practices aimed at preventing risks that may be encountered in this field.

Entek uses a central management application (MS SCCM) for the distribution and rapid commissioning of critical updates. It also works with a secure printout (PIN to Print) method to ensure that printer outputs reach business owners securely, and an anti-virus program (MS Intune) to protect the security of end-user devices.

The Company performs secure list identity checks (NAC) to prevent unauthorized access to the network infrastructure and detects vulnerabilities in the network with the Vulnerability Scanning (Nessus) application. It has removed the use of passwords in network access and brought the secure access (802.1x) method into use. In network access, access for employees, guests and personal devices is separated from each other with different (SID) broadcasts. Different networks are used for work, business activities and industrial activities.

Entek uses a VPN (SSL VPN) in the remote access of the Company network and obtains Web Filtering (URL-Filtering) services to eliminate web-based risks. The Company uses the USTA Platform to obtain information from intelligence services and obtains the SOC services to report and track any security

breaches arising from logs and to create alarms. A Data Loss Prevention app is used to prevent sensitive data leaks through various means such as portable devices, the cloud or e-mail.

The Company obtains a monitoring (NOC) service to ensure that its systems are monitored and accessible on a 24/7 basis. It obtains a server management service for professional support and collaboration in server management, and a back-up service to minimize data loss and ensure recovery.

Entek draws up plans and carries out relevant drills to ensure business continuity in the event of disasters and has established a Disaster Recovery (DR) system. With the shared WAF service, special security protection is provided to Entek's web servers over the cloud infrastructure through the redundant central physical resource pool owned by the supplier.

INFORMATION PRIVACY AND CYBER SECURITY

The Manage Engine Password Manager Pro product has been put into use as a secure password storage technique and MS Intune for Android and IOS has been used in the field of mobile security. Entek aims for the highest security with continuous rule tightening and software updates on FW. It receives Firewall Management services to ensure FW security and perform professional management.

The Company classifies documents and e-mails according to their confidentiality and sensitivity by applying labels to their content with the Azure Information Protection (AIP) cloud-based solution, and secures their protection with methods appropriate to these classifications. The automatic data classification methods are designed to correctly determine the levels of sensitivity and confidentiality.

Entek implements the ISO 27001 Information Security Management System, the Global CISC articles, the Koç Holding Information Technologies Standards and Digital Transformation Office security measures set out by the Presidency of the Republic of Türkiye in all business processes.

The Company monitors scores (MS Secure Score, MS Azure Score) to analyze the security status. It operates with a cluster structure in critical infrastructure and systems (FW, DC, WLC, etc.) with business impact analysis. It focuses on improvement and optimization areas in systems.

The Information Security Policy at Entek

Entek aims to provide a safe working environment for its employees, subcontractors and visitors at every stage of its business processes, from the procurement of natural resources to the sale of the final product. The Company carries out its electricity generation activities with a customer-focused approach, in line with the principle of sustainable development and the Koç Holding's OHS, environment, quality and energy management policies.

The Information Security Policy created by Entek in this vein includes the following articles:

- To ensure that the policies and standards of the information security management system are determined, documented, resource allocated, certified and continuously improved in a way that meets the requirements of the ISO 27001 standard,
- To ensure compliance with all legal regulations and agreements related to information security,

- To ensure that risks to business processes are identified and systematically managed,
- To ensure that information is accessible only to authorized persons,
- To ensure that training sessions are provided to develop technical and behavioral competencies in order to increase information security awareness,
- To ensure that the basic and supporting business activities of the organization continue with minimal interruption,
- To maintain and improve the reliability of the organization by protecting the principles of confidentiality, integrity and accessibility of assets.

Entek works tirelessly to become an exemplary organization with its leadership in information security in the energy sector by managing its activities in this direction efficiently and in integration with the other management systems it implements.



SUSTAINABILITY AT ENTEK



Entek

2023 Sustainability
Report

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SUSTAINABILITY APPROACH

SUSTAINABILITY VISION

CONSIDERING SUSTAINABILITY AS AN INTEGRAL PART OF ITS ACTIVITIES, ENTEK FOCUSES ON OPERATIONAL AND FINANCIAL EFFICIENCY WITH A LONG-TERM PERSPECTIVE.

Strategies determined in line with sustainability principles

Entek's main mission is to generate the electricity vital for society and the economy, with innovative business models and methods which create value for people and respect the environment. In this context, the Company determines its policies and goals in order to take account of the sustainability approach as a component of its business strategy and to ensure it is dominant throughout the value chain.

Entek invests in renewable energy resources in the rapidly transforming energy market and continues to grow by implementing new generation technologies and applications.

The Company's management philosophy is to create a sustainable business model that is friendly to people and the environment, and focused on generating economic value. In line with this philosophy, Entek shares the social, environmental and economic results of its activities and its contributions to the UN Sustainable Development Goals with the public in accordance with the principles of transparency and accountability. Aware of its social, environmental and economic impacts and responsibilities to society, the Company has determined its material issues for a livable world, beyond fully complying with all legal obligations and has developed exemplary practices in these areas.

Entek is aware that its responsibilities are not limited to completing its operations in its main business line. In this vein, the Company continues to work in line with sustainability principles by defining its responsibilities in a broader perspective.

Entek is a member of the Biodiversity Working Group, which is one of the components of the Koç Group Environmental Board. The Company develops policy and application projects by participating in the work carried out in the working group. The Company also has the opportunity to lay the foundation for its work going forward within the scope of the Science Based Targets Network (SBT-N) and the Task Force on Nature-related Financial Disclosures (TNFD).

SUSTAINABILITY ORGANIZATION

SUSTAINABILITY BOARD

SUSTAINABILITY MANAGEMENT

ENTEK CARRIES OUT ITS SUSTAINABILITY MANAGEMENT WITHIN THE FRAMEWORK OF AN EFFECTIVE DISTRIBUTION OF TASKS IN ORDER TO IMPLEMENT THE POLICIES, STRATEGIES AND TARGETS WHICH IT HAS DETERMINED.

The Board of Directors and Sustainability Management

The highest decision-making body at Entek is the Board of Directors, where the positions of Chairman of the Board and General Manager are held by different individuals. The General Manager of Entek, who is also a member of the Board of Directors, is responsible, together with the Company's senior management, for the implementation of business strategies by assessing sustainability risks and opportunities.

The Role of Senior Managers

The senior management is responsible for taking measures to increase the Company's performance in their areas of expertise in accordance with the sustainability risks and opportunities identified. In this vein, the participation of various business units

is encouraged with the aim of solving problems with a common awareness and achieving efficient sustainability management with different working groups.

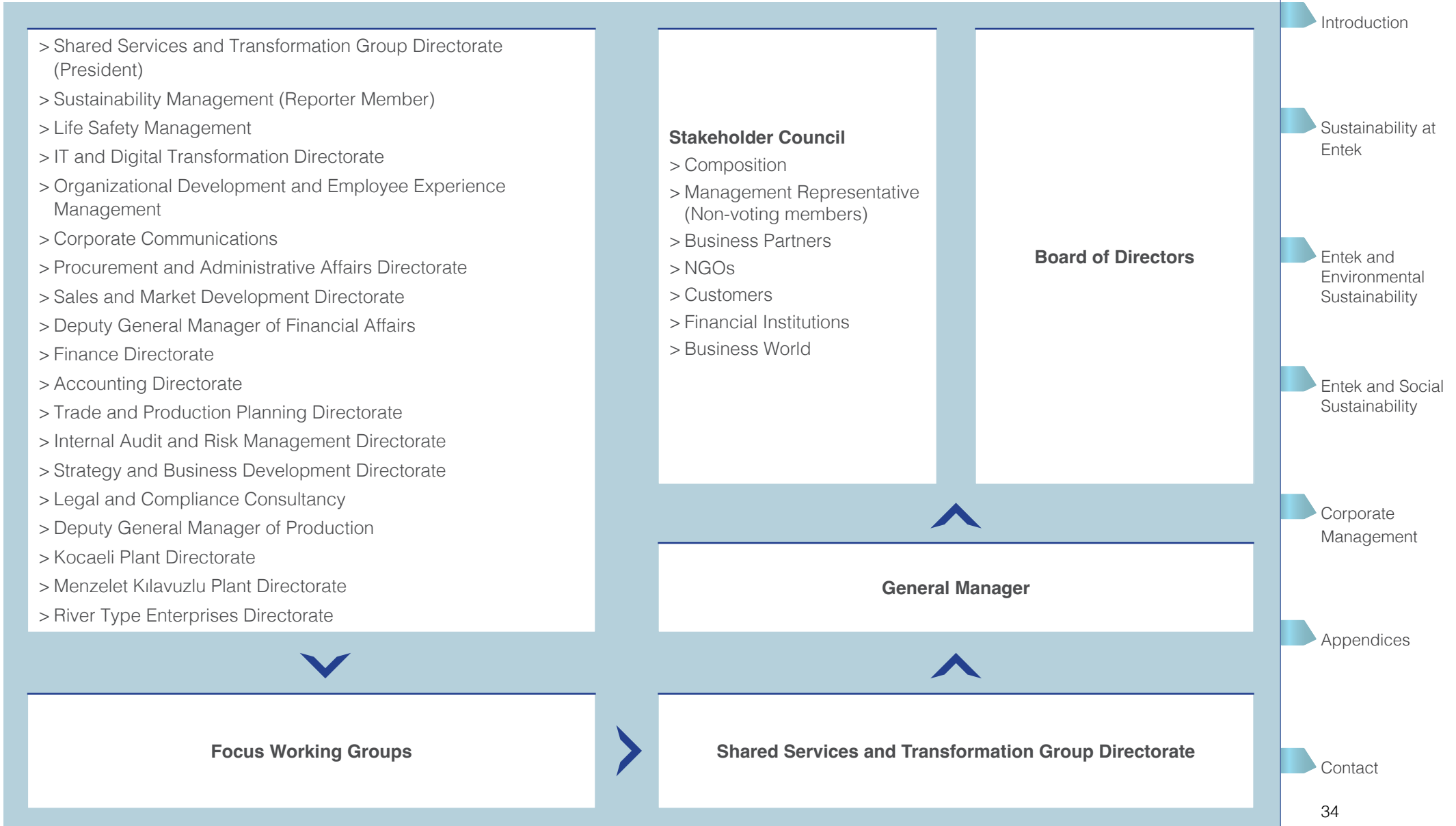
The Shared Services and Transformation Group Director leads the sustainability management bodies, and is responsible for ensuring communication between the relevant bodies and harmoniously carrying out sustainability activities. The Shared Services and Transformation Group Director also manages the sustainability reporting process and coordinates external stakeholder relations, and reports the results of the sustainability work and the decisions taken to the Board of Directors and the General Manager.

The Entek Sustainability Board is responsible for determining the Company's sustainability priorities and corporate sustainability policies and strategies

by assessing the risks and opportunities defined in the social, economic, environmental and corporate governance areas. In addition to providing implementation and investment suggestions that will enhance the sustainability performance, Entek's participation in international organizations and different initiatives and compliance with these areas are also under the authority of the Sustainability Board.

The Board regularly reports its decisions, suggestions and the results of its activities to the General Manager and the Board of Directors on an annual basis. In addition, the Focus Working Groups formed by the Sustainability Board are responsible for the implementation of these strategies and the achievement of targets by transforming the determined sustainability strategies into performance-enhancing action plans and field work.

SUSTAINABILITY BOARD



THE FIELDS OF ACTIVITY OF SUSTAINABILITY WORKING GROUP

Climate and Biodiversity Working Group	Energy Economy and Infrastructure Working Group	Workplace Practices Working Group	Occupational Health and Safety Working Group	Social Development Working Group
Climate Change	Access to Energy	Inclusive Workplace and Diversity	Disaster and Emergency Preparedness	Relations with Local Public
Renewable Energy	Resource Diversity in Energy	Employee Development	Occupational Health and Safety	Social Investments
Energy Efficiency	Energy Security	Business Ethics and Transparency		
Greenhouse Gas Emissions	Energy Supply Continuity			
Water Management	Innovation			
Waste Management	Digital Transformation			
Biodiversity	Infrastructure Investments			
	Information Confidentiality and Cyber Security			
	Availability and Business Continuity			

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SUSTAINABILITY PRIORITIES

DETERMINATION OF SUSTAINABILITY PRIORITIES

MATERIAL ISSUES

IN DETERMINING ITS MATERIAL ISSUES, ENTEK CONSIDERS GLOBAL AND SECTORAL RISKS AND OPPORTUNITIES, FINANCIAL, SOCIAL AND ENVIRONMENTAL IMPACTS ON THE VALUE CHAIN AND STAKEHOLDER EXPECTATIONS AS THE MOST IMPORTANT CRITERIA.

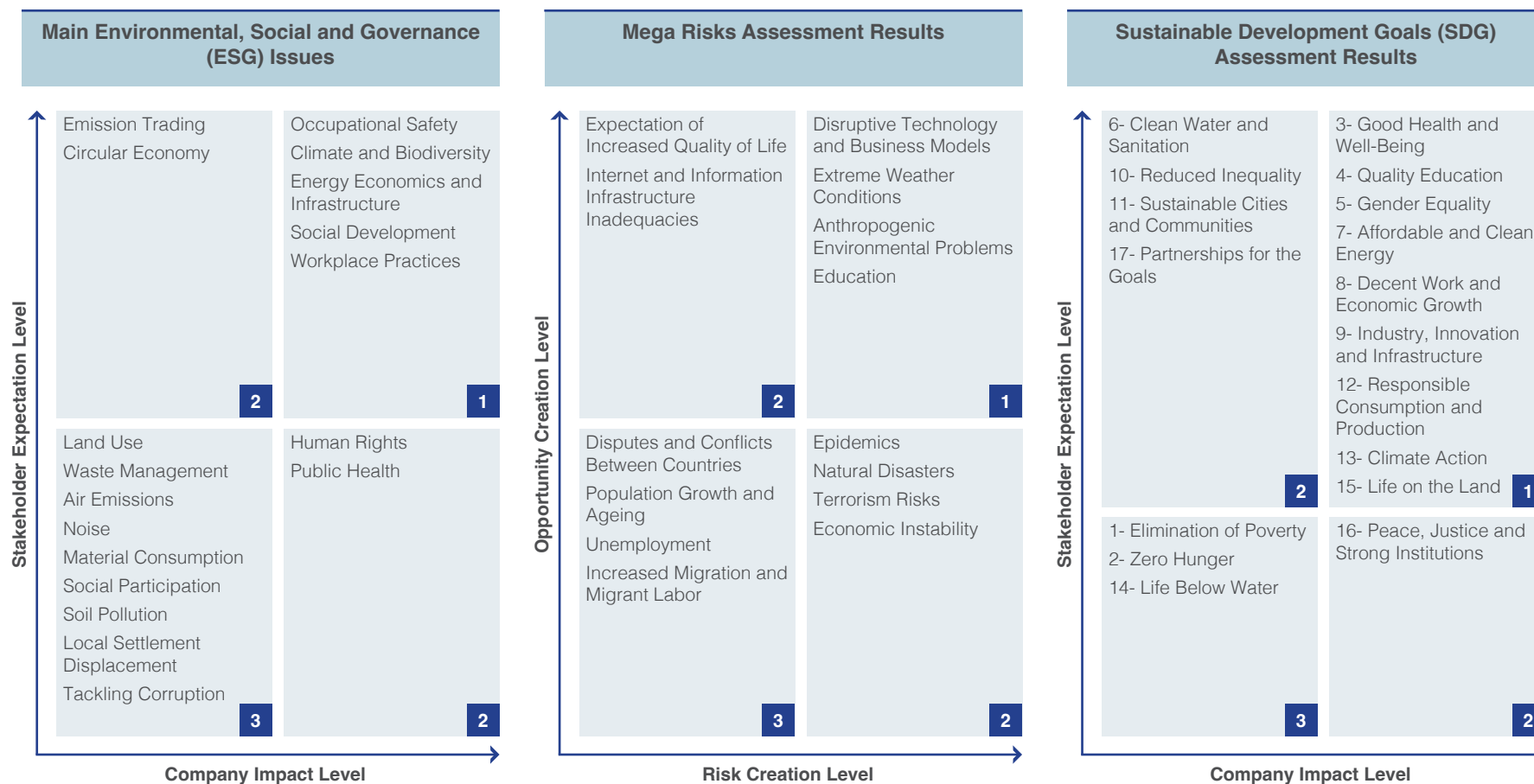
Having decided to launch the Sustainability Program in 2020, Entek determined its sustainability material issues in the first phase of creating this program. In this process, the Company benefited from resources such as the World Economic Forum Global Risk Research, international reporting standards, industry best practices and the UN Sustainable Development Goals (SDGs). It created a priority (materiality) list which includes 14 mega risks, 37 environmental, social and governance (ESG) issues and 17 SDGs.

In order to clarify and evaluate these material issues, consultations were held with 46 Entek employees. In addition, teleconferences were held with key suppliers such as ABB, Andritz, GE, Schneider and Siemens to receive feedback, and revisions were made to the list. In order to further clarify the results obtained, training was provided with a team representing the Entek employees.

Entek grouped the 23 material issues which it identified as a result of the process under five main headings and also aligned them with the SDGs. The Company reviewed this materiality list in 2023 and determined that all items were still material issues.



MATERIALITY MATRIX AND RISK ANALYSIS



During the prioritization (materiality assessment) and risk analysis activities, Entek evaluated the sustainability issues which closely concern its activities in two dimensions under three separate headings: ESG, Mega Risks and the SDGs.

The impact level of the three main headings on the Company and stakeholder expectations were analyzed during this evaluation. The issues in the first group were measured as policy, strategy and goal setting priorities, while the issues in the second group were measured as priorities which needed to be prepared for the future.

Entek took the decision to act on the basis of the impact level and expectation analyses in its work and all of the steps that it will take. The Company gathered its priority (material) issues under the five main headings of its strategy as a result of the assessments it conducted from this perspective.

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MATERIALITY LIST

Energy Economics and Infrastructure	<ul style="list-style-type: none"> • Energy Access & Affordability • Diversity of Energy Sources • Energy Security • Energy Supply Continuity • Innovation • Digital Transformation • Infrastructure Investments • Information Confidentiality & Cyber Security • Availability & Business Continuity 	    
Workplace Practices	<ul style="list-style-type: none"> • Inclusive Workplace and Diversity • Employee Development • Employee Loyalty • Ethics and Compliance • Human Rights 	  
Occupational Health and Safety	<ul style="list-style-type: none"> • Disaster and Emergency Preparedness • Occupational Health and Safety 	 
Social Development	<ul style="list-style-type: none"> • Relations with Local Residents • Social Investments 	    
Climate and Biodiversity	<ul style="list-style-type: none"> • Climate Change • Renewable Energy • Energy Efficiency in Production • Greenhouse Gas Emissions • Protection of Water Resources • Water Efficiency in Production • Biodiversity and Natural Habitats 	   

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Entek places its stakeholders at the heart of its business processes. It believes in the importance of establishing effective communication with stakeholders in order to create long-term value.

The Company defines its stakeholders as individuals and organizations that are affected by its activities or affect its activities, and which

may also play an important role in achieving its sustainability goals. In this context, Entek classifies its stakeholders as internal and external stakeholders in order to correctly understand their views, demands and expectations. It uses various methods in communication with each of its stakeholders.

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STAKEHOLDER COMMUNICATION

Stakeholder Group	Communication Channels and Frequency
Customers	<ul style="list-style-type: none"> · Sustainability Report (annual) · Market Research (continuous) · Website (continuous) · Social Media Posts (continuous)
Business Partners	<ul style="list-style-type: none"> · Sustainability Report (annual) · Business Partner Meeting (annual) · Meetings and Discussions (instant)
Suppliers	<ul style="list-style-type: none"> · Sustainability Report (annual) · Purchasing Agreements (continuous) · Corporate Policies (continuous) · Meetings and Discussions (instant)
Shareholders	<ul style="list-style-type: none"> · General Meeting (annual) · Financial Reports (quarterly) · Sustainability Report (annual) · Video Conferences (instant)
Employees	<ul style="list-style-type: none"> · Sustainability Report (annual) · Website (continuous) · Surveys and Research (annual) · Training (continuous) · Bulletins (monthly) · Corporate Policies and Guides (continuous) · Social Media Events (instant) · Video Conference Events (instant)
Non-Governmental Organizations (NGOs)	<ul style="list-style-type: none"> · Sustainability Report (annual) · Website (continuous) · Social Media Posts (continuous) · Social Responsibility Projects (continuous) · Project Partnerships (instant)
Local People	<ul style="list-style-type: none"> · Social Responsibility Projects (continuous) · Meetings and Discussions (instant) · Complaints Hotline for the Süloğlu Wind Farm, the Menzelet and Kılavuzlu Hydro-electric power plants and Complaint Form that can be accessed from the Website (continuous)
Public Institutions	<ul style="list-style-type: none"> · Sustainability Report (annual) · Website (continuous) · Correspondence (instant) · Sector Meetings and Feedback (instant) · Audits (instant)
Universities	<ul style="list-style-type: none"> · Case Studies (instant) · Career Events (instant)
Media	<ul style="list-style-type: none"> · Sustainability Report (annual) · Website (continuous) · Press Releases (instant) · Social Media Posts (continuous)

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CORPORATE MEMBERSHIPS

 <p>Elektrik Üreticileri Derneği</p> <p>Electricity Producers Association (EÜD)</p>	 <p>World Energy Council Turkish National Committee Association (DEK-TMK)</p>	 <p>Turkish Industrialists and Businessmen Association (TÜSİAD)</p>	 <p>Union of Chambers and Commodity Exchanges of Türkiye (TOBB)</p>	 <p>ENERJİ TİCARETİ DERNEĞİ ENERGY TRADERS ASSOCIATION</p> <p>Energy Traders Association (ETD)</p>	 <p>Enerjide Dijitalleşme Derneği</p> <p>Energy Digitalization Association (EDİDER)</p>
 <p>TÜRKİYE RÜZGAR ENERJİSİ BİRLİĞİ TURKISH WIND ENERGY ASSOCIATION</p> <p>Turkish Wind Energy Association (TÜREB)</p>	 <p>TÜRKİYE İÇ DENETİM ENSTİTÜSÜ 1995</p> <p>Turkish Internal Audit Institute (TİDE)</p>	 <p>ENERJİ VERİMLİLİĞİ VE YÖNETİMİ DERNEĞİ EYODER</p> <p>Energy Efficiency and Management Association (EYODER)</p>	 <p>GÜNEŞ ENERJİ SANAYİCİLERİ VE İŞTİRAKİ ENERJİ SANAYİCİLERİ DERNEĞİ GENSED</p> <p>Solar Energy Industrialists and Industry Association (GENSED)</p>	 <p>TEİD Etik ve İtibar Derneği Ethics & Reputation Society</p> <p>Ethics and Reputation Association (TEİD)</p>	 <p>ÇARŞAMBA TİCARET VE SANAYİ ODASI ÇARŞAMBA</p> <p>Çarşamba Chamber of Industry and Commerce (ÇARŞAMBA TSO)</p>
 <p>Edirne Chamber of Commerce and Industry</p>	 <p>Kahramanmaraş Chamber of Commerce and Industry (KMTSO)</p>	 <p>KARAMAN TİCARET VE SANAYİ ODASI KTSO 1949</p> <p>Karaman Chamber of Commerce and Industry (KTSO)</p>	 <p>KOCAELİ SANAYİ ODASI KOCAELİ CHAMBER OF INDUSTRY</p> <p>Kocaeli Chamber of Industry and Commerce (KOSANO)</p>	 <p>KOCAELİ TİCARET ODASI KOCAELİ CHAMBER OF COMMERCE</p> <p>Kocaeli Chamber of Commerce (KOTO)</p>	 <p>MUT TİCARET VE SANAYİ ODASI MUT TSO</p> <p>Mut Chamber of Commerce and Industry (MUT TSO)</p>
 <p>Üreten Tüketiciler Kongresi ve Fuarı</p> <p>SolarProsumer</p>	 <p>Hydroelectric Power Plants Industry and Business People Association (HESİAD)</p>	 <p>DENİZ TEMİZ TURMEPA PROTECTION ASSOCIATION</p> <p>DenizTemiz (Sea Clean) Association (TURMEPA)</p>			

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ENTEK'S CONTRIBUTION TO SUSTAINABLE DEVELOPMENT GOALS (SDGs)

CONTRIBUTION TO SUSTAINABLE DEVELOPMENT GOALS

THE UN SUSTAINABLE DEVELOPMENT GOALS (SDGS) CREATE A BROAD, GLOBAL SUSTAINABILITY GUIDELINE AND DETERMINE THE UNIVERSAL CRITERIA FOR SUSTAINABILITY.

The resolution entitled “Transforming Our World: The 2030 Agenda for Sustainable Development”, adopted by 193 member countries of the United Nations on 25 September 2015, consists of 17 Sustainable Development Goals (SDGs) and 169 subheadings.

The global consensus around the SDGs, which set out a very broad sustainability guideline, has been an important turning point that has guided the world towards a more inclusive and sustainable growth path.

Today, tens of thousands of companies and non-governmental organizations on a global scale are reconsidering the way they do their work in line with the goals defined within the scope of the SDGs and in light of the universal criteria of sustainability.

The SDGs were structured to meet global needs for sustainable life and ensure long-term growth. The

SDGs aim to provide institutions and organizations with a new vision in turning problems into solutions and to help them develop more robust strategies.

Entek aims to fulfil its responsibilities in these areas by measuring the environmental and social impacts of its activities and taking measures to reduce these impacts with the SDG-compliant work. The Company contributes directly to five of the SDGs and indirectly to five of them with the value it produces and shares within the scope of its sustainability material issues and activities.

Among the UN Sustainable Development Goals (SDGs), Entek directly contributes to the “SDG 7 - Affordable and Clean Energy”, “SDG 9 - Industry, Innovation and Infrastructure”, “SDG 12 - Responsible Consumption and Production”, “SDG 13 - Climate Action” and “SDG 15 - Life on Land” goals within the framework of its efforts to tackle climate change.



Direct contribution: 7 9 12 13 15 Indirect contribution: 3 4 5 8 17

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MANAGEMENT SYSTEMS

ENTEK OPERATES WITHIN THE FRAMEWORK OF MANAGEMENT SYSTEMS PREPARED WITH THE PRINCIPLE OF SUSTAINABLE DEVELOPMENT IN ALL OPERATIONAL STAGES FROM THE PROCUREMENT OF NATURAL RESOURCES TO PRODUCT CREATION.

Entek monitors national and international laws, legislation and global contemporary practices for its business processes. In this context, the Company implements management systems compatible with its strategies and the Koç Holding policies.

Regulations on quality, the environment and occupational health and safety are meticulously monitored at Entek's facilities and its subsidiaries. Relevant system implementations are carried out and certifications are provided, with continuous improvement and auditing activities carried out.

Locations	ISO 14001: Environmental Management System	ISO 14064: Greenhouse Gas Quantification and Verification Management System	ISO 45001: Occupational Health and Safety Management System	ISO 9001: Quality Management System	ISO 50001: Energy Management System	ISO 27001: Information Security Management System
General Directorate	✓	✓	✓	✓		✓
Kocaeli Natural Gas Power Plant	✓	✓	✓	✓	✓	✓
Menzelet Hydro-electric power plant	✓	✓	✓	✓	✓	✓
Azmaç Hydro-electric Group	✓	✓	✓	✓	✓	
Damlapınar Hydro-electric power plant	✓	✓	✓	✓	✓	
Kepezkaya Hydro-electric power plant	✓	✓	✓	✓	✓	
Kılavuzlu Hydro-electric power plant	✓	✓	✓	✓	✓	
Kumköy Hydro-electric power plant	✓	✓	✓	✓	✓	
Süloğlu Wind Farm	✓	✓	✓	✓	✓	

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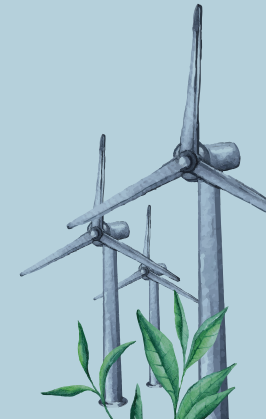
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THE ENVIRONMENTAL MANAGEMENT APPROACH AT ENTEK

CONTINUOUS SUPPLY OF ENERGY

ENTEK BELIEVES THAT A CONTINUOUS SUPPLY OF ENERGY, ONE OF THE MOST BASIC NEEDS, IS A VITAL PART OF ENSURING THE QUALITY OF LIFE FOR FUTURE GENERATIONS, AND THAT THE METHODS USED FOR THIS PURPOSE MUST BE SUSTAINABLE.



Effective management of environmental impacts arising from the activities and services throughout the value chain

Greenhouse gas emissions arising from the generation of electricity have a negative impact on the climate. Moreover, the increasing incidence of drought and changes to the weather arising from climate change also negatively affect renewable energy generation. It is for this reason that Entek considers climate change as a key material issue in its sustainable business model.

The Company is actively involved in tackling climate change throughout the value chain in line with the UN Global Compact and the UN Sustainable Development Goals (SDGs), which Koç Holding is a signatory to.

Entek determines its greenhouse gas emissions, energy-water consumption and waste reduction targets in accordance with the Dow Jones Sustainability Index. It monitors the results on an annual basis and increases its metric targets.

The Company believes that a continuous supply of energy, a basic human need, should be provided to ensure the quality of life of future generations and that sustainable methods should be used in achieving this.

Entek provides training in rolling out its environmental management approach and in support of an environmentally friendly culture. A total of 116 employees participated in the environmental training sessions held in 2023 with 285 person hours of training provided.

The Company supported its environmental performance by spending TL 27,811,140* on environmental activities and investments in 2023.

* Includes employee costs.

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WORK GEARED TOWARDS CLIMATE-RELATED RISKS AND OPPORTUNITIES



ENTEK CARRIES OUT WORK TO ASSESS CLIMATE-RELATED RISKS AND OPPORTUNITIES IN DETAIL, TO SHAPE ITS BUSINESS STRATEGIES AND TO DETERMINE THE DIRECTION OF ITS SUSTAINABILITY FOCUS.

A strategic approach regarding opportunities that may arise with climate change

Many weather events such as changes occurring in precipitation regimes, extreme temperatures resulting in increased evaporation, winds which are either stronger or weaker than the optimal operating range and extreme cold causing ice loads all directly affect the generation of electricity and lead to financial losses.

While climate change, one of the biggest threats facing the World, negatively affects Entek's operations, some of the developments in renewable energy and low-carbon technologies offer a number of opportunities.

Entek works on projects aimed at managing the effects of climate change and accurately predicting future risks and opportunities, and conducts a number of studies in this direction.

These studies have helped determine how climate change related impacts could affect the Company's facilities, operations and generation processes in areas such as the weather, water resources, energy demand and the supply chain.

Entek's climate risk analysis has primarily focused on determining the types of risks and opportunities, where it defined regulations, technology, reputation, laws, market conditions, acute and chronic physical effects, resource efficiency and energy efficiency as priority issues in a way to include business processes.

After combining these definitions with the financial impacts and taking care to assess potential risks or opportunities in a consolidated manner, the Company prepared its Climate Risk Inventory Report.

The Climate Risk Inventory Report provides a number of benefits for an organization, such as determining risks related to climate change, drawing up strategic plans, mitigating financial risks, managing reputation, gaining a competitive advantage, complying with regulatory norms, communicating with investors and mitigating environmental impacts. With this in mind, many organizations have begun to prepare and use such reports to tackle climate change.

Entek has adopted a strategic approach to identify opportunities that may arise with climate change, such as renewable energy investments, energy efficiency projects, technological innovations and sustainability-oriented business models. This approach enables the Company to achieve its goals of mitigating climate-related risks as well as seizing climate-related opportunities.

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IMPACT OF CLIMATE RISK INVENTORY REPORT



Risk Assessment

The Climate Risk Inventory Report helps organizations identify potential risks related to climate change. These risks clearly define how climate change could impact the organization's operations, assets and supply chains.

Strategic Planning

The information presented in the report helps organizations develop strategies to cope with climate change and achieve long-term sustainability goals with these strategies.

Financial Risk Mitigation

Climate change may present financial risks for organizations. The Climate Risk Inventory Report helps identify these risks and assesses the financial impacts of these risks. Accordingly, the organization is able to take appropriate measures to reduce its financial risks.

Reputation Management

Being seen to be acting as a responsible organization regarding climate change enhances the reputation of the organization. The Climate Risk Inventory Report demonstrates the organization's commitment to sustainable business by assessing the organization's environmental and social impacts related to climate change.

Competitive Management

Organizations which take their climate-related responsibilities seriously gain a competitive advantage in terms of sustainability. The Climate Risk Inventory Report highlights this advantage for the organization.

Compliance with Regulatory Norms

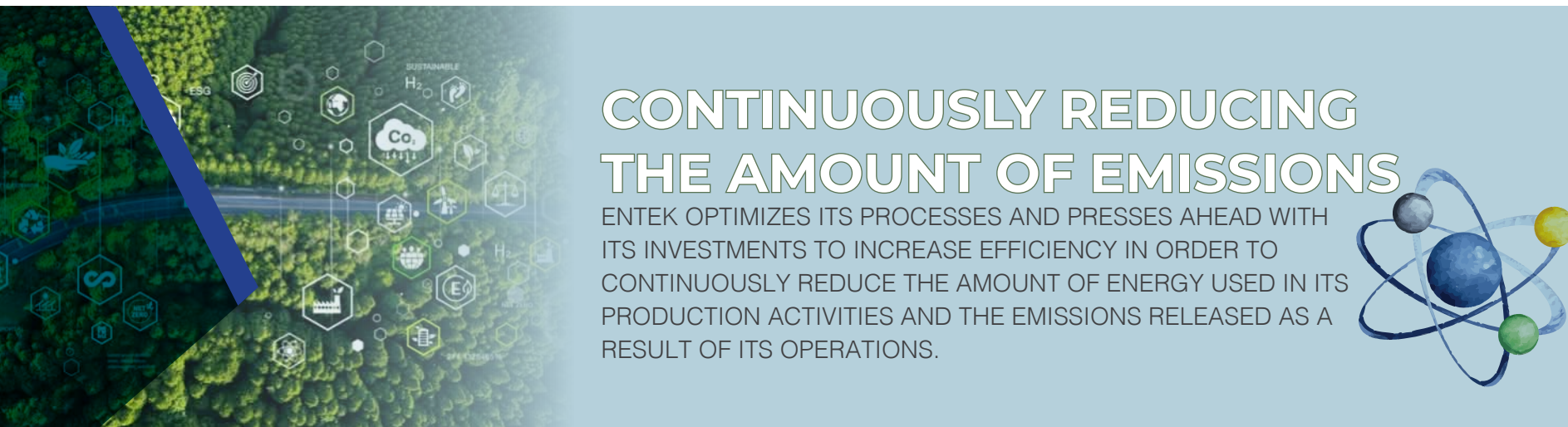
Many countries are tightening their regulations regarding climate change. The Climate Risk Inventory Report helps organizations comply with these regulations.

Investor Relations

Many investors prefer to invest in sustainable and climate-friendly organizations. The Climate Risk Inventory Report offers communication with these investors, opening doors to new investment opportunities.

Mitigation of Environmental Impacts

The data presented in the report may help the organization understand and reduce its environmental impacts. Thus, the data encourages the more sustainable use of natural resources.



CONTINUOUSLY REDUCING THE AMOUNT OF EMISSIONS

ENTEK OPTIMIZES ITS PROCESSES AND PRESSES AHEAD WITH ITS INVESTMENTS TO INCREASE EFFICIENCY IN ORDER TO CONTINUOUSLY REDUCE THE AMOUNT OF ENERGY USED IN ITS PRODUCTION ACTIVITIES AND THE EMISSIONS RELEASED AS A RESULT OF ITS OPERATIONS.

Optimized processes and comprehensive efficiency measures

Energy and emission management plays a critical role in achieving sustainability goals worldwide. Energy efficiency, the use of renewable energy strategies to reduce emissions all provide significant both environmental and economic benefits.

Energy and emission management not only helps Entek achieve its environmental sustainability goals, but also reduces its costs while enhancing the Company's competitive position and creating a solid foundation for long-term success.

In this context, the Company focuses on using its resources more efficiently and reducing its environmental impact as part of its determination to fulfil its responsibility when it comes to tackling climate change.

Entek increases its production capacity in order to meet the need for energy supply security and energy independence. On the other hand, it develops projects to minimize its impacts on the climate by focusing on renewable energy resources in its investments.

A large part of the Company's portfolio consists of hydroelectric power plants and wind farms. Entek optimizes its processes in order to reduce the amount of energy used in its production activities and the emissions released as a result of its operations. It also conducts comprehensive work to increase efficiency.

Entek additionally aims to create a broader impact on energy and emission management by selecting local suppliers in its supply chain where possible and using sustainable materials and resources. It continues its investments in line with this goal.

An energy generation portfolio consisting of environmentally friendly resources

Entek implements the ISO 14064 Greenhouse Gas Quantification and Verification Standards and the ISO 50001 Energy Management System requirements in energy and emission management. The Company determines emission reduction targets each year within the scope of its energy efficiency work.

In 2023, Entek's energy consumption per unit of generation stood at 702.7 kWh/MWh. The energy consumption per unit of generation has decreased in its hydroelectric power plants since 2018. Reductions in costs, increases in resource efficiency and reductions in emissions were achieved by recovering energy from waste heat in the natural gas electricity production facility.

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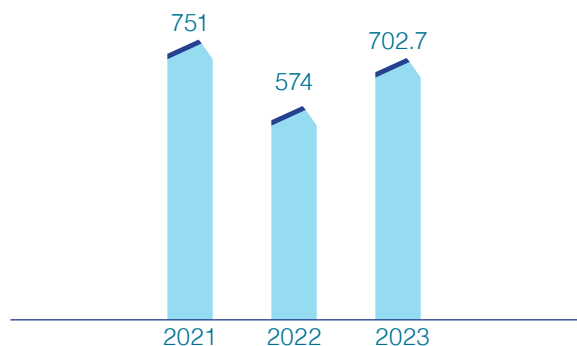
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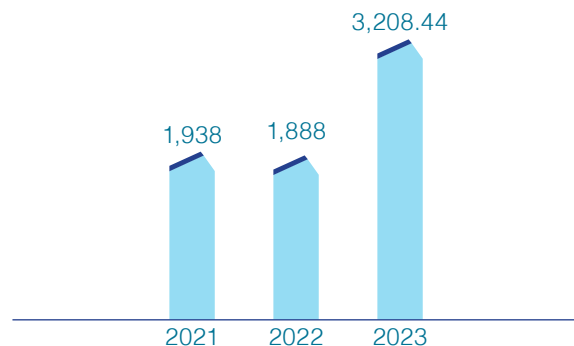
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ENERGY AND EMISSION MANAGEMENT

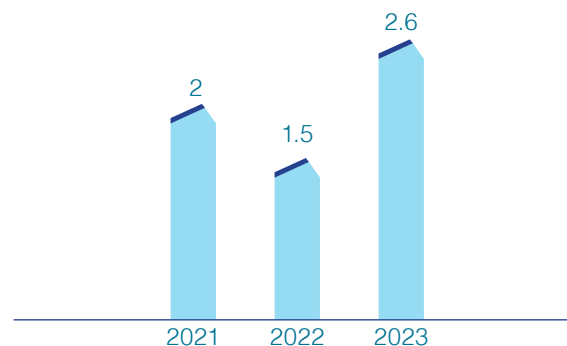
**Energy Consumption per Unit Generation
(kWh/MWh)**



**Natural Gas Cycle Power Plant Energy
Consumption per Unit Generation (kWh/MWh)**



**Hydroelectric Power Plants Energy Consumption
per Unit Generation (kWh/MWh)**



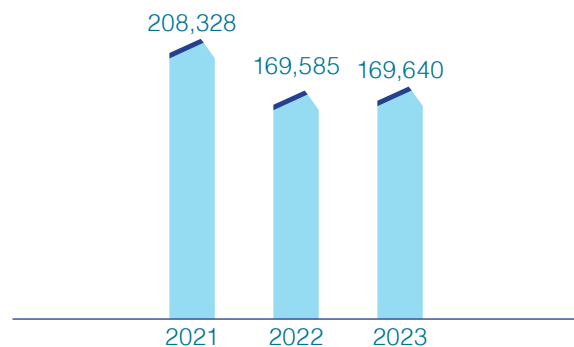
Entek eliminated its Scope 2 emissions with a renewable energy certificate (I-REC) of 1,128 tons of CO₂e in 2023.

Based on Entek's electricity generation figures for 2023, a large proportion of its electricity generation is based on environmentally friendly sources. During this period, 60% of the electricity generated was obtained from hydroelectric power plants and 19% from wind farms.

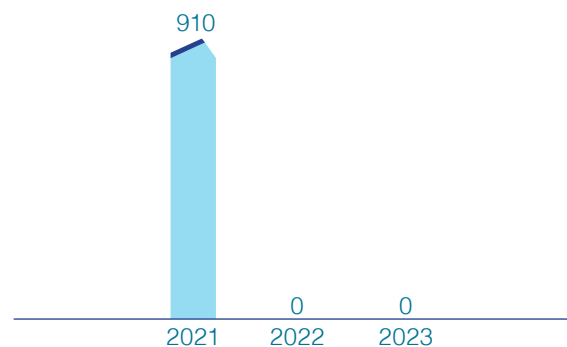
In addition to curbing greenhouse gas emissions, Entek's environmental protection activities also include the control and reduction of air pollutant emissions. Of the Company's production facilities, only the Kocaeli Natural Gas Cycle Power Plant produces significant levels of atmospheric emissions. The continuous measurement and control of these emissions is carried out with devices located in the facility furnaces in accordance with relevant legislation.

Entek provides its employees with training to raise their awareness of energy and emissions management as part of its efforts to reduce climate risks.

**Greenhouse Gas Emissions
(tons CO₂e) - Scope 1**



**Greenhouse Gas Emissions
(tons CO₂e) - Scope 2**



ENTEK AND RENEWABLE ENERGY



A BETTER LIFE

THE AIM OF THE EUROPEAN GREEN DEAL IS TO PROVIDE THE EUROPEAN CONTINENT WITH A CLEANER ENVIRONMENT, MORE AFFORDABLE ENERGY, SMARTER TRANSPORTATION, NEW EMPLOYMENT OPPORTUNITIES AND OVERALL BETTER QUALITY OF LIFE.

Efforts to limit the negative impacts of the climate crisis

Sustainability and tackling climate change have gained prominence as hot topics both at a country and company level. There is a consensus among all parties that creating rational alternatives for the use of natural resources in production processes will provide companies with a significant competitive advantage.

While alternative development policies and the significant progress in deep decarbonization technologies over the last decade are promising, limiting the negative impacts of the climate crisis requires a strengthening of adopted policies, coordination of efforts and sectoral cooperation as well as cooperation between countries.

Signed in 2015, the Paris Agreement marked a major milestone in getting to grips with the climate crisis, creating a common language around this need. As the efforts to tackle climate crisis gain momentum, companies, as well as countries party to the agreement, have begun to declare net zero emissions and carbon neutrality targets.

The “European Green Deal” published by the European Union (EU) Commission in 2019 envisions the European continent becoming the first climate-neutral continent by 2050. The goal of the deal was explained as providing the European continent with a cleaner environment, more affordable energy, smarter transportation, new employment opportunities and a better quality of life in general.

Following the European Green Deal, the EU Commission published the “Fit for 55 Package” in

2021. The Carbon Border Adjustment Mechanism (CBAM)*, which is included in the package, was planned to be launched as an emission reporting obligation for six carbon-intensive sectors (cement, electricity, fertilizers, iron and steel, aluminum and hydrogen) from 2023. The CBAM is planned to apply the financial period within the scope of the reporting system from 2026.

Türkiye exports almost half of its products to the EU and will therefore inevitably be affected by the EU’s green transformation. Türkiye, which had prepared the Decarbonization Roadmap, increased its renewable energy resources as a share of its total installed capacity to 55%, ranking fifth in Europe and twelfth in the world. Türkiye ranks first in Europe and fourth in the world in terms of geothermal installed capacity, and second in Europe and ninth in the world in terms of installed hydroelectric capacity.

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Türkiye has also implemented hydrogen technology strategies and completed the decarbonization roadmap for the steel, aluminum, cement and fertilizer sectors in the context of meeting the net zero target. Türkiye plans to increase the share of renewable energy to 69% in 2053 and has doubled its emission reduction target by 2030. In this vein, the country's emissions are targeted to fall by 66.6 million tons of CO₂ by the end of 2023.

Leadership in tackling climate change

The need to conduct a global and multifaceted effort in tackling the climate crisis has also increased demand for renewable sources of energy. Entek analyses climate risks and opportunities, participating in global efforts which aim to reduce and eliminate emissions, increase energy efficiency and carry out renewable energy investments through multipronged strategies, targets and packages.

The Company created a risk and opportunity inventory following the assessments which it conducted to reduce the financial impacts of transition and physical risks under the guidance of the TCFD (Task Force on Climate-related Financial Disclosures).

The Carbon Border Adjustment Mechanism, Emission Trading System and carbon pricing work and net zero targets to be carried out within the framework of taxonomy, which are planned to be implemented in our country going forward will further increase the value of renewable energy assets. Entek plans to meet this need, demonstrating its leadership in tackling climate change and promoting sustainability by supporting companies in their transition to net zero.

Progress in renewable energy production processes in 2023

The Kumköy, Damlapınar and Kepezkaya hydroelectric power plants, which are a part of Entek's renewable energy portfolio, and the Kınık Wind Power Plant, which joined the Company's portfolio in November 2023, are registered in the VCS system and generate carbon credits. The projects, which have completed the first credit period, are expected to continue to generate carbon certificates in the second credit period for the next 10 years. The annual average carbon offset of the four projects stood at approximately 210,000 tons of CO₂e.

Süloğlu Elektrik Üretimi A.Ş., which joined the Entek portfolio in 2021 and is registered in the Gold Standard system, can generate a certificate for the offsetting of approximately 140,000 tons of CO₂e.

The Azmak and Menzelet Kılavuzlu hydroelectric power plants are registered in the I-REC (International Renewable Energy Certificate) system. These plants may convert their entire annual production into the I-REC certificates within the scope of renewable energy certificates. These certificates are offered to end consumers by Eltek for the purpose of offsetting Scope 2 emissions.

Sectors with the I-REC Certificate and Electricity Consumption Emission Reductions

SECTOR	MWh
Automotive	-340,424
Transportation, Logistics and Communication	-87,838
Chemistry, Petroleum, Rubber and Plastic	-51,276
Finance	-28,403
Electricity and Electronics	-26,478
Food	-23,979
Energy	-18,785
Tourism	-14,659
Medicine and Health	-2,408
Construction	-1,500
Culture, Art and Design	-323
Information Technologies	-122

ENTEK AND RENEWABLE ENERGY

The 2023 United Nations Climate Change Conference- COP28

ENTEK'S SUSTAINABILITY, COMMERCIAL ASSET-CARBON MANAGEMENT AND ENGINEERING TEAMS ALL ATTENDED THE COP28. THE TEAMS OBSERVED ALL THE WORK BEING CARRIED OUT TO REDUCE THE IMPACTS OF CLIMATE CHANGE.

The short, medium and long term physical and transition risks arising from climate change and their proper management are of tremendous importance. These risks are of considerable concern for governments as well as all private sector initiatives and industrial branches.

The work carried out in the context of tackling the climate crisis is closely addressed with the participation of governments in the annual COP (the UN Conference of the Parties) meetings, with the work given momentum with new decisions taken where there is a consensus among the parties.

The 28th Conference of the Parties is held in a different country every year. It was held in Dubai between 30 November and 12 December 2023, where the conference paved the way for a rapid, fair and equitable transition.

Within the framework of this agreement, nearly 200 delegations participating in the COP28 agreed on the world's first "global situational assessment" to accelerate climate action. The global situational assessment, which includes all the elements negotiated, was accepted as the central outcome of the COP28, as it can be used by countries to develop stronger climate action plans by 2025.

The situation assessment announced at the COP28 emphasized that global greenhouse gas emissions must be reduced by 43% by 2030 compared to their 2019 levels in order to limit global warming to 1.5°C. It also called on the parties to take action to triple global renewable energy capacity and double the rate of energy efficiency improvement activities by 2030.

Within the scope of the Initiative of the Global Decarbonization Accelerator (GDA), 118 countries responded to this call and undertook the necessary commitments. On the other hand, the Initiative aims to decarbonize the energy sector with commitments in other areas, including expanding nuclear energy, reducing methane emissions and phasing-out of coal energy specific financing.

Within the framework of the Powering Past Coal Alliance, seven countries announced new commitments at the COP28 to accelerate the transition from coal to clean energy.

The United States, the Czech Republic, the Dominican Republic, Iceland, Kosovo, Norway and the Greek Cypriot Administration of Southern Cyprus joined the Powering Past Coal Alliance. They pledged not to develop new coal-fired thermal power plants and to phase out existing ones.

Another outcome of the COP28 was the establishment of a Loss and Damage Fund, which had been first brought to the agenda at COP27. The purpose of the fund is to compensate for the losses and damages of countries vulnerable to the effects of climate change. Another outcome of the COP28 was the agreement that the baseline of the fund should be at least USD 100 billion per year by 2030.

The financing package, which was announced at the COP28, will help protect developing countries from the devastation caused by climate change. Setting out from this, the World Bank announced that it will increase the annual financing rate for climate-related projects to 45% in 2024-2025.

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WATER MANAGEMENT

WATER SAVING

ENTEK CONSTANTLY IMPROVES ITS SYSTEMS TO MINIMIZE WATER CONSUMPTION. IT ALSO ENCOURAGES WATER SAVING BY CREATING AWARENESS OF WATER USE.



Sustainable and effective use of water sources

Water, one of the most important natural resources, is vital for the sustainability of the planet we live on and the future of all humanity. Aware of this reality, Entek works meticulously on promoting the more efficient use of water resources, reducing the volume of wastewater through recycling practices and ensuring the continuity of production activities.

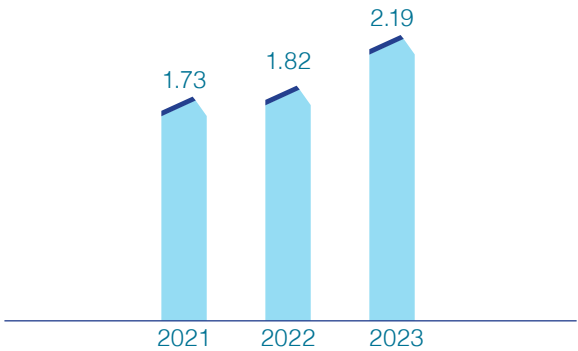
The Company carries out its activities by using water efficiently and conducting effective waste management practices. It sets out its water management strategies in line with climate change risk and opportunity assessments.

Entek carries out its work within the framework of its basic goals of continuously reducing water withdrawals, increasing the share of recycled water resources in water withdrawals and ensuring more water is reused in order to tackle the root of the problem, climate change, which is triggering water stress. In this respect, the Company continuously carries out improvements in its systems in order to keep water consumption to a minimum. At the same time, it encourages water saving by creating awareness regarding the use of water.

All Entek facilities began preparing water footprint assessment reports in 2023 within the scope of the ISO 14046 standard.

Neither Entek's hydroelectric power plants nor its wind farms consume significant volumes of water. In its Kocaeli Natural Gas Cycle Power Plant, the only site where water is used as a source in production, the volume of water used changes in parallel with the levels of energy generation. However, through the general efficiency work carried out by the Company, the consumption level is constantly reduced with the measures taken to prevent leaks and losses.

Natural Gas Cycle Power Plant Water Consumption per Production (m³/MWh)



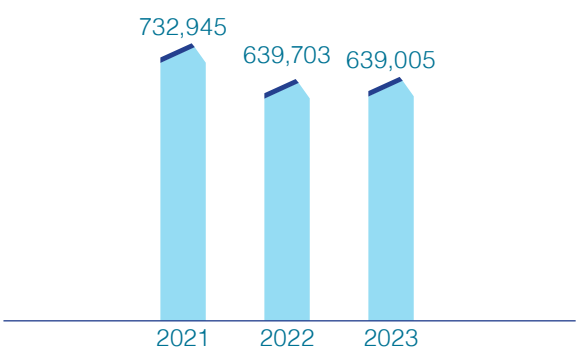
In 2023, Entek’s total water withdrawals decreased by approximately 0.11% compared to the previous year, declining to 639,005 m³.

Entek treats and uses the grey water it purchases in its operations. The Company recovered 615,417 m³ of water in 2023; as a result, 96.5% of its water withdrawals and 97% of its total process water use were met with recycled water.

Entek implements various projects which make use of necessary technologies for the protection of water resources and the efficient use of water. The Company created the Downstream Impact Assessment and Management Plan in 2018 within the scope of the Environmental and Social Action Plan (ESAP) in order to protect the livelihoods of those located downstream of the Menzelet and Kilavuzlu Hydroelectric Power Plants.

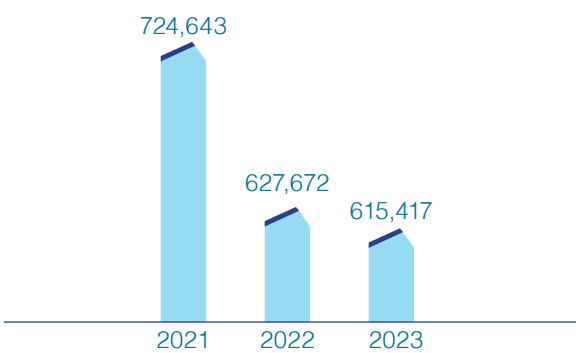
Entek aims to prevent pollution of the water, which it seeks to protect at its source, as a result of its use and to recycle waste generated by separating the

Total Water Withdrawals (m³)

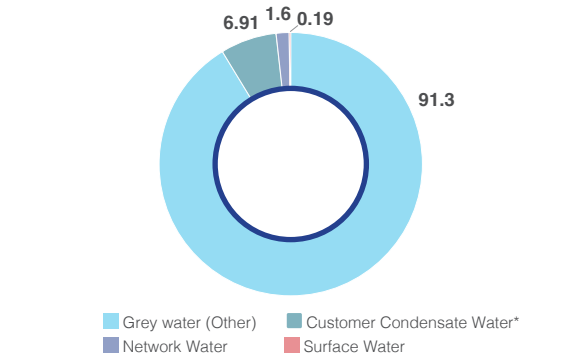


waste at source. Through this process, the Company wastewater discharged by the Company was within the pollution levels specified in the legal permits, thereby avoiding harm to the biodiversity in the natural recipient environment. It discharged a total of 231,799 m³ of waste water in 2023.

Recycled/Reused Water Amount (m³)

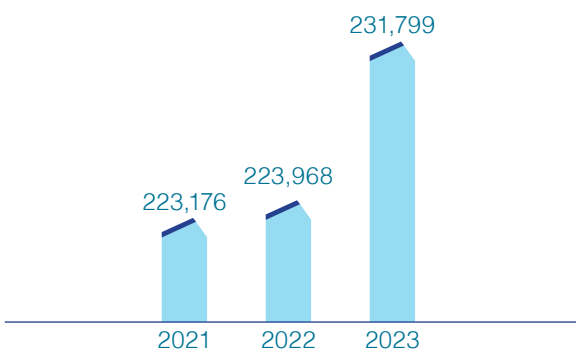


Water Withdrawals by Source (%)



* Refers to the condensate water returning from customers who had been supplied with steam.

Waste Water Amount (m³)



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MANAGING WASTE AT SOURCE

ENTEK AIMS TO MINIMIZE THE AMOUNT OF WASTE GENERATED DURING THE COURSE OF ITS OPERATIONS AND TO RECYCLE THE MAXIMUM LEVEL OF WASTE BY SEPARATING WASTE AT SOURCE.



Recycling of waste by separating waste at source

With the majority of its electricity generated from renewable energy, the amount of waste generated in Entek's operating processes is lower than the waste produced from generation from other sources. The Company, which implements effective waste management, separates its waste according to its type at the source, and recycles it with appropriate methods.

Entek facilities generated 53 tons of waste of in 2023, of which 34 tons was hazardous waste and 19 tons was non-hazardous waste, with the total amount of waste decreasing by 52.2% compared to 2022. The Company, which has no disposed waste, recycled all of its hazardous and non-hazardous wastes.

Entek aims to add its other facilities to its seven certified facilities in 2024, in line with its plans to obtain a "Zero Waste Certificate" for all of its facilities.

The Business World Plastic Initiative (BWPI) was created by TÜSİAD, the Global Compact Türkiye and SKD Türkiye (Business World and Sustainable Development Association), which the Koç Holding is a signatory to. Entek pledged to the BWPI that it would end its use of single-use plastics in 2022, in line with the Koç Group's target.

Accordingly, the Company stopped purchasing single-use products, switching to alternatives such as treated water, water bottles and thermos flasks. It eliminated the consumption of all single-use plastics by employees by the end of 2023, with the exception of extraordinary circumstances such as in the aftermath of the 6th of February earthquake.



PROTECTION OF BIOLOGICAL DIVERSITY

ENTEK IS AWARE OF ITS HIGH LEVEL OF RESPONSIBILITY FOR THE PROTECTION OF BIOLOGICAL DIVERSITY IN THE AREAS WHERE IT OPERATES. ACCORDINGLY, IT ADOPTS THE FUNDAMENTAL PRINCIPLES OF REDUCING ITS ADVERSE IMPACTS ON THE ENVIRONMENT AND AVOIDING HARM TO BIODIVERSITY.



Commitment to protecting biodiversity

Since hydro-electric power plants and wind farms are established in areas with a certain value of biodiversity, the monitoring and management of the environmental impacts of these plants is crucial.

Entek designs and implements all of its activities with consideration of their impact on biodiversity. In this vein, it carries out continuous improvement activities, including elements which ensure its commitment to protecting biodiversity in the projects it develops.

Entek uses public databases to determine the impact of the activities carried out by its plants on biodiversity. These databases provide data which is based on two basic inventories.

- Sectoral inventory
 - Impacts of its activities on biodiversity
 - Biodiversity dependencies of its activities
- Inventory of species and biodiversity areas

Open sources such as IBAT, the WWF, ENCORE and Noah's Ark are used to assess the reported biodiversity risks.

Entek focuses on the ecological balance of water resources and the sustainability of aquatic life in its hydro-electric power plants. Entek takes account of potential negative impacts in sensitive areas, such as the impact of wind farms on bird migration routes, and fulfils its legal responsibilities accordingly.

Entek meticulously carries out water quality monitoring activities in all hydroelectric power plants in accordance with both the requirements of environmental legislation and site characteristics. In this context, the Company monitors water quality at the points it determines upstream and downstream of the water sources, where its power plants operate. With these monitoring activities, water quality is analyzed accurately. Any negative impact is determined in advance and intervention is ensured when necessary.

The use of environmentally friendly technology

Entek continues to implement technological investments and innovative practices focused on protecting nature. In this process, the Company aims to minimize its operational impact by increasing the use of environmentally friendly technologies.

Entek investigated the impacts of the projects on aquatic organisms by considering the habitats preferred by fish species in the Menzelet and Kılavuzlu dams and the hydro-electric power plant areas and prepared the “Aquatic Ecosystem Study and Assessment Report” with the results it obtained.

In the relevant reporting process, extinction risk assessments were conducted based on national and internationally determined criteria to confirm the conservation status of aquatic ecosystem elements in the project impact area. In these assessments, the Red List of Threatened Species compiled by the International Union for Conservation of Nature (IUCN), was used as a reference.

Entek’s activities were not observed to have had an impact on areas with special status in terms of biodiversity during 2023.

Afforestation activities supporting biodiversity

Entek regularly evaluates ongoing potential impact parameters and takes measures to minimize this impact. A significant portion of the Company’s biodiversity support activities consist of afforestation activities carried out in the regions where it operates.

Entek aims to protect the natural ecosystem and contribute to the expansion of biodiversity with its work. It planted 305 trees in its activity areas in 2023, taking the number of trees planted by the Company in its plant and facility areas to 5,725 since 2017.

Entek will continue its work to support and protect biodiversity, which is part of its goal of leaving a healthier and richer natural environment for future generations, in the coming periods.



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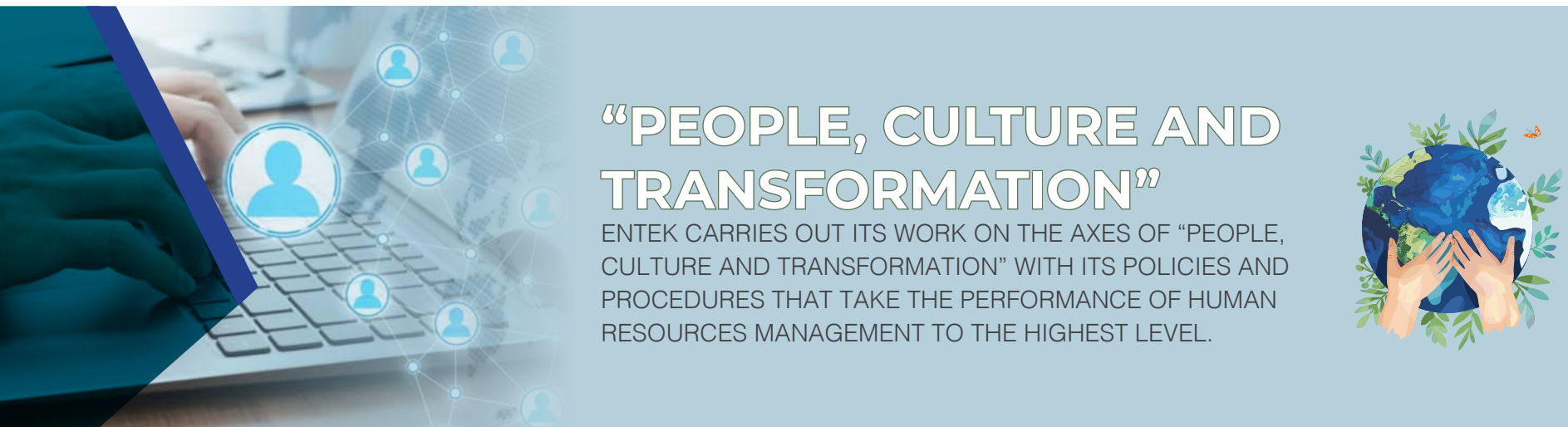
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HUMAN RESOURCES

HUMAN RESOURCES APPROACH



Human resources activities carried out on the axes of “People, Culture and Transformation”

Entek values the well-being of its employees, who are among its most valuable stakeholders, and their satisfaction and trust at work. The Company carries out activities on the axes of People, Culture and Transformation with its policies and procedures. With this, the Company aims to take the performance of human resources management to the highest level.

Entek is aware that a working environment characterized by inclusion and diversity, which is focused on continuous development and where the employee experience is prioritized, is an important value that supports the sustainability journey. The Company continues to continuously improve its human resources practices. It configures its work culture within the framework of the Sustainable Development Goals and supports the career development of its employees with this approach.

Entek opens up space for innovative and creative ideas by offering development opportunities for qualified education. It creates a happy and safe working environment, where employees can develop themselves, unleash their creativity and are supported in the implementation of their ideas.

EMPLOYEE PROFILE



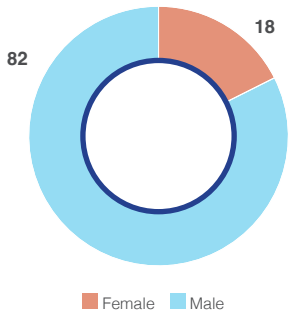
Entek shares the common goals, values, principles and corporate culture with its employees. Entek directly employed 250 people at the end of 2023.

Employee Turnover (%)

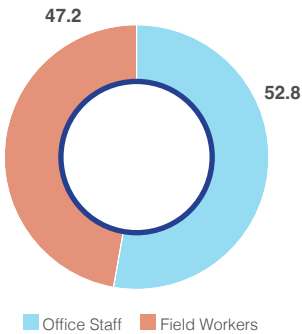
2021	2022	2023
7	9.4	14.7

Office staff comprise 52.8% of Company’s workforce with field workers accounting for the remaining 47.2%. The Company’s employee turnover stood at 14.7% in 2023.

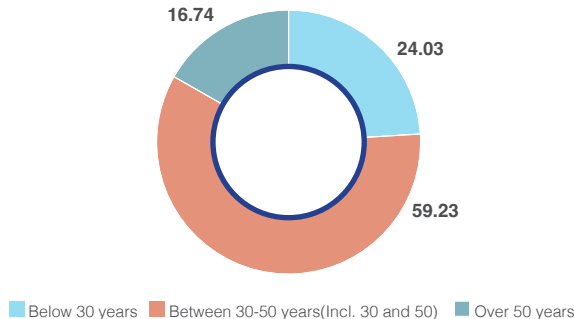
Employees by Gender (%)



Employees by Category (%)



Employees by Age Group (%)



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REMUNERATION AND BENEFITS



Adopting the Koç Group Remuneration Management Principles, Entek established a remuneration management system which takes account of work volume, market data, the remuneration policy and performance indicators.

The Company applies an evaluation method, independent of the person or title, which takes account of the work volumes which form the basis of the remuneration management system. In this process, an international system is used to measure the contribution of all activities to achieving business goals. After the evaluations, remuneration policies are determined on a level-by-level basis.

Entek attaches importance to rewarding success without hesitation and ensuring it is sustainable for all employees of the Company. In this vein, the Company closely follows national and sectoral market research of the remuneration markets and

implements a fair and competitive remuneration policy as a result of the analysis.

Koç Holding's flexible rewards application, Flextra, offers employees the chance to choose from Türkiye's broadest reward pool in line with their needs and desires. Employees are offered over 250 reward options from around 30 brands to choose from, including private pensions to groceries, smartphones and petrol. They may use any of these rewards as they wish depending on their own personal needs. The program provides an array of advantages such as income tax exemption and attractive discounts depending on which product they select. It also allows the employees to rearrange existing rewards provided depending on changing needs.

Flextra includes a wide range of support elements such as Koç Ailem Membership, Koç Pension and

Assistance Fund Foundation (Emekli ve Yardım Sandığı Vakfı) Membership, complementary health insurance, Koç Pension and Assistance Fund Foundation (Emekli ve Yardım Sandığı Vakfı) Private Health Insurance, the employer-paid private pension scheme (PPS), the online psychologist and dietician application, membership of the Koç Group Sports Club, flexible transportation support, meal cards, ergonomic kits provided for working from home, gift vouchers, the "My Company is with Me in the Most Beautiful Moments" special days application and the "Every Moment I Make a Difference at My Company is Valuable" reward application.

Entek attaches importance to supporting the well-being of its employees with various rewards. It also strengthens its employees financially with the opportunities it provides during periods of leave and public holidays, the winter season and special days.

PERFORMANCE MANAGEMENT



Entek manages the performance of all its employees, including senior managers, with the OKR (Objective and Key Result) system in Koç Dialogue, a development-focused system. The OKR system includes goals that touch on many areas such as growth in the renewable energy field, the environment, occupational safety, employee satisfaction, energy efficiency and individual development. These goals, which aim to ensure the sustainability of the Company's growth and employee development, are created in a structure that can be continuously updated throughout the year and quickly adapted to changing needs.

The OKR based performance evaluations are carried out with calibration meetings which provide multi-dimensional and company-wide alignment. The performance results measured in line with this system directly affect employee remuneration.

With the system's "Take Ideas - Give Ideas" feature, employees may elect to have their own goals visible to the entire Company and contribute to each other's development. This helps to create a working culture which enables learning together, sharing and stronger cooperation within the Company.

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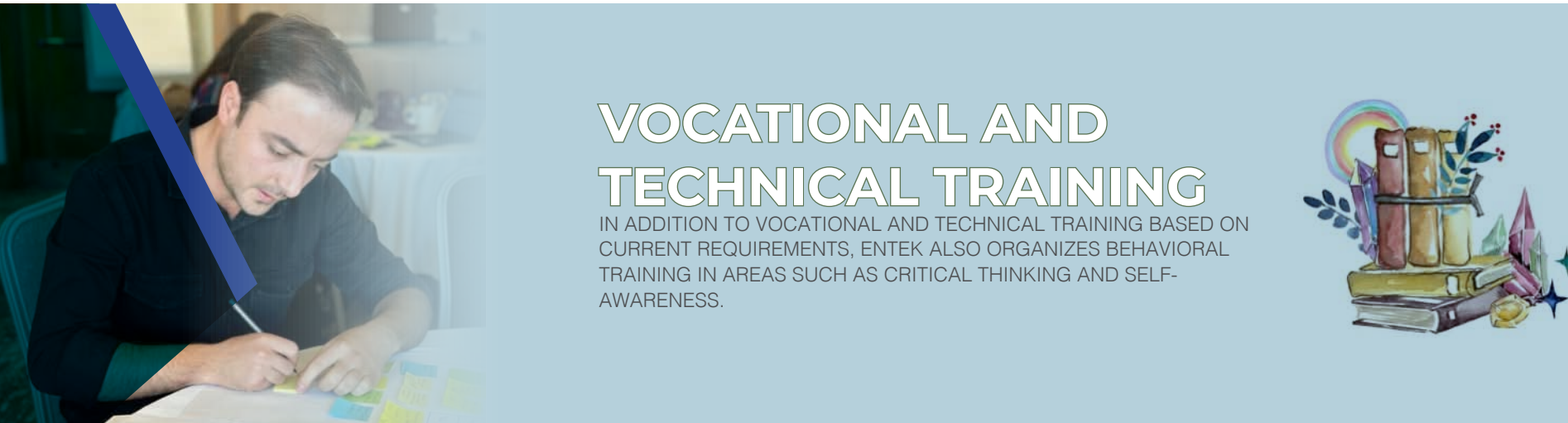
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EMPLOYEE DEVELOPMENT



VOCATIONAL AND TECHNICAL TRAINING

IN ADDITION TO VOCATIONAL AND TECHNICAL TRAINING BASED ON CURRENT REQUIREMENTS, ENTEK ALSO ORGANIZES BEHAVIORAL TRAINING IN AREAS SUCH AS CRITICAL THINKING AND SELF-AWARENESS.



Entek considers employee development as a critical factor in maintaining the Company's success and competitive advantage. Keenly aware of the significant contribution employees provide at a corporate level with their talents and efforts, the Company supports employees in strengthening their personal and professional competencies, continuously developing their knowledge and experience and increasing their success by increasing their motivation.

Competency development at Entek begins from the moment employees start working and continues with extensive support through different processes throughout their time at the Company. Entek's competencies are determined in line with current needs, the future and the employees themselves, and are shaped to strengthen the behavioral and professional competencies of employees with equal and inclusive training and development practices.

The Company supports employee development with an array of activities including technical, leadership and behavioral competency training, the Koç Dialogue Performance Development System, the Take Ideas - Give Ideas mechanism and the "getting to know ourselves and our environment" training.

In addition to vocational and technical training based on current requirements, Entek also organizes behavioral training in areas such as critical thinking and self-awareness. The Company continues to provide personalized feedback sessions, coaching and mentoring support throughout the year.

"Talent Forward" - the Talent and Career Development Program

Entek draws up its training plans with a holistic perspective in line with the demands of its employees, the views of its managers and

competency development maps. Within the scope of the "Talent Forward, Talent and Career Development" program, position-based competency development maps are created, and development areas are determined from the day employees start work.

Entek encourages its employees to rotate with the Talent Forward, Talent and Career Development system. It provides a strong talent transfer with rotation opportunities both within the Company and the Group. All job postings are shared through the Koç Kariyerim portal. Open positions to become available in new facility acquisitions and newly established teams are announced within the Company, with internal candidates evaluated first. Internal applicants met 17.3% of appointments in 2023.

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EntekCampus

Entek carries out its training and development processes online as part of its digital transformation through the EntekCampus. EntekCampus is an educational platform focused on perfecting employees' experiences and development. It is supported by video and document-based training, with priority placed on ensuring that employees are easily able to access training and talent development programs.

The platform offers an enjoyable digital experience with its features such as the internal trainer module, the training library, the development roadmap and its rich content. Employees may directly submit their requests for various training programs, in particular technical competence, occupational health and safety and vocational training, which are published and recommended in the EntekCampus catalogue, and may request new training programs if they are unable to find the training program which suits their needs in the catalogue.

In addition, employees have the opportunity to meet the People, Culture and Transformation Team in a correspondence environment by submitting new development suggestions. The People, Culture and Transformation team supports employees by issuing recommendations regarding their development needs.

Entek also integrates EntekCampus with the performance system the Koç Dialogue and the career and talent development system, Talent Forward. It offers an end-to-end holistic development process to all employees both working in the offices and in the field.

Entek's career progression process is based on the new generation working style. This working style aims to continuously develop employees, highlights the added value and impact created. It supports horizontal and agile working focused on creativity and innovation, away from the traditional decision-making organizational structure.

The Future Is Yours

Entek attaches importance to the added value and impact created by talent development programs that include a dynamic business culture. It supports employees in their career journeys.

The Company offers potential employees an experience focused on dynamism, education, rotation, initiative, abundant learning, project development, socializing and network development with the "Future Is Yours" internship program. It prioritizes Future Is Yours interns in new graduate recruitment.

Total Number of Employees Receiving Training

2021			2022			2023		
Male	Total	Female	Male	Total	Female	Male	Total	Total
163	190	58	223	281	52	205	257	257

Employee Training Hours (person x hours)

2021			2022			2023		
Female	Male	Total	Female	Male	Total	Female	Male	Total
1,595	7,216	8,811	1,679	6,153	7,832	2,300	6,583	8,883

Training Programs for the Employees and Managers

As part of its development culture, Entek provides career opportunities and human resources consultancy for middle- and upper-level managers and management candidates.

The Company plans the development journeys of its employees with training sessions it organizes every year within the scope of its collaborations with institutions such as Koç University, the Harvard Business School, Emeritus, the New Leader Association, Udemy Business and Scrum.inc.

Through the Entek Agile Transformation Journey program, both agile working principles are taught, and an agile culture is created. Agile Coach, Scrum Master and Product Owner training is offered within the Company with employees are provided with different competencies. The range of online training platforms is expanded, thus expanding employee access to training.

EMPLOYEE LOYALTY



Entek increases employee motivation by supporting employee participation in the management and by providing a fair work environment and opportunities for career development. The Company provides its employees with an environment where they can enjoy their work, be productive, develop themselves, feel happy, healthy, successful and safe.

Entek develops its processes and practices carried out under the leadership of the People, Culture and Transformation department by communicating with its employees and evaluating their opinions and suggestions together. The Company creates areas where employees may share their feedback, grievances and opinions.

Employees may post feedback anonymously through the Open Door Listening portal, which was launched in 2020. This allows Entek to see areas requiring improvement more clearly and seize opportunities to develop its practices. The Company's practices do not focus only on certain areas, with the diverse needs of the employees evaluated holistically. All 12 areas of feedback conveyed by employees in 2023 were evaluated and finalized.

The active participation of employees in creating practices and transparency is vitally important in creating a trustworthy environment and satisfaction in the workplace. Entek established the Employee Experience team in 2020 to improve all processes and practices related to human resources from an employee perspective. This team includes the Shared Services and Transformation Group Director, the People, Culture and Transformation

team, in addition to the employees from the Corporate Communications, Administrative Affairs, Sustainability, Life Safety, Information Technologies and Purchasing teams.

Entek ensures that all employees can easily and continuously reach the People, Culture and Transformation team. The Company benefits from the feedback it receives through the one-on-one interviews with the Employee Experience specialists.

Entek also established an experience team consisting of employee experience officers in different locations who will support the main team and convey the requirements and suggestions of the employees to the main team. Rapid action is taken through this team by using various listening mechanisms.

EMPLOYEE LOYALTY

Entek conducts the Employee Satisfaction Survey in order to see the results of its work, which prioritizes employee satisfaction, and to improve the aspects open to improvement. The Employee Satisfaction Survey score was measured as 84.0% in 2018, 88.7% in 2019, 88.0% in 2020, 87.3% in 2021 and 90.6% in 2022. This score stood at 82.3% in the 2023 survey, in which 209 employees participated.

In-House Practices

- **My Company is with Me in the Most Beautiful Moments:** Entek supports its employees with gifts and communication activities on special occasions such as marriage, birth, and children's day.
- **We Are Safe Together:** With the We Are Safe Together practices, a safe working environment is provided in all areas of activity. These practices encourage the establishment of an occupational health and safety culture and uncompromising compliance with relevant standards.
- **Every Moment I Make a Difference at My Company is Valuable:** The extraordinary work and success of employees that add value to themselves and Entek are rewarded in many categories, ensuring that this is spread as a good practice within the Company.
- **Agile Transformation Team:** Under the leadership of the Agile Transformation Team, awareness and communication activities are carried out within the Company regarding the benefits of the agile

perspective. The vision is to adopt and spread the agile transformation culture within the organization that will support the organizational structure, which minimizes a sense of hierarchy and any sense of isolation between departments.

Entek offers its employees unlimited online psychologist and dietician support, free of charge, through contracted institutions for them to feel healthier both mentally and physically. In addition, webinars are organized to help employees cope with stress and anxiety and to create individual and social awareness in every area.

The Microsoft Viva Insights app was implemented in line with Entek's sensitivity towards establishing a work-life balance. The app helps employees work more productively by determining their concentration times. In addition, the Company provides training on first aid, ergonomics and driving safety to ensure that the employees are healthy and safe in both their work and private lives.

Social Clubs at Entek

Entek employees had the chance to come together and enjoy themselves in many events organized through social clubs in 2023. A group of 15 employees had the chance to take part in sailing at the event organized by the Sailing Club, while a gourmet food workshop was held with the participation of 18 employees in the Gastronomy Club.

Entek's social events strengthen the team spirit while also contribute to the Company's sustainability goals

Other Practices and Projects focusing on Employee Experience

- Flexible working hours and working days with the theme of the Future of Work with "Entek X Flexibility"
- In-Team social activities
- The "Home Office Experience" to meet the ergonomic needs of the employees
- Social clubs such as sailing, camping and gastronomy
- Performance-based bonus system
- The "Every Moment I Make a Difference at My Company is Valuable" recognition and reward system
- "Inter-Facility Recognition & Experience Transfer Trips" supporting a culture of rotation, development and learning from each other
- The employee experience application, "Microsoft Viva Insight"
- Support for the adaptation and familiarization processes of newly recruited employees joining Entek with the onboarding system, "Fast Forward"

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HUMAN RIGHTS



Entek considers the protection and promotion of human rights as a social issue, and one which it places at the top of its priorities.

Like all Koç Group companies, the Company has adopted the principle of respecting fundamental human rights in its activities. All employees and managers of Entek are responsible for complying with the Koç Group Human Rights Policy and the Entek Human Rights Policy. They are responsible for implementing and supporting Entek's relevant procedures and controls by fulfilling the requirements in these policies. In addition, as an organization operating on a global scale, the Company has adopted the UN Universal Declaration of Human Rights as its guide. It has adopted an understanding of respect for human rights in dealing with its stakeholders.

In this context, Entek strives to respect the rights of its employees, shareholders, business partners, customers and all those affected by its products or services in relation to its activities by fulfilling the principles of the UN Universal Declaration of Human Rights and the ILO Declaration of Fundamental Principles and Rights at Work. The Company also acts in accordance with global ethical principles in matters such as recruitment, promotion, career development, remuneration, benefits and diversity.

Entek has a zero-tolerance approach to forced labor, child labor or any form of discrimination. The Company respects its employees' freedom to establish trade unions and their collective bargaining rights.

Entek's Legal and Compliance Consultancy and Internal Audit and Risk Management departments conduct periodic risk assessments with relevant business departments to analyze specific

compliance related risks which the Company's operations, employees or other business partners may be exposed to. The Company's policies and procedures are prepared on the basis of these assessments and analyses.

Entek respects the rights of its employees to work in a safe working environment. At Entek, occupational health and safety also constitutes an important element of its human rights approach. The Company takes the necessary measures to protect the health and safety of its employees, including the provision of occupational safety training, the creation of a safe working environment and effecting continuous improvements to its OHS performance.

Entek expects all its stakeholders in the supply and value chain to respect human rights. In this respect, the Company calls on its suppliers and other stakeholders which it cooperates with to adopt and implement standards that comply with human rights.

INCLUSIVE WORKPLACE AND DIVERSITY



Entek attaches great importance to ensuring that inclusion and diversity, which are a fundamental part of its corporate culture, are maintained in the workplace. This culture brings different perspectives, talents and competencies together, while fostering an environment that will allow employees to fully demonstrate their potential.

The Company goes to great lengths to shape its employee experience practices, policies and procedures within this framework. It always works to progress creativity and synergy one step further.

Entek does not permit any discrimination among its employees on the basis of ethnicity, religion, language, race, age, gender, sexual orientation, nationality, disability or cultural differences, and provides equal opportunity in every field. The Company implements a fair and merit-based

approach. The absence of any discrimination in the Company during 2023 serves as an indication that the Company's employees enjoy a working environment based on ethics, respect and fairness.

Entek is aware of the need to unleash the potential of women and the need to contribute to their development for strong societies and economies. It works to foster an environment which supports this process. In this aspect, the Company is one of the signatories of the UN Global Compact, to which the Koç Holding is a signatory, and the Women's Empowerment Principles (the WEPs), which were created in cooperation with the UN Gender Equality and Women's Empowerment Unit (UN Women).

In order to achieve the goals of providing equal opportunities among its employees and increasing women's employment, Entek prioritizes the selection

of women candidates among equally qualified candidates who qualify for the final stage of the recruitment process. In addition, the Company implements workplace practices that facilitate the working lives of women employees. It offers monthly cash support to female employees so their infants can attend nursery.

Entek is aware that an important indicator of equality in the workplace is the quality of the remuneration. In this context, the Company adopts the approach of equal pay for equal work in its workplaces. It measures the remuneration difference between male and female employees, defined as "Gender Pay Gap", and provides equal pay for equal work.

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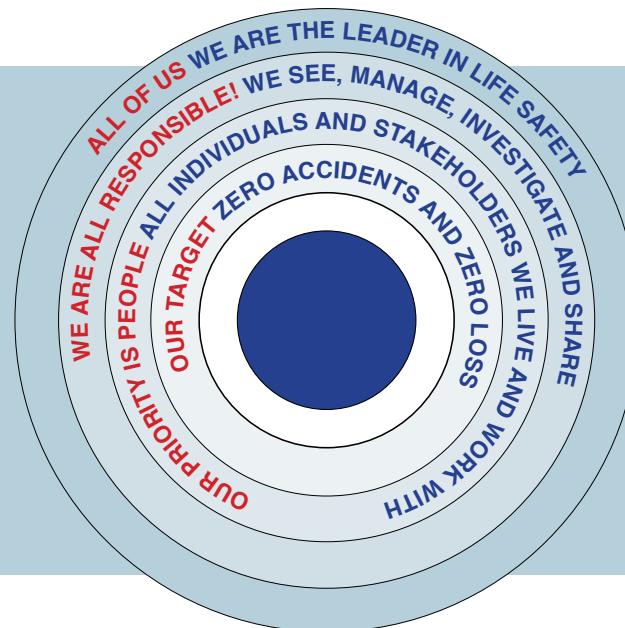
OCCUPATIONAL HEALTH AND SAFETY (OHS)

THE ENTEK LIFE SAFETY MANIFEST



We Are Safe Together

With its “We Are Safe Together” approach, Entek encourages the spread of an occupational health and safety culture in all areas of activity, the provision of a safe working environment and uncompromising compliance with occupational health and safety standards.



Health and safety are our top priorities. With the value we attach to people and human life, our innovative perspective and team spirit, we are safe together!

1. To maintain work safety, we ensure the appropriate use of all personal protective clothing and equipment as required for the job. We never start work in situations which violate this rule.
2. We care about the safety of all our colleagues and stakeholders and the health of the society. We take all necessary precautions to eliminate dangerous situations and behaviors which may pose a risk.
3. We know that we all have the “Authority to Stop Work” in the event of a dangerous situation and we work with this responsibility.

4. We know that all standards, procedures and rules are determined for our safety. We fully contribute to continuous improvement by the good implementation of all systems.
5. We act with the principle of zero work accidents and zero occupational illness. We take measures to minimize the harmful consequences of accidents or emergencies that may occur during our activities.
6. The machinery and equipment we use meets all necessary safety requirements. We completely fulfil all of our responsibilities when we start working with the equipment.

7. As a team, we do not start work without fully implementing our work permit system. We always adopt the principle of “There is no urgent work, there is safe work”. We ensure that the work is carried out by people with the right competence and with the appropriate equipment.
8. We know that life safety information and training is provided to ensure occupational safety. We review our practices and processes with the aim of continuous improvement in occupational health and safety and undertake the required improvements.
9. We are aware of the importance of road safety for ourselves, drivers and pedestrians. We apply and enforce safe driving techniques.

APPROACH TO OCCUPATIONAL SAFETY GOVERNANCE

Entek considers the provision of a safe and healthy working environment for all of its employees as its most fundamental responsibility. The Company carries out its activities in the generation of electricity by providing a safe working environment for its employees, subcontractors and visitors at every stage from the procurement of resources to the provision of the final product.

Entek pursues an approach which revolves around its customers and sustainable development in its occupational health and safety activities. It acts in accordance with legal requirements, the Entek HSE-Q and Energy Management Policy, the ISO 45001 Occupational Health and Safety Management System and the Koç Holding's OHS, environment, quality and energy management policies.

Entek planned its OHS practices in a comprehensive structure that not only includes its employees but also all subcontracted employees and visitors. The Company determines its OHS risks and has

measures in place for both its employees and all contractors and subcontractors serving in the field at Entek.

Entek is aware of the high level of importance of business continuity in the electricity sector, which it operates in, due to its strategic position. With this awareness, the Company carries out preparatory work to prevent any unusual and unsafe situations and behaviors which may disrupt the continuity of its operations and/or pose a risk to occupational safety.

Entek secures production continuity in emergency and extraordinary situations with the Emergency Service and Maintenance Contracts. Emergency Procedures are available in all Entek locations.

Entek improves its OHS performance by taking high-level precautions against disasters and emergencies, providing training to emergency teams and ensuring that employees receive the appropriate training. In this vein, the Company conducts drills and closely monitors corrective activities. In addition, Entek supports the active participation of its employees in the management of OHS practices, and rewards employees' achievements in this area.

Entek conducts risk analysis in line with its sectoral responsibilities and its safe operation approach, and closely monitors work accidents and near-miss incidents. It continuously improves its OHS performance with field observations.

The rate of near-miss incidents and danger notifications per person stood at 3.2 in 2023. As in the previous year, there were no cases of occupational illness or fatal work accidents in 2023.



Recorded Accident Frequency

2019	5.6
2020	3.9
2021	4.3
2022	5.1
2023	4.9

Frequency of Accidents Incurring a Loss of Work Time

2019	3.7
2020	2.6
2021	4.3
2022	3.8
2023	2.4

Accident Severity Rate*

2019	65.8
2020	232.5
2021	64.9
2022	19.1
2023	62.17

* (Number of days lost due to accidents/total working hours) x 1,000,000

OHS PRACTICES IN 2023

OHS Boards

Entek has established OHS Boards in each of its facilities to coordinate general OHS activities.

The duties of the OHS Boards include the following:

- Creating awareness about the OHS culture among employees,
- Analyzing work accidents,
- Investigating near-miss incidents,
- Determining general OHS measures,
- Planning training on occupational health and safety,
- Determining the OHS measures to be taken during maintenance and repair work.



Being Prepared for Emergencies and First Aid

Entek is aware that all individuals must be prepared for many different situations which they may encounter in every area of their lives, including those which may occur suddenly and require urgent assistance.

With this awareness, the Company organizes training for emergencies and safety of life for its employees and their families, as well as training on first aid, GWO (Global Wind Turbines Organization) training for all employees which are offered at frequent intervals. Thus, it ensures its employees are prepared for emergencies.

Driving Safety

Entek provides Safe Driving Techniques training for all employees who actively drive. It prioritizes safety both in work locations and in all areas of life. By requiring such employees to undergo mandatory training on safe driving, and rolling out the training widely, there were no vehicle accidents at the Company in 2023.

Safety of Life Bulletin

Entek publishes the Safety of Life Bulletin for its employees each month. The bulletin is aimed at increasing and spreading awareness of the safety of life, thereby also reaching the families of employees.

Lessons Learned from Accidents

Entek holds “Lessons Learned from Accidents” meetings with its employees to raise awareness of the root causes, consequences and corrective actions of occupational accidents. The meetings evaluate accidents occurring within the Company, the Koç Group and in the sector.

Ergonomics Kit

Entek cares about the health of its employees and provides an ergonomics kit consisting of spine support, a sitting cushion, a laptop riser, a mouse pad with wrist support and office furniture to create an office environment to all employees on their first day of work.

“We Are Safe Together” Events

The “We Are Safe Together” events which Entek holds at regular intervals with the participation of the senior management and all employees are a chance to evaluate recent activities. Information is posted in order to achieve better. During these events, participants have the opportunity to discuss many important topics such as occupational health and safety awareness, first aid and the importance of being prepared for emergencies in life, earthquake awareness and driving safety. The events offer an enjoyable way to refresh their knowledge.

OHS PRACTICES IN 2023

Hydro-electric Information

Entek organizes awareness raising activities at schools in the regions where its hydroelectric power plants are located. The training focuses on the importance of occupational health and life safety as well as the working principles of the power plants, helping raise awareness among the families of the employees and local people, as well as the employees themselves.

Facility Occupational Health and Safety Score Card

The work carried out at the Entek facilities throughout the year is monitored by the Entek Life Safety Team. During this process, data such as dangerous situations per employee and dangerous behavior notifications in the facilities, the resolution rate of corrective actions, work accidents, internal audit and external audit findings are evaluated. The most successful facility of the year in the field of OHS is selected and the employees of that facility are rewarded.



AI-Supported OHS Platform

In line with its sustainable development vision, its goal of a “Journey to Zero Accidents” in workplaces and its motto of “We Are Safe Together”, Entek extensively makes use of technology to spread the OHS culture at its production facilities and to create healthier and safer working areas for its employees.

In this context, the Company implemented an AI-supported OHS platform in collaboration with TISK (The Confederation of Turkish Employer Associations), TISK MCV (The Confederation of Turkish Employer Associations-Microsurgery and Reconstruction Foundation) and Intenseye.

Thanks to the indicators provided by the AI system, which has more than 50 OHS rules, Entek is able to detect OHS risks before they turn into accidents and take appropriate proactive measures. With the AI solution, the Company has taken a step beyond the traditional OHS approach and strengthened its OHS teams with real-time and data-driven information in order to protect employee health and safety.

With notifications and warnings such as messages, e-mails and audio-visual notifications from the AI-system regarding the detected OHS risks, invisible risks are revealed on a 24/7 basis. In addition, alarms transmitted from the system are evaluated by meeting facility employees on a regular basis. Accordingly, the Company is able to quickly identify areas that require improvement, take action and increase awareness.

Entek rolled out the AI-Supported OHS Platform, which it had implemented at two facilities in 2022,

to all Hydroelectric Power Plant and Natural Gas Cycle Power Plant facilities in 2023. Aware of the importance of protecting employee health and safety for a sustainable future, the Company continues to invest in technology in the field of OHS.

“WorkSafe”, the Digital OHS Application Platform

Entek is one of the most active users of the WorkSafe application used by Koç Holding and is in a leading position among the Group companies. In addition to the Non-Conformance Notification and Corrective Action Management processes, which it had previously used effectively, the Contractor Management Module was rolled out in the Company in 2023.

Entek’s success with the WorkSafe application is a reflection of its commitment to prioritizing the safety of its employees and contractors.

Thanks to the Contractor Management Module, which provides significant advantages in checking contractor competencies, the Company is able to monitor and manage the competencies of its contractors more effectively.

Entek will continue to effectively use technology in the future to create safe and sustainable working environments.

OHS PRACTICES IN 2023

Safe Conduct Violation Procedure

All activities carried out in Entek's facilities must be carried out without risking the safety of either employees or other people who may be affected. In this context, the Company closely monitors employee behavior as well as the working environment with the Safe Conduct Violation Procedure, which it put into effect in 2023.

Gains obtained through the “We are Safe Together” approach

- As a result of widely rolling safe driving training and ensuring it is mandatory, no vehicle accidents occurred in 2023.
- No work accidents resulting in loss of life or limb have occurred in Entek during the last 5 years.
- Defensive driving training was provided to all employees who actively use vehicles. This contributed to their readiness for emergencies not only at work but also in their day-to-day lives.
- Ergonomic kits were provided to all employees to help them work under ergonomic conditions in the office and at home.
- Awareness raising activities were held to take corrective measures to ensure safe environments and behaviors through AI applications.

The Entek HSE-Q and Energy Management Policy

Through its HSE-Q and Energy Management Policy, Entek is committed to the following:

- To comply with the requirements of ISO 9001 Quality Management System, ISO 14001 Environmental Management System, ISO 45001 Occupational Health and Safety Management System and ISO 50001 Energy Management System standards,
- To maintain the highest level of customer satisfaction,
- To increase process performance by evaluating risks and opportunities with the participation of all employees,
- To ensure that the HSE-Q and Energy Management Systems policies and objectives are communicated to relevant stakeholders and clearly understood, and that communication channels are kept open for this purpose,
- To provide the necessary resources for the continuous improvement of the effectiveness of the HSE-Q and Energy Management Systems, and to review the ongoing suitability of the Systems,
- To reduce the use of natural resources and, accordingly, limit waste, to prevent environmental pollution by prioritizing renewable and sustainable energy resources, and to support energy efficient purchasing and design activities,

- To create a method to organize and review energy objectives and targets with the HSE-Q,
- To provide employees and subcontractors with a safe and healthy work environment, without accidents and illnesses, in line with the principle that work accidents and occupational illnesses are preventable,
- To remind employees and subcontractors that they have the right and obligation to stop work if they encounter any unsafe situation,
- To work in compliance with all legal and other requirements regarding occupational health and safety, environment and energy.



OHS TRAINING



REGULAR OHS TRAINING

ENTEK PROVIDES REGULAR OHS TRAINING TO PROTECT THE HEALTH OF ITS EMPLOYEES, ENSURE THEIR SAFETY AND REDUCE AND PREVENT THE RISKS OF WORK ACCIDENTS AND OCCUPATIONAL ILLNESS.

In addition to legally mandatory training sessions and basic the OHS training sessions, Entek provides training in different areas, with the training tailored to the needs of employees and aimed at minimizing risks arising from the Company's activities. The training programs include topics such as recognizing potential hazards in the workplace, raising awareness of OHS procedures, fire safety, first aid and emergency management, safe driving techniques, applied working at heights and rescue from heights, applied working in restricted areas and rescue from restricted areas.

In addition, within the framework of the Occupational Health and Safety Law No. 6331, OHS orientation training is provided to newly recruited employees and employees returning to work after a long break.

In 2023, 4,153 person hours of training was provided to employees within the scope of the Occupational Health and Safety.

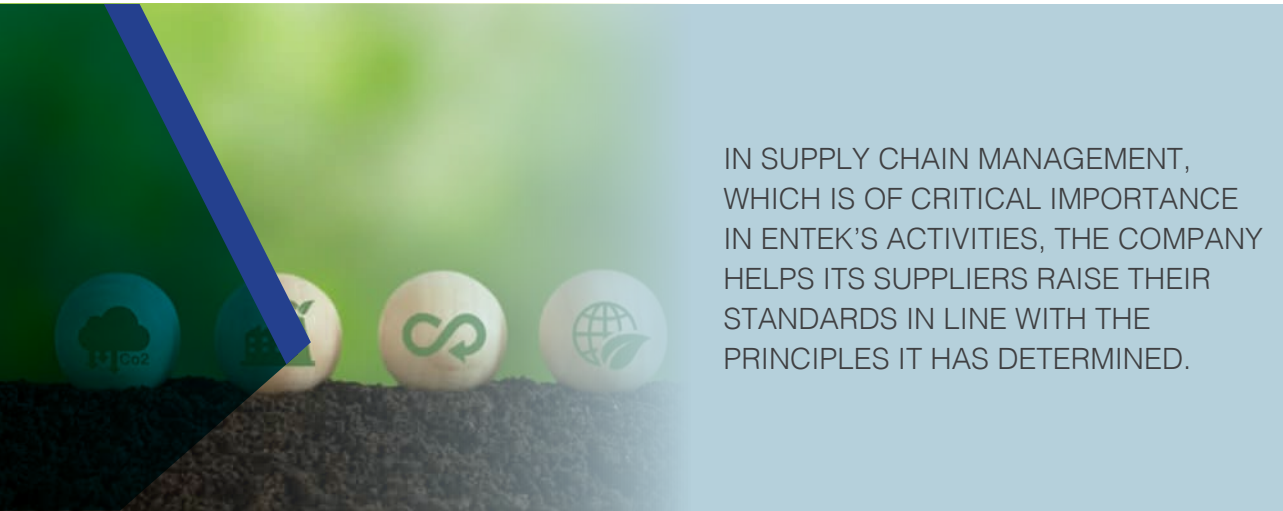
OHS Training	2019	2020	2021	2022	2023
Person Hours	1,335	1,414	1,926	7,759	4,153

OHS Audits

Entek carries out OHS audit visits to power plants to monitor, evaluate and improve field work within the scope of the OHS and to include the determined actions in the work schedules. These audits are carried out by the Entek Life Safety Unit and the OSGB (The Joint Health and Safety Unit) specialists, as well as consultants who possess expertise in specific activity areas.

Number of Established OHS Committees	Number of Members in the Established OHS Committees	Number of Employee Representatives in the Established OHS Committees
10	70	10

SUPPLY CHAIN MANAGEMENT



IN SUPPLY CHAIN MANAGEMENT, WHICH IS OF CRITICAL IMPORTANCE IN ENTEK'S ACTIVITIES, THE COMPANY HELPS ITS SUPPLIERS RAISE THEIR STANDARDS IN LINE WITH THE PRINCIPLES IT HAS DETERMINED.

Ensuring effective management of the process by developing a sustainable relationship with suppliers

As a part of the Koç Group, Entek has adopted the Group values in supply chain management. The Company expects its suppliers to comply with its business ethics values in order to ensure that supply chains are traceable, to increase efficiency, reduce risks and act with a common-sense awareness.

In line with the principle of continuous development, Entek measures the performance of its suppliers through surveys which it conducts at regular intervals. The Company evaluates and reports supplier performances from a broad perspective through comprehensive and diversified question sets.

Entek supports localization and domestication in the supply chain and shapes its practices around this awareness. The Company prioritizes local suppliers in procurement processes in order to contribute to the local economy, optimize supply speeds and minimize security risks.

Entek had 911 local suppliers in 2023. It carried out 99.58% of its TL 8.99 billion in purchases through local suppliers during the year.

Supply management principles covering purchases by Entek and all subsidiaries:

- Carrying out all purchases in a way that best serves the interests and policies of Entek and its subsidiaries,
- Delivering goods and services to the required quality, at the required time and place,

- Ensuring that purchases are from responsible suppliers,
- Obtaining maximum value from all expenditures,
- Developing a competitive purchasing environment,
- Treating all suppliers fairly and impartially,
- Providing the necessary conditions for services and activities to be carried out in a manner that will ensure satisfaction with the Company,
- Assessing environmental risks associated with the purchased products from a life-cycle assessment perspective,
- Considering the energy performance of all purchased materials and equipment,
- Maintaining relationships with reliable suppliers,
- Documenting each transaction in accordance with the applicable laws and regulations,
- Ensuring that there are no grounds for suspicion of unethical behavior,
- Avoiding conflicts of interest or even the appearance of a conflict of interest in supplier relations,
- Reporting any errors, suspicious or unethical behavior, or any threats to the integrity of the purchasing process, regardless of their source, to Entek's Legal and Compliance Consultancy for investigation,
- Managing systematic activities which will maintain the total value at the highest level and minimize costs together with other processes associated with the Company's activities.

Supply Chain Compliance Policy



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SUPPLIER SELECTION CRITERIA

Entek adopts a meticulous approach in supplier management. It takes various measures to establish a sustainable partnership with its suppliers and minimize risks. This approach represents an important part of the Company's strategy to achieve a stronger position in terms of sustainability and reliability.

Entek plans its purchasing activities in a manner that will react proactively to different situations that may arise in global markets. It determines its supplier selection criteria by taking the elements of quality, efficiency, cost and time into account, and has implemented various policies and methods in this respect.



OHS SUPERVISION IN CONTRACTOR MANAGEMENT



Subcontractors carry out security and cleaning services, as well as other services, at the Entek facilities. The services of various contractors are also sought in the renewal and maintenance of the power plants.

Before obtaining these services, contractors undergo risk analysis with checks of their employees' OHS training content and hours, and professional qualifications in accordance with the articles of the Personal Data Protection Law. In addition, contractors are expected to submit various documents such as compliance reports by the workplace physician, personal protective equipment temporary ownership records and periodic control documents for the machinery they are using.

At Entek, the Sustainability and Life Safety Unit is responsible for the Joint Health and Safety Unit (OSGB) services, and all OHS processes. At site entrances, no work is allowed to start until contractor employees receive specially prepared orientation training.

Entek includes its contractors in the culture of sustainability and establishes collaborations compatible with the Sustainable Development Goals. It organizes training sessions to contribute to the development of contractors, with 290 person hours of training provided in 2023.

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CONTRIBUTIONS TO THE WELFARE

ENTEK VIEWS ITS CONTRIBUTIONS TO THE SOCIAL DEVELOPMENT AND WELFARE OF SOCIETY, ESPECIALLY IN THE REGIONS IT OPERATES IN, AS ONE OF ITS FUNDAMENTAL RESPONSIBILITIES.

Corporate social responsibility activities focused on social development

Since its establishment, Entek has been supporting social development in the regions it operates in. It carries out social responsibility activities in different areas in order to create sustainable and permanent value for society.

The Company considers its contributions to the development of society as one of its fundamental responsibilities. It supports NGOs, especially those working on the environment and women's employment, through the donations it provides with the aim of returning a portion of the added value it produces to society.

In line with the importance the Company attaches to the field of education, Entek supports club activities through the sponsorship relations it establishes with active social clubs in universities. In addition, the Company aims to raise awareness among its employees in different areas by organizing training and webinars on various subjects. Entek's social media accounts include content which will contribute to raising social awareness.

Relationships with local people based on trust and transparency

Entek establishes relationships with local people based on mutual trust and transparency in the areas it operates in. The Company contributes to the economic strengthening of the regions by providing employment to local people at its facilities.

Entek closely monitors feedback from local people and attaches importance to the feedback it receives. The Company has established a system on the website at the Menzelet and Kilavuzlu plants (menzeletkilavuzlu.com.tr) where local people may submit positive or negative feedback. No negative feedback was received from the system in 2023.

Entek welcomes visits from various schools, especially vocational high schools, to its plants. During these visits, the Company provides important information about the sector to the new generations through various presentations and sharing information.

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The Istanbul Theatre Festival

The Koç Holding Energy Group companies - Tüpraş, Aygaz and Opet - have been supporting the Istanbul Theatre Festival hosted by the İKSV as sponsors for the last 18 years. Entek also assumed its place as one of the main sponsors in 2023.

The 27th Istanbul Theatre Festival opened its doors for lovers of the dramatic arts between 25th October and 26th November 2023. In 2023, 19 plays, performances and dance shows were staged as part of the festival with the events attracting 18,000 theatregoers in person.

Solidarity after the earthquake

The Kahramanmaraş earthquake in 2023 also significantly impacted Entek's Menzelet and Kılavuzlu Hydroelectric Power Plants operating in the region. The Company was highly fortunate in that the structures did not sustain any damage as a result of the earthquake, enabling the Company to maintain its operational activities. The power plants continued to generate electricity throughout the period.

Entek responded quickly and effectively to the humanitarian needs of the earthquake, prioritizing the health and safety of both its employees and their families. The shelter areas and kitchen established at the Kılavuzlu Hydro-electric power plant provided temporary shelter and food to employees and their relatives.

Psychological support was also provided to employees and their families in the region, helping to minimize the traumas caused by the earthquake and accelerate the process of returning to normal life.

Support teams from Entek's other facilities also took part in the aid efforts in the camp areas. The solidarity demonstrated and the rapid action taken during this period were a poignant reflection of the social responsibility that the Company attaches so much importance to.

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BOARD OF DIRECTORS AND SENIOR MANAGEMENT

THE BOARD OF DIRECTORS AT ENTEK

The highest management body at Entek Elektrik Üretimi A.Ş. is the Board of Directors. The Company's Board of Directors consists of 8 individuals, including a Chairman, a Vice Chairman and six members.

Ömer M. KOÇ
Chairman of the Board

Ali Y. KOÇ
Vice Chairman of the Board

Levent ÇAKIROĞLU
Member of the Board

Yağız EYÜBOĞLU
Member of the Board

İbrahim YELMENOĞLU
Member of the Board

Nevzat TÜFEKÇİOĞLU
Member of the Board

Cüneyt AĞCA
Member of the Board

Bilal Tuğrul KAYA
Member of the Board - General Manager

MANAGEMENT BODY OF THE SUBSIDIARY COMPANIES

- **Eltek Elektrik Enerjisi İthalat İhracat ve Toptan Ticaret A.Ş.**
- **Menzelet Kılavuzlu Elektrik Üretimi A.Ş.,**
- **Enspire Enerji Yatırımları ve Hizmetleri A.Ş.**

Yağız EYÜBOĞLU
Chairman of the Board

Bilal Tuğrul KAYA
Vice Chairman of the Board

İbrahim YELMENOĞLU
Member of the Board

Sinan DEMİRER
Member of the Board

Doğan KORKMAZ
Member of the Board

- **Esinti Enerji Üretim Ticaret ve Sanayi A.Ş.**

Yağız EYÜBOĞLU
Chairman of the Board

Bilal Tuğrul KAYA
Vice Chairman of the Board

İbrahim YELMENOĞLU
Member of the Board

Özgür KAHRAMANZADE
Member of the Board

Doğan KORKMAZ
Member of the Board

SENIOR MANAGEMENT

Bilal Tuğrul KAYA
General Manager

Didem TÜREL
Chief Financial Officer

Mehmet Murat SEVEN
Chief Generation Officer

Ömer GÜN
Shared Services and Transformation Group Director

RISK MANAGEMENT AND INTERNAL AUDIT

ENTEK CARRIES OUT COMPREHENSIVE ACTIVITIES TO ACCURATELY AND EFFECTIVELY MANAGE RISKS THAT MAY ARISE IN ITS FIELDS OF ACTIVITY AND TO RISE RISK AWARENESS THROUGHOUT THE COMPANY BY CALCULATING THE POSSIBLE IMPACTS OF THESE RISKS.



Contributing to sustainability through systematic risk management

Risk management is an integral part of Entek's effective and strong corporate management, where risk management is structured with a sustainable approach, based on data, and where the Company has control over its risks. Risk management contributes to the Company's performance in financial, commercial, environmental and social fields.

The Entek Risk Management Department works centrally within the organization, reporting to the General Manager, in order to support all group companies at the senior management level and on a department basis, in accordance with international standards, primarily the ISO 31000 Risk Management System.

Within the scope of financial and commercial risk management, the Risk Management Department constantly monitors the collateral (guarantee) structure and position gap of the Company portfolio. It conducts risk analysis at certain intervals together with other departments, informing the senior management of market risks with regular reports.

Risks which may cause significant negative impacts on the Company, if they are realized, are classed under four main impact categories: Financial, Operational Continuity & Quality, Legal & Compliance and Reputation in terms of financial, environmental, social and human aspects.

Thanks to root cause analyses and result evaluations performed regarding these risks, Entek is able to establish an optimal relationship between long-term opportunities and risks. They then help the Company create a vision framework by taking strategic and safe decisions.

Action plans are presented to the Risk Committee for risks which are not compatible with the risk sensitivity determined in line with Entek's strategic goals, with risk mitigation decisions taken accordingly.

Impartial assurance with Internal Audits

The Entek Internal Audit Department started the Company's process and financial audit activities at the end of 2022. In addition to the audits which it conducts on scheduled dates and determined topics, the Department provides assurance from an impartial perspective by conducting special inspections and investigations at points deemed necessary by the Ethics Board.

The General Principles of the Audit Committee were determined in September 2023. An Audit Committee was established to be chaired by the General Manager. Its first meeting was held in order to create an audit plan, evaluate the audit activities, carry out corrective actions for the high and critical risks found and to follow up accordingly.

POLICIES IMPLEMENTED AT ENTEK

<p>Anti-Bribery and Anti-Corruption Policy</p> 	<p>Donation and Sponsorship Policy</p> 	<p>Gifts and Entertainment Policy</p> 	<p>Human Rights Policy</p> 
<p>Supply Chain Compliance Policy</p> 	<p>Community Investment Policy</p> 	<p>Sanctions and Export Controls Policy</p> 	<p>Competition Law Compliance Policy</p> 
<p>Compliance Policy</p> 	<p>Personal Data Protection Policy</p> 	<p>Whistleblowing Policy</p> 	

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ETHICS AND COMPLIANCE

THE CODE OF ETHICAL CONDUCT AND IMPLEMENTATION PRINCIPLES INCLUDE ENTEK'S EXPECTATIONS, STANDARDS AND ETHICAL PRACTICES THAT FORM THE BASIS OF ALL BUSINESS RELATIONSHIPS AND TRANSACTIONS.

As a Koç Group company, Entek acts in accordance with the words of its founder, the late Vehbi Koç, in its relations with all stakeholders and in its business life: "Our principle is to act fairly and with good faith and understanding in all our relations in order to achieve mutual benefit, and to always comply with the laws and moral rules."

Since its establishment, the Company has carried out its activities in full compliance with ethical values, transparent and fair business practices, laws, universal and standard principles, while also attaching importance to social responsibility projects and universal human rights.

In line with the Compliance Program implemented in 2021, the Entek Code of Ethical Conduct and Implementation Principles, published on its website, was updated in order to manage the Company's compliance risks more effectively and better respond to the compliance expectations of local and international stakeholders.

The updated Code of Ethics include the following main headings:

- Respect for Human Rights
- Compliance with the Law in All Circumstances
- Tackling Bribery and Corruption

- Preventing Conflicts of Interest
- Compliance with Economic Sanctions and Export Controls
- Protection of Confidentiality and Internal Information
- Donations, Sponsorships and Social Investments
- Compliance with Competition Law
- Creating a Healthy and Safe Work Environment
- Use of Social Media Accounts
- Acting Honestly and Fairly in Relations with Stakeholders

Entek's Compliance Program aims to be comprehensive while seeking continuous improvement, while ensuring that the Company complies with the relevant legislation in all of its activities, especially in the fields of ethics, human rights, tackling bribery and corruption, international sanctions, the Personal Data Protection Law (PDPL) and competition law, and that employees act in accordance with the code of ethical conduct.

The Compliance Program ensures that the corporate compliance culture and standards set out throughout Entek are implemented with the participation of all employees. In this vein, policies on Human Rights, Anti-Bribery and Anti-Corruption, Sanctions and Export Controls, Donation and Sponsorship, Gift and Entertainment, Supply Chain Compliance, Social Investment and Competition Law Compliance, Personal Data Protection, Notifications and Discipline (collectively, "Compliance Policies") have entered force.

The Compliance Program is not limited to compliance with mandatory regulations or contractual obligations. It also includes

organizational standards and voluntary compliance commitments, in particular the Code of Ethics and Compliance Policies. Entek expects all its business partners to act in accordance with the Code of Ethics and Compliance Policies to the extent applicable.

In 2021, the Entek Legal and Compliance Consultancy was authorized to report to the Board of Directors and the General Manager through the Risk Management Committee. The Consultancy monitors compliance activities carried out across the Entek subsidiaries. It aims to identify compliance risks that may affect the Company and take the necessary measures, and implement the Compliance Program effectively, equally and consistently throughout Entek.

The Entek Legal and Compliance Consultancy accordingly initiated Systematic Risk Analysis activities in 2023 with the aim of identifying compliance risks in the field of tackling bribery and corruption.

Training activities are organized by the Entek Legal and Compliance Consultancy to maintain and continuously improve employee awareness of ethics and compliance.

Through training activities, Entek offers its employees the opportunity to develop practical competencies on behaving ethically and dealing with suspicious situations. In 2023, 245 employees received a total of 377.7 person hours of training on the Code of Ethics.

In addition to any limitations stipulated by local legislation, the offering of bribes, facilitation payments or improper gifts to any individual, or

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accepting any such items from Entek or its business partners is not tolerated.

Entek has control mechanisms in place such as due diligence on third parties regarding bribery and corruption risks, checks on gifts and entertainment, conflicts of interest, sponsorships and donations, determination of rules to be observed in relations with public or politically exposed persons, continuous training and monitoring activities regarding whistleblowing (notification) processes and, in addition of compliance clauses, to contracts to which it is a party.

In 2023, Entek provided a total of 173.6 person hours of anti-bribery and anti-corruption training to its 239 employees.

In order to avoid conflicts of interest, measures are being taken to prevent employees from abusing their titles or positions to obtain benefits for themselves or their relatives. In cases where business partners have a family or other relationship with individuals in primary decision making positions in commercial activities related to Entek, the employees are required to inform the relevant manager and the Entek Legal and Compliance Consultancy. In addition, all steps are taken to ensure that business partners do not enter personal relationships which may cause a conflict of interest between themselves and employees of Entek, or which may harm Entek's reputation.

In order to manage third-party compliance risks, Entek conducts due diligence activities in accordance with the legislation before entering into business relationships with any third party. In this

context, the Company complies with applicable national and international legislation, the Koç Group Code of Ethics and relevant policies. It takes the necessary actions to ensure that financial and commercial records and information are accurate and up-to-date. The Company keeps records of all activities securely and appropriately.

Entek updates its data processing inventory at least once a year within the framework of compliance with the Personal Data Protection Legislation. In line with the data processing inventory updated in 2023, the Company prepared or updated information and consent texts, contracts and letters of commitment regarding the processing of personal data.

The Code of Ethical Conduct and Implementation Principles



Ethics Hotline

Entek expects employees and business partners who directly or indirectly witness any illegal activity or unethical incidents, who have legal knowledge of any such situation or suspect such a situation to voice their concerns. The Company also encourages its stakeholders to do the same. For this purpose, an Ethics Hotline is in place which operates as an independent and integrated international system

which includes Koç Holding and its subsidiaries, for the use of the Company's stakeholders.

The Ethics Hotline is a system that aims to detect any action contrary to the Code of Ethics and Compliance Policies and to eliminate the risks which may be caused by violations of the Code. Information regarding the reporting obligation is regulated in the Notification Policy.

Both employees and business partners may report any situation that violates the Code of Ethics and Compliance Policies to the Entek Ethics Hotline, which is managed by an independent service provider. The Ethics Hotline is designed to protect the confidentiality and, if desired, anonymity of those reporting. It is extremely important that the person(s) reporting an incident feel comfortable and secure when raising or conveying their concerns and do not hesitate to report any such incidents. Therefore, all complaints submitted remain confidential. Persons reporting in good faith are protected from any possible retaliation.

Where a report is not anonymous, the Company adopts a principle of zero tolerance of any retaliation against the informant. Provided that the report is made in good faith, with reasonable justifications and not for the purpose of causing victimization, harm or personal benefit, Entek shall protect the persons who submit the report, even if the truth of the incident cannot be proven through an investigation. However, if it is revealed during an investigation that the person submitting the report intentionally submitted a false report and in bad faith, the employee may be subject to disciplinary processes and penalties.

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PERFORMANCE TABLES

ECONOMIC PERFORMANCE INDICATORS

	2019	2020	2021	2022*	2023
Production					
Wind Farm Electricity Generation (MWh)	-	-	97,428.97	230,264.99	244,797.46
Hydro Electric Power Plant Electricity Generation (MWh)	1,328,973	1,149,404,80	931,653.99	931,653.99	797,912.95
Electricity Generation from Natural Gas (MWh)	215,704	217,302	389,660	290,306.54	291,068.09
Steam Production from Natural Gas (MWh)	207,572	183,345	211,930	159,736	65,054
Operating Profit (TL, thousand)	379,294	341,321	337,872	2,247,475	1,141,237
EBITDA (TL, thousand)	424,141	391,308	403,085	2,738,666	1,611,266
Net Debt (TL, thousand)	690,661	488,742	1,317,007	879,408	503,338
Return on Equity (ROE) (%)	17	13	15	30	8
Total Assets (TL, thousand)	2,486,583	2,387,278	3,730,134	17,526,142	18,818,331
Total Investment Amount (TL, thousand)	45,977	65,904	36,760	232,804	292,980
Direct Economic Value Created - Net Sales Income (TL, thousand)	1,196,111	1,256,837	1,746,158	14,143,654	7,952,760
Distributed Direct Economic Value (TL, thousand)	738,411	857,607	1,281,701	12,095,634	6,777,074
Operating Expenses (including supply, excluding remuneration - TL, thousand)	737,236	819,926	1,281,701	11,101,775	5,892,573
Donations, Sponsorships and Corporate Responsibility Expenditures (TL, thousand)	1,175	134	2,261	12,989	10,825
Dividend Paid	0	0	0	0	0
Taxes and Similar Payments to the Government** (TL, thousand)	29,906	27,562	36,268	681,842	429,842
Payments to Suppliers (based on purchase amount (TL, thousand)	787,160	1,263,084	1,930,134	8,726,843	8,997,113
Payments to Local Suppliers (TL, thousand)	770,143	1,258,919	1,920,718	8,653,596	8,959,733
Payments to Foreign Suppliers (TL, thousand)	17,017	4,165	9,416	73,247	37,380

* 2022 figures are adjusted for inflation accounting.

** Refers to the withholding tax amount, calculated based on the calculated corporation tax and investment discount incentive.

ENVIRONMENTAL PERFORMANCE INDICATORS

	2019	2020	2021	2022	2023
Energy					
Total Direct Energy Consumption (kWh) (based on fuels)					
Gasoline	55	62	64	59	309.722
Diesel	562	592	719.85	493.375	767.77
Natural Gas	726,201,556	710,344,120	1,165,465,085	955,288,043	933,706,937.33
Indirect Energy Consumption - Electricity (MWh)	2,684	1,555	2,101	2,431	2,473
Total Renewable Energy Consumption (kWh)	0	0	0	0	10,172
Energy Consumption Per Production (kWh/MWh)					
Wind Farms	N/A	N/A	3	2	2,6
Hydro-electric plants	2	1	2	1.5	2.6
Natural Gas Power Plant	1,716	1,774	1,938	1,888	3208.44
Consolidated	416	460	751	574	
Total Energy Savings (kWh) (obtained with efficiency projects)	N/A	N/A	266,000	74,870	3,524,800
Emissions					
Greenhouse Gas Emissions					
Total Direct Greenhouse Gas Emissions-Scope 1 (tones CO ₂)	132,571.41	130,810.41	208,328.00	169,585.00	169,640
Total Indirect Greenhouse Gas Emissions-Scope 2 (tones CO ₂)	47,731	724,887	910	0	0
Wind Farms	-	-	1	1	0,002
Hydro-electric power plants	0.07	0.52	0.96	0.81	0,001
Natural Gas power plants	0.59	0.58	0.5183	0.583	0,582
Air Pollutant Emissions (kg)					
NOx (The unit calculation related to the NOx value was changed)	256,287	129,781	162,106.6	168,173.8	167,028.4
Environmental Activity and Investment Expenditures (TL)					
Measurement and Analysis Costs	6,680.51	51,703.50	51,668	83,584	167,561
Total Waste Costs	24,610	16,800	35,102	100,905	281,461
Chemical Expenses	148,101	156,453	950,000	3,074,901	19,597,533
Certification and Permit expenses	12,285	66,136.50	64,714	330,844	650,253
Consulting and Training costs	30,000	122,213	12,000	34,092	197,051
Maintenance and Repair expenses	471,083.38	207,500	21,567	383,162	6,615,814
Investment costs	178,241	0	0	0	301,467
Penalties Received due to breaches of Environmental Regulations during Reporting Period (TL)	0	0	0	0	0

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ENVIRONMENTAL PERFORMANCE INDICATORS

	2019	2020	2021	2022	2023
Water					
Water Withdrawals by Source (m³)					
Well Water	0	0	0	0	0
Mains Water	9,310	9,506	6,499	10,747	22,342
Surface Water	0	930	1,803.23	1,284	1,246
Customer Condensate Water	232,756	186,038	95,519	47,475	38,262
Other (Grey water)	364,149	342,097	724,643	627,672	615,417
Water Consumption per Unit Production (m³/MWh)					
Wind	0	0	0	0	0
Hydro	0	0	0	0	0
Natural Gas	2.03	1.85	1.73	1.82	2.19
Total Water Recovery (m³)*	364,149	342,097	724,643	627,672	615,417
Total Water Discharges (m³)	154,753	154,484	223,176	223,968	231,799
Waste Water Channel	151,278	149,514	222,776	218,918	229,503
Other (Septic Tank)	3,475	4,970	400	5,050	2,296
Waste					
Total (tons)	74.41	73.98	166.95	116.21	53.162
Recovered R coded Non-hazardous waste	57.52	51.73	138.23	64.62	18.765
Recovered R coded hazardous waste	16.89	16.46	28.72	51.59	34.397
Disposed D coded Non-hazardous waste	0	0	0	0	0
Disposed D coded hazardous waste	0	0	0	0	0
Other non-hazardous waste referred to intermediate storage (tons)	0	0	0	0	0
Other hazardous waste referred to intermediate storage (tons)	0	5.791	0	0	6.5

* Total water recovery data was reported according to the grey water treatment data used at the Kocaeli DCS as of 2022.

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SOCIAL PERFORMANCE INDICATORS

	2019	2020	2021	2022	2023
Demographics of Employees					
Total Workforce (Persons)	243	254	288	331	350
Direct Employment	156	162	190	233	250
Women	18	24	27	41	45
Men	138	138	163	192	205
Contractor Employee	87	92	98	98	100
Women	7	8	11	11	10
Men	80	84	87	87	90
Direct Workforce by Contract Type (Persons)	156	162	190	233	250
Employment Contract with Indefinite Term					
Women	18	24	27	41	45
Men	138	137	190	192	197
Employment Contract with Definite Term					
Women	0	0	0	0	0
Men	0	1	0	0	8
Direct Workforce by Age Group (Persons)					
Women					
Under 30	11	12	13	14	14
30-50 years of age (including 30 and 50 years of age)	7	11	14	27	31
Over 50 years of age	0	1	0	0	0
Men					
Under 30	22	24	33	41	44
30-50 years of age (including 30 and 50 years of age)	110	104	111	129	144
Over 50 years of age	6	10	19	22	17
Newly Recruited Employees During the Year (Persons)					
Women					
Under 30	5	3	6	6	5
30-50 years of age (including 30 and 50 years of age)	0	5	2	15	5
Over 50 years of age	0	0	0	0	0

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SOCIAL PERFORMANCE INDICATORS

	2019	2020	2021	2022	2023
Men					
Under 30	10	6	16	20	21
30-50 years of age (including 30 and 50 years of age)	11	4	16	22	21
Over 50 years of age	0	0	2	2	0
Employees who left (Persons)					
Women					
Under 30	2	1	1	2	1
30-50 years of age (including 30 and 50 years of age)	1	1	3	4	5
Over 50 years of age	1	0	1	0	0
Men					
Under 30	0	1	3	5	10
30-50 years of age (including 30 and 50 years of age)	3	5	6	9	14
Over 50 years of age	2	3	0	2	5
Employee Turnover (%) (including employees who voluntarily left their jobs)	1	2	5	9	5
Women	11	0	4	14	7
Men	0	2	4	7	5
Number of Positions Filled with Internal Candidates					
Women	N/A	N/A	1	3	0
Men	N/A	N/A	3	6	9
Number of Employees on Maternity Leave	1	1	1	2	3
Number of Employees Returning from Maternity Leave	1	1	1	2	1
Number of Employees Who did not Leave Work in the Last 12 Months After Returning from Maternity Leave	1	1	1	2	1
Number of Employees by Seniority					
Women					
0-5 years	13	18	23	35	40
5-10 years	4	5	4	5	2
10 years or more	1	0	0	1	3

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SOCIAL PERFORMANCE INDICATORS

	2019	2020	2021	2022	2023
Men					
0-5 years	84	86	106	118	114
5-10 years	16	33	35	47	53
10 years or more	38	20	22	27	38
Number of Employees holding a Managerial Title					
Women					
Under 30	1	0	0	0	0
30-50 years of age (including 30 and 50 years of age)	4	3	3	4	19
Over 50 years of age	1	0	0	0	0
Men					
Under 30	2	0	0	0	3
30-50 years of age (including 30 and 50 years of age)	8	15	18	21	49
Over 50 years of age	2	0	1	1	1
Board of Directors					
Women	0	0	0	1	1
Men	6	7	7	6	6
Social Performance Data					
Employee Training – Number of Participants					
Women	11	11	27	58	52
Men	126	99	163	223	205
Employee Training –Total Hours (person x hours)					
Women	1,028	1,040	1,595	1,679	2,300
Men	6,518	5,190	7,216	6,153	6,583
Employees Receiving Leadership Training (persons)					
Women	3	3	3	7	36
Men	19	5	13	21	13

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SOCIAL PERFORMANCE INDICATORS

	2019	2020	2021	2022	2023
Employees Receiving Mentoring Services (persons)					
Women	2	3	15	20	18
Men	4	13	30	42	38
Employees Receiving Coaching Services (persons)					
Women	1	1	1	1	0
Men	1	0	2	2	1
OHS Training Provided to Employees - Total Hours (person x hours)					
Direct Employment	1,355	1,414	1,926	7,759	3,863
Contractor Employee	N/A	658	912	1,389	290
Recorded Accident Frequency	5.6	3.9	4.3	5.1	4.88
Direct Employment	0	0	2,88	0	2,11
Contractor Employee	10.3	7.6	5.79	10.5	8.64
Frequency of Accidents incurring a Loss of Work Time	3.7	2.6	4.33	3.8	2.44
Direct Employees	0	0	2.88	0	2.11
Contracted Employees	10.3	5.01	5.79	7.9	2.88
Occupational Illness Rate	0	0	0	0	0
Number of Fatal Work Accidents	0	0	0	0	0
Planned Downtime (hours)	5,993.88	19,012.89	23,492	20,108	20,848
Unplanned Downtime - (Trip Time) (hours)	123.35	455.12	3,019	2,818	3,188
Number of Unplanned Stops - (Number of Trips)	111	227	1,304	2,467	802

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GRI CONTENT INDEX



CONTENT INDEX
ESSENTIALS SERVICE

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For the Content Index - Essentials Service, GRI Services reviewed that the GRI content index has been presented in a way consistent with the requirements for reporting in accordance with the GRI Standards, and that the information in the index is clearly presented and accessible to the stakeholders. The service was performed on the Turkish version of the Report.

STATEMENT OF USE	Entek Elektrik Üretimi A.Ş. has reported in accordance with the GRI Standards for the period 01.01.2023-31.12.2023.
GRI 1 USED	GRI 1: Foundation 2021
APPLICABLE GRI SECTOR STANDARD(S)	N/A

GRI STANDARD	DISCLOSURE	LOCATION/DIRECT ANSWER
GENERAL DISCLOSURES		
GRI 2: GENERAL DISCLOSURES 2021	Organization and Reporting Practices	
	2-1 Organizational details	About the Report, Page: 3 Corporate Profile, Page: 8-11
	2-2 Entities included in the organization's sustainability reporting	About the Report, Page: 3
	2-3 Reporting period, frequency and contact point	About the Report, Page: 3 Annual Contact person: Ece CAYMAZ Tel: (90 216) 217 11 00 E-mail: Ece.Caymaz@entekelektrik.com.tr
	2-4 Restatements of information	There is no restatement of the information provided in previous reports.
	2-5 External assurance	The report did not receive external assurance.
	Activities and Employees	
	2-6 Activities, value chain and other business relationships	Corporate Profile, Page: 8-11
	2-7 Employees	Human Resources, Page: 59-68 Social Performance Indicators, Page: 90-93
	2-8 Workers who are not employees	Human Resources, Page: 59-68 Social Performance Indicators, Page: 90-93
	Governance	
	2-9 Governance structure and composition	Board of Directors and Senior Management, Page: 81 https://www.entekelektrik.com.tr/en/icerik/yonetim-kurulu
	2-10 Nomination and selection of the highest governance body	Entek acts within the framework of the regulations stipulated by the TCC, current legislation and Company policies regarding the minimum qualifications to be sought in the selection of Board members.

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GRI STANDARD	DISCLOSURE	LOCATION/DIRECT ANSWER
	2-11 Chair of the highest governance body	Board of Directors and Senior Management, Page: 81 The Chairman of the Board of Directors has no executive duties. https://www.entekelektrik.com.tr/en/icerik/yonetim-kurulu
	2-12 Role of the highest governance body in overseeing the management of impacts	Sustainability Board, Page: 33-34 Corporate Governance, Page: 81-85
	2-13 Delegation of responsibility for managing impacts	Sustainability Board, Page: 33-34
	2-14 Role of the highest governance body in sustainability reporting	Sustainability Board, Page: 33-34
	2-15 Conflicts of interest	Ethics and Compliance, Page: 84-85
	2-16 Communication of critical concerns	Employee Loyalty, Page: 65-66 Ethics and Compliance, Page: 84-85
	2-17 Collective knowledge of the highest governance body	Board of Directors and Senior Management, Page: 81 https://www.entekelektrik.com.tr/en/icerik/yonetim-kurulu
	2-18 Evaluation of the performance of the highest governance body	Privacy restrictions Entek does not share this information in accordance with its privacy policies.
	2-19 Remuneration policies	Remuneration and Benefits, Page: 61
	2-20 Process to determine remuneration	Remuneration and Benefits, Page: 61
	2-21 Annual total compensation ratio	Privacy restrictions Entek does not share this information in accordance with its privacy policies.
	Strategy, Policies and Practices	
	2-22 Statement on sustainable development strategy	Sustainability Approach, Page: 32 Sustainability Board, Page: 33-34 The Fields of Activity of Sustainability Working Group, Page: 35
	2-23 Policy commitments	Sustainability Approach, Page: 32 Policies Implemented at Entek, Page: 83 https://www.entekelektrik.com.tr/en/icerik/etik-ilkeler-ve-uyum-politikalari
	2-24 Embedding policy commitments	Sustainability Approach, Page: 32 Policies Implemented at Entek, Page: 83 https://www.entekelektrik.com.tr/en/icerik/etik-ilkeler-ve-uyum-politikalari
	2-25 Processes to remediate negative impacts	Risk Management and Internal Audit, Page: 82 Ethics and Compliance, Page: 84-85

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GRI STANDARD	DISCLOSURE	LOCATION/DIRECT ANSWER
	2-26 Mechanisms for seeking advice and raising concerns	Ethics and Compliance, Page: 84-85
	2-27 Compliance with laws and regulations	Ethics and Compliance, Page: 84-85
	2-28 Membership associations	Corporate Memberships, Page: 41
	Stakeholder Engagement	
	2-29 Approach to stakeholder engagement	Entek's Stakeholders, Page: 39-40
	2-30 Collective bargaining agreements	There is no collective bargaining agreement practice at Entek.
MATERIAL TOPICS		
GRI 3: MATERIAL TOPICS 2021	3-1 Process to determine material topics	Sustainability Approach, Page: 32 Determination of Sustainability Priorities, Page: 36 Materiality Matrix and Risk Analysis, Page: 37
	3-2 List of material topics	Materiality List, Page: 38 Energy Economics and Infrastructure Workplace Practices Occupational Health and Safety Social Development Climate and Biodiversity
ENERGY ECONOMICS AND INFRASTRUCTURE		
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	Message from the General Manager, Page: 4-7 Materiality Matrix and Risk Analysis, Page: 37
GRI 201: ECONOMIC PERFORMANCE 2016	201-1 Direct economic value generated and distributed	Key Indicators, Page: 14 Generation, Distribution and Trading, Page: 20-21 Investments, Page: 22-23 Economic Performance Indicators, Page: 87
	201-2 Financial implications and other risks and opportunities due to climate change	Innovation and Digital Transformation, Page: 24-27 Work Geared towards Climate-Related Risks and Opportunities, Page: 46-47 Risk Management and Internal Audit, Page: 82
WORKPLACE PRACTICES		
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	Message from the General Manager, Page: 4-7 Materiality Matrix and Risk Analysis, Page: 37 Human Resources, Page: 59-68
GRI 401: EMPLOYMENT 2016	401-1 New employee hires and employee turnover	Employee Profile, Page: 60 Social Performance Indicators, Page: 90-93
	401-3 Parental leave	Social Performance Indicators, Page: 90-93

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GRI STANDARD	DISCLOSURE	LOCATION/DIRECT ANSWER
GRI 404: TRAINING AND EDUCATION 2016	404-1 Average hours of training per year per employee	Social Performance Indicators, Page: 90-93
	404-2 Programs for upgrading employee skills and transition assistance programs	Employee Development, Page: 63-64 Social Performance Indicators, Page: 90-93
	404-3 Percentage of employees receiving regular performance and career development reviews	Performance Management, Page: 62 Social Performance Indicators, Page: 90-93
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016	405-1 Diversity of governance bodies and employees	Employee Profile, Page: 60 Social Performance Indicators, Page: 90-93
	405-2 Ratio of basic salary and remuneration of women to men	There is no difference between the basic salary and remuneration of female and male employees at Entek.
GRI 406: NON-DISCRIMINATION 2016	406-1 Incidents of discrimination and corrective actions taken	There were no incidents of discrimination during the reporting period.
GRI 408: CHILD LABOR 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Child labor is not employed at Entek.
GRI 409: FORCED OR COMPULSORY LABOR 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	There were no cases of forced or compulsory labor during the reporting period.
GRI 205: ANTI-CORRUPTION 2016	205-1 Operations assessed for risks related to corruption	Ethics and Compliance, Page: 84-85
	205-2 Communication and training about anti-corruption policies and procedures	Ethics and Compliance, Page: 84-85
	205-3 Confirmed incidents of corruption and actions taken	There were no confirmed incidents of corruption during the reporting period.
GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT 2016	308-1 New suppliers that were screened using environmental criteria	Supply Chain Management, Page: 75-77
GRI 414: SUPPLIER SOCIAL ASSESSMENT 2016	414-1 New suppliers that were screened using social criteria	Supply Chain Management, Page: 75-77
OCCUPATIONAL HEALTH AND SAFETY		
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	Message from the General Manager, Page: 4-7 Materiality Matrix and Risk Analysis, Page: 37 Occupational Health and Safety, Page: 69-74

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GRI STANDARD	DISCLOSURE	LOCATION/DIRECT ANSWER
GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018	403-1 Occupational health and safety management system	Occupational Health and Safety, Page: 69-74
	403-2 Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety, Page: 69-74 Social Performance Indicators, Page: 90-93
	403-3 Occupational health services	Occupational Health and Safety, Page: 69-74
	403-4 Worker participation, consultation, and communication on occupational health and safety	Occupational Health and Safety, Page: 69-74
	403-5 Worker training on occupational health and safety	Occupational Health and Safety, Page: 69-74
	403-6 Promotion of worker health	Occupational Health and Safety, Page: 69-74
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health and Safety, Page: 69-74
	403-8 Workers covered by an occupational health and safety management system	Occupational Health and Safety, Page: 69-74
	403-9 Work-related injuries	Occupational Health and Safety, Page: 69-74 Social Performance Indicators, Page: 90-93
	403-10 Work-related ill health	Occupational Health and Safety, Page: 69-74 Social Performance Indicators, Page: 90-93
SOCIAL DEVELOPMENT		
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	Message from the General Manager, Page: 4-7 Materiality Matrix and Risk Analysis, Page: 37 Social Relations, Page: 78-79
CLIMATE AND BIODIVERSITY		
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	Message from the General Manager, Page: 4-7 Materiality Matrix and Risk Analysis, Page: 37 The Environmental Approach at Entek, Page: 45 Energy and Emission Management, Page: 48-52 Water Management, Page: 53-54 Waste Management, Page: 55 Biodiversity, Page: 56-57

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GRI STANDARD	DISCLOSURE	LOCATION/DIRECT ANSWER
GRI 302: ENERGY 2016	302-1 Energy consumption within the organization	Energy and Emission Management, Page: 48-52 Environmental Performance Indicators, Page: 88-89
	302-3 Energy intensity	Energy and Emission Management, Page: 48-52 Environmental Performance Indicators, Page: 88-89
	302-4 Reduction of energy consumption	Energy and Emission Management, Page: 48-52 Environmental Performance Indicators, Page: 88-89
	302-5 Reductions in energy requirements of products and services	Energy and Emission Management, Page: 48-52 Environmental Performance Indicators, Page: 88-89
GRI 305: EMISSIONS 2016	305-4 GHG emissions intensity	Energy and Emission Management, Page: 48-52 Environmental Performance Indicators, Page: 88-89
	305-5 Reduction of GHG emissions	Energy and Emission Management, Page: 48-52 Environmental Performance Indicators, Page: 88-89
GRI 303: WATER AND EFFLUENTS 2018	303-1 Interactions with water as a shared resource	Water Management, Page: 53-54
	303-2 Management of water discharge-related impacts	Water Management, Page: 53-54
	303-3 Water withdrawal	Water Management, Page: 53-54 Environmental Performance Indicators, Page: 88-89
	303-4 Water discharge	Water Management, Page: 53-54 Environmental Performance Indicators, Page: 88-89
	303-5 Water consumption	Water Management, Page: 53-54 Environmental Performance Indicators, Page: 88-89
GRI 304: BIODIVERSITY 2016	304-2 Significant impacts of activities, products and services on biodiversity	Biodiversity, Page: 56-57
GRI 306: WASTE 2020	306-1 Waste generation and significant waste-related impacts	Waste Management, Page: 55 Environmental Performance Indicators, Page: 88-89
	306-2 Management of significant waste-related impacts	Waste Management, Page: 55 Environmental Performance Indicators, Page: 88-89
	306-3 Waste generated	Waste Management, Page: 55 Environmental Performance Indicators, Page: 88-89
	306-5 Waste directed to disposal	Waste Management, Page: 55 Environmental Performance Indicators, Page: 88-89

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UNITED NATIONS GLOBAL COMPACT (UNGC)

TOPICS	GLOBAL PRINCIPLES	REFERENCE
Human Rights	Principle 1 - Businesses should support and respect the protection of internationally proclaimed human rights; and	Ethics and Compliance (Page: 84-85) Human Rights (Page: 67)
	Principle 2 - make sure that they are not complicit in human rights abuses.	Ethics and Compliance (Page: 84-85) Human Rights (Page: 67)
	Principle 3 - Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;	Human Rights (Page: 67)
Labour	Principle 4 - the elimination of all forms of forced and compulsory labour;	Human Rights (Page: 67)
	Principle 5 - the effective abolition of child labour; and	Human Rights (Page: 67)
	Principle 6 - the elimination of discrimination in respect of employment and occupation.	Human Rights (Page: 67) Inclusive Workplace and Diversity (Page: 68)
Environment	Principle 7 - Businesses should support a precautionary approach to environmental challenges;	The Environmental Management Approach at Entek (Page: 45)
	Principle 8 - undertake initiatives to promote greater environmental responsibility; and	Work Geared Towards Climate-Related Risks and Opportunities (Page: 46) Impact of Climate Risk Inventory Report (Page: 47)
	Principle 9 - encourage the development and diffusion of environmentally friendly technologies.	Investments (Page: 22-23)
Anti-Corruption	Principle 10 - Businesses should work against corruption in all its forms, including extortion and bribery.	Ethics and Compliance (Page: 84-85)

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