SUSTAINABILITY REPORT
2021

Koç

ENTEK

GRI 102-1, GRI 102-50, GRI 102-51, GRI 102-52, GRI 102-54

CONTENTS

ABOUT THE REPORT

We present our Sustainability Report 2021 to all our stakeholders in order to evaluate the social, economic and environmental dimensions of our activities and the work we carried out in line with the United Nations (UN) Sustainable Development Goals. This report, the first one of which was prepared in 2020, was prepared in accordance with the GRI Standards: Core option.

The report includes the sustainability priorities that we determined with the participation of our internal and external stakeholders, as well as the reporting requirements of the UN Global Compact and UN Women's Empowerment Principles (WEPs), signed by Koç Holding, our main shareholder.

The scope of Entek Sustainability Report consists of the activities carried out by Entek Elektrik Üretimi A.Ş and its subsidiaries between January 1, 2021 and December 31, 2021. You can access the Entek Sustainability Report 2021 document via www.entekelektrik.com.tr/en/.

Please send your opinions and suggestions about our sustainability activities and reporting studies to us at sustainability@entekelektrik.com.tr.

GRI 102-14

MESSAGE FROM THE GENERAL MANAGER

Bilal Tuğrul Kaya / General Manager

We present the contributions of our stakeholders' to the United Nations (UN) Sustainable Development Goals in line with the principle of transparency and accountability.

Distinguished Stakeholders,

We, as Entek, operate in the energy sector for 27 years by respecting society, nature and future generations. We are proud to produce electrical energy, as it plays a key role in every moment of human life, and to work to add value to our country and future generations. One of the most basic indicators of a country's economic and social development is that the energy needs of both the industry and individuals are met with an accessible, safe and continuous production infrastructure.

In this direction, as Entek, we focus on playing an active role in meeting the increasing energy needs of Turkey, while we concentrate on providing innovative solutions for future generations and a sustainable world. Even though the initial aim of our company (est. 1995) was to meet the energy needs of the affiliated companies of Koç Holding, our shareholder, we rapidly expanded our power plant portfolio over time. As Entek, our primary goal is to become one of the leading actors in energy production and trade with our investments focused on renewable energy production, while producing value-added energy solutions based on blockchain, e-mobility and smart systems. We define our management philosophy to achieve these goals as creating a sustainable business model that is people and environment-friendly, and focused on generating economic value. We present to our stakeholders the social, environmental and economic performance of our activities, which we carry out in this direction with all our employees and business partners, and the contributions of our activities to the United Nations (UN) Sustainable Development Goals, in line with the principle of transparency and accountability. We are very pleased to share with you our second sustainability report, that we prepared with this sense of responsibility.

We published our first sustainability report in 2020, and we determined and evaluated the main issues that define our sustainability performance and the UN Sustainable Development Goals that we prioritize, with in-house workshops and studies in which we received the opinions of our stakeholders. We reviewed our corporate policies and defined our corporate principles, and then we established the management bodies to facilitate the transformation of our corporate principles into action. Thus, our roadmap was developed. In addition to our sustainability management development efforts, we also monitored our operation with performance-oriented indicators and carried out continuous improvement activities. Even though the impact of the pandemic was still going on, we continued to minimize its social and economic effects on our company and our employees by taking the necessary physical and administrative measures.

In the 2021 reporting period, we implemented an important project that strengthens our renewable and innovative energy production. By incorporating the Süloğlu Wind Power Plant, which has a total installed capacity of 60 MW, we increased our total installed power to 436 MW and our total installed power in renewable energy to 324 MW as of 2021. With our low-carbon economy model, we aim to use renewable energy resources and carbon-free, zero-emission technologies in our current and future investments.

We aim to continuously improve our performance to achieve our vision of becoming a new generation leading company in electrical energy, and our mission of producing innovative solutions and quality energy for future generations and a sustainable world. We would like to thank all our employees and stakeholders who contributed to our sustainability journey.

GRI 102-10

ENTEK FROM PAST TO PRESENT

1995 The first investment studies were started.

1998 Electricity production started in Bursa Demirtaş Organized Industrial Zone.

2003 Kocaeli Natural Gas Cycle Power Plant joined Entek.

2003 We became the founding partner of Eltek Elektrik, which was established to purchase, sell, import and export electricity wholesale, with a ratio of 46%.

2013 100% of Eltek Elektrik shares were taken over.

2014 Damlapınar, Kepezkaya, Kumköy HEPPs joined Entek.

2017 Azmak I, Azmak II and Kirpilik HEPPs joined Entek.

2018 Menzelet and Kılavuzlu HEPPs joined Entek.

2020 The Enspire Creative Energy Solutions brand was established.

2021 Süloğlu WPP, our first wind power plant, joined Entek.

GRI 102-2, GRI 102-5, GRI 102-6, GRI 102-7, GRI 102-16

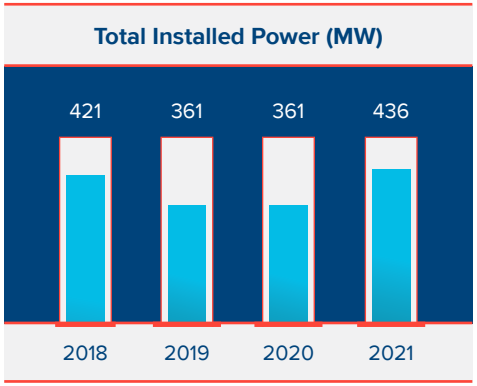
ABOUT ENTEK

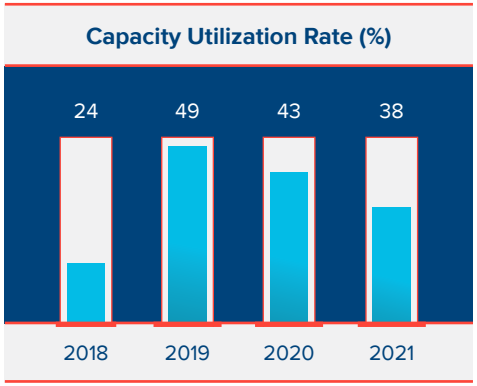
Launched its investment activities in 1995, Entek Elektrik Üretimi A.Ş was established to supply electrical energy and steam to Koç Group companies. Entek started its first energy production in Bursa in 1998, and it immediately aimed to take part in all areas of the sector from production to distribution, import, wholesale and retail sales in order to achieve its strategic goals in the sector. Investing in new generation energy technologies as well as renewable energy sources, Entek established the "Enspire Creative Energy Solutions" brand in 2020 to realize energy efficiency and on-site energy generation projects that will transform energy consumption by focusing on "Performance-Based Contracts". Enspire operates in many areas, from self-consumption applications such as rooftop solar energy, ORC, to energy efficiency projects, from electricity sales and trading to energy storage systems.

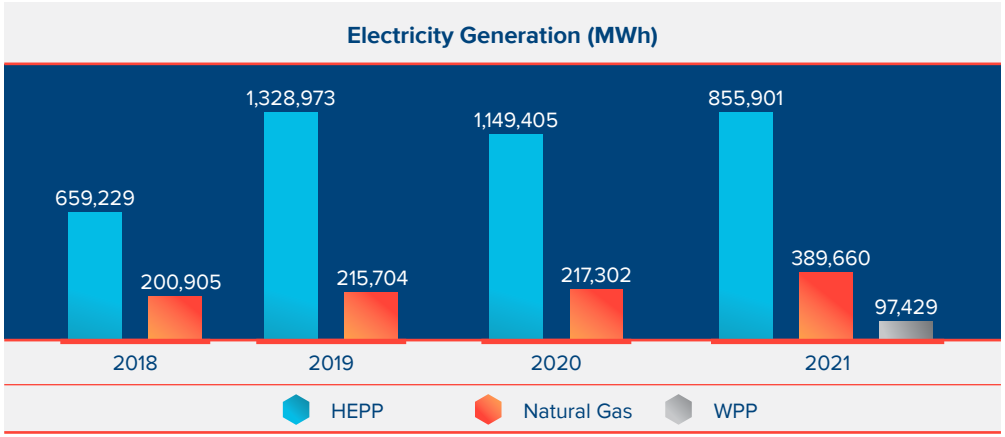
Entek carries out its electricity generation activities with the natural gas power plant located in Kocaeli, the hydroelectric power plants in various regions of Turkey and with Süloğlu WPP, the first wind power plant, which it acquired in August 2021. Eltek, as Entek's supply company, provides electricity to industrial and commercial free consumer customers in a wide variety of sectors in all geographical regions of Turkey with flexible contracts, while Entek Kocaeli Power Plant provides electricity and steam to directly connected industrial customers.

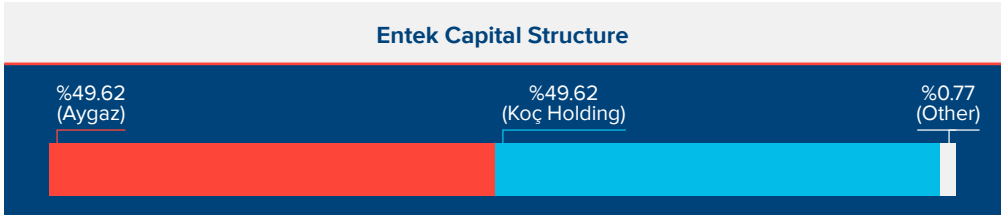
Entek creates value for all its business partners, stakeholders and customers with its commercial activities. Entek's main fields of operation are optimizing the energy of generation plants by evaluating them in various markets, trading energy in accordance with energy trading strategies, renewable energy certification and voluntary carbon market activities, customer-specific energy supply within the scope of final resource supply to high-consumption customers, and energy sales to eligible consumers.

ENTEK IN NUMBERS









GRI 102-45

ENTEK SUBSIDIARIES AND INVESTMENTS

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

100% of the shares of Eltek Elektrik Enerjisi İthalat İhracat ve Toptan Ticaret A.Ş., which was established in 2003 to take part in wholesale electricity purchase and sale, import and export activities in the electricity market, belong to Entek.

Menzelet Kılavuzlu Elektrik Üretimi A.Ş.

In 2018, Menzelet and Kılavuzlu Hydroelectric Power Plants in Kahramanmaraş joined Entek. The acquisition of two power plants with a total installed capacity of 178 MW was the largest acquisition made by domestic investors in 2017 in our country. Our two power plants continue their production activities within the body of Menzelet Kılavuzlu Elektrik Üretimi A.Ş., our subsidiary 100% of which is owned by Entek.

Ayas Enerji Üretim ve Ticaret A.Ş.

50% of Ayas Enerji Üretim ve Ticaret A.Ş shares belong to Entek Elektrik Üretimi A.Ş. and the other 50% belongs to Oyak Birleşik Enerji A.Ş.*

**As the cancellation case towards EMRA at 2011 is still pending the desired investment could not be made and as a result of License Termination Application the production of 625.5 MW license was terminated by decision of EMRA dated by 11.02.2021.*

Enerji Piyasaları İşletme A.Ş.

Established on 12.03.2015, EPİAŞ works for the efficient, transparent, reliable and sustainable operation and development of energy markets. 0.05% of its shares are owned by Entek.

Süloğlu Elektrik Üretimi A.Ş.

Entek owns the Süloğlu Wind Power Plant in Edirne Lalapaşa, which was purchased by Entek Elektrik in August 2021. Its shares are 100% owned by Entek.

Enspire Enerji Yatırımları ve Hizmetleri A.Ş.

The title of the investment company, which was acquired together with the Süloğlu Wind Power Plant purchased by Entek Elektrik in August 2021, was changed to Enspire Enerji Yatırımları ve Hizmetleri A.Ş. The company is 100% owned by Entek and aims to make renewable energy investments.

GRI102-2, GRI 102-4, GRI 102-7

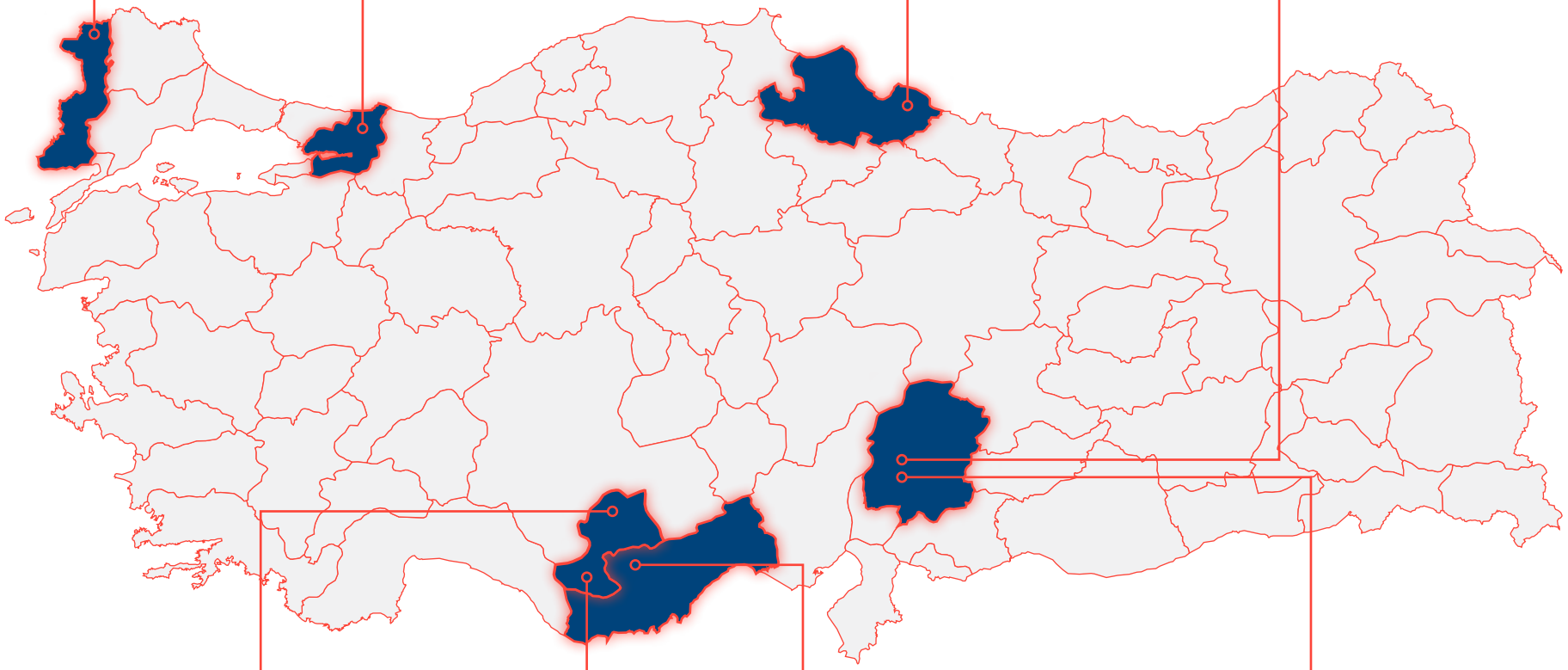
SANTRALS

Süloğlu WPP
Total Installed Power: 60 MW

Kocaeli Natural Gas Cycle Power Plant
Total Installed Power: 111.8 MW

Kumköy HEPP
Total Installed Power: 17.5 MW

Kılavuzlu HEPP
Total Installed Power: 54 MW



Damlapınar HEPP
Total Installed Power: 16.4 MW

Kepezkaya HEPP
Total Installed Power: 28 MW

Azmak HEPP Group
Azmak I HEPP
Azmak II HEPP
Kirpilik HEPP
Total Installed Power: 24.4 MW

Menzelet HEPP
Total Installed Power: 124 MW

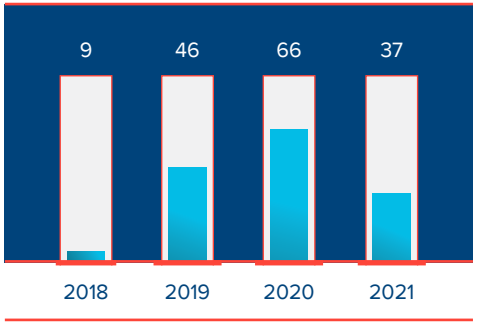
OUR INVESTMENTS

As one of the first private electricity generation companies in our country, we contribute to Turkey's supply security with the investments we make. We continue to work to become the leading electricity company that can meet the needs of today and the future with innovative activities. Thus, we focus our investments on new generation applications and renewable energy in this regard. In addition, we closely follow other market activities such as electricity distribution and retail sales. Our aim is to continue our balanced growth in renewable energy investments, electricity distribution and retail sales, and to become Turkey's leading electricity energy company.

With our aim to become one of the companies that lead the energy transformation for a more sustainable world and future, our mission is to add value to all our stakeholders with innovative energy solutions, especially distribution, production, energy efficiency and electric vehicle charging solutions. In this regard, we continued our investment activities in the reporting period without slowing down, and invested 37 million TL in 2021.

We are working to include wind and solar energy investments in our hydroelectric portfolio in the coming years in order to ensure energy resource diversity. In this direction, Entek's goal is to become one of the leading companies in Turkey in the field of renewable energy by 2025.

Investments (Million TL)



GRI 102-11

RISK MANAGEMENT

As Entek, we carry out risk management studies in order to manage the risks that may arise in our fields of activity and to create a risk awareness throughout the company by assessing the possible effects of these risks.

Risk Management is an integral part of Entek's effective and strong data driven management, which is also aware of its risks. As part of our Financial and Commercial Risk Management, we monitor the collateral structure and position gap of our portfolio, and the senior management is informed about market risks through regular reports.

In the context of the Corporate Risk Management Policy, we carry out risk analysis with each business unit at regular intervals. Risks and opportunities are defined under 4 main impact categories: Financial, Operational Continuity/Quality, Legal/Compliance and Reputation. Then, we create risk inventories as a result of analysis meetings where we make root cause analyses, consider possible consequences and examine actual cases. These analyzed risks are scored by scales defined according to impact, probability and preparedness and are ranked based on their importance level. Action plans are presented to the Risk Committee for risks that are not compatible with the risk sensitivity determined in line with Entek's strategic goals, and there we take the decision regarding how to handle the risks.

Management Systems:

We carry out all our activities, from the supply of natural resources to the development of products, in accordance with the Management Systems prepared with the principle of sustainable development and Koç Holding policies.

Locations	ISO 14001: Environment Management System	ISO 14064: Greenhouse Gas Calculation 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
Headquarters	✓	✓	✓	✓		✓
Kocaeli Natural Gas Power Plant	✓	✓	✓	✓	✓	✓
Menzelet HEPP	✓	✓	✓	✓	✓	✓
Azmak HEPP Group	✓	✓	✓	✓	✓	
Damlapınar HEPP	✓	✓	✓	✓	✓	
Kepezkaya HEPP	✓	✓	✓	✓	✓	
Kılavuzlu HEPP	✓	✓	✓	✓	✓	
Kumköy HEPP	✓	✓	✓	✓	✓	
Süloğlu WPP	✓	✓	✓	✓	✓	

GRI 102-9

SUPPLY CHAIN MANAGEMENT

As a part of Koç Group, we follow Group values in our supply chain management. We expect our suppliers to comply with our work ethic values.

We focus on working with local suppliers in purchasing processes in order to contribute to the local economy and to minimize the risks of supply continuity and security. Therefore, the majority of our suppliers are local companies. We realized 99.5% of our 1.9 billion TL purchasing operation in 2021 only through local suppliers.

The supply management principles, which include the procurement of Entek and all its subsidiaries, are as follows:

- Making all purchases in a way that best serves the interests and policies of Entek and its subsidiaries,
- Ensuring that the required quality goods and services are delivered at the required time and place,
- Procuring from the responsible supply source,
- Obtaining the maximum value in all costs,
- Developing a competitive procurement environment,
- Treating all suppliers fairly and impartially,
- Ensuring the necessary conditions for the performance of services and activities in a way that ensures company satisfaction,
- Evaluating the environmental risks that the purchased product may create with a life-long evaluation perspective,
- Considering the energy performance of all purchased materials and equipment,
- Maintaining relations with reliable supply sources,
- Documentation of each transaction in accordance with applicable laws and regulations,
- Ensuring that there is never any suspicion of unethical behavior,
- Avoiding any kind of conflict of interest, even the appearance of a conflict of interest, in supplier relations,
- Notifying Entek Legal and Compliance Counseling Unit for investigation of any error, suspicious or unethical behavior and any threat against the integrity of the purchasing process, regardless of its source,
- Managing systematic activities that will maximize total value and minimize costs, together with other interacting processes.

Financial Status

In order for our cooperation to continue in an efficient and uninterrupted manner, we expect our suppliers to be in a favorable financial position to perform the expected work. We monitor the financial status of our critical suppliers.

Risk Prevention Tools

We analyze administrative and operational risks in terms of legal, environmental and commercial aspects in purchasing processes. We ensure that measures are taken in accordance with the potential impact of the risks we detect.

Expertise and Experience

We check that our suppliers have the provable expertise and experience necessary to perform the work we expect.

Management Systems

We expect our suppliers to have ISO 9001, ISO 14001, ISO 14064, ISO 45001, ISO 50001, ISO 17025, ISO 27001 and/or standards and systems required by their business.

Infrastructure and Working Environment

We ensure that our suppliers have the technical infrastructure and working environment required by the job expected from them.

Terms of Payment

We create a payment plan in accordance with the financial policy and targets in return for the products and services we purchase by conducting the purchasing processes and financial processes interactively.

We realized 99.5% of the 1.9 billion TL purchasing operation we carried out in 2021 through local suppliers.

SUSTAINABILITY MANAGEMENT

Entek Sustainability Board

Determining Sustainability Priorities

Relations with Stakeholders

GRI 102-18, GRI 102-44, GRI 102-46, GRI 102-47

Sustainability management at Entek starts from the top management bodies and spreads throughout the organization with its strategic decision and operational dimensions. In order to implement sustainability management in the most correct way, we seek answers to the problems with a common mind by ensuring the participation of various business units.

The Board of Directors, which is appointed by the General Assembly and consists of 6 members, is Entek's highest level strategic decision-making body. The duties of Chairperson of the Board of Directors and General Manager are carried out by different persons. The Board of Directors evaluates the effectiveness of our work by considering the sustainability risks and opportunities in determining the main strategic orientations of the company. Entek General Manager, who is also a member of the Board of Directors, is responsible for the implementation of necessary business strategies by evaluating sustainability risks and opportunities together with the senior management.

Senior managers take the necessary measures in their field of expertise according to the identified sustainability risks and opportunities. In this regard, we established various bodies for the efficient execution of sustainability management. The Joint Services and Transformation Group Director chairs the sustainability management bodies and is responsible for the coordination of sustainability activities, ensuring communication between relevant bodies, managing the sustainability reporting processes, and coordinating external stakeholder relations. The Joint Services and Transformation Group Director reports the results of the sustainability studies, the decisions and recommendations to the Board of Directors and the General Manager.

ENTEK SUSTAINABILITY BOARD

The Entek Sustainability Board is the senior management body responsible for determining the sustainability priorities and corporate sustainability policies and strategies by evaluating the risks and opportunities it identifies in the fields of social, economic, environmental and corporate governance. It also presents implementation and investment recommendations that will improve performance. The Board also decides on the international organizations and initiatives that the company will join, and carries out the acquisition and compliance processes to these initiatives. The Board reports its decisions, recommendations and activity results to the General Manager periodically and to the Board of Directors once a year. The Focus Working Groups, formed by the Sustainability Board, are responsible for the implementation of these strategies and targets by transforming the sustainability strategies and targets determined by the Board into performance-enhancing action plans and field studies.

Sustainability Working Group Fields of Activity

CLIMATE AND BIODIVERSITY WORKING GROUP

Climate Change
Renewable Energy
Energy Efficiency
Greenhouse Gas Emissions
Water Management
Waste Management
Biodiversity

ENERGY ECONOMY AND INFRASTRUCTURE WORKING GROUP

Access to Energy
Energy Source Diversity
Energy Security
Energy Supply Continuity
Innovation
Digital Transformation
Infrastructure Investments
Information Privacy and Cyber Security
Availability and Business Continuity

WORKPLACE PRACTICES WORKING GROUP

Inclusive Workplace and Diversity
Employee Development
Ethics and Compliance

OCCUPATIONAL HEALTH AND SAFETY WORKING GROUP

Disaster and Emergency Preparedness
Occupational Health and Safety

SOCIAL DEVELOPMENT WORKING GROUP

Relations with Local Communities
Community Investments

GRI 102-15, GRI 102-44, GRI 102-46, GRI 102-47

DETERMINING SUSTAINABILITY PRIORITIES

We started our process of establishing the Entek Sustainability Program in 2020 with the determination of sustainability priorities. We created our priority list consisting of 14 mega risks, 37 economic, social and environmental issues, and 17 UN Sustainable Development Principles, which we identified by considering the World Economic Forum Global Risk Studies, international reporting standards, and sectoral best practices, which could be important for Entek. We evaluated the potential sustainability issues we identified through a survey study conducted with the participation of Entek employees and stakeholders. After the sustainability training we held with the participation of the executive team, we identified 23 topics as Entek's priorities. We gathered these 23 topics under 5 main headings and integrated them into our sustainability priorities by also reviewing the UN Sustainable Development Goals. We reviewed our priority list again in 2021 and saw that the items on the list remain to be priorities for us.

GRI 102-40, GRI 102-42, GRI 102-43, GRI 102-44, GRI 102-46, GRI 102-47

STAKEHOLDER ENGAGEMENT

Our Stakeholders	Communication Method with Our Stakeholders
Customers	Sustainability Report (yearly), Market Research (continuous), Website (continuous), Social Media Posts (continuous)
Business Partners	Sustainability Report (yearly), Business Partners Meeting (yearly), Meetings and Discussions (instant)
Suppliers	Sustainability Report (yearly), Purchase Agreements (continuous), Corporate Policies (continuous), Meetings and Discussions (instant)
Shareholders	General Assembly (yearly), Financial Reports (quarterly), Sustainability Report (yearly), Video Conferences (instant)
Employees	Sustainability Report (yearly), Website (continuous), Surveys and Research (yearly), Trainings (continuous), Newsletters (monthly), Corporate Policy and Guidelines (continuous), Social Media Events (instant), Video Conference Events (instant)
NGOs	Sustainability Report (yearly), Website (continuous), Social Media Posts (continuous), Social Responsibility Projects (continuous), Project Partnerships (instant)
Local Communities	Social Responsibility Projects (continuous), Meetings and Interviews (instant), Complaint Form for our Süloğlu Wind Energy, Menzelet and Kılavuzlu Hydroelectric Power Plants and Complaint Form available on the website (continuous)
Public Institutions	Sustainability Report (yearly), Website (continuous), Correspondence (instant), Industry Meetings and Feedback (instant), Audits (instant)
Universities	Case Studies (instant), Career Events (instant)
Media	Sustainability Report (yearly), Website (continuous), Press Releases (instant), Social Media Shares (continuous)

CLIMATE AND BIODIVERSITY

Energy and Emissions Management

Water and Waste Management

Biodiversity

ENERGY AND EMISSION MANAGEMENT

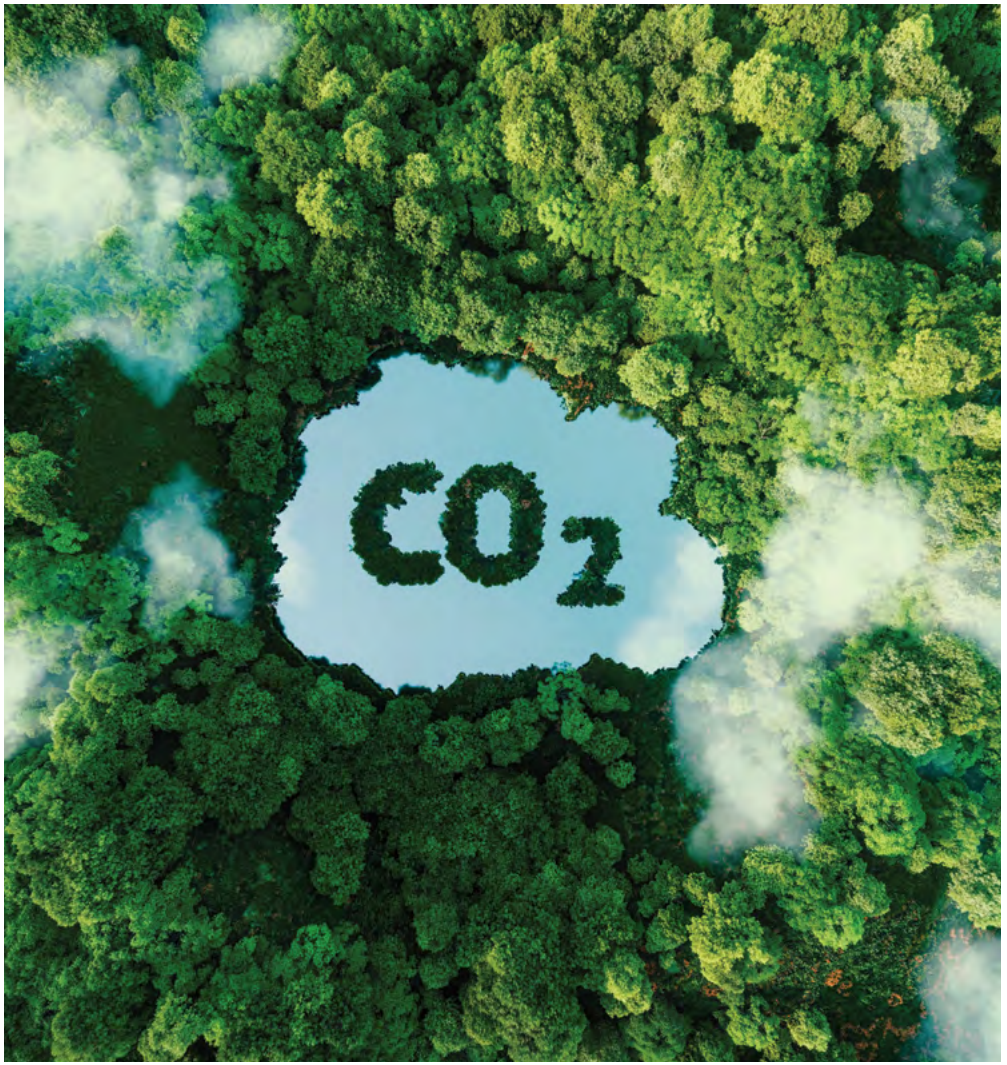
As Entek, we try to minimize our impact on climate change with an effective energy and emission management approach and practices. We optimize our operations and carry out efficiency studies in order to continuously reduce the emissions resulting from our production activities.

In energy and emission management, we act in line with the requirements of ISO 14064 Greenhouse Gas Calculation and Control Standards and ISO 50001 Energy Management System.

Our energy consumption per generation was 751 kWh/MWh in 2021. As per the hydroelectric power plants, we have achieved a reduction in energy consumption per generation since 2018. Energy recovery from waste heat in our natural gas electricity generation facility provides cost, resource efficiency and emission reduction. In addition, we increased our electricity production with our new power plants. Despite this, we still managed to reduce our greenhouse gas emissions per generation at our natural gas power plant by 0.013 tons of CO_2/MWh compared to the previous year. With our increased production, our total greenhouse gas emission, which was 131,536 tons of CO_2e in 2020, was recorded as 209,238 tons of CO_2e in 2021.

Entek, with a big part of its portfolio consisting of hydroelectric power plants, pays great importance to climate change and greenhouse gas emissions. Many weather conditions such as changes in precipitation regimes, excessive temperatures increasing evaporation, wind speed above and below the optimum operating range, and extreme cold weather causing ice load, directly affect energy production and cause financial loss.

Therefore, combating climate change is a priority area of responsibility for us both regarding the negative effects of global warming on our operations and the opportunities offered by renewable energy and low carbon technologies. For this, while increasing our production capacity in order to meet the energy needs, we are also working towards minimizing our effects on the climate by turning to renewable energy sources in our investments.



Our Kumköy, Damlapınar and Kepezkaya HEPP facilities, which produce in the renewable energy class, are registered to the VCS system and generate emission reduction credits. It is planned that the projects that have completed the first loan period will continue to produce emission reduction certificates in the second loan period for the next 10 years. The annual average emission reduction of the 3 projects is approximately 150,000 tons of CO_2e.

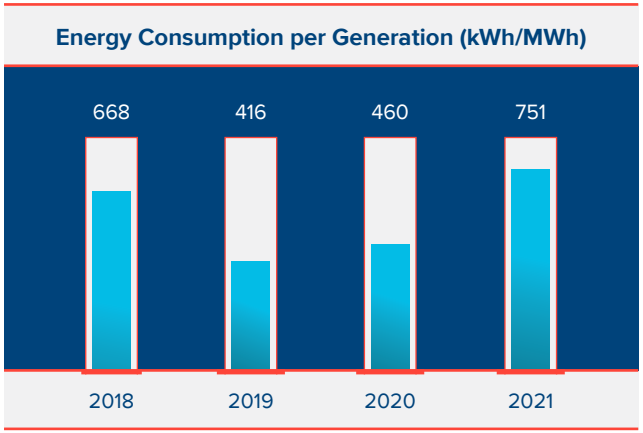
Süloğlu Elektrik Üretimi A.Ş., which joined our portfolio in 2021, is registered to the Gold Standard system and can produce a certificate that can reduce carbon at the level of approximately 140,000 tons of CO_2.

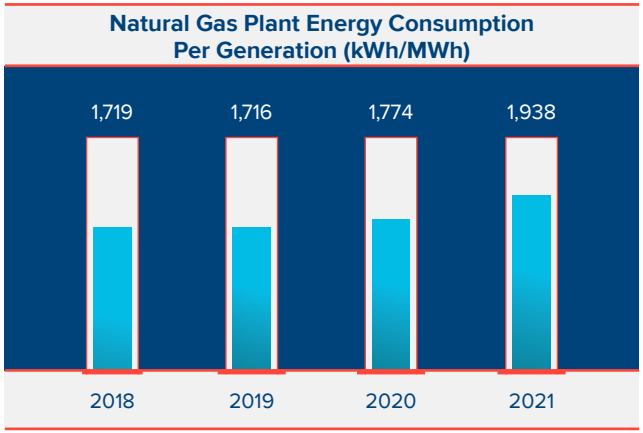
Our Azmak and Menzelet Kılavuzlu power plants are registered to the I-REC (International Renewable Energy Certificate) system, and they can convert their entire annual production into I-REC certificates. These certificates are offered by Eltek to final consumers to reduce scope 2 emissions.

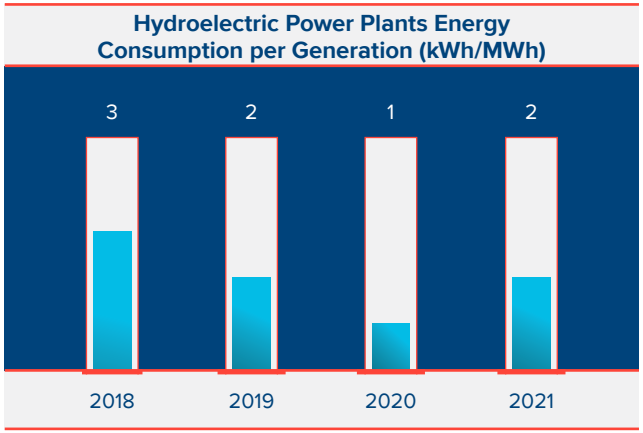
Control and reduction of polluting air emissions as well as greenhouse gas emissions are among our environmental protection activities. Only Kocaeli Natural Gas Cycle Power Plant generates a significant amount of air emissions from our production facilities. We control these emissions in line with the relevant legal regulations. We perform emission measurements with continuous emission measurement devices located in the plant chimneys.

Entek and Renewable Energy

One of the most important outcomes of climate change is the tendency towards renewable energy all over the world. In line with the European Union Green Deal 2050 strategic goals, the EU aims to be carbon neutral and to reduce its greenhouse gas emissions by 55% by 2030. Even during the Covid-19 years, the share of renewable energy continued to rise, while global energy investments decreased. In the meantime, carbon pricing, which is expected to come to our country in the near future, will further increase the value of renewable energy assets. As Entek, we aim to be one of the pioneers of transformation, in this entire transformation process.







Projects for Transition to Low Carbon Economy:

Kocaeli Productivity Study

While electricity is sold to the grid, electricity and steam are supplied to the customers due to the operation of the Kocaeli facility. Steam supply is provided by using the energy of the hot waste gas from the gas turbines to obtain superheated steam or by direct combustion of the gas to obtain steam when necessary.

The energy of the waste gas from the turbines is used to generate superheated steam by means of waste heat boilers HRSG (Heat Recovery Steam Generator) and OTSG (Once Through Steam Generator). Turbines do not always operate at full load, and they can produce electricity at low loads, and in these cases, a conventional boiler with an automation system supports the steam supply.

With the revision of this automation system, we aim to increase the efficiency by approximately 3%. Thus, lower natural gas consumption and therefore lower carbon emissions will be achieved.

Süloğlu Wind Power Plant

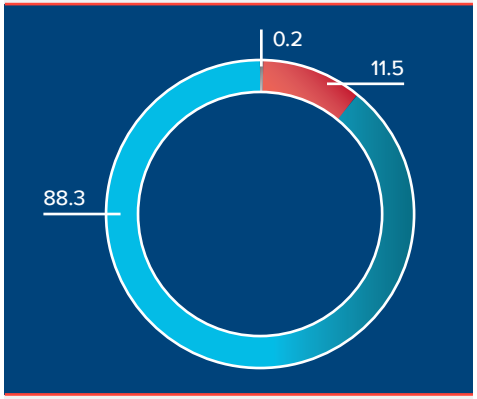
With the acquisition of Süloğlu Wind Power Plant with a total installed power of 60 MW in 2021, our total installed power reached 436 MW and our total installed power in renewable energy reached 325 MW. With our low-carbon economy model, we aim to use renewable energy resources, carbon-free and zero-emission technologies in our current and future investments.

WATER AND WASTE MANAGEMENT

As Entek, we pay attention to the responsible and efficient use of water, as one of the vital natural resources. We carry out our activities by using minimum water and by making waste management in the most effective way. Our main goals are to continuously reduce the amount of water withdrawal, to increase the share of recycled water resources in water withdrawal and to reuse more water. In this regard, we make continuous improvements for minimum water consumption. The amount of water withdrawn in 2021 was 828,464 m^3. Recovered water constituted 12% of the water withdrawn. In our hydroelectric and wind power plants, there is no significant water consumption as a result of the process.

The only location where water is used as a source in production is Kocaeli Natural Gas Cycle Power Plant. Water consumption in the facility also changes in parallel with energy production. However, we aim to continuously reduce our consumption level with the efficiency studies we carry out in general and the measures taken to prevent leakage and losses. In line with our principle of responsible use of water resources, we ensure that the gray water we purchase in our operations is purified and used. In this context, we recovered 289,315 m^3 of water in 2021.

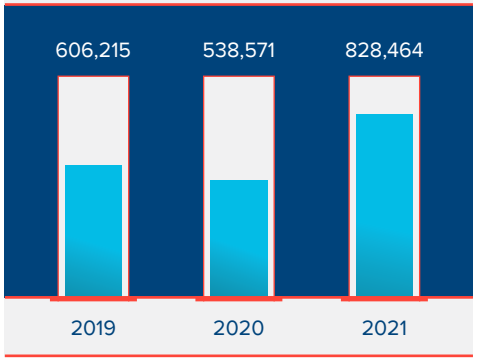
Water Withdrawal by Source (%)



* Returned condensate from steam supplied customers

**Mains water consists of 0.9% mains water and 99.1% Gray Water (industrial recovery water).

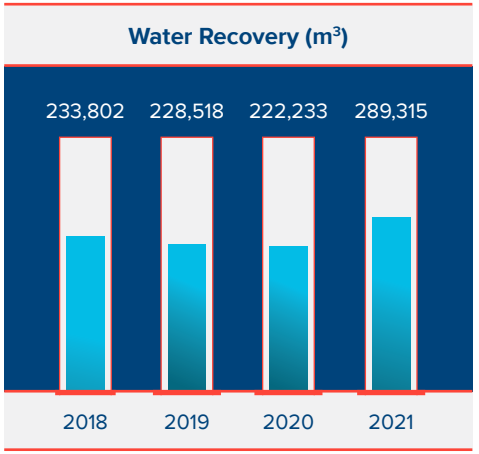
Total Water Withdrawal (m^3)

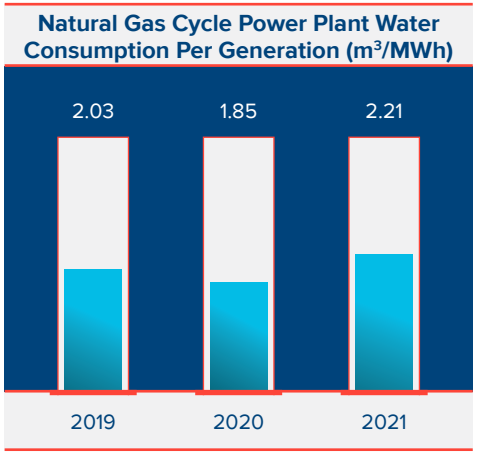


We support the protection of water and water resources by providing the necessary technologies for the protection of water at its source and by the efficient use of water. We have implemented many projects for the protection of water resources and the efficient use of water. With the inclusion of Azmak Hydroelectric Power Plants in the company portfolio in 2017, we installed separators to prevent oil leaks from mixing with water. With the inclusion of the Kılavuzlu and Menzelet Hydroelectric Power Plants in Entek in 2018, we implemented the same practices. In addition, in 2018, we created a Downstream Impact Assessment and Management Plan within the scope of the Environmental and Social Action Plan (ESAP) to prevent the impacts on livelihoods downstream of the Menzelet and Kılavuzlu Hydroelectric Power Plants.

We aim to prevent the pollution of the water that we use and to separate and recycle the resulting waste. However, in cases where recycling is not possible, we dispose of wastes with appropriate methods. Throughout this process, we discharge wastewater at the pollution levels specified in the legal permits, without harming the biodiversity in the natural receiving environment. In 2021, we discharged a total of 223,176 m^3 of wastewater.

As Entek, the amount of waste generated in our operational processes is lower than other production techniques, as most of our production is based on renewable energy. We separate the waste generated as a result of our activities at the source and manage them with methods appropriate to the type. As a result of the activities we carried out in 2021, a total of 167 tons of waste, 29 tons of hazardous waste and 138 tons of non-hazardous waste, was generated. Not only did we not have any waste disposed in 2021, we also recycled all of our hazardous and non-hazardous wastes.





Projects for Energy Efficiency:

With the energy efficiency projects carried out at Entek Elektrik Üretimi A.Ş. facilities in 2021, we achieved a financial gain of approximately 1.8 million TL; and efficiency, availability and reliability levels were increased with all energy efficiency projects.

Menzelet HEPP and Kılavuzlu HEPP - Turbine Wheel Replacement

We aimed to increase efficiency with turbine wheel replacement with the studies carried out in the units. With this study, approximately 1,500 MWh more electricity was produced annually with the same amount of water turbines as a result of the increase in efficiency realized with an investment cost of approximately 1 million USD per unit in Kılavuzlu HEPP. In Menzelet HEPP, on the other hand, 2,000 MWh more electricity was produced with an investment cost of approximately 1.25 million USD per unit.

By replacing the turbine wheels, an efficiency increase of 2.5% was achieved in Menzelet HEPP and around 5% in Kılavuzlu HEPP; facility reliability was increased by establishing an automation system, and high availability was achieved by renewing various equipment.

Menzelet HEPP and Kılavuzlu HEPP – Administrative Building and Outdoor Lighting LED Panel Conversions

In Menzelet and Kılavuzlu HEPP, new generation long-lasting high-efficiency LED projectors were installed instead of high-power and low-efficiency lighting fixtures. Thus we achieved an annual average of 70 MWh of electricity and financial savings per facility. In addition, we prevented the loss of labor and cost required for the maintenance of old-style lighting, which often fails.

Both of our Menzelet and Kılavuzlu HEPPs have international green electricity certification.

Compressed Air Compressors Operation Optimizations

Air compressors operated less thanks to eliminating the leaks in the installed system. We preferred a variable speed air compressor in the air compressor used to reduce the rotating eddy in the turbines, in order to achieve maximum efficiency instead of the standard air compressor. We also ensured that the compressor is automatically switched on and off when needed via the SCADA system. With these improvements made throughout the year, 20 MWh of energy was saved annually.

Menzelet HEPP ve Kılavuzlu HEPP - Cooling Water System Improvement

The electric pumps were disabled and the cooling water requirement was directly met with the penstock thanks to the improvement of the Cooling Water System in Kılavuzlu HEPP. While at Kılavuzlu HEPP, approximately 20 MWh of electricity was saved per unit per year, in Menzelet HEPP, approximately 10 MWh of electricity was saved per year per unit, with the use of IE3 class electric motors instead of drive motors of uncertain energy class.

Azmak-1 HEPP (Improvement of Cooling Water Pumps)

Within the scope of the study, the pump-motor group was renewed, the pumps with an energy consumption of 5.5 kWh were replaced with pumps with an energy consumption of 4 kWh, and approximately 24 MWh of energy was saved from Azmak-1 HEPP Unit-1. In addition, we achieved approximately 14 MWh of energy savings by transferring 840 K m^3 of waste water used in the cooling water system back to the lake and using it in electricity generation. With the improvements made in the cooling water throughout the year, approximately 38 MWh of energy was saved at the Azmak-1 HEPP facility.

Azmak-2 and Kirpilik HEPP (SCADA and PLC Improvement Studies)

By turning the 4 generator cooling jet fans in Azmak-2 and Kirpilik HEPPs into automatic operation based on the generator winding temperatures at the beginning of September, approximately 20 MWh of energy was saved. With this study, an annual energy saving of 90 MWh is expected.

Kocaeli Natural Gas Power Plant - Auxiliary Steam Boiler Rehabilitation Study

We target approximately 2% efficiency increase and 50 K Sm^3 natural gas savings with a total of 200 K € investment, with the burner modernization, O2 trim combustion control and automation system renewal in the Auxiliary Steam Boiler, and the renewal of the instrument group of the boiler.

In addition, the availability, reliability and process safety of the boiler will be improved with this investment.

Kocaeli Natural Gas Power Plant - Efficient Electric Motor Conversion Project

We plan to replace the low efficiency class electric motors (IE2) with high efficiency class (IE4) electric motors in the Kocaeli Facility, and we aim to save approximately 600 MWh of electricity per year with a total investment of 675 K TL.

Kocaeli Natural Gas Power Plant – Steam Trap Measurement and Renewal Study

Trap leaks are detected as a result of periodic controls in the steam system of the Kocaeli Plant, and we expect to achieve energy savings with the steam trap renewal works.

BIODIVERSITY

In 2021, we obtained 65% of our electricity generation from hydroelectric power plants and 7% from wind power plants. None of our production facilities are located in protected areas for biological diversity such as a natural protected area, a special-status protected area or a RAMSAR area.

Our activities in 2021 had no impact on areas with special status regarding biodiversity. However, HEPPs and WPPs are established in areas with a certain biodiversity value. Therefore, it is necessary to carefully monitor and manage the elements that may affect both the water resources on which they are located and the terrestrial and air life in the environment.

As Entek, we take a great responsibility towards the biological richness of the areas we operate in and we plan our operations in a way that does not harm biodiversity. We constantly monitor and control the biodiversity in our fields of activity, and develop measures and projects for improvement studies. In this way, we secure our commitment to protect biodiversity.

We carry out water quality monitoring studies at certain downstream and upstream points that we determined in accordance with environmental legislation and site qualifications. We make preparations to implement our technology investments and practices aimed at protecting nature, with all the facilities that join our structure. Then, we regularly monitor and evaluate the potential impact parameters in the operational processes.

For example, with the inclusion of the Azmak HEPP group in our structure, we built specially designed passages for fish, in order for them to live without being harmed. With the inclusion of Menzelet and Kılavuzlu Hydroelectric Power Plants to our portfolio, we carry out studies to monitor the surface water quality with the points determined upstream and downstream of the dam area in the dam and HEPP areas. Likewise, we investigated the effects of the projects on aquatic organisms, by taking into account the habitats that fish species prefer to live in the Menzelet and Kılavuzlu dams and HEPP areas.

With the results we obtained, we prepared the “Aquatic Ecosystem Study and Evaluation Report”. We regularly evaluate our ongoing potential impact parameters and take the necessary measures to ensure that our impact remains at a minimum level. An important part of our biodiversity development activities is the afforestation practices we carry out in the regions where we operate. We continued these works in the reporting period as well, and we planted a total of 605 trees at all Entek points, including the Süloğlu WPP activity area and its surroundings, which joined Entek in 2021.

Number of trees we have planted in facility areas since 2017 is

5,075

WORKPLACE PRACTICES

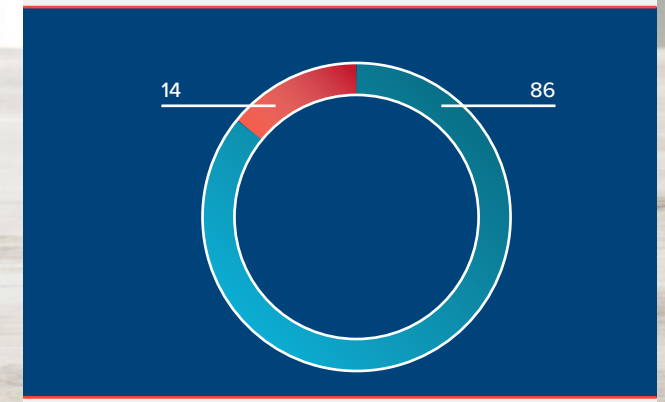
- Inclusive Workplace and Diversity
- Employee Development
- Employee Engagement
- Ethics and Compliance
- Human Rights

GRI 102-7

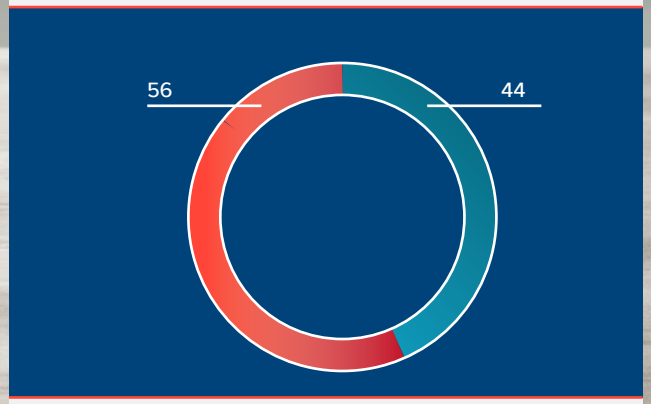
We care about the happiness and safety of our employees at the workplace. We are aware of the fact that an inclusive and diverse business environment which is focused on continuous development, and where employee experience is valued and work-life balance can be achieved is important for the continuity of our sustainability journey. As one of the leading companies that provide this environment, we continue to continuously improve our practices. We offer the opportunity for development towards the career goals of our employees and support innovative and creative ideas that add value to the business. We believe that our corporate culture, shaped by this understanding, creates a happy and safe working environment for our employees, where they can develop themselves, reveal their creativity, and are supported in the realization of their ideas.

In the 2021 reporting period, we received the
Kincentric Best Employer Award.

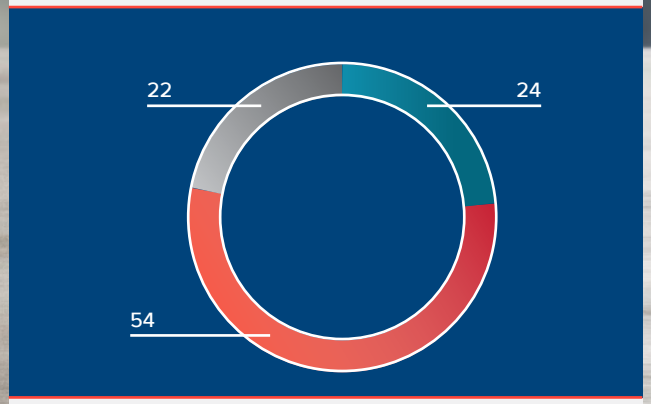
Number of Employees by Gender (%)



Number of Employees by Category (%)



Employees by Age Groups (%)



GRI 102-11, GRI 102-12

INCLUSIVE WORKPLACE AND DIVERSITY

We believe that an inclusive and diverse work environment increases creativity and employee engagement and creates sustainable benefits. For this reason, we care about developing an inclusive workplace culture where all our employees feel valued, where open communication and transparency increase sharing and cooperation among our employees.

Providing equal opportunities in all areas without discrimination is one of our priorities. We do not allow any discrimination based on ethnic origin, religion, language, race, age, gender, sexual orientation, nationality, diability or cultural differences in business life, and we adopt a fair and merit-based approach. We ensure the protection of inclusiveness and diversity with our company policies and procedures, and we develop our practices and processes with this sensitivity. There were no cases of discrimination in our company in 2021.

We are one of the signatories of the Women's Empowerment Principles (WEPs), developed in cooperation with the UN Global Compact and the UN Gender Equality and Women's Empowerment Unit (UN Women). With our gender-sensitive workplace practices, we support the WEPs principles set forth to guide the private sector in promoting equal opportunities in the business world.

In line with our goal of providing equal opportunities and increasing women's employment, we carry out workplace practices that facilitate the work life of our female employees. In this context, we give priority to the selection of female candidates among equally qualified candidates who are in the last stage of our recruitment process. We aim to increase the rate of female employees at the Headquarters to 50% by making 60% of the recruitments from women candidates in a 3-year term. In addition, we offer monthly cash daycare assistance to our female employees who have children at the daycare age, in order to make their work life easier.

Equal pay is an important indicator of equality in the workplace. We adopt an equal pay approach for equal work in our workplaces. By measuring the wage gap between male and female employees, defined as "Gender Pay Gap", we ensure the implementation of our equal pay policy for equal work. We support the protection of equality with our practices that support women's employment and career development.

EMPLOYEE DEVELOPMENT

We are aware that the skills and efforts of our employees are the basis of our success. In this direction, we contribute to the strengthening of personal and professional competencies of our employees in order to support them in their success.

We create competency development maps for our employees, from the moment they start to work, where they can develop their areas of improvement and reinforce their strengths. We strengthen the behavioral and professional competencies of our employees with our equal and inclusive training and development practices.

Competency development at Entek starts from the recruitment process and continues throughout the employment time at the company. We support our employees in their career journeys with our talent development programs that support our continuous development-oriented and dynamic business culture.

Entek competencies are determined in parallel with the needs of today, the future and us. We attach importance to the added value and impact created by our talent development programs that support our continuous development-oriented and dynamic business culture.

We make training plans with a holistic perspective in line with the demands of our employees, the opinions of the managers and the competency development maps. We implemented the “Talent Forward Talent and Career Development” system. Within the framework of the program, we create position-based competency development maps from the day our colleagues start to work, and we identify development areas for them. We organize behavioral trainings such as critical thinking and self-knowledge training, as well as vocational and technical trainings according to needs of throughout the year. In addition, the personalized feedback session, coaching and mentoring support continues throughout the year. We plan the vocational trainings with the employee’s own demands and the guidance of the managers. We provide employee development with many training and development practices such as technical, leadership and behavioral competency trainings, Koç Dialogue Performance Development System, ‘Get-Idea-Give-Idea’ mechanism, and ‘let’s get to know ourselves and our environment’ program.

We created the Entek Campus, our talent development system, for our employees to easily access training and talent development programs, and to perfect their experience and development. Campus offers an enjoyable digital experience with its rich content and features such as an internal trainer module, training library, development roadmap. We offer an end-to-end holistic development process to all our field and office employees by integrating Entek Campus with our performance system, Koç Dialogue, and our career and talent development system, Talent Forward.

Our career progression process is based on our new generation work culture. Our culture aims to continuously develop our employees, highlighting the added value and impact created. We support horizontal and agile work focused on creativity and innovation, away from traditional decision-making processes.

With our Future Is Yours Internship Program, we offer our potential colleagues an experience focused on dynamism, education, rotation, initiative, rich learning, project development, socialization and networking. We give priority to our Future is Yours interns in our new graduate recruitment.

Our Talent Management Practices

With Entek Campus, our employees can directly submit their requests for Technical, Competence, Occupational Health and Safety, vocational etc. trainings published and recommended in the catalogue, and they can request new training when they cannot find the needed training in the catalogue.

Within the scope of Entek Career and Development System Talent Forward, Entek Campus can be used to achieve the Development Goals (OKR) determined by the Koç Dialogue Performance System, and employees can meet with the People, Culture and Transformation Team via chat by suggesting new occupational development. The People, Culture and Transformation team supports the employee by making recommendations for development needs. Entek Campus platform is supported by video-document trainings and employees can easily participate in these trainings. At the same time, it has the feature of being a platform that allows our Internal Trainers to request training and to come together with our employees who want to receive training.

EMPLOYEE ENGAGEMENT

As Entek, we offer our employees a working environment where they can enjoy their work, be productive, develop themselves, and feel happy, healthy and successful.

We develop our processes and practices, carried out under the leadership of our Human, Culture and Transformation unit, by communicating with our colleagues and by evaluating their opinions and suggestions together. In this way, we can see the improvement areas more clearly and we get opportunities to develop the practices. We do not only focus on certain areas in our practices, we develop them by evaluating the differing needs of our employees holistically. In 2021, our employee engagement was measured as 87.3%.

Active participation of employees in the design of practices and transparency are very important in creating an environment of trust and satisfaction in the workplace. We established our employee experience team in 2020 in order to improve all our processes and practices regarding employees from their perspective. This team includes Joint Services and Transformation Group Director, People, Culture and Transformation team, as well as our colleagues from Corporate Communications, Administrative Affairs, Sustainability and Life Safety, Digital Transformation and Information Technologies and Trade teams. We established another experience team, consisting of employee experience officers in different locations, to support the main team and convey the demands and suggestions of the employees to the main team. Through this team, we can take quick actions using various listening mechanisms. With our Open Door listening portal, our employees can anonymously convey their ideas, suggestions and complaints, and share their views on all processes and practices in the company.

With our **"My Company Is With Me In The Best Moments"** practice, we stand by our employees with gifts and communication activities at special times such as marriage, birth and children's holidays.

With our **"Every Moment I Make a Difference in My Company Is Valuable"** practice, we reward the extraordinary work and achievements of our colleagues that add value to themselves

Employee Volunteering Practices

- **Employee Experience Team:** It consists of the People, Culture and Transformation team and people working in different teams. It takes actions on all processes and experiences of our colleagues, from their employment to quitting, on a completely voluntary basis.
- **OKR Coaches:** These are the people who work in different teams from the People, Culture and Transformation team, who we receive support from in terms of contributing to the correct functioning of our performance process and guiding employees.
- **Internal Trainer:** Our internal trainers organize trainings within the company on a completely voluntary basis, where they will transfer their knowledge in their field of expertise.

and Entek, in many categories, and ensure that they become widespread within the company as good practice.

As part of our **“We Are Aware, We Are Equal”** project, we raise awareness about gender equality by organizing webinars on many topics such as the use of sexist language, street harassment, and being a woman in business.

With our **“We Are Safe Together”** practices, we encourage the establishment of an Occupational Health and Safety culture and a safe working environment in all our fields of activity, and uncompromising compliance with Occupational Health and Safety standards. Our top priority is our health and safety.

With our internal communication efforts, we ensure that our employees are informed about all company activities. In order to make our colleagues feel mentally and physically healthier, we offer online psychologist and dietitian support with our contracted institutions.

We meet regularly through webinars to cope with stress and anxiety and to create individual and social awareness on every subject.

In line with our sensitivity in ensuring work-life balance, we implement our phone-free/meeting-free hour application, Our Mode Wednesday. With this practice, we enable our employees to focus on their personal development and the work they want to carry out on their own between 13.30-17.30 on Wednesdays. We organize trainings such as first aid, driving safety and ergonomics to ensure that our employees are healthy and safe both in their work and private lives.

Our Employee Experience Practices and Projects for 2021-2022

- Socialization budget within the team
- “Home Office Experience” for the ergonomic needs of hybrid and fully remote workers
- The Future of Work at Entek “Entek X Flexibility” Flexible Working Hours and Day Model
- Social Clubs
- New Bonus System
- “Every Moment I Make a Difference in My Company is Valuable” recognition, appreciation and reward system v2.0
- “Inter-facility Recognition & Experience Transfer Trips” supporting our culture of rotation, development and learning from each other
- In-company department introductions and communication meetings
- Employee experience app Microsoft Viva Insight
- Digital applications to support employee ergonomics

GRI 102-16, GRI 102-17

ETHICS AND COMPLIANCE

As a Koç Group company, Entek carries out its activities in line with the words of our late founder Vehbi Koç, *"It is our principle to act in good faith and understanding in all our relationships, in order to provide fair and mutual benefit, and to always comply with the laws and ethical rules"* in its relations with all its stakeholders and in its business life. It operates in accordance with ethical values, transparent, fair way of doing business, laws, universal and standard principles, giving importance to social responsibility projects and universal human rights. In this context, the compliance program carried out throughout the Koç Group was approved by the Board of Directors of Entek and its affiliated companies in 2021 and entered into force.

The main component of the compliance program was determined as prevention, detection and response.

The Code of Ethical Conduct and Practice Principles ("Ethical Rules") were updated within the framework of the compliance program. The following main topics were discussed with the Ethical Rules:

- Respect for Human Rights
- Compliance with the Law in All Conditions
- Anti-Bribery and Anti-Corruption
- Preventing Conflicts of Interest
- Compliance with Economic Sanctions and Export Controls
- Protection of Confidentiality and Insider Information
- Donations, Sponsorships and Social Investments
- Compliance with Competition Law
- Creating a Healthy and Safe Work Environment
- Use of Social Media Accounts
- Honest and Fair Behavior in Relationships with Our Stakeholders

In accordance with the Ethical Rules, we put into action the Compliance Policies for Human Rights, Anti-Bribery and Corruption, Sanctions and Export Controls, Donations and Sponsorships, Gifts and Entertainment, Supply Chain Compliance, Social Investment and Competition Law (collectively, "Compliance Policies") came into effect. You can access the Ethical Principles and Compliance Policies here.

All Entek employees and managers are obliged to act in accordance with the Ethical Conduct and Compliance Policies. All business partners of Entek are expected to act in accordance with the guidelines and principles in the Ethical Rules and Compliance Policies to the extent applicable to the relevant transactions.

Any situation that violates the Ethical Rules and Compliance Policies will be able to be reported to the Entek Ethics Hotline managed by a third-party independent service provider, and all Entek employees and stakeholders will be able to report anonymously to the Entek Ethics Hotline, which is expected to be put into practice in 2022.

GRI 102-16, GRI 102-17

HUMAN RIGHTS

Human rights, which we consider as a social issue, is one of our company's top priorities.

As Entek, we adopted the principle of respecting fundamental human rights in our activities and values, as in all Koç Group companies. With Koç Group's Human Rights Policy and Entek's Human Rights Policy, we also take the Universal Declaration of Human Rights as our guide as an organization operating on a global scale, and adopt an understanding that respects human rights towards our stakeholders. In this respect, we give importance to respect the rights of our employees, shareholders, business partners, customers and anyone else affected by products or services in relation to our activities, by fulfilling the principles of the UN Universal Declaration of Human Rights and the ILO Basic Principles and Declaration of Rights at Work. In accordance with the Code of Ethical Conduct and Practice Principles, Koç Group Human Rights Policy and Entek Human Rights Policy, we act in accordance with global ethical principles in matters such as recruitment, promotion, career development, remuneration, fringe benefits and diversity. We do not tolerate forced labor, child labor and any form of discrimination. We respect employees' freedom of association and collective bargaining rights.

We analyze certain compliance risks that operations, employees and other business partners may be exposed to by conducting periodic risk assessments by our Legal and Compliance Department and Internal Audit and Risk Management departments together with the relevant business units. Company policies and procedures are prepared in accordance with these assessments and analyses.

Any situation contrary to Entek Human Rights Policy and Koç Group Human Rights Policy, or applicable legislation, or Koç Group Ethical Principles or Entek Ethical Code of Conduct and Practice Principles and Compliance Policies is reported by employees to a senior manager or to the Entek Ethics Hotline.

All Entek employees and managers are responsible for complying with Koç Group Human Rights Policy and Entek Human Rights Policy, and for implementing and supporting Entek's relevant procedures and controls in accordance with the requirements in this policy.

OCCUPATIONAL HEALTH AND SAFETY

We take measures against situations that will disrupt the continuity of our operations and threaten our occupational safety. Considering the strategic location of the electrical energy sector in which we operate, the continuity of our operations is of great importance. The basis of our understanding of safe operation is occupational health, safety and being prepared for extraordinary situations. In line with our sectoral responsibilities and our understanding of safe operation, we offer our employees a safe and healthy work environment, while taking high-level precautions against disasters and emergencies.

While conducting our operations, we act in a way that protects the environment and the right of our employees and subcontractors to sustain a safe working environment. With the awareness that all occupational accidents are preventable, we care about the safety and health of our employees, subcontractor employees, visitors, society and the environment.

We measure the performance of our practices and activities in order to reach the highest quality, environmental, health and safety standards, and take the necessary actions for continuous improvement. We enable our employees to actively participate in improvement activities and reward their achievements in this field.

While carrying out our occupational health and safety activities, we act in compliance with legal requirements, Entek (HSE-Q) and Energy Management Policy, and relevant Koç Holding standards and policies. We also provide occupational health and safety (OHS) practices for our employees for the safety of all subcontractor employees and visitors.

Security and cleaning/service services at our facilities are provided by our subcontractors. Apart from this, we also work with contractors for the rehabilitation and maintenance works of power plants.

Contractor Management

Before service procurement, the following documents are requested from contractor companies in accordance with personal data protection law: risk analyzes, OHS trainings of employees, occupational qualifications of employees, occupational physician opinion reports, embezzlement reports regarding personal protective equipment, and periodic control documents of the work machines they use. Entek provides the services of the Joint Health and Safety Unit (OSGB) for Security and Cleaning Services, which are our permanent contractors, and the organization of all OHS processes. Orientation training prepared for contractors is given at the entrance of the field and work is not allowed to start without this training.

Trainings for Employees

In addition to the legal obligation trainings and Basic OHS Trainings, various trainings (safe driving techniques, applied working at height and rescue at height, practical working in restricted area and rescue training from restricted area) are given in our company in order to minimize the risks arising from our activities and to strengthen our employees' abilities. In addition, OHS orientation training is provided to our newly recruited employees.

OHS Site Visits

In order to monitor, evaluate and improve the field studies within the scope of OHS and to include the determined actions in the work calendars, visits are made to the power plants for OHS audits. These audits are carried out by Entek and, when necessary, by Consultants who have expertise on their specific work subjects.

Number of Established OHS Committees

7

Total Number of Members in Established OHS Committees

54

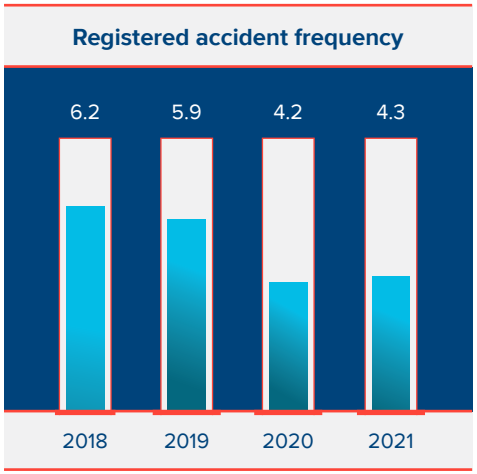
Number of Employee Representatives in Established OHS Committees

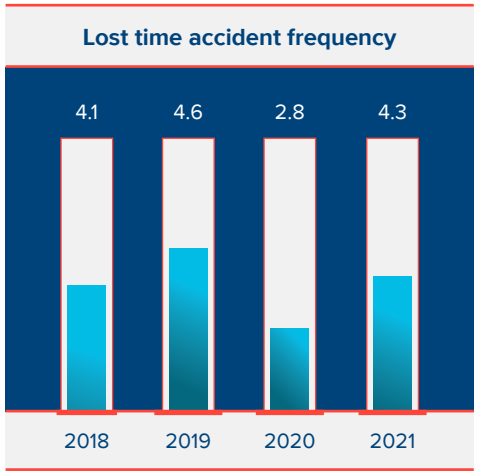
7

In 2021, we did not experience any occupational disease or fatal work accidents. We organize trainings to increase the occupational health and safety awareness of Entek employees and subcontractor employees. In this context, we conducted 2,838 personXhours of occupational health and safety training in 2021.

OHS Practices in 2021

OHS Boards	We established 8 committees in order to raise awareness of OHS culture among employees, to analyze occupational accidents, to examine near-miss events, to determine general OHS measures, to plan occupational health and safety trainings, to determine OHS measures to be taken in maintenance and repair, and to coordinate general OHS studies.
OHS Bulletin	We continued to publish the monthly OHS Bulletin in 2021 which we started in 2020, and increased its content. We increased the awareness on current developments, the works carried out at the facilities and Entek OHS performance, and we spread the culture of learning from each other.
Safe Driving	We organized Safe Driving Techniques trainings for the safety of our employees. In 2021, we conducted 350 personXhours of Safe Driving Training.
Road Risk Analysis	By reviewing the risks that may occur on the road, we evaluated and reported the road risk analysis for all facilities, such as the physical condition of the road, the density and flow of traffic, local timing (traffic density hours) and seasonal risks, blind spot and speed blindness, risky area and wrong driving strategies. In this way, we contributed to the development of preventive activities against emergencies on the route, ensuring safety and learning good practices.
Trainings	We organized trainings to increase safety and awareness. With the Process Safety Management System Training, we ensured that the risks posed by operations that may pose a danger such as production, storage and transportation are under control, and with the ISO Integrated Management systems training, we ensured that the employees who will be involved in the certification processes are informed about the subject.
Forest Fires Fact Sheet	Due to the increase in forest fires, we reviewed our emergency plans in 2021, procured the necessary equipment to respond to forest fires that may occur in the power plant areas, and organized communication activities to increase the awareness and awareness of our employees about forest fires.

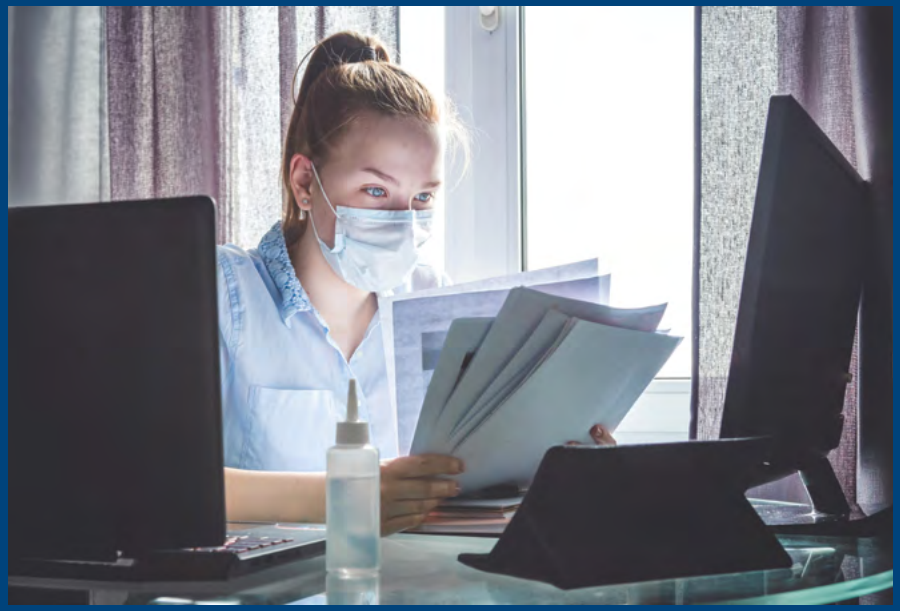




Entek Health & Safety, Environment, Quality (HSE-Q) and Energy Management Policy

As Entek, we clearly admit that a customer-focused approach, sustainable development principle and Koç Group health & safety, environment, quality and energy management policies by providing a safe working environment for our employees, contractors and visitors at every stage of carrying out electricity production activities from the supply of natural resources to the formation of the product. We consider the following policy principles for this scope:

- To conform to the necessities of ISO 9001 Quality, ISO 14001 Environment, ISO 45001 Occupational Health and Safety, ISO 50001 Energy Standards,
- To keep customer satisfaction at utmost level,
- To increase the process performances by evaluating risk and opportunity with the participation of all our employees,
- To provide conveyance of HSE-Q and Energy management systems policy and objectives to the employee and their understanding clearly and to keep communication means open and active,
- To provide necessary resources for continuous improvement effectiveness of HSE-Q and Energy Management Systems, and to revise if the conformation of the HSE-Q management systems continues,
- To reduce using natural resources and waste, prioritize renewable and sustainable energy sources, prevent environmental pollution and support energy efficient procurement and engineering activities,
- To provide a method to manage and review the HSE-Q and Energy goals and objectives,
- To provide our employees and subcontractors a healthy and safe workplace with all occupational accidents and illness can be prevented perspective,
- To remind our employees and contractors that they have a right and responsibility to stop work if they identify any unsafe working condition,
- To work compatible with the legitimate and other requirements of environment, energy occupational health and safety



Combating COVID-19

We continued the measures we took during the pandemic in 2021 as well. In our production, which continued throughout the pandemic period, there was no loss of life even though we had colleagues who had the disease.

- We continued the hybrid working model at the Headquarters in 2021 as well. The number of employees coming to the office was determined based on monthly case data and risk analysis.
- The number of shuttles in all our facilities was increased. The essential business travels between our facilities were minimized. We made sure that people who will visit the power plants from the Headquarters office cannot travel without a negative PCR test result.
- Covid-19 inspection was carried out by TUV at the Headquarters, Kocaeli and Kılavuzlu locations.

As Entek, we prepared management plans against all kinds of emergencies and formed emergency teams. We provided relevant trainigns for the teams and held emergency drills at regular intervals.

In 2021, we reviewed our emergency plans, especially considering the increasing forest fires, had fire risk analysis performed by an independent company and supplied the necessary equipment to respond to forest fires that may occur in the power plant areas. In order to increase the awareness and awareness of our employees about forest fires, we prepared a forest fire information document and conducted communication studies.

We secure our production continuity in emergency and extraordinary situations with Emergency Service and Maintenance Contracts. In this context, we have Emergency Procedures specific to all locations. We conduct annual drills and trainings on emergencies at designated times.

ENERGY ECONOMICS AND INFRASTRUCTURE

The Future of Energy and Entek

Innovation and Digital Transformation

Availability & Business Continuity

Information Privacy and Cyber Security

We are aware of the rapidly increasing world population and the limited resources, and we take responsibility and evaluate our investments and projects for sustainable energy production. In this direction, we rapidly continue our efforts to build an effective energy economy and infrastructure for the continuity and sustainability of energy.

THE FUTURE OF ENERGY AND ENTEK

The decrease in energy production and the changing market dynamics with the pandemic negatively affected the energy sector. By taking the necessary steps against the negativities experienced, we implemented various investments and studies for energy efficiency, which reduces costs first. As Entek, it is an advantage for us to implement energy efficiency and on-site energy generation investments quickly and accurately without delay.

We solve many issues with Performance-Based Contracts, such as taking action by supporting the right projects with the right infrastructure works and the right financing plan, and monitoring the continuity of savings. Due to the importance of energy sustainability, the power generation center was moved away from the power plants and approached the consumer at a more micro level. Thus, the role of energy production shifts from the producer to the consumer. It is important to ensure energy resource diversity in order to create a balanced and sustainable production model and to minimize the risk.

We are working to include wind and solar energy projects in order to provide resource diversity in our hydroelectric portfolio. In this direction, we contribute to Turkey's energy supply security with our investments as one of Turkey's most rooted private power generation companies, and provide quality and continuous energy supply to our affiliated customers.

Menzelet and Kılavuzlu HEPP Efficiency Study

We quickly implemented an action plan on how to improve the electromechanical equipment in our power plants that we took over from EÜAŞ (Electricity Generation Inc.) in 2018. We worked with a company with international expertise in hydroelectric power plant design and installation was worked with, and the scope of renewal and improvement was determined. We worked with a company with international expertise in hydroelectric power plant design and installation, and determined the renewal and improvement scope.

In Menzelet HEPP, which has been in operation for nearly 30 years, it was observed that efficiency can be increased by replacing turbine wheels, facility reliability can be increased by establishing an automation system, and high availability can be achieved by renewing various equipment.

In addition, in Kılavuzlu HEPP, which has been in operation for 7 years, it was determined that the existing impellers are inefficient, the availability and reliability is low due to the poor quality of the electromechanical equipment, and that the amount of water turbined is more than needed as there is no water turbine, and therefore serious losses are experienced in technical and commercial terms.

By changing the turbine wheels to produce more electrical energy for the same amount of water consumption, an efficiency increase of around 2.5% was achieved in Menzelet HEPP and around 5% in Kılavuzlu HEPP, according to feasibility. However, one of the turbine wheels in Kılavuzlu HEPP is designed to operate in low flow mode. Thus, the use of extra double water is prevented.

Thanks to the automation, auxiliary systems and electromechanical equipment improvements made for both plants with a total budget of 13 million USD, efficiency, availability and reliability levels were increased.

These facilities have the green electricity certificate issued by international companies.

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INNOVATION AND DIGITAL TRANSFORMATION

As Entek, we implemented many digital transformation projects that support our new ways of doing business and working models during the reporting period.

Digital Transformation - Energy Solutions Pre-Feasibility Practice

One of the important works we have done in the field of digital transformation is the development of an application by our Energy Solutions Department to be used in efficiency projects. This app allows answering the question sets for the areas under investigation, and provides an algorithm for the answers to the questions and a feasibility report.

The dynamic question pool created in the management panel can be viewed and answered through the mobile application, which is compatible with Android and iOS systems.

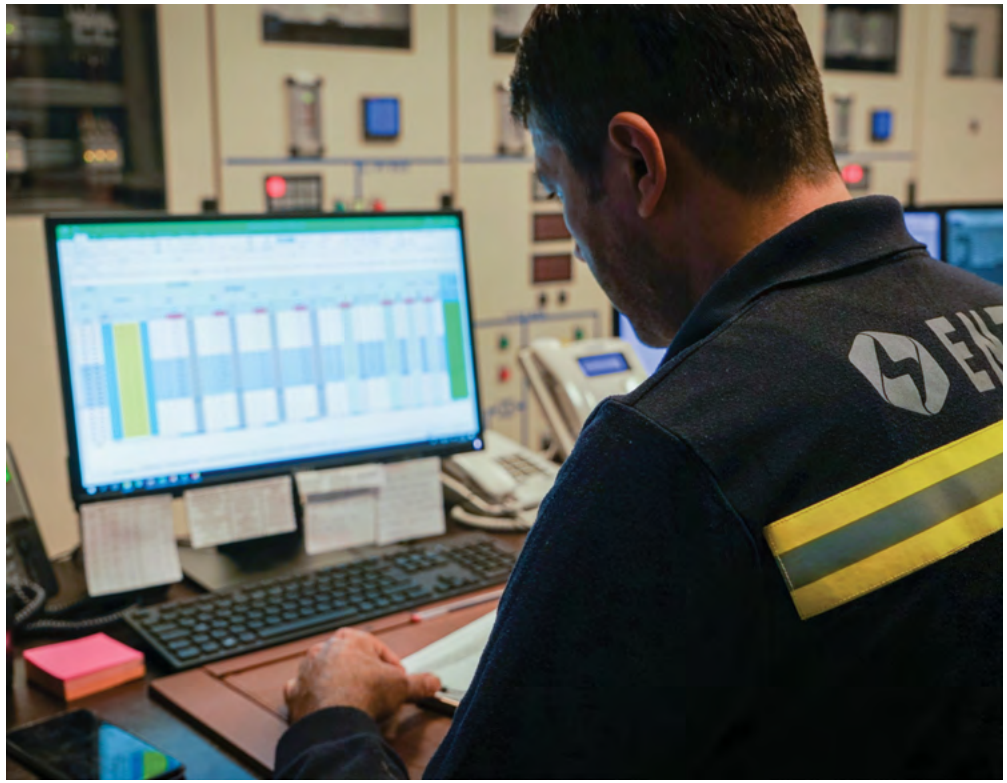
A feasibility report is produced according to the answers selected via the mobile application. This report has the flexibility to be edited with graphic, table and text content, and its content can be copied and exported in PDF format at any time.

Data Warehouse and Reporting

It is a project that aims to create a central data management model and a data warehouse that works in integration with all data sources within the company, and to visualize the related reports over the collected data with a business intelligence application. In this regard, a data architecture accepted for the energy sector was designed and related services were put into use. An inventory of the reports used and needed within the company was created, these reports were prioritized and they were developed to work automatically in the digital environment, and 5 business intelligence reports were made available in 2021.

RPA (Robotic Process Automation)

In process improvement studies, Robotic Process Automation studies are carried out in order to automate routinely repetitive tasks by our colleagues and to save time by eliminating the workload. RPA studies were carried out for 3 processes in 2021, and these processes were made by the robot. As an exemplary process, the process of obtaining up-to-date information by periodically querying the Vendor and Customer company information in the Entek ERP system from the Revenue Administration Portal could be completed with a minimum effort of 48 hours by our colleagues. The RPA process was designed for this process, which should be done regularly every month, and the necessary query and update processes are now carried out automatically by the robot.



GRI 102-2

SAP Fiori

The SAP Fiori system is also actively used in studies related to the digitization of our internal processes. We have 36 applications in SAP Fiori and we are working on the development of 4 applications. One of the applications we use is the expense process. In 2021, an application was developed in Fiori for the expense process currently managed with excel, and the related process was automated and secured with the necessary approval and control mechanisms.

Asset Performance Management

Asset Performance Management system was established in order to continuously monitor the performance of the facilities and units. Unit, facility and company-based KPIs can be tracked through a single platform. KPIs were created by evaluating the globally accepted standards in the power generation sector according to Entek's needs. In this way, it is aimed to revise our reports according to international standards, to observe the performance with indicators, to make unit-based comparisons, and then to raise the performance to international standards. KPIs set a standard for interpreting the performance of units regardless of their power, so that units of different power are comparable. In addition, the current performance of the units is easily comparable to the performance of the previous years, and technical and commercial forecasts can be made. Since it has an international methodology, it can be easily compared with other companies. A digital report covering KPIs was designed on the PowerBI platform and automatically made continuously trackable.

Remote Operation Center – ROC

Our goal is to ensure that the communication infrastructures of the facilities communicate with each other. For this purpose, we worked to combine the existing facilities under the roof of the basin and to ensure that all facilities are controlled and commanded from a single point, first through the Basin Operations Unit and then through the Remote Operation Center (ROC). In this context, we created a tunnel structure within our IT networks through a firewall, enabling OT (Operational Technology) networks to communicate with each other. At this stage, a firewall was added to each facility in the Karaman basin. Later, the necessary Scada hardware for remote control was provided and Scada interfaces were redesigned to be suitable for remote control. Currently, the Damlapınar facility can be controlled from Kepezkaya.

The same work was planned and completed for Kahramanmaraş Havza. Currently, Menzelet and Kılavuzlu facilities can mutually control each other's Scada systems remotely.

With this study, it is aimed to exchange the employees in the determined basins between the facilities, to ensure the transfer of experience and to ensure that the facilities are operationally backed up. It is planned that the Azmak and Damlapınar facilities from the Kepezkaya facility will become controllable next year.

With its experienced engineer and expert staff, all facilities will be monitored 24/7, and possible anomalies and negative differences between facilities will be detected without any problems. By disseminating the technical knowledge and skills at the facilities to the whole company with digital rotation and integration without physical rotation, the number of personnel who can produce solutions in cases such as leave, illness, maintenance and breakdowns will be increased. The need for additional personnel that may arise in any situation will be met quickly and effectively with personnel in the basin. A transparent operation and maintenance system, which includes all electricity generation processes and complies with international standards, will be established. The management of the relevant basin or all basins from a single point and the coordination of the facilities among themselves and with the trade unit will be facilitated.

Central CCTV Project

The operational and security CCTV project covering all facilities started in 2020 was completed in 2021. With this project, critical assets in the facilities were monitored by both the facility management and the relevant units in the general directorate. In the next stages of the project, it is planned to automate and strengthen this tracking with artificial intelligence.

Start Stop Fail Analysis Project

Within the scope of our work in the field of data analytics, we aim to derive value from the data we have as a company. The Start Stop Fail Analysis Project, which aims to identify the root causes of disruptions in the commissioning and decommissioning operations of 8 hydroelectric power plants with a power of 265 MW, with diagnostic data analytics approaches, is one of the studies carried out under this title. The artificial intelligence algorithm used collects the relevant data from the IOT platform, makes the necessary evaluation and reports the results in detail.

Sustainability of the structures constructed during the scope determination and development studies for all the projects we realized and planned in the field of innovation and digital transformation, and contributing to sustainability with the project outputs are among the targeted criteria.

AVAILABILITY AND BUSINESS CONTINUITY

Availability and business continuity must be kept high in order to ensure operational reliability. As Entek, we work meticulously for timely and reliable production. There are scheduled downtimes for maintenance and repair activities, and sometimes unscheduled downtime due to intervention. In 2021, we realized 23,942 hours of scheduled downtime and 3,019 hours of unscheduled downtime.

Emergency Procedures are available for all locations. In accordance with the Emergency Procedures, practices are carried out with annual drills and trainings are carried out at designated times regarding emergencies. In addition, equipment and systems that have problems in emergency situations are re-established within 24 hours and 72 hours by receiving fast field service and technical support from specialist companies.

	2021
Scheduled Downtime (hours)	23,942
Unscheduled Downtime (hours) (trip time)	3,019
Number of Unscheduled Stops (number of trips)	1,304
Official Forced Stops	0

In our Menzelet Hydroelectric Power Plant, electronic system maintenance related to the operation cover of the water intake structure, which was not in use since 1992, when the facility was put into operation, was completed. In this way, we will complete the hydraulic equipment maintenance, maintenance covers gasket maintenance, maintenance covers crane maintenance, which we have completed regarding the water intake structure after privatization, next year. With the operation to cover gasket maintenance, it will be possible for the facility to cut off the water flow to all turbines with a single button from the control room in an emergency, and the safety of the facility will be ensured.

In addition, fire detection systems with old technologies were dismantled in our Menzelet and Kılavuzlu hydroelectric power plants, and fire sensors and detection systems, which were designed from the beginning according to the fire risk of the facility, were implemented with a leading company in the sector. This improvement includes not only the powerhouse but also remote structures, warehouses and social facilities.

INFORMATION PRIVACY AND CYBER SECURITY

As Entek, we carry out all our operations meticulously to ensure confidentiality and security against the risks brought by our age and digitalization.

We primarily carry out preventive practices against the risks that may arise in this area. We use the central management application (MS SCCM) for the distribution and rapid commissioning of critical updates, and the secure output (PIN to Print) method to secure the delivery of printouts to the owner. We perform safe list authentication (NAC) to prevent unauthorized access to the network infrastructure. We use the Vulnerability Scan (Nessus) to scan for vulnerabilities on the network. We removed the use of passwords in network access and activated the secure access (802.1x) method. We separate different (SID) broadcasts in network access and the access of employees, guests and personal devices. We use VPN (SSL VPN) for remote access to the corporate network. We get Web Filtering (URL-Filtering) service to eliminate risks on the web, USTA Platform to get information from intelligence services, to report and track security breaches from logs, and (SOC) services to generate alarms. We establish Disaster Recovery (DR) systems to ensure business continuity in the event of a disaster. We get Backup (Back-Up) service to minimize data loss and ensure recovery.

We activated the Manage Engine Password Manager Pro product as a secure password storage technique, we activated the use of MS Intune in the mobile security android field, and we are starting to expand it in the ios. We aim for the highest security with rules and software updates on FW.

As Entek, we apply ISO 27001 Information Security Management System, Global CISC clauses and the security measures of the Republic of Turkey Presidency Digital Transformation Office in all our operations. We apply cluster structure in critical infrastructure and systems (FW, DC, WLC etc.) with business impact analysis.

The goals of the Entek Information Security Policy are

- To determine, document, allocate resources, document and continuously improve the policies and standards of our information security management system in a way that fulfills the requirements of the ISO 27001 standard,
- To ensure compliance with all legal regulations and contracts related to information security,
- To identify and systematically manage risks for business processes,
- To ensure that the information is accessible only by authorized persons,
- To provide trainings that will develop technical and behavioral competencies in order to increase information security awareness,
- To ensure that the basic and supporting business activities of the institution continue with minimum interruption,
- To work with all our power to become an exemplary organization in terms of information security in the energy sector, by managing our activities in an integrated and efficient manner to maintain and improve the reliability of the institution by protecting the principles of confidentiality, integrity and accessibility of assets.

SOCIAL DEVELOPMENT

Social Relations

Our Corporate Memberships

Contributing to the development of our society is one of our fundamental responsibilities. The solid relationships we build with the local community help us fulfill this responsibility. With the donations we make, we especially support organizations working on the environment and women's employment.

We establish sponsorship relations with active social clubs of universities and support their work. We organize training and webinars on various topics. We support relevant non-governmental organizations on special days, and share social media posts that will contribute to creating social awareness through our social media accounts.

In 2021, we made donations worth

2.261 million TL

in total.

SOCIAL RELATIONS

The relationship we establish with the local communities in the regions where we operate is based on mutual trust and transparency. We contribute to the economic empowerment of the region by providing employment to the local people in our facilities.

We follow and care about notifications from local communities. For this, we established a system on the website of the Menzelet and Kılavuzlu facilities (*www.menzeletkilavuzlu.com.tr*), where the people can send their positive and negative notifications. We did not receive any negative feedback in 2021.

Different schools in the regions where our facilities are located, especially vocational high schools, organize trips to our facilities. We make presentations and share information with these schools and introduce our industry to new generations.

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OUR CORPORATE MEMBERSHIPS

- TURKISH INDUSTRY AND BUSINESS ASSOCIATION (TÜSİAD)
- ELECTRICITY GENERATORS ASSOCIATION (EÜD)
- ENERGY TRADE ASSOCIATION (ETD)
- TURKISH MARINE ENVIRONMENT PROTECTION ASSOCIATION (TURMEPA)
- THE UNION OF CHAMBERS AND COMMODITY EXCHANGES OF TURKEY (TOBB)
- KARAMAN CHAMBER OF COMMERCE AND INDUSTRY (KTSO)
- WORLD ENERGY COUNCIL TURKISH NATIONAL COMMITTEE ASSOCIATION (DEK-TMK)
- TURKISH WIND ENERGY ASSOCIATION (TUREB)
- KOCAELI CHAMBER OF COMMERCE (KOTO)
- KOCAELI CHAMBER OF INDUSTRY (KOSANO)
- ÇARŞAMBA CHAMBER OF COMMERCE AND INDUSTRY (ÇARŞAMBATSO)
- ETHICS AND REPUTATION SOCIETY (TEID)
- ENERGY EFFICIENCY AND MANAGEMENT ASSOCIATION (EYODER)
- KAHRAMANMARAŞ CHAMBER OF COMMERCE AND INDUSTRY (KMTSO)
- MUT CHAMBER OF COMMERCE AND INDUSTRY (MUTTSO)
- KOÇ-YÖNDER
- SOLARBABA

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PERFORMANCE TABLES

Economic Performance Data

	2018	2019	2020	2021
Net Sales Revenue (TL)	498,325,292	1,196,110,820	1,256,837,276	1,746,158,180
Total Net Sales Revenue of the Companies Covered in the Sustainability Report (TL)	498,325,292	1,196,110,820	1,256,837,276	1,746,158,180
Total Installed Power (MW)	421.48	361.15	361.15	436.14
Capacity Utilization Rate (%)	24%	49%	43%	38%
Total Energy Generation (MWh)	944,800	1,623,787	1,436,062	1,416,380
WPP Electricity Generation (MWh)	-	-	-	97,428.968
HEPP Electricity Generation (MWh)	659,229	1,328,973	1,149,404.80	855,900.90
Electricity Generation from Natural Gas (MWh)	200,905	215,704	217,302	389,660
Steam Production from Natural Gas (MWh)	216,355	207,572	183,345	211,930
Operating Profit (TL)	122,563,882	379,294,212	341,321,389	337,871,718.50
EBITDA (TL)	160,508,988	424,140,582	391,308,180	403,085,397.20
Net Debt (TL)	971,584,315	690,660,962	488,741,567	1,317,006,723
Return on Equity (ROE) (%)	-17%	17%	13%	15%
Total Assets (TL)	2,426,073,273	2,486,582,861	2,387,278,328	3,730,133,815
Total Investment Amount (TL)	9,137,000	45,977,000	65,904,000	36,760,000
Direct Economic Value Created - Net Sales Revenue (TL)	498,325,292	1,196,110,820	1,256,837,276	1,746,158,180
Direct Economic Value Distributed (TL)	310,726,000	738,411,000	857,607,080	1,281,701,000
Operating Costs (including supply, excluding fees)	310,664,870	737,235,912	819,925,943	1,281,701,000
Dividend Paid	0	0	0	0
*Taxes and Similar Payments Paid to the Government**	-	29,906,142	27,561,732	36,267,929
Donation, Sponsorship and Corporate Responsibility Expenditures	61,130	1,175,088	134,340	2,261,070
Supplier Structure (Based on Purchase Amount)	364,722,943.00	787,160,000.00	1,263,084,447.00	1,930,133,504.00
Local Supplier	351,222,845.00	770,143,028.00	1,258,919,288.00	1,920,717,792.00
Non-Local (International) Supplier	13,500,098.00	17,017,375.00	4,165,159.00	9,415,711.00

** The withholding tax amount calculated over the calculated corporate tax and investment incentive incentive was written.*

Environmental Performance Data

	2018	2019	2020	2021
Total Direct Energy Consumption (kWh) (based on fuels)				
Gasoline	-	54,503	61,928	63,789
Diesel	-	561,687	592,329	719,852
Natural gas	717,333,468	726,201,556	710,344,120	1,165,465,085
Indirect Energy Consumption (kWh) (Electricity)	2,059,145	2,683,576	1,555,219	2,101,317
Total Renewable Energy Consumption (kWh)	0	0	0	0
Energy Consumption per Generation (kWh/MWh)				
WPP	-	-	-	3
HEPP	3	2	1	2
Natural Gas plant	1,719	1,716	1,774	1,938
Consolidated	668	416	460	751
Total Energy Savings (kWh) (obtained through efficiency projects)	9,961,570	-	-	266,000.00
Water Withdrawal by Source (m^3)				
Well water	0	0	0	0
Mains water		9,310	9,506	6,499
Surface water	-	-	930	1803,23
*Customer condensate**	-	232,756	186,038	95,519
Other (Grey water)	-	364,149	342,097	724,643
Water Consumption per Production (m^3/MWh)				
WPP	0	0	0	0
HEPP	0	0	0	0
Natural Gas	-	2.03	1.85	2.21
Total Water Recovery (m^3)	233,802	228,518	222,233	289,315
Total Waste Water Discharge (m^3)	195,683	154,753	154,484	222,776
Natural receiving environment	0	0	0	0
Waste water channel	192,762	151,278	149,514	222,776
Other (Cesspit)	2,921	3,475	4,970	400

** Buhar satılan müşterilerden geri dönen kondens suyu.*

Environmental Performance Data

	2018	2019	2020	2021
Total Waste Amount (tons)	37,26	74,41	73,98	166,95
Recycled (R-coded) non-hazardous waste (tonnes)	18,38	57,52	51,73	138,23
Recycled (R-coded) hazardous waste (tonnes)	10,88	16,89	16,46	28,72
Disposal (D code) non-hazardous waste (tonnes)	8	0	0	0
Disposal (D code) hazardous waste (tonnes)	0	0	0	0
Other non-hazardous waste sent to mid storage (tonnes)	0	0	0	0
Other hazardous waste sent to mid storage (tonnes)	0	0	5,791	0

Energy and Emission Management

	2018	2019	2020	2021
Total Direct Greenhouse Gas Emissions (scope 1) (tons CO_2)	-	132,571.41	130,810.41	208,328.00*
Total Indirect Greenhouse Gas Emissions (scope 2) (tons CO_2)	-	47.731	724.887	910*
GHG Emissions Per Production (tons CO_2/MWh)	-	0.09000	0.10000	0.153
WPP	-	-	-	0.001
HEPP	-	0.00007	0.00052	0.00096
Natural Gas	-	0.59000	0.58000	0.51830
Amount of Fine Due to Environmental Regulations in the Reporting Period (piece - TL)	0	0	0	0
Pollutant Air Emission Amount (kg)				
NOx	337.436	256,287	324,836	805,920
Amount Spent on Environmental Activities and Investments (TL)				
Measurement and analysis costs	6,255	6,680.51	51,703.5	51,668
Total waste costs	17,724	24.610	16,800	35,102
Chemical expenses	192,046	148,101	156,453	950,000
Documentation and permission expenses	8,773	12,285	66,136.5	64,714
Consulting and training costs	36,670	30,000	122,213	12,000
Maintenance and repair expenses	249,640	471,083.38	207,500	21,567
Investment costs	74,515	178,241	0	0

**ISO14064 Data validation process in progress.*

Social Performance Data

	2018	2019	2020	2021
Employee Trainings - Number of Participants (person)				
Office Personel woman	15	11	11	27
Field worker woman	0	0	0	0
Office personel man	53	52	28	56
Field worker man	68	74	71	107
Employee Trainings - Total Hours (personxhour)				
Woman	1,928	1,028	1,040	1,595
Man	5,654	6,518	5,190	7,216
Registered Incident Frequency	6.2	5.9	4.2	4.3
Direct employment	6.58	0	0	2.88
Contractor company employee	5.55	10.3	7.6	5.79
Lost Time Accident Frequency	4.1	4.6	2.8	4.33
Direct employment	3.29	0	0	2.88
Contractor company employee	5.55	10.3	5.01	5.79
Occupational Disease Rate	0	0	0	0
Number of Fatal Work Accidents	0	0	0	0
OHS Trainings Offered to Employees - Total Hours (personxhour)				
Direct employment	-	1,335.5	1,414	1,926
Contractor company employee	-	-	658	912
Scheduled Downtime (hours)	3,249.33	5,993.88	19,012.89	23,942
Unscheduled Downtime (hours) (trip time)	247,597	123.35	455.12	3,019
Number of Unscheduled Stops (number of trips)	358	111	227	1,304
Employees Receiving Leadership Training				
Woman	3	3	3	3
Man	10	19	5	13
Employees Receiving Mentoring Service				
Woman	0	2	3	15
Man	0	4	13	30
Employees Receiving Coaching Services				
Woman	0	1	1	1
Man	2	1	0	2

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Employee Demographics

	2018	2019	2020	2021
Total Workforce (Number)				
Direct Employment				
Woman	15	18	24	27
Man	122	138	138	163
Contractor Company Employee				
Woman	6	7	8	11
Man	81	80	84	87
Direct Labor (Number)				
Office Employees				
Woman	15	18	24	27
Man	40	44	43	56
Field Employees				
Woman			0	0
Man	82	94	95	107
Direct Labor by Contract Type (Number)				
Indefinite Term Employment Contract				
Woman	15	18	24	27
Man	122	138	137	190
Temporary Employment Contract				
Woman	0	0	0	0
Man	0	0	1	0
Direct Labor by Education Level (Number)				
Uneducated	0	0	0	0
Primary education	0	0	0	0
High School	42	42	40	44
University or higher	95	114	122	146

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Employee Demographics

	2018	2019	2020	2021
Direct Labor by Age Groups				
Woman				
18-30	6	8	12	13
30-45	8	9	9	12
45+	1	1	3	2
Man				
18-30	20	22	23	33
30-45	72	87	87	90
45+	30	29	28	40
Senior Management Structure (Number)				
Woman				
18-30				
30-45	1	1	0	0
45+	0	0	1	1
Man				
18-30				
30-45	1	1	1	1
45+	1	1	1	1
Mid-Level Management Structure (Number)				
Woman				
18-30	0	0	0	0
30-45	0	0	2	2
45+	0	0	0	0
Man				
18-30	0	0	0	0
30-45	0	11	12	16
45+	0	2	1	1

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Employee Demographics

	2018	2019	2020	2021
Newly Hired Employees (Number)				
Woman office employee	1	5	8	7
Man office employee	39	18	5	21
Woman field employee	0	0	0	0
Man field employee	0	3	4	11
Employees Leaving (Number)				
Woman office employee	2	2	2	5
Man office employee	4	5	3	6
Woman field employee	0	0	0	0
Man field employee	0	0	6	3
Employee Circulation				
Woman	0.01	0.01	0.01	0.18
Man	0.03	0.03	0.03	0.05
Number of Employees on Maternity Leave	1	1	1	1
Number of Employees Returning from Maternity Leave	1	1	1	1
Number of Employees Who Haven't Left Work for the Last 12 Months After Returning from Maternity Leave	1	1	1	1

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GRI CONTENT INDEX

MATERIALITY DISCLOSURES SERVICE 2022

Disclosure	Disclosures and Page Numbers
GRI 101: Foundation 2016	
GRI 102: General Disclosures 2016	
Corporate Profile	
102-1	About the Report (p.1)
102-2	About Entek (p.4), Santrals (p.6), Innovation and Digital Transformation (p.41-42)
102-3	Contact (p.60)
102-4	Santrals (p.6)
102-5	Entek in Numbers (p.4)
102-6	About Entek (p.4)
102-7	Entek in Numbers (p.4), Santrals (p.6), Workplace Practices (p.26)
102-8	"Performance Tables (p.52-54) Entek employee demographics are not seasonal. Employee demographic data is calculated based on the number of employees operating in the company on the last day of the relevant year."
102-9	Supply Chain Management (p.9)
102-10	Entek from Past to Present (p.3)
102-11	Risk Management (p.8), Inclusive Workplace and Diversity (p.27)
102-12	Inclusive Workplace and Diversity (p.27)
102-13	Corporate Memberships (p.47)
Strategy	
102-14	Message From The General Manager (p.2)
102-15	Sustainability Priorities (p.13)
Ethics and Integrity	
102-16	About Entek (p.4), Ethics and Compliance (p.32), Human Rights (p.33)
102-17	Ethics and Compliance (p.32), Human Rights (p.33)

GRI Services Unit has assessed that, as part of the Materiality Disclosures Service, the GRI Content Index is clearly presented and "Disclosures 102-40 and 102-49" are included in the appropriate sections of the report. This service was carried out through the Turkish version of the report.

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Governance	
102-18	Sustainability Manegement (p.12)
Stakeholder Engagement	
102-40	Relations with Stakeholders (p.14)
102-41	There are no employees operating within the scope of collective agreements within Entek.
102-42	Relations with Stakeholders (p.14)
102-43	Relations with Stakeholders (p.14)
102-44	Sustainability Management (p.11-14)
Reporting Practice	
102-45	Entek Subsidiaries and Investments (p.5)
102-46	Sustainability Management (p.11-14)
102-47	Sustainability Management (p.11-14)
102-48	Performance Tables (p.48) Expanded The data coverage for "Taxes and Similar Payments to Government" has been expanded. The coverage is made identical with financial report.
102-49	There is no significant change.
102-50	About the Report (p.1)
102-51	About the Report (p.1)
102-52	About the Report (p.1)
102-53	Contact (p.60)
102-54	About the Report (p.1)
102-55	GRI Index (p.55-59)
102-56	The information contained in the report has not been independently audited for the purpose of this report.

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Priority Topics		
Standard	**Disclosure**	**Disclosures and Page Numbers**
Climate Change and Biodiversity		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	Sustainability Management (p.11-14), Climate and Biodiversity (p.15-24)
	103-2 The management approach and Its components	Sustainability Management (p.11-14), Climate and Biodiversity (p.15-24)
	103-3 Evaluation of the management approach	Sustainability Management (p.11-14), Climate and Biodiversity (p.15-24)
GRI 302: Energy 2016	302-1 Energy consumption of the organization	Performance Tables (p.49-50)
	302-3 Energy density	Climate and Biodiversity (p.16-18), Performance Tables (p.49-50)
GRI 303: Water and Pollutants 2018	303-1 Water interactions as a shared resource	Climate and Biodiversity (p.19-20)
	303-2 Management of the impacts of water discharge	Climate and Biodiversity (p.19-20)
	303-3 Source-based Water Consumption	Climate and Biodiversity (p.19-20), Performance Tables (p.49)
	303-4 Wastewater discharge	Climate and Biodiversity (p.19-20), Performance Tables (p.49)
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Climate and Biodiversity (p.24)
	304-2 Significant impacts of activities, products and services on biodiversity	Climate and Biodiversity (p.24)
GRI 305: Emissions 2016	305-1 Direct (Scope 1) Greenhouse Gas Emissions	Climate and Biodiversity (p.17), Performance Tables (p.50)
	305-2 Indirect Energy (Scope 2) Greenhouse Gas Emissions	Climate and Biodiversity (p.17), Performance Tables (p.50)
	305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	Climate and Biodiversity (p.17), Performance Tables (p.50)
GRI 306: Wastes 2020	306-1 Waste generation and significant waste-related impacts	Climate and Biodiversity (p.19-20)
	306-2 Management of the impacts related to wastes	Climate and Biodiversity (p.19-20)
	306-3 Generated wastes	Climate and Biodiversity (p.19-20), Performance Tables (p.50)
	306-4 Recovered wastes	Climate and Biodiversity (p.19-20), Performance Tables (p.50)
	306-5 Waste directed to disposal	Climate and Biodiversity (p.19-20), Performance Tables (p.50)
GRI 307: Environmental Compliance 2016	307-1 Non-compliance with environmental laws and regulations	Performance Tables (p.50)

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Energy Management and Infrastructure		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	Sustainability Management (p.11-14), Energy Economy and Infrastructure(p.39-44)
	103-2 The management approach and Its components	Sustainability Management (p.11-14), Energy Economy and Infrastructure(p.39-44)
	103-3 Evaluation of the management approach	Sustainability Management (p.11-14), Energy Economy and Infrastructure(p.39-44)
GRI 201: Economic Performance 2016	201-1 Generated and distributed direct economic value	Performance Tables (p.48)
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Performance Tables (p.52-54)
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Investments (p.10), Energy Economy and Infrastructure(p.40-42)
	203-2 Significant indirect economic impacts	Availability and Business Continuity (p.43)
GRI 204: Purchasing Applications 2016	204-1 Purchasing rate from domestic suppliers	Supply Chain Management (p.9-10)
GRI 207 Tax 2019	207-4 Country-based reporting	Performance Tables (p.48)
Workplace Applications		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	Sustainability Management (p.11-14), Workplace Practices (p.25-33)
	103-2 The management approach and Its components	Sustainability Management (p.11-14), Workplace Practices (p.25-33)
	103-3 Evaluation of the management approach	Sustainability Management (p.11-14), Workplace Practices (p.25-33)
GRI 205: Anti-corruption 2016	205-3 Identified corruption cases and actions taken	No such case has occurred.
GRI 401: Recruitment 2016	401-1 New recruitment and employee circulation	Performance Tables (p.47)
	401-3 Maternal leave	Performance Tables (p.47)
GRI 404: Training 2016	404-1 Training hours per employee	Workplace Practices (p.28-29), Performance Tables (p.51)
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity in employees and management bodies	Performance Tables (p.51)
GRI 406: Anti-Discrimination 2016	406-1 Cases of discrimination and corrective measures taken	Workplace Practices (p.27)
GRI 415: Public Policy 2016	415-1 Political contributions	Ethics and Compliance (p.32), Human Rights (p.33)
GRI 419: Socioeconomic Compliance 2016	419-1 Non-compliance with laws and regulations in the social and economic area	No such case has occurred.

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Occupational Safety		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	Sustainability Management (p.11-14), Work Safety (p.34-38)
	103-2 The management approach and Its components	Sustainability Management (p.11-14), Work Safety (p.34-38)
	103-3 Evaluation of the management approach	Sustainability Management (p.11-14), Work Safety (p.34-38)
GRI 403: Occupational Health and Safety 2018	403-1 Occupational Health and Safety Management System	Occupational Health and Safety (p.35-37)
	403-2 Hazard Identification, Risk Assessment and Accident Investigations	Disaster and Emergency Preparedness (p.38)
	403-3 Occupational Health Services	Occupational Health and Safety (p.35-37)
	403-5 Employee OHS Trainings	Occupational Health and Safety (p.36), Performance Tables (51)
	403-9 Occupatinal Injuries	Occupational Health and Safety (p.37), Performance Tables (51)
	403-10 Occupational Diseases	Occupational Health and Safety (p.37-38), Performance Tables (51)
Contribution to Society		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	Sustainability Management (p.11-14), Social Development (p.45-47), Performance Tables (48)
	103-2 The management approach and Its components	Sustainability Management (p.11-14), Social Development (p.45-47), Performance Tables (48)
	103-3 Evaluation of the management approach	Sustainability Management (p.11-14), Social Development (p.45-47), Performance Tables (48)

GRI 102-53, GRI 102-3

CONTACT

For more information about Entek Elektrik Üretim A.Ş. 2021 Sustainability Report, feel free to contact us and submit your suggestions.

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