



SUSTAINABILITY
REPORT 2020

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ABOUT THE REPORT

Entek Sustainability Report 2020, is the first report we have published in order to evaluate the social, economic, and environmental dimensions of our activities and to inform our stakeholders about the work we have carried out in line with the United Nations Sustainable Development Goals.

This report has been prepared in accordance with the core option of the GRI Standards. While determining the report content, we followed the principles specified in the GRI Standards. In this direction, the sustainability priorities we determined with the participation of our internal and external stakeholders constitute the main content of the report, and we also included the reporting requirements of the UN Global Compact and UN Women's Empowerment Principles (WEPs), of which our main shareholder Koç Holding is a signatory.

The scope of the Entek Sustainability Report consists of the activities carried out by Entek Elektrik Üretim A.Ş. and its subsidiaries in Turkey between January 1, 2020 - December 31, 2020.

You can access the Entek Sustainability Report 2020 document at www.entekelektrik.com.tr. You can send your opinions and suggestions about our sustainability activities and reporting studies to us at sustainability@entelektrik.com.tr.



MESSAGE FROM GENERAL MANAGER

Energy is one of our most basic needs that touches every aspect of human life. And one of the most basic indicators of a country's economic and social development is that the energy needs of both industry and individuals are met with an accessible, safe, and continuous production infrastructure. As environmental problems, especially climate change, started to occupy an important place in our agenda, the fact that energy is obtained from renewable sources was added to these indicators.

Founded in 1995 as one of the first private sector investors in the ever-developing Turkish electricity generation market, Entek's initial aim was to meet the energy needs of companies affiliated with our main shareholder, Koç Holding. With its power plant portfolio growing rapidly over time, Entek focused on playing an active role in meeting Turkey's increasing energy needs. At the point we have reached today, our main goal is not only to become one of the leading players in energy production and trade with our investments focused on renewable energy production, but also to produce value-added energy solutions based on blockchain, e-mobility, and smart systems.

Our management philosophy, which we follow to achieve these goals, is to present a sustainable business model that is friendly to people and the environment, focused on producing economic value. In this direction, we present the social, environmental, and economic performance of our activities and our contributions to the UN Sustainable Development Goals to our stakeholders with respect to the principle of transparency and accountability. We are very happy to share our first sustainability report with you, which we prepared with this sense of responsibility.

The year 2020 is an important milestone in terms of institutionalizing our sustainability vision in our management structure. During the period, we determined the main issues that define our sustainability performance and our UN Sustainable Development Goals, which we will prioritize in this direction, both through in-house workshops and studies where we received the opinions of our stakeholders. We reviewed our corporate policies and defined our corporate principles for these issues. We have established our governing

bodies that will facilitate the transformation of our corporate principles into action. In this way, we have combined the work we have done so far under a specific program.

In addition to our sustainability management development activities in this period, we also achieved significant success in performance-oriented indicators. For example, we achieved 12% savings in energy consumption per generation, both in the production of our Hydroelectric Power Plants (HEPP) and in our Natural Gas Combined Cycle Power Plant. We have achieved a reduction of almost 9% in water consumption per generation in our Natural Gas Combined Cycle Power, where water withdrawal is more significant. In occupational safety, which is one of our top priorities, we reduced the recorded accident frequency from 5.9 to 4.2, and the lost time accident frequency from 4.6 to 2.8.

The most important issue on our agenda during the reporting period was to protect both the health of our employees and our production continuity during the COVID-19 outbreak. In this context, we have minimized the social and economic effects of the epidemic on our company and our employees by taking many physical and administrative measures.

We have also taken important steps in our efforts to develop a new business model that will make an impact in the energy market in 2020. The most important of these is our "Enspire Creative Energy Solutions" brand, which we launched during that year. Under the Enspire brand, we develop energy efficiency and on-site energy generation projects by focusing on the "Performance-Based Contract" model. With these projects, we offer innovative and integrated solutions in many areas ranging from heat and recovery systems to electric vehicle charging stations.

Sustainability is a journey for us on which we aim to continuously improve our performance. In the coming periods, we will continue to implement our inspiring practices by strengthening Entek's innovative and agile character in the field of sustainability as well. We would like to thank all our stakeholders, especially our employees for their contribution to our success.



Bilal Tuğrul Kaya | General Manager

ENTEK FROM PAST TO PRESENT

1995

We started the first investment studies.

1998

We started electricity production 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 buy, sell, import and export electricity wholesale, with a ratio of 46%.

2013

We took over 100% of Eltek Elektrik's shares.

Damlapınar, Kepezkaya, Kumköy HEPPs joined Entek.

2014

Azmaç I, Azmaç II and Kirpilik HEPPs joined Entek.

2017

Menzelet and Kılavuzlu HEPPs joined Entek.

2018

The Enspire Creative Energy Solutions brand is established.

2020



Menzelet HEPP | Kahramanmaraş



ABOUT ENTEK

- > Entek in Numbers
- > Entek's Subsidiaries
- > Plants
- > Our Investments
- > Awards We Have Won
- > Risk Management
- > Management Systems
- > Supply Chain Management



7 AFFORDABLE AND CLEAN ENERGY



8 DECENT WORK AND ECONOMIC GROWTH



9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



13 CLIMATE ACTION

ABOUT ENTEK

Entek Elektrik Üretimi A.Ş. was initially established to supply electrical energy and steam to Koç Group companies. Entek, which started its investment studies in 1995, started to produce electricity in 1998 with its first power plant.

In line with the new structuring in the energy sector in the coming years, it was aimed that Entek operates in all areas of the sector such as production, distribution, import, wholesale, and retail sales in order to realize its strategic goals in the sector. Continuing to grow in line with this goal, Entek became one of the important players in the market.

Entek also turned to investments in new generation energy technologies while continuing to produce electricity for our country by investing in renewable energy sources. In this context, it 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 cogeneration, trigeneration, micro-cogeneration, rooftop solar energy, to energy efficiency projects, from electricity sales and trade to electric vehicle charging stations and energy storage systems.

Entek carries out its electricity generation activities with the natural gas power plant located in Kocaeli and renewable energy power plants installed in various regions of Turkey. Entek’s supply company Eltek, on the other hand, provides electricity supply with flexible contracts to eligible consumer customers in industry and business class in a wide variety of sectors in all geographical regions of Turkey. Entek Kocaeli Power Plant also supplies 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

activity are optimizing the energy of generation plants by evaluating them in various markets, purchasing and selling energy in accordance with energy trading strategies, renewable energy certification and voluntary carbon market activities, customer-specific energy supply within the scope of last resource supply to high-consumption customers, energy sales to eligible consumers.

While the electrical energy industry is rapidly transforming, Entek invests in renewable energy sources and continues to grow by introducing new generation technologies and applications.

OUR VISION

When the matter is next generation energy company, we come first to mind....



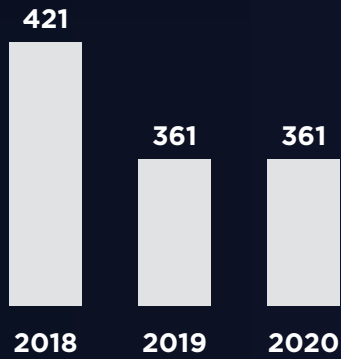
OUR MISSION

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

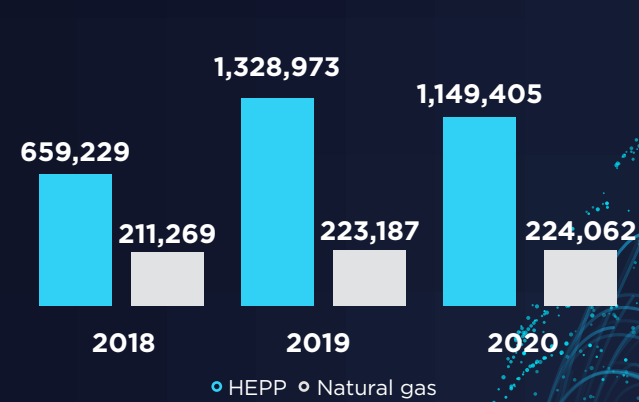


ENTEK IN NUMBERS

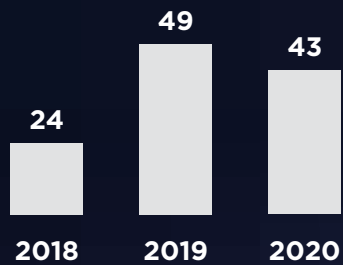
TOTAL INSTALLED POWER (MW)



ELECTRICITY GENERATION (MWh)



THE CAPACITY UTILIZATION RATE (%)



Entek's Subsidiaries and Investments

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

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

Menzelet Kılavuzlu Elektrik Üretimi A.Ş.

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

Ayas Enerji Üretim ve Ticaret A.Ş.

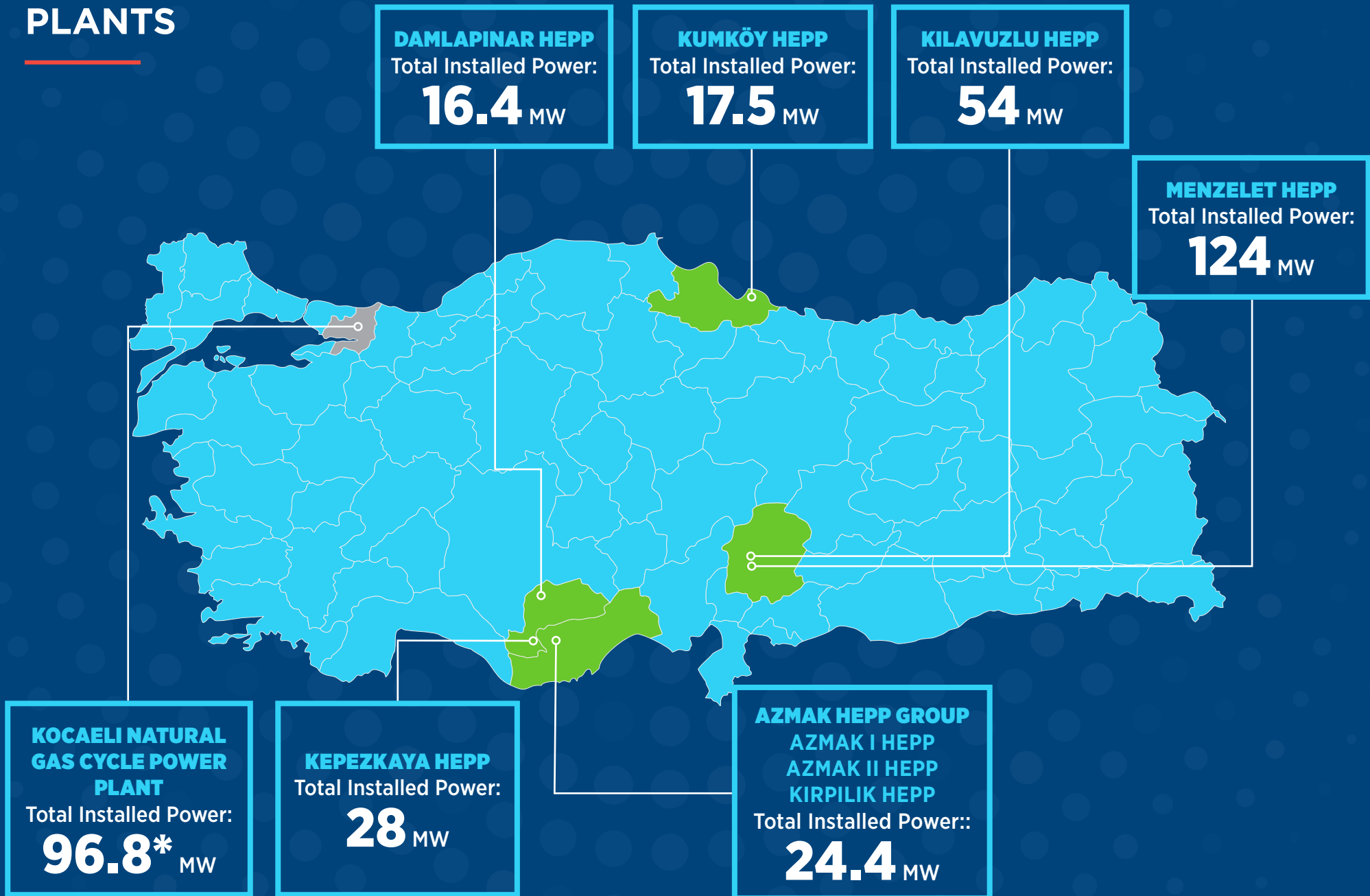
50% of the shares of Ayas Enerji Üretim ve Ticaret belong to Entek Elektrik Üretimi and the other 50% to Oyak United Energy partnership.*

**Since the cancellation lawsuit filed against EMRA in 2011 continued, the requested investment could not be made and as a result of the License Termination Application, the generation license with a power of 625.5 MW was terminated with the EMRA Board decision dated 11.02.2021.*

Enerji Piyasaları İşletme A.Ş.

EPIAŞ, established on 12.03.2015, works for the efficient, transparent, reliable, and sustainable operation and development of energy markets. 0.5% of its shares are owned by Entek.

PLANTS



*In 2021, with the license amendment, the total installed capacity has increased to 111.8 MW.



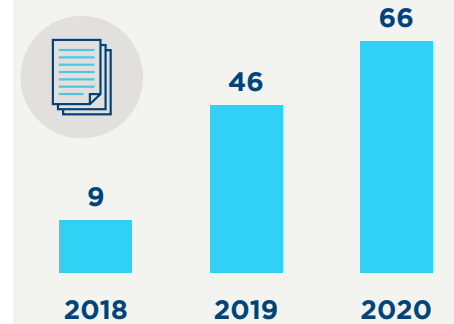
Menzelet HEPP | Kahramanmaraş

OUR INVESTMENTS

We continue our investment studies with the vision of being a leading company in new generation electrical energy. In this direction, we carry out investment activities for the needs of the future from today. We give priority to renewable energy investments within the scope of our investment activities. We also closely follow other market activities such as electricity distribution and retail sales. In order to achieve a balanced portfolio structure and increase its market share in the future, we aim to continue our renewable energy investments and asset purchases, and to seize opportunities in electricity distribution and retail sales. With the aim of becoming one of the leading companies in energy transformation in our country, we take it as a mission to add value to all our stakeholders with innovative energy solutions, especially distributed generation, energy efficiency, electric vehicle charging solutions.

Accordingly, we continued our investment activities without slowing down during the reporting period. Our investment expenditures, which were about 46 million TL in 2019, reached 66 million TL in 2020 with an increase of 44%.

INVESTMENTS (Million TL)

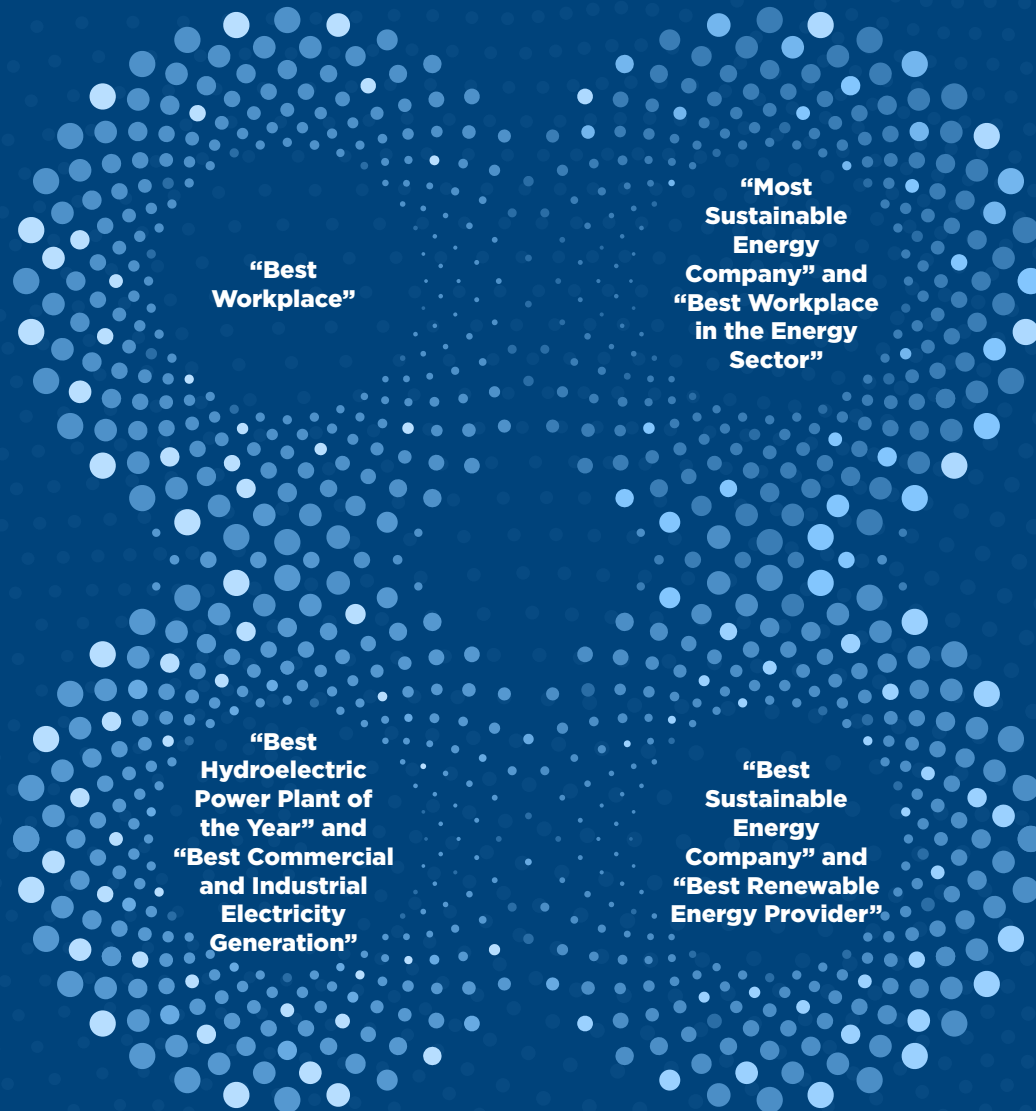


Our investment expenditures, which were about 46 million TL in 2019, have reached

66 million TL in 2020 with an increase of **44%**.

AWARDS WE HAVE WON

We continued to implement new practices and projects aimed at providing the best experience for our employees. We were selected as the “Best Workplace” among more than 200 companies within the scope of the workplace excellence assessment research carried out by Kincentric, one of the world’s leading companies in the field of Human Resources and Management Consulting. Plus, we were awarded the “Continuous Excellence Award” by being selected as the best workplace for three consecutive years.



“Best Workplace”

“Most Sustainable Energy Company” and “Best Workplace in the Energy Sector”

“Best Hydroelectric Power Plant of the Year” and “Best Commercial and Industrial Electricity Generation”

“Best Sustainable Energy Company” and “Best Renewable Energy Provider”

As a result of the research carried out by the London-based news magazine Global Economics in 2020, we received the “Most Sustainable Energy Company” and “Best Workplace in the Energy Sector” awards.

We received the “Best Hydroelectric Power Plant of the Year” and “Best Commercial and Industrial Electricity Generation” awards in 2020 by Global Business Outlook, one of the UK’s leading financial publications.

We received the “Best Sustainable Energy Company” and “Best Renewable Energy Provider” awards in 2020 at the International Finance Awards, organized annually by the International Finance magazine, one of the UK’s leading finance and business analysis publications.

RISK MANAGEMENT

Throughout the company, we carry out studies to ensure the management of various risks that we are exposed to due to the nature sector in which we operate, and to create a risk awareness within the company by calculating the possible effects of these risks.



MANAGEMENT SYSTEMS

We carry out our electricity and steam production activities at every stage, from the supply of natural resources to the generation of products, with the principle of sustainable development, in compliance with Management Systems and Koç Holding policies.

Locations	ISO 14001	ISO 14064	ISO 45001	ISO 9001	ISO 50001	ISO 27001
Headquarters	✓	✓	✓	✓		
Kocaeli Natural Gas Power Plant	✓	✓	✓	✓	✓	✓
Menzelet HEPP	✓	✓	✓	✓	✓	✓
Azmak HEPP Group	✓	✓	✓	✓	✓	
Damlapınar HEPP	✓	✓	✓	✓	✓	
Kepezkaya HEPP	✓	✓	✓	✓	✓	
Kılavuzlu HEPP	✓	✓	✓	✓	✓	
Kumköy HEPP	✓	✓	✓	✓	✓	

ISO 14001: Environmental Management System • ISO 14064: Greenhouse Gas Accounting 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



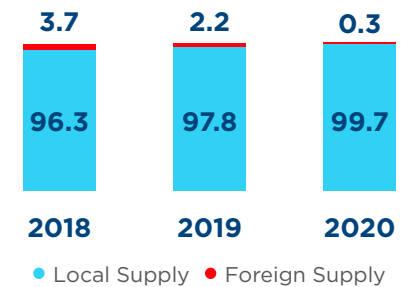
Menzelet HEPP | Kahramanmaraş

SUPPLY CHAIN MANAGEMENT

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

We give priority to local suppliers in our purchasing activities. With this preference, we not only reduce risks such as supply continuity and security but also contribute to the local economy. That is why the majority of our suppliers are local companies. For the last three years, we have maintained the increasing trend in our local supply ratio on the basis of turnover. We realized 99.7% of the 1.3 billion TL purchasing operation carried out in 2020 through local suppliers.

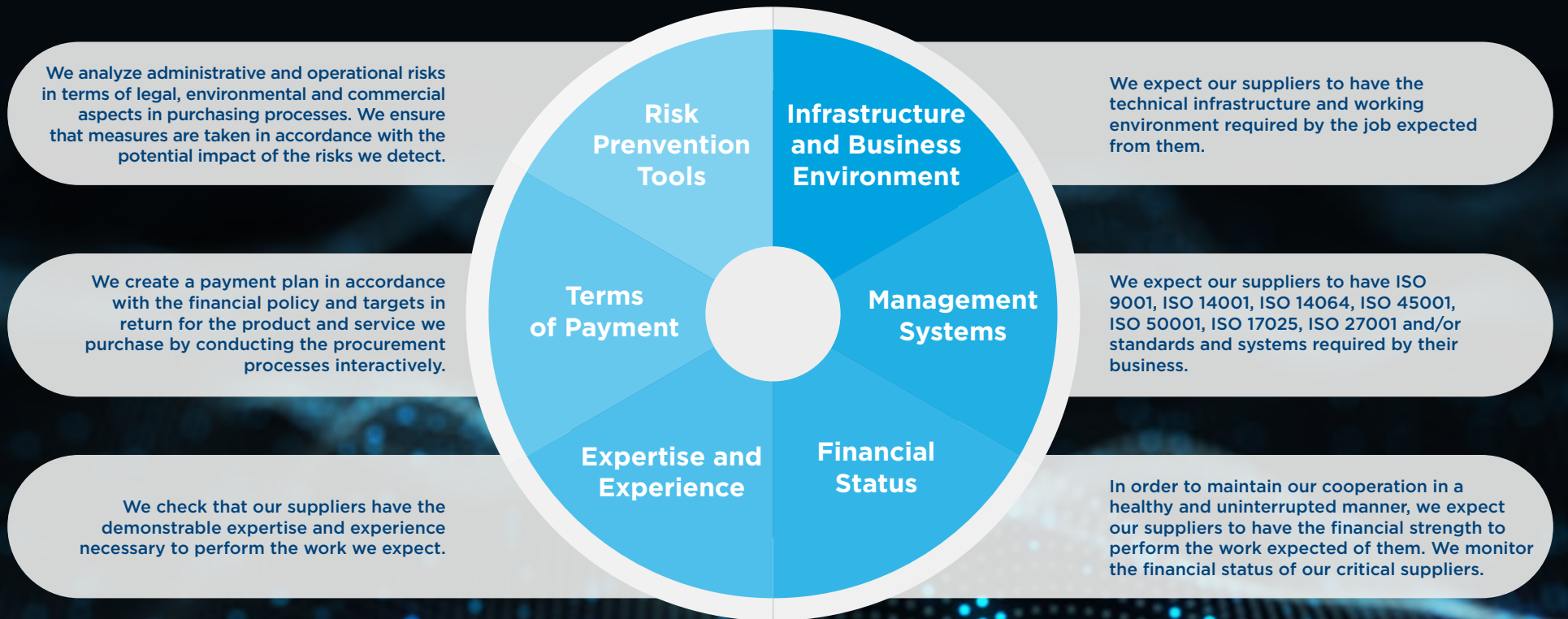
Local Procurement Rate by Purchasing Amount (%)



Entek Purchasing Principles

- Making all purchases to best serve 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
- Purchasing from the responsible source of supply
- Achieving the maximum value at all costs
- Developing a competitive purchasing environment
- Treating all suppliers fairly and impartially
- Ensuring the necessary conditions for the performance of services and activities in a way that will ensure company satisfaction
- Evaluating the environmental risks that the purchased product may create from a life-long evaluation perspective
- Considering the energy performance of all purchased materials and equipment
- Maintaining relationships with reliable supply sources
- Documenting every transaction in accordance with applicable laws and regulations
- Never to be suspected of in engaging unethical behavior
- Avoiding all kinds of conflicts of interest, even the appearance of a conflict of interest, in supplier relations
- Reporting to the General Legal and Compliance Counsel for the purpose of investigating all kinds of errors, suspicious or unethical behavior and all kinds of threats against the integrity of the purchasing process, regardless of its source
- Managing the systematic activities, which will keep the total value at the highest level and minimize the costs, together with other interacting processes

SUPPLIER SELECTION CRITERIA



We realized **99.7%** of the **1.3** billion TL purchasing operation carried out in 2020 through local suppliers.



Kilavuzlu HEPP | Kahramanmaraş



SUSTAINABILITY MANAGEMENT

- > Entek Sustainability Board
- > Determining Sustainability Priorities
- > Relations with Stakeholders



SUSTAINABILITY MANAGEMENT

Sustainability management is a multidimensional field of study including the strategic decision and operational dimensions. That's why we carry out company-wide sustainability management, starting from the top-level management bodies and ensuring a sharing of authority that spreads throughout the organization. We seek answers to multidimensional problems with a common mind by ensuring the participation of various business units in the bodies we have created specifically for sustainability management.

Entek's highest strategic decision-making body is the Board of Directors, which is appointed by the General Assembly and consists of 7 members. The duties of Chairman of the Board of Directors and the General Manager are carried out by different persons. The Board of Directors considers the sustainability risks and opportunities in determining the main strategic orientations of the company, and evaluates the effectiveness of our work. The General Manager of Entek, who is also a member of the Board of Directors, is responsible for the implementation of business strategies by evaluating sustainability risks and opportunities together with the senior management of the Company. Company Senior Managers take the necessary performance-enhancing measures in their fields of expertise in accordance with the identified sustainability risks and opportunities.

In this context, at Entek, we have established various bodies in order to carry out sustainability management efficiently throughout the company. The Human Resources Director, who chairs the sustainability management bodies, is responsible for the coordination of sustainability activities, ensuring

communication between the relevant bodies, managing the sustainability reporting process, and coordinating the external stakeholder relations. The Human Resources Director also reports the results of the sustainability studies carried out throughout the company and the decisions and recommendations of the bodies responsible for sustainability management to the Board of Directors and the General Manager.

Entek Sustainability Board

The Sustainability Board is the senior management body responsible for determining sustainability priorities by evaluating the risks and opportunities it has identified in the fields of social, economic, environmental, and corporate governance, determining corporate sustainability policies and strategies, and presenting implementation and investment recommendations that will improve performance. International organizations, initiatives that the company will participate in and compliance with these activities are also responsibilities of the Sustainability Board. The Sustainability Board reports its decisions and activity results to the General Manager periodically and to the Board of Directors once a year.

The Sustainability Board establishes Focus Working Groups to implement the sustainability strategies and targets it has determined by transforming them into performance-enhancing action plans and field studies. Focus Working Groups are bodies for the transformation of sustainability goals into fieldwork and performance.

Sustainability Working Group's Fields of Activity

CLIMATE AND BIODIVERSITY WORKING GROUP	ENERGY ECONOMICS AND INFRASTRUCTURE WORKING GROUP	WORKPLACE APPLICATIONS WORKING GROUP	OCCUPATIONAL HEALTH AND SAFETY WORKING GROUP	SOCIAL DEVELOPMENT WORKING GROUP
<ul style="list-style-type: none"> • Climate Change • Renewable Energy • Energy Efficiency • Greenhouse Gas Emissions • Water Management • Waste Management • Biodiversity 	<ul style="list-style-type: none"> • Access to Energy • Source Diversity in Energy • Energy Security • Energy Supply Continuity • Innovation • Digital Transformation • Infrastructure Investments • Information Privacy and Cyber Security • Availability and Business Continuity 	<ul style="list-style-type: none"> • Inclusive Workplace and Diversity • Employee Development • Business Ethics and Transparency 	<ul style="list-style-type: none"> • Disaster and Emergency Preparedness • Occupational Health and Safety 	<ul style="list-style-type: none"> • Public Relations • Social Investments

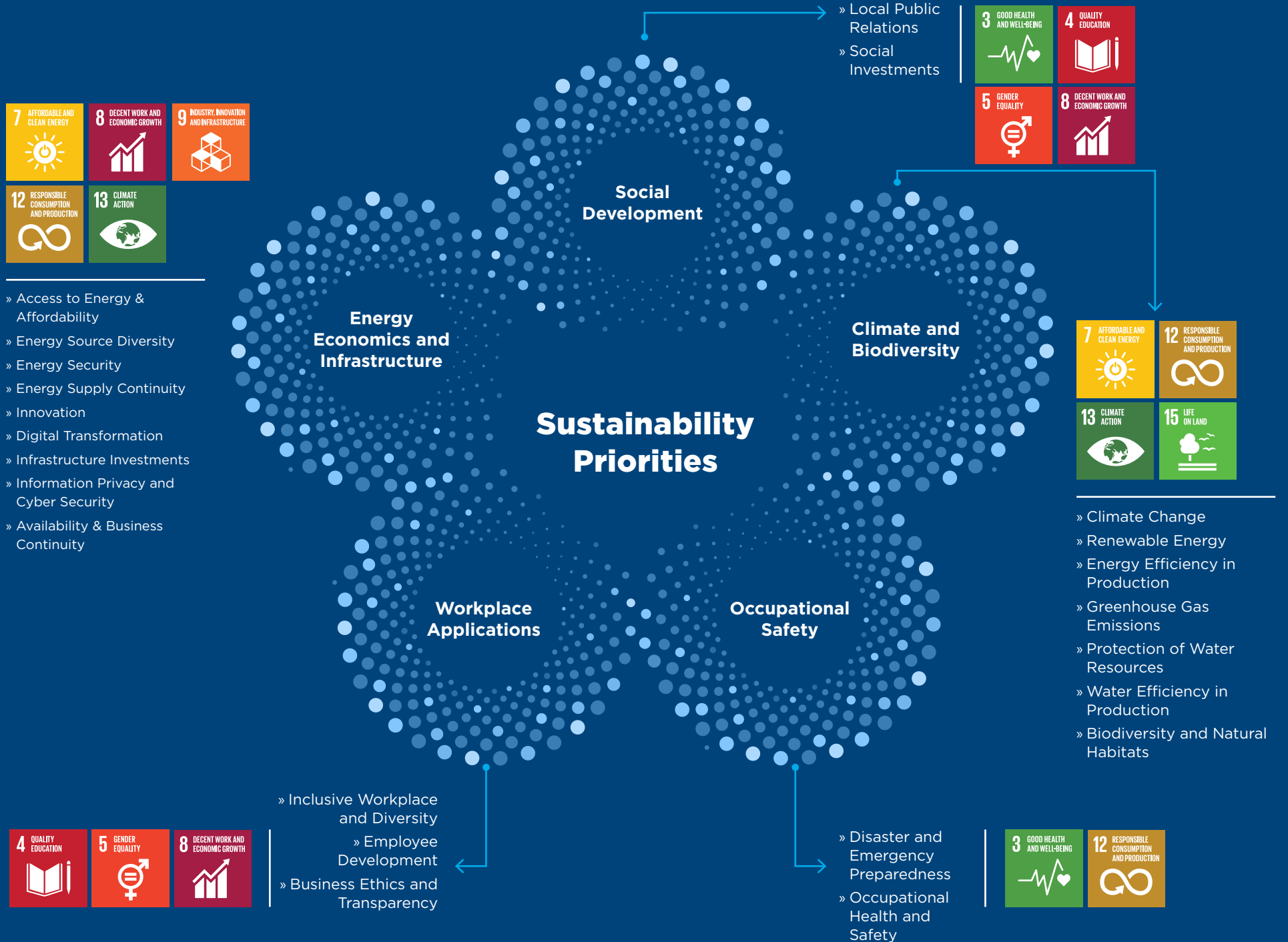
DETERMINING SUSTAINABILITY PRIORITIES

In 2020, we started the Entek Sustainability Program process by determining the sustainability priorities. Within the scope of this study, we first created a set of high-priority issues that may be important for Entek. We included 14 mega-risks, 37 economic, social, and environmental issues, and 17 UN Sustainable Development Principles in the set of high priority issues, which we identified by considering the World Economic Forum Global Risk Studies, international reporting standards, and sectoral best practices.

We presented the potential sustainability issues we identified to Entek employees to collect their opinions and asked them to evaluate possible risks and opportunities for Entek. We have shaped the work outputs with the feedback we obtained at the meetings attended by Entek's external stakeholders. We determined our sustainability priorities by re-evaluating the results we achieved after the sustainability training we held with a team of executives representing the company in general.

In the evaluation conducted after the survey, stakeholder interviews, and management workshop, we have identified 23 highest-priority issues among all. We have grouped these issues under 5 main headings to manage them more effectively. In this process, we evaluated the Sustainable Development Goals and integrated them with our sustainability priorities.





RELATIONS WITH STAKEHOLDERS

Our Stakeholders	Communication Method
Customers	Sustainability Report (annual), Market Research (continuous), Website (continuous), Social Media Posts (continuous)
Business Partners	Sustainability Report (annual), Business Partners Meeting (annual), Meetings and Discussions (instant)
Suppliers	Sustainability Report (annual), Purchase Agreements (continuous), Corporate Policies (continuous), Meetings and Discussions (instant)
Shareholders	General Assembly (annual), Financial Reports (quarterly), Sustainability Report (annual), Video Conferences (instant)
Employees	Sustainability Report (annual), Website (continuous), Surveys and Research (annual), Trainings (continuous), Bulletins (monthly), Corporate Policy and Guides (continuous), Social Media Events (instant), Video Conference Events (instant)
NGOs	Sustainability Report (annual), Website (continuous), Social Media Shares (continuous), Social Responsibility Projects (continuous), Project Partnerships (instant)
Local People	Social Responsibility Projects (continuous), Meetings and Discussions (instant) Complaint Line and Complaint Form, which can be accessed on our website, for Menzelet and Kilavuzlu Hydroelectric Power Plants (continuous)
Public Institutions	Sustainability Report (annual), Website (continuous), Correspondence (instant), Industry Meetings and Feedback (instant), Audits (instant),
Universities	Case Studies (instant), Career Events (instant)
Media	Sustainability Report (annual), Website (continuous), Press Releases (instant), Social Media Posts (continuous)





Kumköy HEPP | Samsun



CLIMATE AND BIODIVERSITY

- > Energy and Emissions Management
- > Water and Waste Management
- > Biodiversity

7 AFFORDABLE AND CLEAN ENERGY



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



13 CLIMATE ACTION



15 LIFE ON LAND





The fact that we operate in a greenhouse gas emission-intensive sector brings an important responsibility regarding climate change. For this reason, on the one hand, we increase our production capacity in order to meet the energy needs, on the other hand, we focus on renewable energy sources in our investments and carry out studies to limit the effects of our operations on the climate.

Considering weather events such as seasonal droughts or heavy rains from a financial perspective, they carry the risks of loss of efficiency and reduction in the amount of electricity produced from hydroelectric power plants. In addition, it can cause operational risks such as difficulty in reaching the power plants after heavy rain or snowfall, temporary shutdown of power plants due to problems in transmission lines. Therefore, combating climate change is a high-priority area of responsibility for us in terms of both the negative effects of global warming on our operations and the opportunities offered by renewable energy and low-carbon technologies.

ENERGY AND EMISSIONS MANAGEMENT

Our most important work area in managing our impacts on climate change is to create 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.

As a result of our efforts to reduce energy consumption, we reduced the energy consumption per generation from 826.4 kWh /MWh in 2018 to 518.8 kWh/MWh in 2020, resulting in an improvement of 37%. Regarding Hydroelectric Power Plants, we reduced the energy consumption per generation from 3 kWh/MWh to 1 kWh/MWh in 2018, and from 3.396 kWh/MWh to 3.172kWh/MWh in our Natural Gas Power Plant. Due to the decrease in energy consumption, we reduced our greenhouse gas emissions from 132,619 tons of CO₂e in 2019 to 131,536 tons of CO₂e in 2020.

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We reduced the energy consumption per production from 826.4 kWh /MWh in 2018 to **518.8** kWh/MWh in 2020, resulting in an improvement of **37%**.

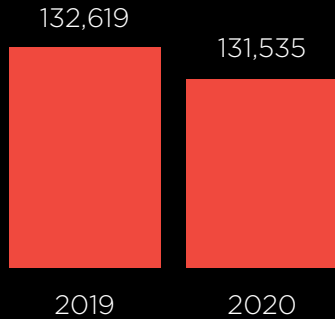
Our Kumköy, Damlapınar, and Kepezkaya HEPP projects, which generate using renewable energy resources, are registered to the VCS system and produce emission reduction credits. It is planned that the projects that have completed the first loan period will continue to produce emission reduction certificates in the second loan period for the next 10 years. The annual average emission reduction of the 3 projects is approximately 120,000 tons of CO₂e.

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 among our production facilities generates a significant amount of air emissions. 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.

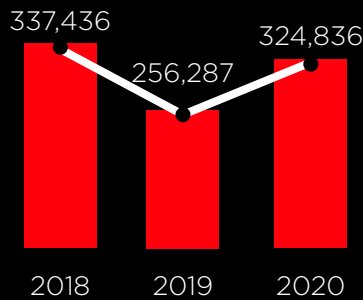
Entek and Renewable Energy

One of the most important consequences of climate change is the tendency towards renewable energy all over the world. In line with the European Green Deal 2050 strategic goals, the importance of renewable energy is increasing. Even during the Covid-19, while global energy investments decreased, the share of renewable energy continued to rise. Moreover, carbon pricing, which is expected to come to our country in the near future, will increase the value of renewable energy assets. Considering this transformation process, Entek aims to be one of the leading renewable energy investors.

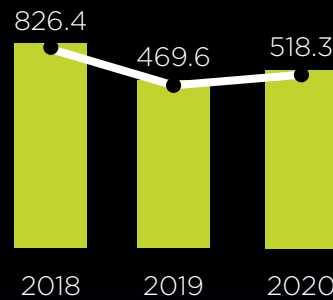
GREENHOUSE GAS EMISSIONS (TONS CO₂)



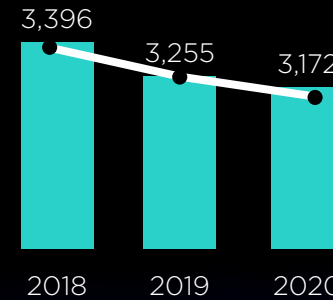
NO_x EMISSIONS (KG)



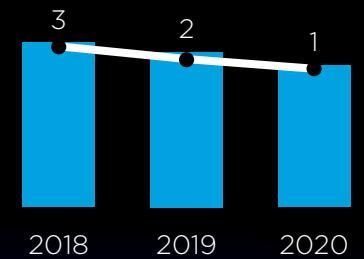
ENERGY CONSUMPTION PER GENERATION (kWh/MWh)



NATURAL GAS PLANT ENERGY CONSUMPTION PER GENERATION (kWh/MWh)



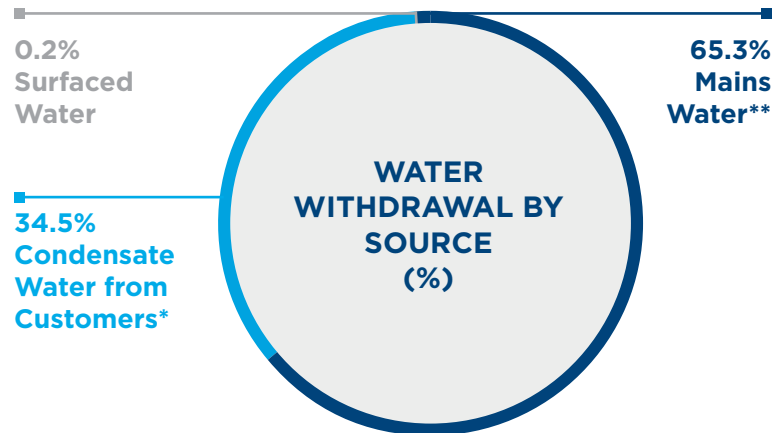
HYDROELECTRIC POWER PLANTS ENERGY CONSUMPTION PER GENERATION (kWh/MWh)



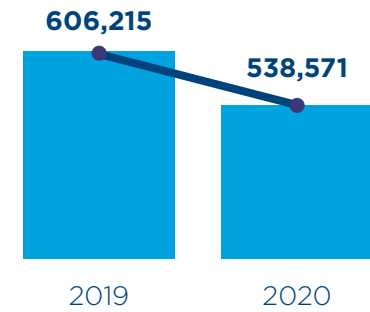
¹In 2019, the consumptions made from the network at the time of shutdown were not included, and in 2020, these consumptions were also included in the calculation.

WATER AND WASTE MANAGEMENT

We care about responsible and efficient use of water, which is one of the vital natural resources. We focus on performing our activities with minimum water consumption by effectively managing water and waste processes. 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. We make continuous improvements in order to carry out our activities with less water consumption. Compared to 2019, the amount of water withdrawn in 2020 decreased by 11% to 538,571 m³. Recovered water was 35% of the water withdrawn.



TOTAL WATER WITHDRAWAL (m³)

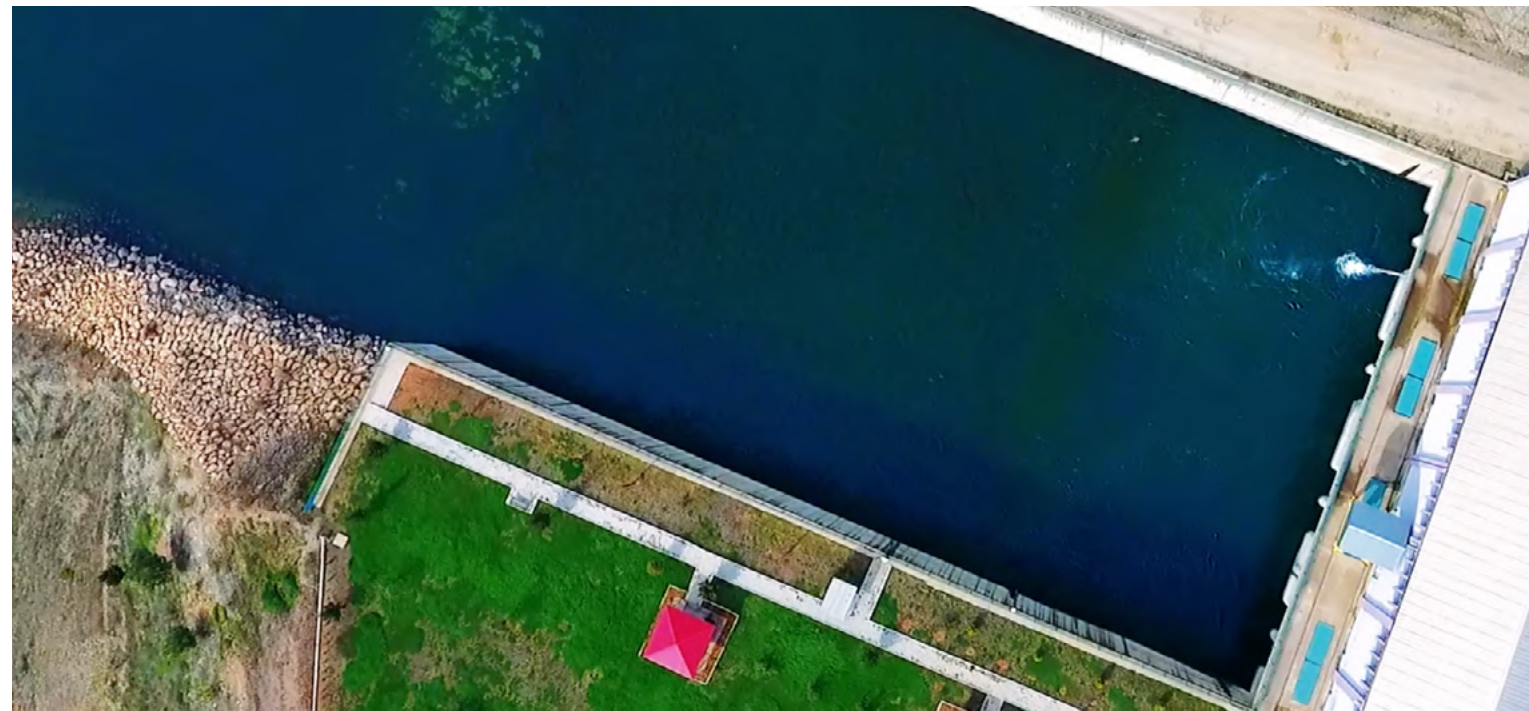


*Recovered condensate water from steam sold customers.

**Mains water is composed of 1.8% of mains water and 63.5% of Gray Water (industrial recovery water).

Thanks to the process, there is no significant water consumption in our hydroelectric power plants. The only location where water is used as a resource in production is Kocaeli Natural Gas Cycle Power Plant. Although the water consumption in the facility varies in parallel with the energy production, we reduce the consumption level with measures such as efficiency studies and prevention of leakage and losses.

In line with our principle of responsible use of water resources, we ensure the reuse of freshly drawn water. We re-use the wastewater generated at the end of the process in the production process to meet our water needs.



In this context, we recovered 222,233 m³ of water in 2020.

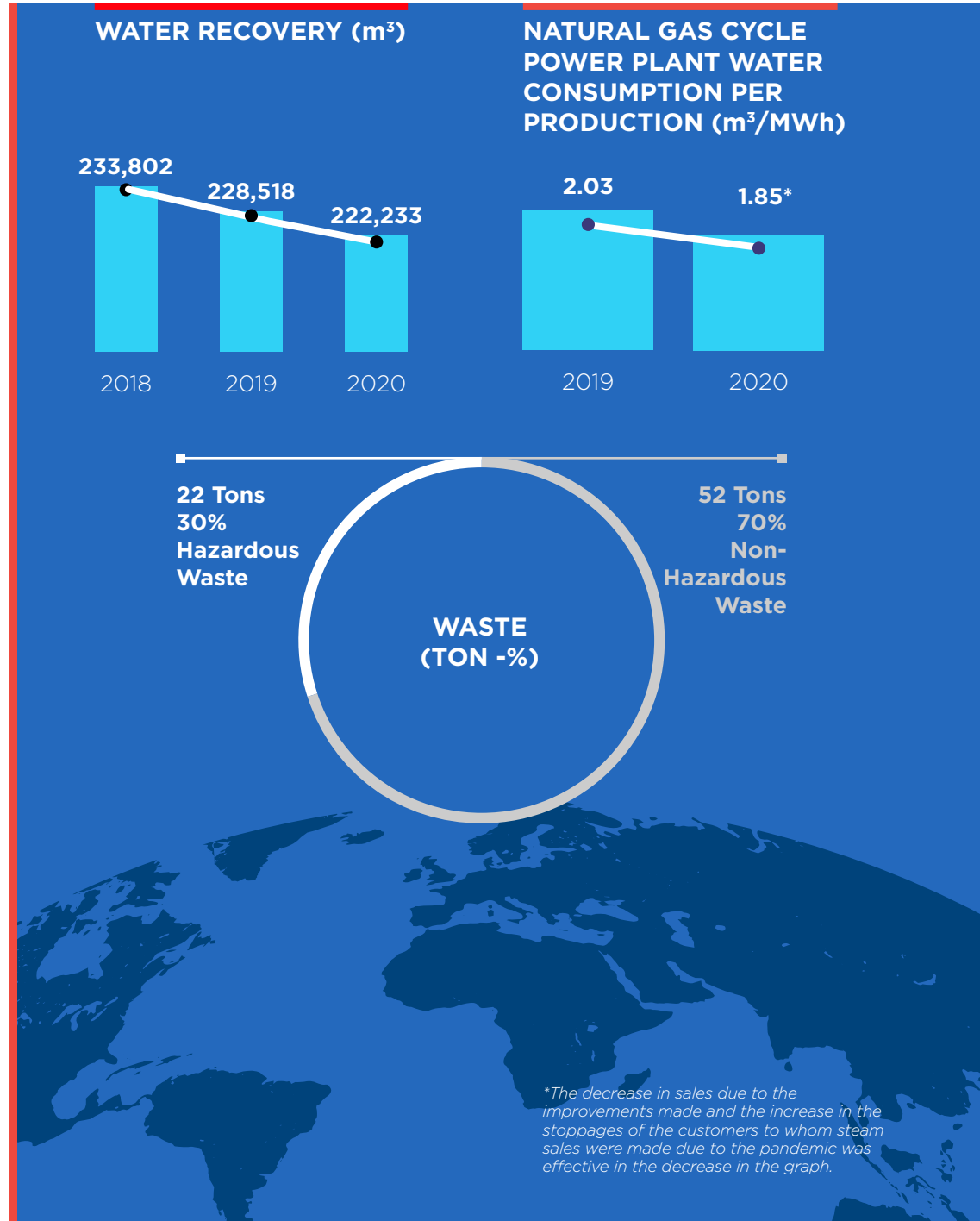
It is more important to protect water, which is one of the vital needs, at its source than to make efficient use of it. For this reason, we rapidly implement technologies for the protection of water resources in the facilities we include in our portfolio. For example, with the inclusion of Azmak Hydroelectric Power Plants in the company portfolio in 2017, we installed separators to prevent oil leaks from mixing with water. We implemented the same practices with the inclusion of Menzelet and Kilavuzlu Hydroelectric Power Plants in the Entek portfolio. In addition, in 2018, within the scope of the Environmental and Social Action Plan (ESAP), we created a Downstream Impact Assessment and Management Plan to prevent the impacts on livelihoods downstream of the Menzelet and Kilavuzlu Hydroelectric Power Plants.

We aim primarily to prevent pollution at its source and to separate and recycle the resulting waste. In cases where recycling is not possible, we implement proper waste disposal methods. We adopt the principle of performing wastewater discharge within the pollution levels specified in the legal permits, without harming the biodiversity in the natural receiving environment.

The fact that the majority of our production is based on renewable energy ensures lower waste generation in our operating processes compared to other production techniques. We sort the resulting waste at its source and manage it with methods appropriate to its type. As a result of the activities that we carried out in 2020, 74 tons of waste, including 22 tons of hazardous waste, and 52 tons of non-hazardous waste were generated. Almost 70% of this waste was recycled. Non-recyclable wastes were disposed of by licensed companies in accordance with the rules and methods specified in the legal legislation.



Entek Sustainability Report 2020





BIODIVERSITY

In 2020, we realized 84% of our electricity production and 80% of our total energy production by our hydroelectric power plants. None of our production facilities are in areas protected in terms of biodiversity, such as a natural protected area, a special status protected area, or a RAMSAR area. As a result of the evaluations that we carried out during the reporting period, our activities were found to have no impact on areas with special status in terms of biodiversity. However, due to the nature of HEPPs, they are built on water resources, areas with a certain biodiversity value. Therefore, it is necessary to carefully monitor and manage the factors that can affect both the life in the water resources on which they are located and the terrestrial life in the immediate vicinity.

We adopt a responsible attitude towards the biological richness of the areas in which we operate, and we organize our operations in a way that does not harm biodiversity. We consider biodiversity as an area of continuous control and improvement. We assure our commitment to protect biodiversity with the works we carry out. Within the scope of monitoring studies, we carry out water quality monitoring studies at the points we have determined downstream and upstream,

taking into account the environmental legislation and site characteristics.

We start our technology investments and practices aimed at protecting nature with the inclusion of our production facilities in the portfolio. First, we evaluate our facilities in terms of potential impacts, and then we implement the necessary practices. We also periodically evaluate the potential impact parameters during the operation process. For example, with the inclusion of Azmak HEPP group in our portfolio, we built specially designed passages for fish, enabling them to live without harm. With the addition of Menzelet and Kilavuzlu Hydroelectric Power Plants to our portfolio, we investigated the effects of the projects on aquatic organisms in the dam and HEPP areas, considering the habitats preferred by fish species, as well as upstream and downstream of the dam area. With the results we obtained, we prepared the “Aquatic Ecosystem Study and Evaluation Report”. By re-evaluating such potential impact parameters at regular intervals, we ensure that our impact remains at the minimum level.

In addition, we discharge water downstream by taking into account the minimum life water limits determined according to the “Water Usage Rights Report” we have prepared for our HEPPs. Thus, we ensure the continuity of the aquatic ecosystem.

Afforestation practices have a significant share in our biodiversity development activities we carry out in our operation areas. We continued these efforts in the reporting period as well. In this way, the number of trees we planted in the facility regions between 2017-2019 reached 4,470.

The number of trees we planted in the facility regions between 2017-2019 have reached

4,470.



Menzelet-Kilavuzlu Environmental and Social Action Plan

During the inclusion of Menzelet and Kilavuzlu HEPPs in the Entek portfolio, we carried out various studies in line with the Environmental and Social Action Plan (ESAP).

Surface Water Quality Monitoring

We carry out water quality monitoring studies in two different seasons of a year at the water quality determination and monitoring points that we have determined downstream and upstream of Menzelet and Kilavuzlu HEPPs. While determining sampling and measurement locations for monitoring studies, we take into account the relevant environmental legislation and the current characteristics of the site.

Aquatic Ecosystem Study and Evaluation Report

In the Menzelet and Kilavuzlu Dam and HEPP areas, we evaluated the effects of the project on aquatic organisms by conducting field studies at the points we determined by evaluating the habitats preferred by fish species in the upstream and downstream areas of the dam area.

Cumulative Impact Assessment

With the Cumulative Impact Assessment, we first identified the impact factors and impact areas of the project, the Valuable Ecosystem Components (VEC) that may be affected by the project, and other projects that affect the impact areas of the project. We enabled assessment of the current status of VECs exposed to cumulative impacts by eliminating projects that did not cause cumulative impacts. Thus, we determined the measures that can be taken to reduce the cumulative effects.

Cumulative Impact Management Plan

With the Cumulative Impact Management Plan implemented during the operation phase of Menzelet and Kilavuzlu HEPPs, it was aimed to manage the cumulative impacts that may occur within the influence area of Menzelet and Kilavuzlu, due to the other regulators, dams, and HEPPs installed on the Ceyhan River together with Menzelet and Kilavuzlu HEPPs. We follow the steps, determined in the prepared reports, throughout the year.

Environmental Flow Assessment

By preparing a Water Rights Report, we determined the amount of drinking and utility water to be left downstream, irrigation of agricultural lands and the amount of water that will ensure the continuity of the downstream flora and fauna.



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WORKPLACE PRACTICES

- > Inclusive Workplace and Diversity
- > Employee Development
- > Employee Engagement
- > Business Ethics and Transparency

4 QUALITY EDUCATION



5 GENDER EQUALITY



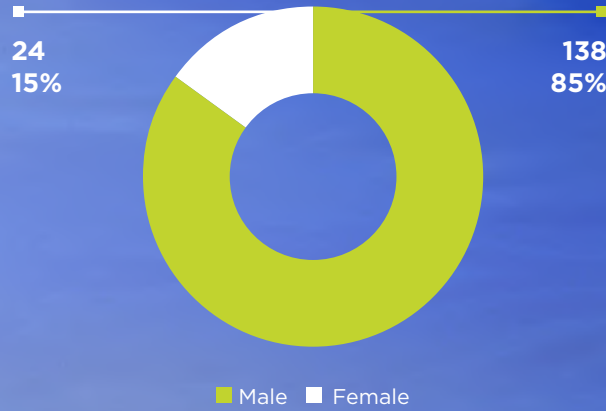
8 DECENT WORK AND ECONOMIC GROWTH



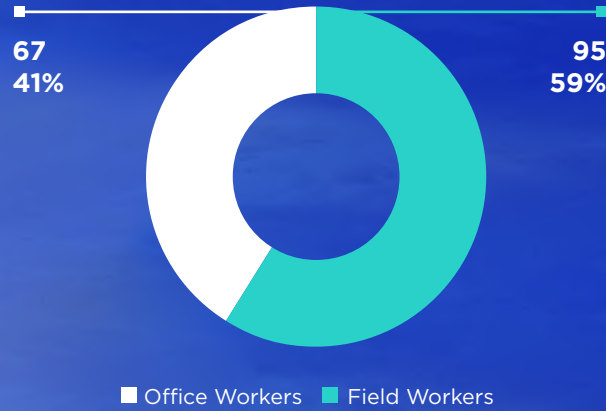
We believe that inclusion and diversity, continuous improvement, employee experience, and work-life balance are important values that support our sustainability journey. We care about providing a happy and safe work environment to our employees. We offer the opportunity to develop in line with our employees' career goals and support their creative ideas that add value to the business.

We believe that our corporate culture, shaped in this direction, creates a happy working climate with a work-life balance, where our employees can develop themselves, reveal their creativity, put their ideas into practice.

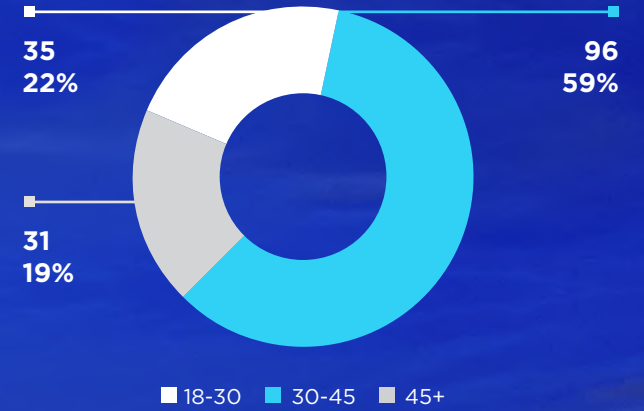
NUMBER OF EMPLOYEES BY GENDER



NUMBER OF EMPLOYEES BY CATEGORY



EMPLOYEES BY AGE GROUPS





INCLUSIVE WORKPLACE AND DIVERSITY

We care about developing a workplace culture where diversity and inclusiveness prevail, all our employees feel valued, and open communication and transparency increase sharing and cooperation among our employees. We believe that inclusion and diversity increase creativity, make our employees feel happier and more connected to their company, and create sustainable benefits.

Our priority is to create equal opportunities in the business environment without discrimination. We do not allow discrimination based on ethnic origin, religion, language, race, age, gender, sexual orientation, nationality, disability, or cultural differences in business life, and act with a merit-based fair approach. We ensure the protection of inclusion and diversity through our company policies and procedures. In 2020, the year we developed our practices and processes with these sensitivities, no discrimination cases were experienced in our company.

We are among the signatories of the Women's Empowerment Principles (WEPs), created in cooperation with the United Nations Global Compact and the United Nations Gender

Equality and Women's Empowerment Unit (UN Women). We support the principles of WEPs, which were put forward to guide the private sector in order to spread equality of opportunity in the business world, with our gender-sensitive workplace practices.

In line with our goal of providing equal opportunities and increasing women's employment, we carry out women-friendly workplace practices. With these practices, we aim to 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 offer monthly cash nursery assistance to our female employees who have children at nursery age, in order to make their work life easier.

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

EMPLOYEE DEVELOPMENT

We believe that one of the most important elements of sustainability is the development of our co-workers, who are our most valuable asset.

The basis of sustainable success is to equip people with the competencies they will need throughout their lives. In this direction, we strengthen the behavioral and professional competencies of our employees with our equal and inclusive training and development practices in order to support their development.

In today's world where technology is developing very rapidly and the required competencies are constantly changing, competence development comes to the

fore as a lifelong need. Entek Competencies have been determined in parallel with the needs of today, the future, and us. Competence development is a continuous cycle that starts from the moment of employment, is supported by different processes throughout our time in the company. We contribute to the career journeys of our employees with our talent development programs that support our continuous development-oriented and dynamic business culture.

In addition to the vocational and technical training programs organized throughout the year, we also organize training programs for behavioral and competence development such as Critical Thinking, Let's Get to Know Ourselves and Our Environment. Our personalized coaching and mentoring practices continue throughout the year. We make training plans with a holistic perspective in line with the demands of our employees, the opinions of the managers and the competence development maps.

As part of talent management, we launched our "Talent Forward - Talent and Career Development" system. Within the scope of the program, we determine the areas of development by creating position-based competence development maps from the day our colleagues started to work. We provide employee development through many integrated processes such as feedback sessions, technical, leadership and behavioral competence training programs, Koç Dialogue Performance Development System, Receive Idea -Give Idea application throughout the year.

Our Career Development process is based on our new generation working culture. This culture aims to continuously develop our employees and highlights the added value and impact created. It supports horizontal and agile work focused on creativity and innovation rather than traditional decision-making processes.

With the Future Is Yours Internship Program, we offer our interns an experience focused on dynamism, education, abundant learning, initiative, rotation, project development, socialization, and networking.



EMPLOYEE ENGAGEMENT

At Entek, we offer our employees an environment where they can improve themselves, enjoy their work, be productive, and feel happy, healthy and successful.

While developing our Human Resources processes and practices, we perform one-to-one communication with our co-workers, evaluate their opinions and suggestions together, and seize opportunities for improvement. We develop our practices not only by focusing on certain areas, but also by evaluating the differing needs of our employees holistically. Always paying attention to behaving transparently plays a key role in creating an atmosphere of trust and satisfaction.

In 2020, we established our employee experience team to develop all our processes and practices that affect our employees with a view of our employees' perspectives. Our team includes the Human Resources Director, the Human Resources Employee Experience and Engagement Officer, and colleagues from Corporate Communications, Administrative Affairs, Occupational Health and Safety, Information Technologies, and Trade teams. To support this main team, we have formed another experience team consisting of employee experience officers in different locations, who will convey the requests and suggestions of the employees to the main Employee Experience team and take quick action regarding these issues. With this team, we continue our employee experience activities by using various listening mechanisms and taking quick actions on related issues.

We have developed a portal where our employees can share their opinions and make suggestions about all processes and practices in our company, through our Open-Door listening mechanism, where they can anonymously convey their ideas, suggestions, and complaints.



With our “My Company Is with Me in The Best Moments” practice, we support our employees with gifts and company contributions at special times such as marriage, birth, and children’s holidays. With our practice “Every Moment I Make a Difference in My Company is Valuable”, we reward the extraordinary work and achievements of our colleagues that add value to themselves and Entek, in many categories, and ensure that they become widespread within the company as good practice.

In 2020, during the pandemic, we developed many applications by prioritizing the needs of our colleagues. We provided an ergonomics support package for our colleagues working remotely. We offered opportunities such as regular health communications, experience surveys, and special

shift practices for facilities that support occupational health. We have implemented the Fit Broccoli online dietician application and our psychologist service by caring about both the physical and mental health of our colleagues.

Work-life balance has become one of the areas we focus on in our employee experience approach. With the widespread use of remote work during the pandemic, a need to maintain the balance between work and private life arose. In order to maintain this balance and raise awareness among our employees, we have prepared guides on some topics such as remote working, meeting organization, managing break times, planning annual leave. We organized workshops to raise awareness and develop a culture of work-life balance.

BUSINESS ETHICS AND TRANSPARENCY

As a subsidiary of Koç Holding, a signatory of the United Nations Global Compact (UNGC), we act in accordance with UNGC criteria and do not compromise on transparency.

All of our employees are obliged to comply with the Koç Group Code of Ethics and Implementation Principles. We ensure that every new employee reads and signs the Entek Code of Ethics booklet, which is prepared in line with Koç Group's Code of Ethical Conduct and Implementation Principles. We expect all stakeholders in the Entek supply chain to carry out their activities in line with these rules and working principles. We have mechanisms that allow our employees and stakeholders to report violations of ethical rules. No ethics rules violations were experienced in 2020.

Due to our understanding of business ethics and transparency, we do not become a party to any religious, political or ideological thought, trend or organization, and do not directly or indirectly support the activities or campaigns of political parties, politicians, and candidates. We do not allow the use of company sites or company resources for such work and lobbying for the private benefit of the company.

Entek is committed to the principle of protecting the confidentiality of all its stakeholders, including its subsidiaries and affiliates, customers, suppliers,



employees and employees with whom it receives service. You can access the Entek Personal Data Protection and Processing Policy, which we have created in this direction, [here](#).

At Entek, personal data cannot be used for any purpose other than the first purpose for which they were collected. As a result of this sensitivity, we did not experience any personal data breaches within Entek in 2020.



Menzelet HEPP | Kahramanmaraş



OCCUPATIONAL SAFETY

- > Occupational Health and Safety
- > Disaster and Emergency Preparedness

3 GOOD HEALTH AND WELL-BEING



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



Considering the strategic position of the electrical energy sector in which we operate, the continuity of our operations is of great importance. For Entek, the basis of safe operations is occupational health, safety, and being prepared for extraordinary situations. In this direction, on the one hand, we offer a safe and healthy work environment to our employees, on the other hand, we take high-level measures against disasters and emergencies.

OCCUPATIONAL HEALTH AND SAFETY

We carry out our operations with the awareness of the right of our employees and subcontractor employees in our fields of activity to have a safe working environment and the responsibility to protect the environment. With the awareness that all occupational accidents are preventable, we prioritize the safety and health of our employees, subcontractor employees, visitors, society and the environment.

We measure the performance of our activities and practices in order to reach high-quality environmental, health and safety standards, and take the necessary actions for continuous improvement. We ensure the active participation of our employees in improvement activities and reward their success in this field. We

also provide occupational health and safety (OHS) practices applicable to our employees for the safety of all subcontractor employees and our visitors.

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. Within the scope of OHS practices, we make OHS inspection visits to our facilities in order to monitor, evaluate and improve the field studies and to include the determined actions in the work schedules. These audits are carried out by Entek and, when necessary, by consultants who have expertise in specific work subjects.

Before subcontractor service procurement, we request documents such as risk analyzes made in accordance with the Personal Data Protection Law, OHS trainings of employees, occupational qualifications of employees, occupational physician opinion reports, embezzlement reports regarding personal protective equipment, periodic control documents of the work machines they use from the relevant companies. The services of the Joint Health and Safety Unit for the Security and Cleaning Service, which are our permanent subcontractors, and the organization of all OHS processes are provided by our company. At the entrance of the field, an orientation training specially prepared for them is given to the subcontractor employees. We do not allow the employees to start working without this training.



OHS Practices in 2020

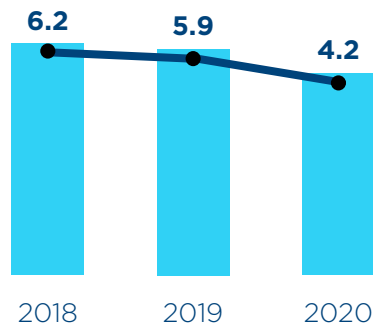
- We organized Safe Driving Techniques training programs for the safety of our employees. We have made this training compulsory for our employees who drive vehicles. We conducted 308 manxhours of Safe Driving Training in 2020.
- We secured the Menzelet HEPP location's transportation route against stone and rockfalls by laying a steel mesh on an area of 15,000 m².
- We renewed 1 fire escape at Samsun HEPP location and carried out "Working in Restricted Areas and Rescue from Restricted Areas in Emergency Training" for a total of 160 manxhours for 2 days.
- We have added a safe working platform against the dangers of falling from height in penstock works at Kepezkaya HEPP location, and a lifeline at 1 point in Kilavuzlu HEPP location.
- We started the monthly OHS Bulletin. We increased the awareness of all our employees about current developments, works carried out at the facilities, and Entek OHS performance. We spread the culture of learning from each other in the field of OHS.

Our new practices and process development activities, which we have implemented as part of our efforts to expand the OHS culture, were also reflected in the OHS performance results. In this context, we reduced the recorded accident frequency from 5.9 to 4.2, and the lost time accident frequency from 4.6 to 2.8. In 2020, we did not experience any occupational disease cases and fatal work accidents.

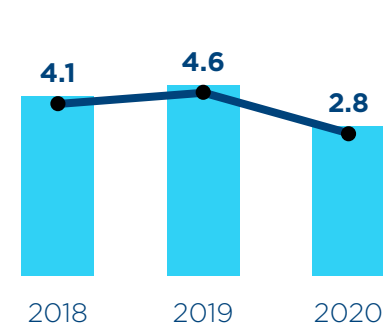
We organize trainings in order to increase the occupational health and safety awareness of Entek and subcontractor employees. In this context, we provided 2,072 manxhours of occupational health and safety training in 2020.

We continued to provide training programs aimed at minimizing the risks arising from our activities and improving our employees. Applied working at height and rescue from height training, applied working in restricted area and rescue from restricted area training were the training programs we provided in this context.

RECORDED ACCIDENT FREQUENCY



LOST TIME ACCIDENT FREQUENCY



Entek HSE-Q and Energy Management Policy

At Entek, we conduct our electricity generation activities in line with a customer-oriented approach, sustainable development principle and Koç Holding OHS, environment, quality and energy management policies by providing a safe working environment for our employees, subcontractors and visitors at every stage from the procurement of natural resources to the formation of the product. In this context, we undertake;

- To comply with the requirements of ISO 9001 Quality, ISO 14001 Environment, ISO 45001 Occupational Health and Safety, ISO 50001 Energy standards,
- To keep customer satisfaction at the highest level,
- To increase process performances with the participation of all our employees, by evaluating risk and opportunity,
- To ensure that the policies and objectives of HSE-Q and Energy Management Systems are communicated to the relevant stakeholders, that they are clearly understood and that communication channels are kept open for this,

- To provide the necessary resources for the continuous improvement of the effectiveness of HSE-Q and Energy Management Systems,
- To review the continuing suitability of HSE-Q and Energy Management Systems,
- To reduce the use of natural resources and waste generation within the context, to prevent environmental pollution by giving priority to renewable and sustainable energy sources, and to support energy efficient purchasing and design activities,
- To establish a method for organizing and reviewing HSE-Q and Energy goals and objectives,
- To provide a healthy and safe work environment to our employees and subcontractors, where work accidents and occupational diseases do not occur with the principle that they are preventable,
- To remind our employees and subcontractors that they have the right and obligation to stop work whenever they encounter an unsafe situation,
- To work in compliance with all legal and other requirements that we are subject to on Occupational Health and Safety, Environment and Energy.



Menzelet HEPP | Kahramanmaraş

Fighting COVID-19

- With the onset of the COVID-19 pandemic, we quickly implemented our managerial measures to ensure the health of our employees and our business continuity. We minimized the risk of contamination by making arrangements in shift hours, working patterns, and physical areas in our facilities. We reduced contact during transport by increasing the number of employee shuttles and reducing the congestion in the vehicles. We initiated practices such as Hayat Eve Sığar (HES) code query and health information form declaration at the facility entrances.
- We switched to the remote working model for the Headquarters office. We reduced the number of employees physically present in the offices to the lowest possible level. We have minimized the essential business visits to our facilities from the Headquarters office.
- The measures we took against the COVID-19 outbreak at the Headquarters, Kocaeli and Kılavuzlu locations were certified by TÜV SÜD. As a result of the measures we have taken, we have not experienced any cases of contamination or loss of life in our company, and we have continued our electricity production without interruption.



DISASTER AND EMERGENCY PREPAREDNESS

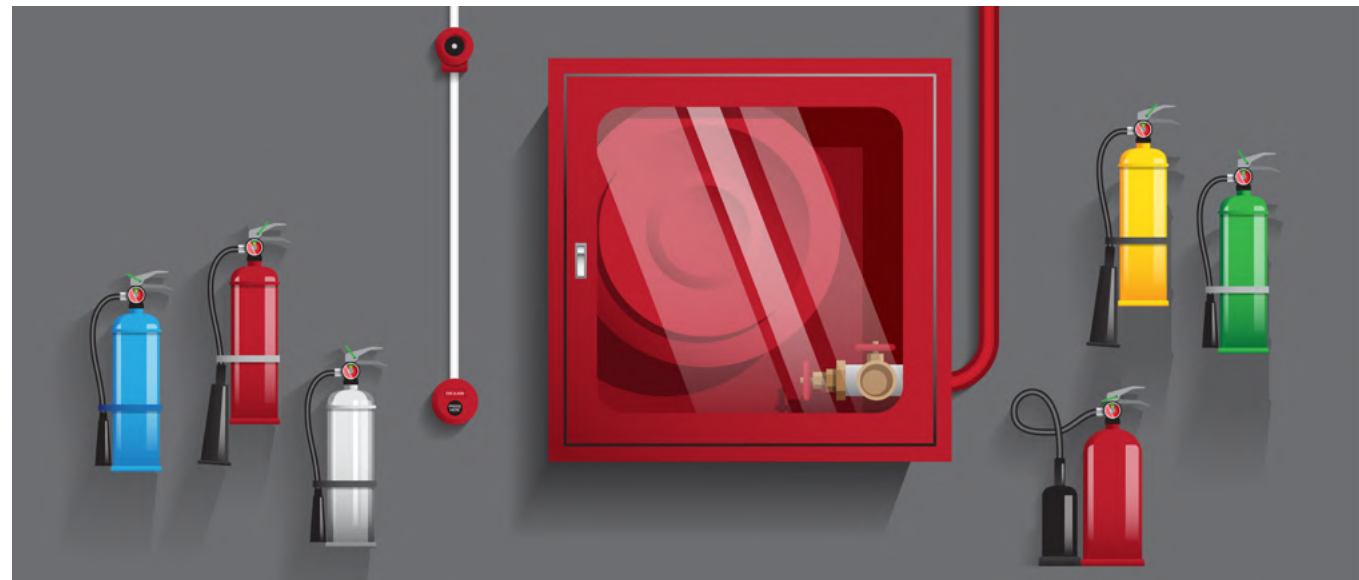
Disaster and emergency preparedness is of great importance in ensuring the continuity of operations safely. With Emergency Service and Maintenance Contracts, we ensure the continuity of production in emergency and extraordinary situations.

All our locations have Emergency Procedures. In addition to the annual drills we carry out, we also provide training on topics we have chosen specifically for our activities, along with the training programs determined in accordance with the legal regulations regarding emergencies. Every year, two drills on fire, search and rescue, and chemical spill response are held in all our facilities. The content of drills is determined together with our experts and employees.

We continued our disaster and emergency preparedness activities in 2020 as well. At Damlapınar HEPP, we installed measurement sensors to prevent problems in the water tunnel due to landslides. We have solved the problem by completing the strengthening works in the water transmission channel.

Renovation of Control Rooms

For the continuity of production, we divided the monitoring and management computers in the control room into two groups and backed them up in a second room. In this way, we ensured the uninterrupted operation of the facility in case of a problem in the control room. Especially during the pandemic, we have achieved a structure that can continue to operate the facility even if the control room is quarantined if a positive case is detected in the facility employees. We implemented this application at Menzelet HEPP, Kılavuzlu HEPP, Damlapınar HEPP, Kepezkaya HEPP, Kumköy HEPP and Kocaeli Natural Gas Power Plant.





Menzelet HEPP | Kahramanmaraş



ENERGY ECONOMICS AND INFRASTRUCTURE

- > The Future of Energy and Entek
- > Innovation and Digital Transformation
- > Availability and Business Continuity
- > Information Privacy and Cyber Security

7 AFFORDABLE AND CLEAN ENERGY



8 DECENT WORK AND ECONOMIC GROWTH



9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



13 CLIMATE ACTION



With the increasing population around the world, the need for consumption is also increasing rapidly. On the other hand, limited resources make sustainable use compulsory. Continuity of energy can only be possible with the construction of an effective energy economy and infrastructure works.



THE FUTURE OF ENERGY AND ENTEK

Considering the decrease in energy production due to resource constraints and the changing market dynamics with the pandemic, this environment is expected to trigger studies on inefficiencies in energy consumption. While energy efficiency creates low carbon economy, macroeconomic benefits, additional employment and investment opportunities for states, it has the effect of reducing variable energy costs for companies and individuals.

Nowadays, as the access to financing is more limited, realizing energy efficiency and on-site energy generation investments quickly and accurately without delay can quickly turn this situation into an advantage. In addition to the right cost and financing, many uncertainties such as the selection of the right technology, the right implementation of the project, the continuity of the savings to be achieved can be resolved with Performance Based Contracts.

For the efficiency of the energy infrastructure, energy production moves away from central power plants and approaches the consumer at the micro level. Thus, the role of energy production shifts from the producer to the consumer.

Ensuring energy resource diversity is important in terms of sustainable balanced production and risk management. We are working to include wind and solar energy projects in order to provide resource diversity in our hydroelectric portfolio. In this direction, our goal is to enter the top three in Turkey's renewable energy installed power ranking by 2025.

As one of Turkey's most rooted private power generation companies, we contribute to Turkey's energy supply security with our investments and provide quality and continuous energy supply to our affiliated customers.

Enspire Creative Energy Solutions

Enspire Creative Energy Solutions, which we launched in 2020, is based on an approach that focuses on energy performance contracts. Enspire Creative Energy Solutions is a platform solution where, together with its Business Partner ESCOs, energy efficiency and distributed (on-site) power generation projects will be implemented through performance-based contracts. Multiple technologies are on the agenda in these investments by Enspire for the self-consumption of industrial establishments and commercial buildings. We implement projects on energy efficiency, cogeneration & trigeneration, micro cogeneration, energy storage, rooftop solar energy, energy and building management, demand side management and e-mobility.

Prioritizing the green energy transformation, Enspire carries out all the steps of its energy solutions, including design, implementation, financing, commissioning, operation, and maintenance, with a single contract. After Enspire finances, the investments with Performance Based Contracts with a new generation purchasing approach, a value stream based on savings sharing is provided between Enspire, Business Partners and the Customer through long-term contracts.

In 2020, we worked on more than 100 projects on energy efficiency, distributed energy generation, energy management, and e-mobility in 88 different companies. Together with Enspire Business Partners, Performance-Based Contracts with additional opportunities such as predictive maintenance, a systematic approach to measurement and verification contribute positively to the energy transformation needed by Turkey.

INNOVATION AND DIGITAL TRANSFORMATION

In line with our goal of entering new business areas, we launched the cloud-based “Enspire” project for the technical and commercial management of electric vehicle charging stations in 2020. This project includes IoT, Mobility and Digitalization trends and enables electric vehicle owners to complete the process from charging until the payment process completed with an end-to-end mobile application. Within the scope of the project, we determined performance criteria such as the number of App downloads, number of App likes in the markets, and the number of daily transactions by making new pilot installations.

We started the “Blockchain Based Distributed Energy Management” R&D project, in which a blockchain-based technology is used to monitor the distributed energy management process. With the project, we aim

to create a system in which everyone can generate electricity from the sun and wind by installing it on their own roof, to sell the excess electricity they produce to the system, and to ensure that it is agreed.

Digitalization Studies

In 2020, we focused on digitalization studies. In this context, we ensured the availability of services such as instant viewing, analytical calculations, automatic notifications, detection of abnormal conditions and predictive maintenance applications with the OSIsoft PI System in all our facilities. By commissioning the advanced vibration system in Menzelet, Kilavuzlu and Azmak Hydroelectric Power Plants, we have had the opportunity to detect problems before malfunctions occur in the units.



AVAILABILITY AND BUSINESS CONTINUITY

Availability and business continuity are prerequisites for operational reliability. We work to ensure that production is carried out on time and safely. In order to ensure business continuity, scheduled stoppages required for maintenance and repair activities and unplanned stoppages due to malfunction intervention take place. In 2020, we realized 19,013 hours of scheduled downtime and 455 hours of unplanned downtime.

Investigations are carried out by professional 3rd party companies for main equipment such as turbines and generators and the findings are reported. In emergency situations, the equipment and systems that have problems are restored within 24 hours and 72 hours by receiving fast field service and technical support from expert companies.

In 2020, we minimize the negative effects of malfunctions experienced in the past years on the availability of services during the period by making emergency service and maintenance contracts at our facilities. We have implemented the Critical Equipment Backup Application in order to ensure that the relevant equipment is made available without waiting for the procurement process in case of a failure that will cause the critical equipment to be out of service. By commissioning flow observation stations in our Karaman basin, we have ensured the improvement of operational reliability, especially by performing incoming and outgoing water analysis in our river-type power plants. We have established an advanced online transformer gas analysis system at Menzelet HEPP in order to detect problems that may occur in power transformers in advance.

During the period, we carried out rehabilitation and major maintenance works at Menzelet HEPP and Kilavuzlu HEPP in order to provide equipment modernization, increased efficiency and reliability improvements. In this context, we performed maintenance and modernization on turbines, generators, and high voltage systems, as well as improvements in automation and water intake systems.

	2020
Scheduled Downtime (hours)	19,013
Unplanned Downtime (hours) (trip time)	455
Number of Unplanned Downtime (number of trips)	227



INFORMATION PRIVACY AND CYBER SECURITY

Digitalization brings with it various risks for information privacy and cyber security. Ensuring privacy and security is vital to the reliability of our operations. For this reason, we carry out various preventive practices against the risks that may occur.

In this context, we use the Data Classification Application (MS AIP) to determine the privacy classes of Office documents and e-mails used within the company. We use Data Loss Prevention Application (DLP) to detect and prevent data loss through user computers, e-mail, Office applications within the company. We use the Central Disk Encryption Application (BitLocker) in order to prevent the user notebooks from being stolen or lost, and to prevent the data from being captured by others.

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 for the safe delivery of printouts to the business owner.

We perform safe list authentication (NAC) to prevent physical intrusions into the network infrastructure. We use the Vulnerability Scanning (Nessus) application and Anomaly Monitoring (MS ATA) application on the network to scan for vulnerabilities on the network. For network access, we removed the use of passwords and activated the secure access (802.1x) method. We distinguish between different (SID) broadcasts in network access and the access of employees, guests, and personal devices. We also use VPN (SSL VPN) for remote access to the corporate network. We get Web Filtering (URL-Filtering) services to eliminate risks

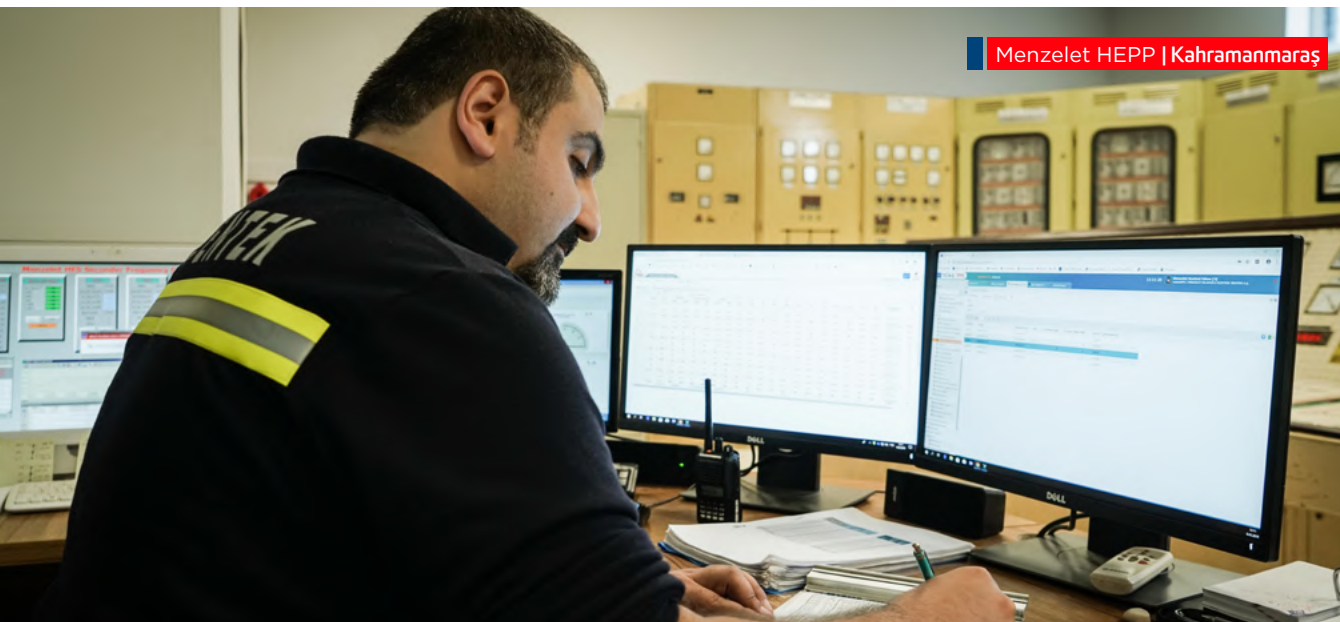
on the web, and Security Operation Center (SOC) services to receive information from intelligence services, to report and track security violations from logs, and to generate alarms.

We establish Disaster Recovery (DR) systems to ensure business continuity in the event of a disaster. We get a Backup (Back-Up) service to minimize data loss and ensure recovery. We use the Local Admin Password Management Application (MSLAPS) for the purpose of password management of authorized administrator accounts on user computers.

Entek Information Security Policy

Our aim is;

- to determine, document, allocate resources 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 that all legal regulations and agreements regarding information security are complied with,
- to identify and systematically manage risks to business processes,
- to ensure that the information is accessible only to authorized persons,
- to provide training programs 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 strength 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 Development
- > Our Corporate Memberships

3 GOOD HEALTH AND WELL-BEING



4 QUALITY EDUCATION



5 GENDER EQUALITY



8 DECENT WORK AND ECONOMIC GROWTH



We accept contributing to the development of the society in which we operate as a fundamental responsibility. The solid relations we have established with the local people are leading to this. We support organizations working on the environment and women’s employment with the donations we make.

SOCIAL DEVELOPMENT

As part of our social investment efforts, we donated to the Education Volunteers Foundation of Turkey and the TEMA Foundation in 2020. On International Women’s Day, we provided donation support to the Foundation for the Support of Women’s Work (FSWW).

We establish good relations with the local people in our operational geography based on mutual

trust and transparency. We contribute to the economic empowerment of the region by providing employment opportunities to the local people in our facilities. We value all feedback, positive or negative, from the local community. There is a form on the website of our Menzelet and Kılavuzlu facilities where the locals can submit their complaints. In 2020, there was no complaint communicated to our company.



OUR CORPORATE MEMBERSHIPS

ÇARŞAMBA CHAMBER OF INDUSTRY AND COMMERCE (ÇARŞAMBATSO)

WORLD ENERGY COUNCIL TURKISH NATIONAL COMMITTEE ASSOCIATION (DEK-TMK)

ELECTRICITY MANUFACTURERS ASSOCIATION(EÜD)

ENERGY TRADE ASSOCIATION (ETD)

ASSOCIATION OF ENERGY EFFICIENCY AND MANAGEMENT (EYODER)

KAHRAMANMARAŞ CHAMBER OF COMMERCE AND INDUSTRY (KMTSO)

KARAMAN CHAMBER OF COMMERCE AND INDUSTRY (KTSO)

KOCAELİ CHAMBER OF COMMERCE (KOTO)

KOCAELİ CHAMBER OF INDUSTRY (KSO)

MUT CHAMBER OF COMMERCE AND INDUSTRY (MUTTSO)

THE UNION OF CHAMBERS AND COMMODITY EXCHANGES OF TURKEY (TOBB)

TURKISH INDUSTRY AND BUSINESS ASSOCIATION (TÜSİAD)

PERFORMANCE INDICATORS

Economic Performance Indicators	2018	2019	2020
Net sales revenue (TL)	498,325,292	1,196,110,820	1,256,837,276
Total net sales of companies included in the Sustainability Report (TL)	498,325,292	1,196,110,820	1,256,837,276
Total Installed Power (MW)	421	361	361
The capacity utilization rate (%)	24	49	43
Total electricity generation (MWh)	870,498	1,552,160	1,373,467
<i>Electricity Generation from HEPP (MWh)</i>	659,229	1,328,973	1,149,405
<i>Electricity Generation from Natural Gas (MWh)</i>	211,269	223,187	224,062
Total Investment amount (TL)	9,137,000	45,977,000	65,904,000
Direct economic value created - Net Sales Revenue(TL)	498,325,292	1,196,110,820	1,256,837,276
Direct economic value distributed (TL)	310,726,000	738,411,000	820,538,000
<i>Operating expenses (including supply, excluding expenses)</i>	310,664,870	737,235,912	817,273,166.73
<i>Dividend paid</i>	0	0	0
<i>State taxes and similar payments*</i>	-	-	1,130,493.34
<i>Donations, sponsorships and corporate responsibility expenditures</i>	61,130	1,175,088	2,134,339.93
Supplier Structure (Based on purchase amount)	364,722,943	787,160,000	1,263,084,447
<i>Local supplier</i>	351,222,845	770,143,028	1,258,919,288
<i>Overseas supplier</i>	13,500,098	17,017,375	4,165,159

* Only covers corporate tax.

Environmental Performance Indicators	2018	2019	2020
Direct energy consumption (kWh)			
<i>Gasoline</i>	-	54,503	61,928
<i>Diesel</i>	-	561,687	592,329
<i>Natural Gas</i>	717,333,468	726,201,557	710,344,120
Indirect energy consumption (kWh) (electricity)	2,059,145	2,683,576	1,555,219
Total renewable energy consumption (kWh)	0	0	0
Energy consumption per production (kWh/MWh)			
<i>HEPP</i>	3	2	1
<i>Natural Gas Power Plant</i>	3,396	3,255	3,172
<i>Consolidated</i>	826.4	469.9	518.7
Water withdrawal by source (m ³)			
<i>Mains water</i>	-	9,310	9,506
<i>Other Gray Water-Industrial Recovery Water</i>	-	364,149	342,097
<i>Surface water</i>	-	-	930
<i>Customer Condensate Water*</i>	-	232,756	186,038
Water consumption per production (m ³ /MWh)			
<i>HEPP</i>	-	-	-
<i>Natural Gas Power Plant</i>	-	2.03	1.85
Total water recovery (m ³)	233,802	228,518	222,233
Total wastewater discharge (m ³)	195,683	154,753	154,484
<i>Natural receiving environment</i>	0	0	0
<i>Waste water channel</i>	192,762	151,278	149,514
<i>Other (Cesspool)</i>	2,921	3,475	4,970
Total amount of waste (tonnes)	37.26	74.41	73,982
<i>Recycled (Code-R) non-hazardous waste (tonnes)</i>	18.38	57.52	51,728
<i>Recycled (Code-R) hazardous waste (tonnes)</i>	10.88	16.89	16,463
<i>Disposal (Code-D) non-hazardous waste (tonnes)</i>	8	0	0
<i>Disposal (Code-D) hazardous waste (tonnes)</i>	0	0	0
<i>Other non-hazardous waste sent to intermediate storage (tonnes)</i>	0	0	0

Energy and Emission Management	2018	2019	2020
Other hazardous waste sent to intermediate storage (tonnes)	0	0	5,791
Total direct greenhouse gas emissions (scope 1) (tonnes CO ₂)	-	132,571.41	130,810.41
Total indirect greenhouse gas emissions (scope 2) (tonnes CO ₂)	-	47.73	724.89
GHG emissions per production (tons CO ₂ /MWh)	-	0.09	0.10
HEPP	-	0.00007	0.00052
Natural Gas	-	0.59	0.58
Amount of fines due to environmental regulations in the reporting period (number - TL)	0	0	0
Pollutant air emission amount (kg)			
NOx	337,436	256,287	324,836
Amount spent on environmental activities and investments (TL)			
Measurement and analysis costs	6,255	6,681	51,704
Total waste costs	17,724	24,610	16,800
Chemical expenses	192,046	148,101	156,453
Personnel expenses	83,060	109,261	287,781
Documentation and permission expenses	8,773	12,285	66,137
Consulting and training costs	36,670	30,000	122,213
Maintenance and repair expenses	249,640	471,083	207,500
Investment costs	74,515	178,241	-

Social Performance Indicators	2018	2019	2020
Employee trainings - total hours (manxhours)	7,582	7,546	6,230
Female	1,928	1,028	1,040
Male	5,654	6,518	5,190
Recorded Accident Frequency	6.2	5.9	4.2
Direct Employment	6.58	0	0
Contractor Company Employee	5.55	10.3	7.6
Lost Time Accident Frequency	4.1	4.6	2.8
Direct Employment	3.29	0	0
Contractor Company Employee	5.55	10.3	5.01
Occupational Disease Rate	0	0	0
Number of Fatal Work Accidents	0	0	0
OHS Trainings Given to Employees - Total Hours (manxhours)			
Direct Employment	-	1,336	1,414
Contractor Company Employee	-	-	658
Scheduled Downtime (hours)	-	-	19,013
Unplanned Downtime (hours) (trip time)	-	-	455
Number of Unplanned Stops (number of trips)	-	-	227

Employee Demographics	2018	2019	2020
Total Workforce (Number)			
Direct Employment			
<i>Female</i>	15	18	24
<i>Male</i>	122	138	138
Contractor Company Employee			
<i>Female</i>	6	7	8
<i>Male</i>	81	80	84
Direct Workforce (Number)			
Office worker			
<i>Female</i>	15	18	24
<i>Male</i>	40	44	43
Fieldworker			
<i>Female</i>	0	0	0
<i>Male</i>	82	94	95
Direct Workforce by Contract Type (Number)			
Indefinite-term			
<i>Female</i>	15	18	24
<i>Male</i>	122	138	137
Temporary			
<i>Female</i>	0	0	0
<i>Male</i>	0	0	1
Direct Workforce by Age Group			
Female			
18-30	6	8	12
30-45	8	9	9
45+	1	1	3
Male			
18-30	20	22	23
30-45	72	87	87
45+	30	29	28

Employee Demographics	2018	2019	2020
Senior Executives Structure (Number)			
Female			
18-30	0	0	0
30-45	1	1	0
45+	0	0	1
Male			
18-30	0	0	0
30-45	1	1	1
45+	1	1	1
Mid-Level Executives Structure (Number)			
Female			
18-30	0	0	0
30-45	0	0	2
45+	0	0	0
Male			
18-30	0	0	0
30-45	0	11	12
45+	0	2	1
Recruited Employees (Number)			
<i>Female office workers</i>	1	5	8
<i>Male office workers</i>	39	18	5
<i>Female fieldworkers</i>	0	0	0
<i>Male fieldworkers</i>	0	3	4
Employees Who Left the Job (Number)			
<i>Female office workers</i>	2	2	2
<i>Male office workers</i>	4	5	3
<i>Female fieldworkers</i>	0	0	0
<i>Male fieldworkers</i>	0	0	6

GRI CONTENT INDEX



Disclosures Disclosures and Page Numbers

GRI 101: Foundation 2016	
GRI 102: General Disclosures 2016	
Organizational Profile	
102-1	About the Report (p.2)
102-2	Power Plants (p.9), Innovation and Digital Transformation (p.39)
102-3	Contact (p.49)
102-4	Power Plants (p.9)
102-5	Entek in Numbers (p.7)
102-6	About Entek (p.6)
102-7	Entek in Numbers (p.7), Power Plants (p.9), Workplace Practices (p.28)
102-8	Performance Indicators (p.46) 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.13-14)
102-10	Entek From Past to Present (p.4)
102-11	Risk Management (p. 12), Quality Management (p.12), Inclusive Workplace and Diversity (p.29)
102-12	Inclusive Workplace and Diversity (p.29)
102-13	Our Corporate Memberships (p.43)
Strategy	
102-14	Message from General Manager (p.3)
102-15	Sustainability Priorities (p.18)
Ethics and Integrity	
102-16	About Entek (p.6), Quality Management (p.12), Business Ethics and Transparency (p.32)
102-17	Business Ethics and Transparency (p.32)
Governance	
102-18	Sustainability Management (p.16)
Stakeholder Engagement	
102-40	Stakeholder Relations (p.19)
102-41	There are no employees operating within the scope of collective agreements within Entek.
102-42	Stakeholder Relations (p.19)
102-43	Stakeholder Relations (p.19)
102-44	Sustainability Management (p.17-18)

Reporting Practice	
102-45	Entek Subsidiaries (p.8)
102-46	Sustainability Management (p.17)
102-47	Sustainability Management (p.18)
102-48	Entek Sustainability Report 2020 is the first sustainability report published by the company.
102-49	Entek Sustainability Report 2020 is the first sustainability report published by the company.
102-50	About the Report (p.2)
102-51	Entek Sustainability Report 2020 is the first sustainability report published by the company.
102-52	About the Report (p.2)
102-53	Contact (p.49)
102-54	About the Report (p.2)
102-55	GRI Content Index (p.47-48)
102-56	The information contained in the report has not been independently audited for the purpose of this report.

Material Issues		
Standards	Disclosures	References
Climate and Biodiversity		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	Sustainability Management (p.16-18), Climate and Biodiversity (p.21-26)
	103-2 The management approach and its components	Sustainability Management (p.16-18), Climate and Biodiversity (p.21-26)
	103-3 Evaluation of the management approach	Sustainability Management (p.16-18), Climate and Biodiversity (p.21-26)
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Performance Indicators (p.44)
	302-3 Energy intensity	Climate and Biodiversity (p.21-26), Performance Indicators (p.44)
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Climate and Biodiversity (p.23-24)
	303-2 Management of water discharge-related impacts	Climate and Biodiversity (p.24)
	303-3 Water withdrawal	Climate and Biodiversity (p.23), Performance Indicators (p.44)
	303-4 Water discharge	Climate and Biodiversity (p.24), Performance Indicators (p.44)
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.25-26)
	304-2 Significant impacts of activities, products, and services on biodiversity	Climate and Biodiversity (p.25-26)

“For the Materiality Disclosures Service, GRI Services reviewed that the GRI content index is clearly presented and the references for Disclosures 102-40 to 102-49 align with appropriate sections in the body of the report. This service was carried out through the Turkish version of the report.”

Standards	Disclosures	References
GRI 305: Emissions 2016	305-1 Direct (Scope1) GHG emissions	Climate and Biodiversity (p.22), Performance Indicators (p.45)
	305-2 Energy indirect (Scope 2) GHG emissions	Climate and Biodiversity (p.22), Performance Indicators (p.45)
	305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	Climate and Biodiversity (p.22), Performance Indicators (p.45)
GRI 306: Effluents and Waste 2020	306-1 Waste generation and significant waste-related impacts	Climate and Biodiversity (p.24)
	306-2 Management of significant waste-related impacts	Climate and Biodiversity (p.24)
	306-3 Waste generated	Climate and Biodiversity (p.24), Performance Indicators (p.45)
	306-4 Waste diverted from disposal	Climate and Biodiversity (p.24), Performance Indicators (p.45)
	306-5 Waste directed to disposal	Climate and Biodiversity (p.24), Performance Indicators (p.45)
GRI 307: Environmental Compliance 2016	307-1 Non-compliance with environmental laws and regulations	Performance Indicators (p.45)
Energy Economy and Infrastructure		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	Sustainability Management (p.16-18), Energy Economy and Infrastructure (p.37-41)
	103-2 The management approach and its components	Sustainability Management (p.16-18), Energy Economy and Infrastructure (p.37-41)
	103-3 Evaluation of the management approach	Sustainability Management (p.16-18), Energy Economy and Infrastructure (p.37-41)
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Performance Indicators (p.44)
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Performance Indicators (p.44)
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Our Investments (p.10), Energy Economy and Infrastructure (p.39-40)
	203-2 Significant indirect economic impacts	Energy Economy and Infrastructure (p.39-40)
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Supply Chain Management (p.13-14)
GRI 207: Tax 2019	207-4 Country-by-country reporting	Performance Indicators (p.44)
Workplace Practices		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	Sustainability Management (p.16-18), Workplace Practices (p.28-32)
	103-2 The management approach and its components	Sustainability Management (p.16-18), Workplace Practices (p.28-32)
	103-3 Evaluation of the management approach	Sustainability Management (p.16-18), Workplace Practices (p.28-32)

Standards	Disclosures	References
GRI 205: Anti-Corruption 2016	205-3 Confirmed incidents of corruption and actions taken	No such case has occurred.
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Performance Indicators (p.46)
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Workplace Practices (p.30), Performance Indicators (p.45)
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Performance Indicators (p.46)
GRI 406: Non-Discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Workplace Practices (p.29)
GRI 415: Public Policy 2016	415-1 Political contributions	Workplace Practices (p.32)
GRI 419: Socio economic Compliance 2016	419-1 Non-compliance with laws and regulations in the social and economic area	No such case has occurred.
Occupational Safety		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	Sustainability Management (p.16-18), Occupational Safety (p.34-36)
	103-2 The management approach and its components	Sustainability Management (p.16-18), Occupational Safety (p.34-36)
	103-3 Evaluation of the management approach	Sustainability Management (p.16-18), Occupational Safety (p.34-36)
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Occupational Safety (p.34-35)
	403-2 Hazard identification, risk assessment, and incident investigation	Occupational Safety (p.34-35)
	403-3 Occupational health services	Occupational Safety (p.34-36)
	403-5 Worker training on occupational health and safety	Occupational Safety (p.34), Performance Indicators (p.45)
	403-9 Work-related injuries	Occupational Safety (p.34), Performance Indicators (p.45)
403-10 Work-related ill health	Occupational Safety (p.34), Performance Indicators (p.45)	
Social Development		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	Sustainability Management (p.16-18), Social Development (p.43), Performance Indicators (p.44)
	103-2 The management approach and its components	Sustainability Management (p.16-18), Social Development (p.43), Performance Indicators (p.44)
	103-3 Evaluation of the management approach	Sustainability Management (p.16-18), Social Development (p.43), Performance Indicators (p.44)

CONTACT

You can contact us to get more detailed information about Entek Elektrik Üretim A.Ş. 2020 Sustainability Report and to submit your suggestions.

sustainability@entekelektrik.com.tr

Entek Elektrik Headquarters

Address: Entek Elektrik Üretimi A.Ş.
Çamlıca İş Merkezi Ünalın Mahallesi
Ayazma Caddesi B1 Blok
34700 Üsküdar / İSTANBUL

Telephone: +90 216 217 11 00

Reporting Consulting & Design



www.kiymetiharbiye.com

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