

# SUSTAINABILITY REPORT 2022



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# ABOUT THE REPORT

As an institution that has been operating with a focus on sustainability since its establishment, we present our third sustainability report, **Entek Sustainability Report 2022**, which reveals our impacts in environmental, social and governance dimensions and reflects the work we manage within the framework of the **United Nations (UN) Sustainable Development Goals** to all our stakeholders.

This report has been prepared in accordance with the GRI Standards published by the **Global Reporting Initiative (GRI)**. The content of our report follows the principles set out in the GRI Standards. Our report is based on the sustainability priorities we have identified with the participation of our internal and external stakeholders at national and international level. In addition, we have also included

the reporting requirements of the **United Nations Global Compact (UN Global Compact - UNGC)** and the **UN Women's Empowerment Principles (WEPs)**, of which **Koç Holding** is a signer.

The scope of the **Entek Sustainability Report** covers the activities of **Entek Elektrik Üretimi A.Ş.** and its subsidiaries in Turkey between 1 January 2022 and 31 December 2022. You can access the **Entek Sustainability Report 2022** document at [entekelektrik.com.tr](http://entekelektrik.com.tr).

We attach importance to all opinions and suggestions from our stakeholders. For your opinions, suggestions and contributions regarding our sustainability activities and reporting efforts. You can contact us at [sustainability@entekelektrik.com.tr](mailto:sustainability@entekelektrik.com.tr)





*In light of the principle of sustainability, which is at the core of our operations, we optimize all our energy production and supply processes to minimize our environmental impact in line with our goal of leaving a better world to future generations.*

**Bilal Tuğrul Kaya**  
*General Manager*

## MESSAGE FROM THE GENERAL MANAGER

In February 2023, we experienced the most devastating earthquakes of our geography, which deeply affected us all. We have been endeavouring to support with all our means from the first day to reduce the effects of the earthquake disaster, which caused serious losses in 11 provinces including Kahramanmaraş, Hatay, Malatya, Gaziantep, Diyarbakır, Kilis, Adıyaman, Şanlıurfa, Osmaniye, Adana and Elazığ, and we will continue to do so. We convey our condolences and best wishes to our country.

As Entek Elektrik, we are proudly and responsibly continuing our activities in the energy sector for 28 years. The first step we took in 1995 laid the foundation of where we are today and we have assumed a pioneering role not only in energy production and supply, but also in sustainability.

Electrical energy is one of the cornerstones of modern life and has become an indispensable element for the functioning of societies. Since our establishment, we have been taking responsibility by being aware of the importance of electrical energy in human life and we are proud to work to add value to our country and future generations.

In light of the principle of sustainability, which is at the core of our operations, we optimize all our energy production and supply processes to minimize our environmental impact in line with our goal of leaving a better world to future generations. We invest in renewable energy sources and carry out projects to increase energy efficiency with the awareness of using our resources efficiently. We respect nature and realize our efforts to meet the needs of society by following the emission targets of our country. In line with the decision taken at the 27th Conference of the Parties to the United Nations Framework Convention on Climate Change (COP27), we need to significantly reduce our greenhouse gas emissions together and as soon as possible.

As Entek, we work in accordance with the goals of the Paris Climate Agreement, of which our country is a signatory, and aim to keep the increase in global average surface temperature below 1.5 degrees. As a result of the steps we took for the sustainability of our planet, we achieved impressive success in the sum of our Scope 1, 2 and 3 emissions in 2022. We achieved a reduction of 63,616 Tonnes CO<sub>2</sub>e

compared to last year's emission levels.

Climate risks, highlighted by the World Economic Forum, threaten the quality of life, the economy and the stability of societies worldwide. Dangers such as increasing natural disasters, decreasing water resources, and rising sea levels are important issues that we should all emphasize. In the face of these threats, it is very important to realize growth and progress in order to accelerate the sustainable energy transition, develop green technologies, and create innovative business models.

One of the basic requirements of sustainable development is to meet the energy needs of both industry and individuals with a secure, accessible, and continuous production infrastructure. In this sector, for which we bear responsibility, we work with all our strength to ensure the security of energy supply and to provide uninterrupted service to all segments of society. As an organization that addresses and adopts the environmental, social, and economic dimensions of sustainability in a holistic manner, we believe that regional peace and



international cooperation should be strengthened. Energy bottlenecks, which can occur as a result of damage to energy production and distribution infrastructure or loss of energy resources, can affect all global energy markets and make it difficult to meet energy supply. As Entek, we believe that ensuring the continuity of energy supply and protecting energy security is of great importance in these challenging processes. We contribute to energy security both regionally and globally by taking various measures to minimize energy bottlenecks, investing in alternative energy sources, and increasing our energy efficiency.



Aware of the importance of digitalization in our sector, we constantly follow technology and innovation and implement the 4-multidimensional digital transformation model. In this way, we benefit from digital processes, the power of data, and new areas, and offer the highest quality service.

Our company, which was born within Koç Holding to meet the energy needs of Koç Group companies, has become an important player in the sector today by expanding its activities with its growing power plant portfolio in a short time. Our goals are to become a leader in the energy sector with our investments focused on renewable energy generation on the one hand, and to offer value-added energy solutions supported by blockchain and smart systems on the other. In this context, we were deemed worthy of an award with our “HEPP Commissioning and Deactivation with Artificial Intelligence” project in the field of digitalization at the “Common Tomorrows Possible Together” award program organized by TISK (Turkish Confederation of Employers’ Associations), where sustainability is at the forefront. This significant achievement is not only an indicator of our investments in technology but also a reflection of our commitment to our sustainability goals in the energy sector and our mission to shape the future. In 2022, we provided 84% of our production from renewable energy sources. As Entek, our vision for the future is to become one of the leading companies in Turkey’s renewable energy sector.

While determining our management philosophy, we aimed to create a business model that is friendly to people and the environment, generates economic

value, and centers on sustainability. With this model, we aim to build a better future not only for our own operations but also for our industry and society.

We address every step we take in our sustainability journey with the principle of transparency and accountability together with its social, environmental, and economic impacts. In line with this principle, we meticulously evaluate the contribution of our activities to the UN Sustainable Development Goals and present these results to our stakeholders.

We are pleased to share with you our third sustainability report, which we have prepared with this sense of responsibility. Our report transparently reveals how our business activities are shaped with a sustainability perspective, our commitments to society, and our environmental impacts. At the same time, it provides an important roadmap that includes our contributions to the UN Sustainable Development Goals and our commitments for the future.

We believe that this report will be a powerful

communication tool for all our stakeholders. We celebrate every step we take to achieve our goal of creating a more sustainable and fairer world in cooperation and every employee who contributes to this goal. Together, we are determined to move forward for a brighter tomorrow.

We take important steps to determine and improve our sustainability performance, including workshops with our internal stakeholders and studies in which we receive the valuable opinions of our external stakeholders. This effective collaboration contributes greatly to the identification and evaluation of our main issues and the UN Sustainable Development Goals that we prioritize in this direction.

We have meticulously reviewed our corporate policies and clearly defined our corporate principles on these important issues. Our principles constitute a basic framework that guides the activities of not only our management bodies but also all our employees. In this way, we have established management bodies that will facilitate the transformation of our corporate principles into



practical applications, and with this roadmap, we have determined our path to achieve our sustainability goals.

We continue our journey to continuously improve our performance. In addition to improving our management processes, we assume a pioneering role in the field of sustainable energy by monitoring our operations with performance-oriented indicators. In the 2022 reporting period, an important step we took was to increase the capacity of the Suloglu Wind Power Plant to 66 MW, bringing our total installed capacity to 442 MW and our installed capacity in renewable energy sources to 330 MW. Renewable energy continues to play an important role in our current and future investments as part of our low-carbon economy model.

As Entek, one of the most important parts of our sustainability vision is employee satisfaction and employment. We believe that a strong team and happy employees are one of the keys to success. Therefore, we prioritize creating a work environment focused on the needs, development, and satisfaction of our employees, and we are honoured to be among Turkey's leading companies in employee experience and satisfaction.

We continuously offer development opportunities in order to increase the satisfaction of our employees and to ensure that each individual can utilize their talents at the highest level. We believe that each of our employees contributes to our vision of being a leader in the energy sector in a working environment where cooperation and participation are encouraged

and diversity is respected.

With the awareness of our social responsibilities and with the aim of empowering the increase in employment, we take part in various projects and contribute to increasing education and employment opportunities by supporting young generations who carry hope for the future. We will continue our efforts to grow together and shape the future.

With our vision of becoming a new generation pioneer in electric energy, we will continue to generate innovative solutions and quality energy to contribute to future generations and a sustainable world. We would like to thank all our colleagues and stakeholders for their efforts and contributions. Together, we will continue our determination to move towards a more sustainable, fairer and more successful future.





## ENTEK FROM PAST TO TODAY



- |             |   |             |  |
|-------------|---|-------------|--|
| <b>1995</b> | ● The first investment studies were started.  | <b>2014</b> | ● Damlapınar, Kepezkaya, Kumköy HEPPs joined Entek.  |
| <b>1998</b> | ● Electricity production started in Bursa Demirtaş Organized Industrial Zone.   | <b>2017</b> | ● Azmak I, Azmak II and Kırpılık HEPPs joined Entek.   |
| <b>2003</b> | ● Kocaeli Natural Gas Cycle Power Plant joined Entek.   | <b>2018</b> | ● Menzelet and Kilavuzlu HEPPs joined Entek.   |
| <b>2003</b> | ● We became the founding partner of Eltek Elektrik, which was established to purchase, sell, import and export wholesale electricity, with a 46% share. | <b>2020</b> | ● Energy Solutions brand was established.  |
| <b>2013</b> | ● 100% of Eltek Elektrik shares were taken over.  | <b>2021</b> | ● Süloğlu WPP, our first wind power plant, joined Entek.   |
|             |   | <b>2022</b> | ● The shares of our company, which is a subsidiary of Koç Holding and Aygaz, were transferred to Tüpraş. |

## ABOUT ENTEK

Entek Elektrik Üretimi A.Ş. was first established in 1995 to supply electrical energy and steam to Koç Group companies. As, we started our first energy production in Bursa in 1998. We aimed to take part in all areas of the energy sector such as production, distribution, import, wholesale and retail sales in a short time.

As of 2022, we continue to generate electricity with a total of 10 power plants and an installed capacity of 442 MW, including the Natural Gas Power Plant with an installed capacity of 112 MW in Kocaeli province, Hydroelectric Power Plants with a total installed capacity of 264 MW in various regions of Turkey, and Suloglu Wind Power Plant with an installed capacity of 66 MW in Edirne province. We obtain approximately 80% of our total installed capacity from renewable resources, and we focus on sustainability and shape our investment activities within this scope.

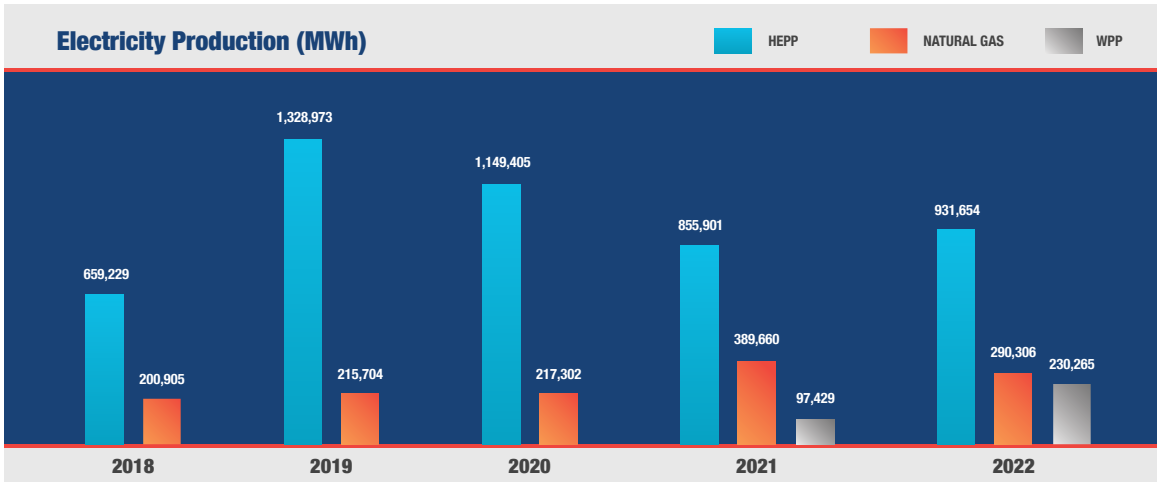
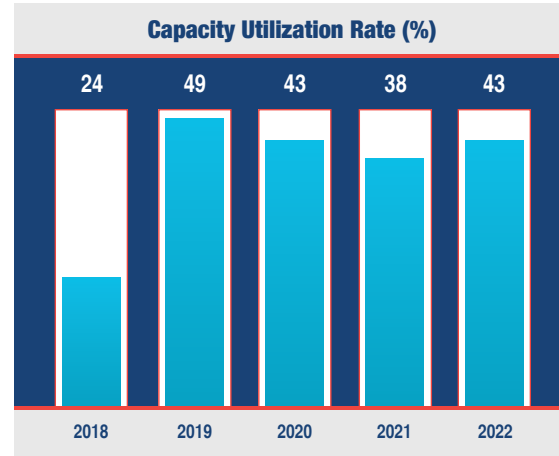
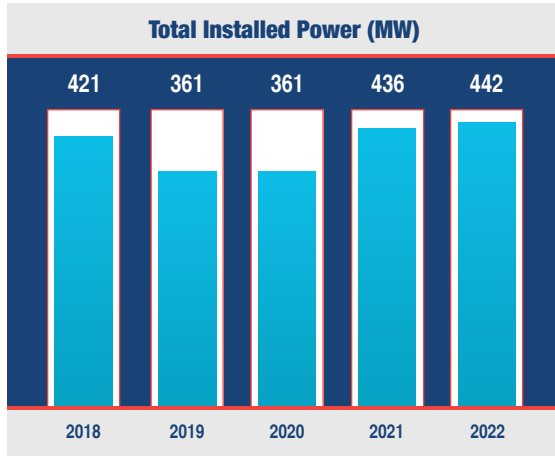
By investing in new generation energy technologies as well as renewable energy sources, we established the organization “Enerji Çözümleri” to implement energy efficiency and on-site energy generation projects that will transform energy consumption in 2020. Operates in many areas such as electricity sales, end-to-end solar power plant applications for self-consumption, energy storage systems, energy efficiency projects, etc. with the awareness of providing one-stop service for consumers.



The shares of our company, which is a subsidiary of Koç Holding and Aygaz, were transferred to Tüpraş in 2022. We continue to create value for all our business partners, stakeholders and customers with the commercial activities we currently carry out as a subsidiary of Tüpraş. Optimising the energy of our generation plants by evaluating it in various markets, buying and selling energy in line with our energy trading strategies, renewable energy certificate and voluntary carbon market activities, customer-specific energy supply within the scope of end-source supply to high-consumption customers and energy sales to eligible consumers constitute our main areas of activity.

We aim to continuously develop with new generation technologies and applications, and we are on our way to realising our vision of being the first name that comes to mind when it comes to new generation in electrical energy, with our mission to produce innovative solutions and quality energy for future generations and a sustainable world.

# ENTEK IN NUMBERS



## Entek Capital Structure (%)

Türkiye Petrol Rafinerileri A.Ş.

99.23

Other

0.7

## 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.

### Enerji Piyasaları İşletme A.Ş.

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

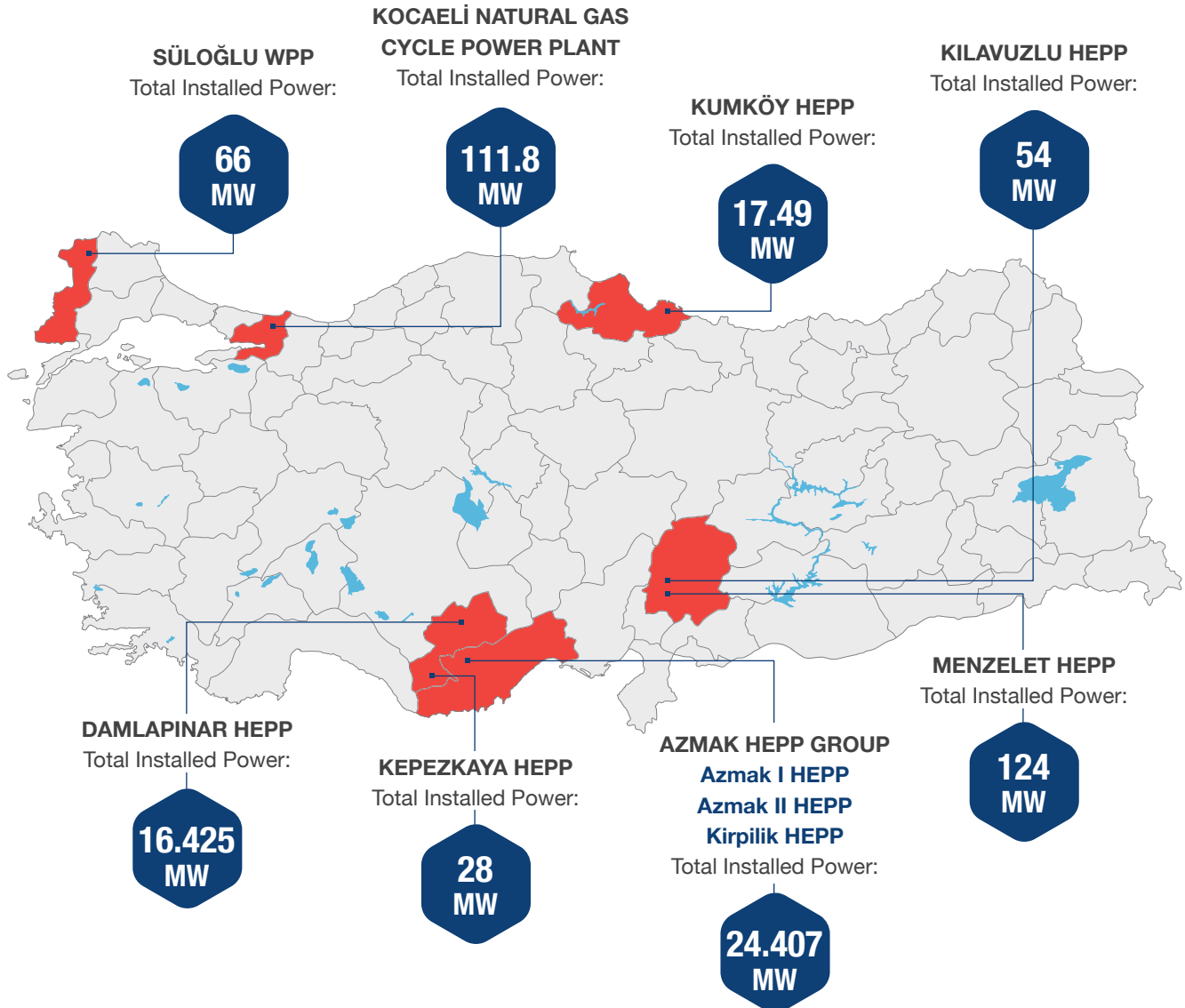
### Süloğlu Elektrik Üretimi A.Ş.

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.

## Power Plants

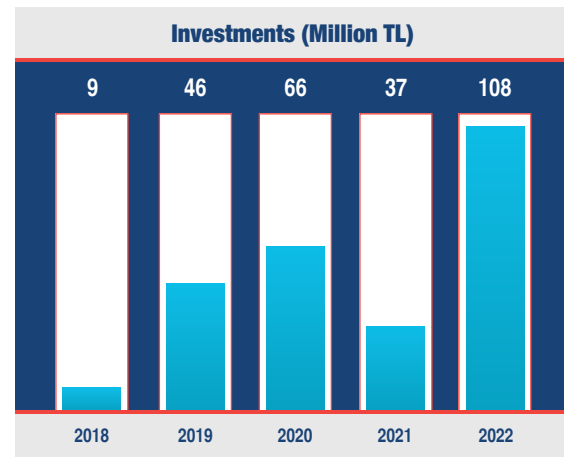


## OUR INVESTMENTS

The world reminds us of the importance of renewable energy every day. The impact of renewable energy is increasing and will continue to increase. With this awareness, we follow technological developments in order to increase the availability of our power plants operationally. We are aware of the world's need for clean and renewable energy in the medium and long term. As one of Turkey's first private electricity generation companies, we contribute to Turkey's supply security with our investments. Changing the composition of energy production and utilisation processes plays a major role in reducing carbon intensity, and maintaining and improving international competitiveness. For this reason, we continue our efforts to reduce the share of fossil fuels, increase electrification, increase the share of energy generated from renewable energy sources, continue energy efficiency studies, expand technologies with low emission intensity in energy production and utilize carbon capture and storage technologies by assuming a pioneering role. We continue our investments with a focus on new technologies and renewable energy to support green transformation. With all these efforts and investments, we aim to expand our renewable energy portfolio, maintain our strong and strategic growth in retail sales, and contribute to a more sustainable world and future as Turkey's leading electric energy company.

We follow new areas of opportunity in the energy sector; we make it our mission to add value to all our stakeholders with innovative energy solutions, especially in production and energy efficiency. In this direction, we continued our investment activities without slowing down during the reporting period and invested approximately TL 108 million in 2022.

While leaving behind a very active year for the energy sector, we are working to include wind and solar energy investments in our hydroelectricity-dominated portfolio in order to ensure energy resource diversity in the coming years. In this direction, Entek's goal is to become one of Turkey's leading companies in the field of renewable energy.



# RISK MANAGEMENT

As Entek, we carry out risk management activities that focus on effectively managing the risks that may arise in our business areas and creating risk awareness throughout the company by calculating the possible effects of these risks. Risk Management is recognized as an integral part of Entek's strong and effective management. This approach contributes to the sustainable improvement of the company's financial, commercial, environmental and social performance.

Our Risk Management Unit operates in accordance with international standards, including ISO 31000 Risk Management. This unit is centrally located within the organisation and reports directly to the General Manager in order to provide support to all our group companies at senior management and departmental level. In this way, we create a strong foundation for managing risks effectively and taking the necessary measures to ensure the long-term success of the company.

Within the scope of Financial and Commercial Risk Management, the collateral structure and position gap of our portfolio are monitored and senior management

is informed about market risks through regular reports. Within the context of the Corporate Risk Management Policy, risk analyses are conducted at regular intervals with each business unit. Risks that may cause significant negative impacts on the company if realized are defined as risks and opportunities in terms of their financial, environmental, social and humanitarian impacts according to four main impact categories: Financial, Operational Continuity&Quality, Legal&Compliance and Reputation. Root cause analyses of these risks and evaluation of possible consequences serve Entek to establish an optimal relationship between them by considering long-term opportunities and risks, to make strategic and safe decisions, to create a vision framework and to provide benefits in terms of both sustainability and regular management of risks.

Action plans for risks that are not in line with the risk sensitivity determined in line with Entek's strategic goals are presented to the Risk Committee and risk processing decisions are taken.



## Management Systems

We carry out all our processes from the utilisation of natural resources to the final stage of energy production in compliance with the Management Systems and Koç Holding policies prepared in line with the principle of sustainable development.



LOCATIONS	ISO 14001: Environmental 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	✓	✓	✓	✓	✓	



## CORPORATE GOVERNANCE

As Entek, we follow corporate governance principles in order to maintain our corporate governance practices within the company and with a determination to continuously improve these practices.

At Entek Elektrik Üretimi A.Ş., our highest management body is the Board of Directors, and we have six members on the Board of Directors.

### Entek Elektrik Üretimi A.Ş

#### Mehmet Ömer Koç

*Chairperson of the Board*

#### Yıldırım Ali Koç

*Deputy Chairperson of the Board of Directors*

#### Levent Çakıroğlu

*Board Member*

#### Yağız Eyüboğlu

*Board Member*

#### İbrahim Yelmenoğlu

*Board Member*

#### Nevzat Tüfekçioğlu

*Board Member*

#### Oya Ünlü Kızıl

*Board Member*

#### Bilal Tuğrul Kaya

*Member of the Board of Directors*

*General Manager*

At Eltek Elektrik Enerjisi İthalat İhracat ve Toptan Ticaret A.Ş., Menzelet Kılavuzlu Elektrik Üretimi A.Ş., Süloğlu Elektrik Üretimi A.Ş. and Enspire Enerji Yatırımları ve Hizmetleri A.Ş., the highest management body is the Board of Directors, which has three members.

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

### Menzelet Kılavuzlu Elektrik Üretimi A.Ş.

### Süloğlu Elektrik Üretimi A.Ş.

### Enspire Enerji Yatırımları ve Hizmetleri A.Ş.

#### Yağız Eyüboğlu

*Chairperson of the Board*

#### Bilal Tuğrul Kaya

*Deputy Chairperson of the Board of Directors*

#### İbrahim Yelmenoğlu

*Board Member*

#### Sinan Demirer

*Board Member*

#### Doğan Korkmaz

*Board Member*

In 2010, the Board of Directors resolved to establish the Risk Management Committee and the Investment and Business Development Committees and to elect their members.

## Remuneration, Benefits and Performance Management

As Entek, we adopt the Koç Group Wage Management Principles. In line with these principles, our compensation management approach consists of job sizes, market data, compensation policy and performance indicators. We determine job sizes, which form the basis of the wage management system, through job evaluation. We apply an evaluation system based on the content of the work performed, regardless of the person and title. In the job evaluation process, we use an international system that measures the contribution of all jobs to the achievement of business targets. After the evaluations, we determine our wage policies on the basis of grades. We closely monitor the wage markets through national and sectoral market researches and apply a fair and competitive wage policy as a result of analyses. We attach importance to rewarding success without hesitation and making it sustainable for all employees of our company.



With Flextra, our flexible side benefits application, our employees choose their side benefits from Turkey's largest side benefit pool in line with their needs and wishes. Moreover, depending on the product they choose, they receive many advantages such as income tax exemption and attractive discount rates. This programme provides our

colleagues with the opportunity to rearrange their existing side benefits according to their personal needs. Our colleagues, who are offered more than 250 side benefit alternatives in nearly 30 brands ranging from Private Pension to grocery shopping, from smartphones to fuel, can use their flexible side benefit budgets in these alternatives as they wish.



The performances of all our employees, including our senior managers, are managed with the OKR (Objective and Key Result) systematic in our development-oriented system, Koç Diyalog. In the OKR system, the company has goals that touch many areas such as growth in the field of renewable energy, environment, occupational safety, employee satisfaction, energy efficiency, individual development and making company growth and employee development sustainable. Employees can choose to have their own targets visible to the entire company. They can contribute to each other's development with the "Get Ideas - Give Ideas" feature. In this way, we develop our work culture that is sharing, enables learning from each other, and strengthens cooperation within the organization. Performance results measured in line with the targets in the OKR system have a direct impact on remuneration.

# SUPPLY CHAIN MANAGEMENT

As a part of Koç Group, we continue to adopt the Group values in supply chain management. In order to make our supply chain traceable, increase efficiency, minimize risks, and act with common sense, we expect our suppliers to comply with our work ethics values.

Our Supply Chain Policy can be accessed from, [entekelektrik.com.tr/Media/Uploads/2023/06\\_supply\\_chain\\_compliance\\_policy.pdf](https://entekelektrik.com.tr/Media/Uploads/2023/06_supply_chain_compliance_policy.pdf)

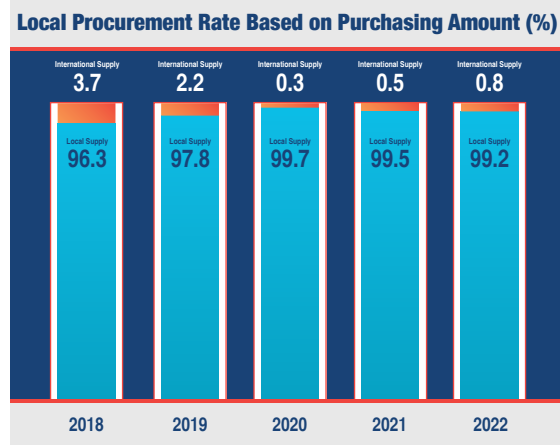
Entek and its subsidiaries adopt a sustainability approach in supply chain management and keep the performance system alive with the principle of continuous improvement. In this direction, performance surveys are applied to suppliers at certain intervals.

Our company aims to evaluate its suppliers with more comprehensive and diversified question sets in the second half of 2023 regarding the existing supplier performance evaluations within the scope of current supply chain management. Thus, supplier performance evaluations within the scope of sustainability will be reportable from a broad perspective.

We support localization in the supply chain and shape our practices in line with this awareness. Our priority is to contribute to the local economy, optimise supply speed, minimize security risks

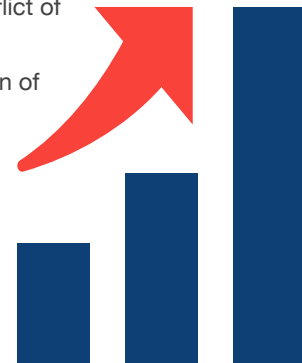


and purchase from local suppliers in procurement processes for sustainability. In the reporting period, we increased the number of local suppliers by 25.3% compared to the previous year, reaching 957. In 2022, 99.2% of our TL 8.7 billion procurement operation was carried out exclusively through local 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.



## Supplier Selection Criteria

“ Our company adopts a rigorous approach to sustainable cooperation and supplier management and takes various measures to ensure cooperation with our suppliers and minimize risks.

One of our main priorities is to develop a sustainable relationship with the suppliers we cooperate with and to manage this cooperation process effectively. For this reason, we implement various policies and methods to closely monitor the financial status of our suppliers, ensure that they have the necessary expertise and experience, meet technical infrastructure and working environment requirements, identify and manage risks in advance, encourage them to adopt management systems in accordance with international standards, and effectively manage financial processes. This approach represents part of our strategy to ensure that our company is in a stronger position in terms of sustainability and reliability.



## 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 carried out **99.2%** of the **8.7** billion TL purchasing operation we carried out in 2022 through local suppliers.



# **SUSTAINABILITY MANAGEMENT**

Determining Sustainability Priorities

Our Prioritization Matrix and Risk Analysis

Sustainability Board at Entek

Sustainability Working Group Activity Areas

Relations with Stakeholders

## Determining Sustainability Priorities

In 2020, as Entek, we decided to launch our Sustainability Programme. The process of creating this programme started with identifying our sustainability priorities. Drawing on sources such as the World Economic Forum Global Risk Surveys, international reporting standards, industry best practices and the UN Sustainable Development Goals, we created a priority list that includes **14 mega risks, 37 economic, social and environmental issues and 17 UN Sustainable Development Principles.**

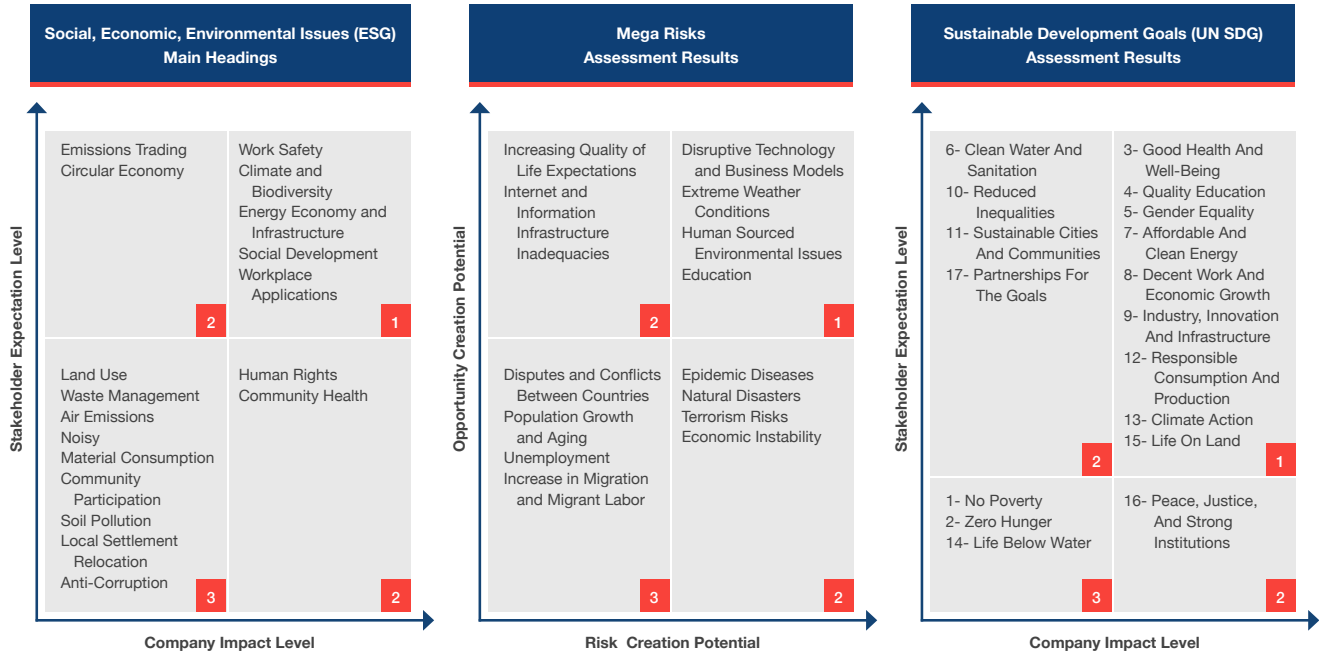
In order to further clarify and evaluate these priorities, we sought the opinions of **46 Entek employees.** We also held teleconferences with our main suppliers ABB, Andritz, GE, Schneider and Siemens to get feedback and revise the list. In order to further clarify our results, we conducted a training with a team representing Entek employees.

As a result of this process, we identified **23 priority issues.** We grouped these 23 issues under **5 main headings** and also aligned them with the UN Sustainable Development Goals. In 2022, we reviewed this priority list and found that the items were still a priority for us.





# Our Prioritization Matrix and Risk Analysis



In mega risks, we evaluated sustainability issues and UN Sustainable Development Goals, which are closely related to our activities in our company, under three separate headings in two dimensions. During this evaluation, we analysed the impact level of the three main topics on our company and stakeholder expectations. In the evaluation, we considered the issues in the 1st group within the scope of policy-strategy and goal setting, and the

issues in the 2nd group as our priorities that need to be prepared for the future. As Entek, we have decided to act on the basis of these expectation analyses in all our works and steps we will take.

As a result of the evaluations we have made from this perspective, we have grouped our material issues under 5 main headings of our strategy.

## Our Sustainability Priorities

### Energy Economy and Infrastructure

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



### Workplace Applications

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



### Occupational Health and Safety

Disaster and Emergency Preparedness  
Occupational Health and Safety



### Social Development

Relations with Local Communities  
Social Investments



### Climate and Biodiversity

Climate Change  
Renewable Energy  
Energy Efficiency in Production  
Greenhouse Gas Emissions  
Protection of Water Resources  
Water Efficiency in Production  
Biodiversity and Natural Habitats



## Sustainability Board at Entek

**“ We are walking towards the future by adopting a pioneering vision in sustainability management.**

Sustainability management forms the basis of all strategic decisions and operations of Entek and is implemented throughout the company. In order to implement sustainability management in the most effective way, we aim to solve problems with common sense by encouraging the participation of various business units.

### Board of Directors and Sustainability Management

The Board of Directors, which is the highest decision-making body of Entek, considers sustainability risks and opportunities while determining the main strategic direction of the company. The positions of Chairperson of the Board of Directors and General Manager are held by different people. Entek's General Manager, who is also a member of the Board of Directors, is responsible for assessing sustainability risks and opportunities and developing appropriate business strategies.

### The Role of Senior Managers

Tespit edilen sürdürülebilirlik riskleri ve According to the sustainability risks and opportunities identified, senior executives take the necessary measures in their areas

of expertise. The Shared Services and Transformation Group Director leads the sustainability management bodies and carries out sustainability activities in a harmonised manner, ensures communication between relevant bodies, manages the sustainability reporting process and coordinates external stakeholder relations. The Shared Services and Transformation Group Director reports the results of sustainability activities and decisions taken to the Board of Directors and the General Manager.

Entek's Sustainability Board has the responsibility to determine the company's sustainability priorities and corporate sustainability policies and strategies by assessing the risks and opportunities identified in the social, economic, environmental and corporate governance areas. At the same time, it offers implementation and investment recommendations that will improve sustainability performance. Entek's participation in international organisations, various initiatives and compliance with these areas also fall under the authority of the Sustainability Board.

The Board regularly reports its decisions, recommendations and activity results to the General Manager and annually to the Board of Directors. In addition, the Focus Working Groups formed by the Sustainability Board are responsible for the implementation of these strategies and targets by transforming the sustainability strategies determined into performance-enhancing action plans and field studies.

# ENTEK SUSTAINABILITY BOARD

Joint Services and Transformation Group Directorate  
*(Chairperson)*

Sustainability and Life Safety Management  
*(Reporter Member)*

Information Technologies and Digital Transformation Directorate

Human & Organizational Transformation Management

Corporate Communications

Purchasing and Administrative Affairs Directorate

Energy Solutions Directorate

Deputy General Manager of Financial Affairs

Finance Directorate

Accounting Department

Trade and Production Planning Directorate

Internal Audit and Risk Management Directorate

Strategy and Business Development Directorate

Legal and Compliance Consultancy

Deputy General Manager of Production

Kocaeli Facility Directorate

Menzelet Kilavuzlu Facility Directorate

**Stakeholder Parliament**

Composition

Managing Representative  
*(Members with no voting rights)*

Business Partners

MGOs

Customers

Financial Organizations

Business World

**General Manager** → **Board of Directors**

**Focus Working Groups**

**Joint Services and Transformation Group Directorate**



# Sustainability Working Group Activity Areas

## 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  
Resource Diversity in Energy  
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  
Business Ethics and Transparency

## Occupational Health and Safety Working Group

Disaster and Emergency  
Preparedness  
Occupational Health and Safety

## Social Development Working Group

Relations with Local Communities  
Community Investments

## Relations with Stakeholders

Stakeholders	Communication Method with Our Stakeholders
Customers	Sustainability Report (annual), Market Research (continuous), Website (continuous), Social Media Shares (continuous)
Work partners	Sustainability Report (annual), Business Partners Meeting (annual), Meetings and Interviews (instant)
Suppliers	Sustainability Report (annual), Purchase Agreements (continuous), Corporate Policies (continuous), Meetings and Interviews (instant)
Shareholders	General Assembly (annual), Financial Reports (quarter), Sustainability Report (annual), Video Conferences (instant)
Employees	Sustainability Report (annual), Website (continuous) Surveys and Research (annual), Trainings (continuous), Newsletters (monthly), Corporate Policy and Guidelines (continuous), Social Media Activities (instant), Video Conference Events (instant)
NGOs	Sustainability Report (annual), Website (continuous), Social Media Shares (continuous), Social Responsibility Projects (continuous), Project Partnerships (immediate)
Local people	Social Responsibility Projects (continuous), Meetings and Interviews (instant), Complaint Line for Süloğlu Rüzgar Enerji, Menzelet and Kilavuzlu Hydroelectric Power Plants and Complaint Form (continuous) which can be accessed via the website.
Public Organizations	Sustainability Report (annual), Website (continuous), Correspondence (instant), Sector Meetings and Opinion Statements (instant), Audits (instant)
Universities	Case Studies (instant), Career Events (instant)
Media	Sustainability Report (annual), Website (continuous), Press Releases (instant), Social Media Shares (continuous)



# CLIMATE AND BIODIVERSITY

Environmental Management Approach at Entek

Our Work on Climate Risks and Opportunities

Energy and Emission Management

Entek and Renewable Energy

Water and Waste Management

Biodiversity



## Environmental Management Approach at Entek

Greenhouse gas emissions from power generation operations have a negative impact on climate change, while increasing drought and changing weather conditions due to climate change also have a negative impact on renewable energy production. Therefore, climate change is considered as a key priority within the sustainable business model.

Throughout the value chain, we are engaged in an effective fight against climate change in line with the UN Global Compact and the UN Sustainable Development Goals, of which Koç Holding A.Ş. is a signatory.

We have set our greenhouse gas emissions, energy and water consumption and waste reduction targets in line with the Dow Jones Sustainability Index.

Among the United Nations Sustainable Development Goals, “**SDG7 - Accessible and Clean Energy**”, “**SDG9 - Industry, Innovation and Infrastructure**”, “**SDG12 - Responsible Consumption and Production**”, “**SDG13 - Climate Action**” and “**SDG15 - Life on Land**” are the goals addressed within the scope of Entek Elektrik’s efforts to combat climate change. We believe in the necessity of providing energy through sustainable methods as well as ensuring the continuity of energy, which is one of the most basic needs for future generations to secure their quality of life.

We manage the environmental impacts arising from

“ Climate change is one of the leading problems the world faces today, in terms of its social and economic effects as well as its environmental dimension.

our activities and services across our value chain. In this context, **28 employees** participated in our UN Sustainable Development Goals training and approximately **122 person\*hours** of training was provided.

A total of 104 employees participated in our environmental trainings, which we organized to disseminate our environmental management approach and support our environmental culture. A total of **227 person\*hours** of training was provided on environmental issues.

In 2022, we spent **5,120,141 TL\*** on environment and investment to support our environmental performance.

*\* Also includes employee costs.*



## Our Work on Climate Risks and Opportunities

As Entek, we are constantly working to effectively assess the impacts of climate change and understand future risks and opportunities. We have conducted various analyses and studies to assess climate risks and opportunities in detail, shape our business strategies and direct our sustainability efforts.

In the climate risks analysis we conducted, we first identified the types of risks and opportunities: Regulations, technology, reputation, laws, market situation, acute and chronic physical impacts, resource efficiency and energy efficiency. Then, we defined our risks and opportunities in a way to point out our processes. By combining these definitions with financial impact, we took care to evaluate our possible risks/opportunities in a consolidated manner and prepared the **Entek Climate Risk Inventory Report**.





These analyses helped us identify the potential impacts of climate change on our facilities, operations and power generation processes. In particular, these impacts include areas such as weather conditions, water resources, energy demand and the supply chain.

Likewise, we adopt a strategic approach to identify opportunities that may develop with climate change. These opportunities include areas such as renewable energy investments, energy efficiency projects, technological innovations and sustainability-oriented business models.

This process enables us to achieve our goals of reducing our company's climate risks and maximising climate opportunities. In this context, we strictly monitor climate risks and opportunities as part of our strategic planning and adjust our business strategies when necessary.



**A Climate Risk Inventory Report** can provide a range of benefits for an organisation, including identifying climate change-related risks, strategic planning, mitigating financial risks, managing reputation, gaining competitive advantage, complying with regulatory compliance, attracting investor interest and reducing environmental impacts. For this reason, many organisations have started to prepare and use such reports to deal with climate change.

# Impact of the Climate Risk Inventory Report

## Risk Assessment

The Climate Risk Inventory Report helps the organisation identify its potential risks related to climate change. These risks clearly define how they could affect the organisation's operations, assets and supply chain.

## Strategic Planning

The information presented in the report can help the organisation to develop strategies to deal with climate change and these strategies can help the organisation to achieve its long-term sustainability goals.

## Financial Risk Mitigation

Climate change can create financial risks for organisations. The Climate Risk Inventory Report helps to identify these risks and assesses the financial impact of these risks. Based on this, the organisation can take appropriate measures to mitigate financial risks.

## Reputation Management

Acting as a responsible organisation in relation to climate change can enhance an organisation's reputation. The Climate Risk Inventory Report demonstrates the organisation's commitment to doing sustainable business by assessing its environmental and social impacts related to climate change.

## Competitive Advantage

Organisations that pay attention to their climate-related responsibilities can gain a competitive advantage in sustainability. The Climate Risk Inventory Report emphasises this advantage of the organisation.

## Regulatory Compliance

Many countries are tightening regulations on climate change. The Climate Risk Inventory Report can facilitate an organisation's compliance with these regulations.

## Investor Interest

Many investors prefer sustainable and climate-friendly institutions. The Climate Risk Inventory Report may attract the attention of these investors and offer new investment opportunities.

## Reducing Environmental Impacts

The data presented in the report can help the organisation understand and reduce its environmental impacts. This in turn can encourage more sustainable use of natural resources.

## Energy and Emission Management

“ In 2022, we reduced the total of our Scope 1, 2 and 3 emissions by 63,616 Tons of CO<sub>2</sub>e compared to 2021.

Energy and emission management plays a critical role in achieving sustainability goals. Energy efficiency, renewable energy utilisation and emission reduction strategies provide significant environmental and economic benefits. In this context, we focus on using our resources more efficiently and reducing our environmental impact by attaching great importance to energy and emission management. We optimise our processes and carry out efficiency studies in order to continuously reduce the energy used in our production activities and the emissions released as a result of our operations.

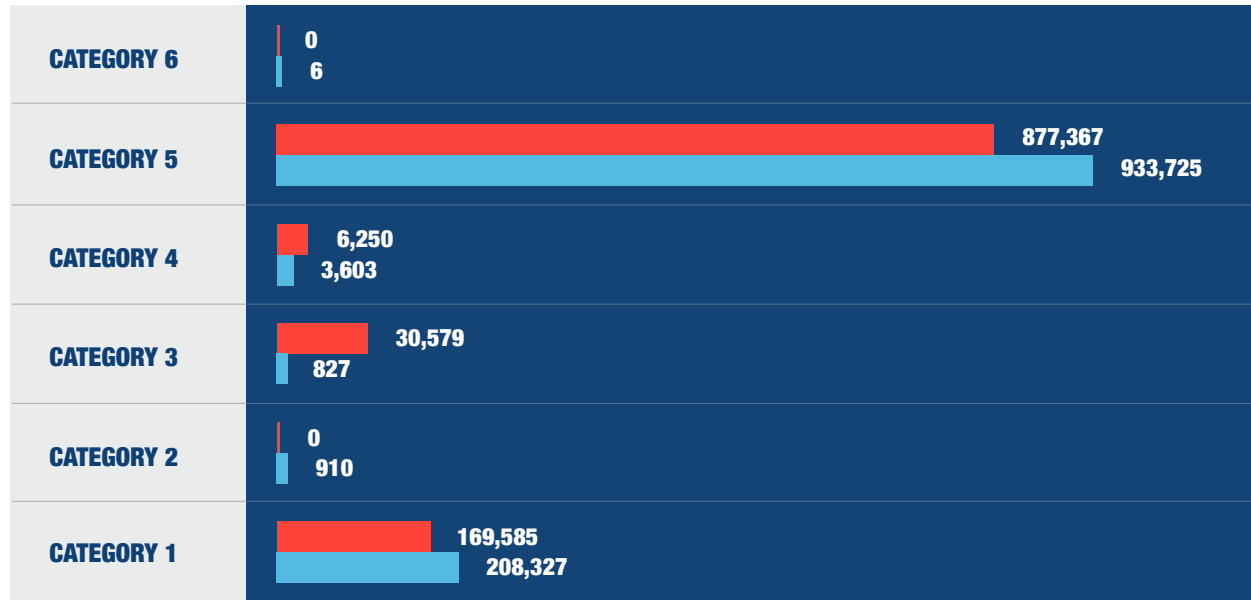
To support these efforts, we provide awareness trainings on energy and emission management for our employees and reduce climate risks. We also aim to have a broader impact on energy and emission management by favouring local suppliers in our supply chain and using sustainable materials and resources. Therefore, we will continue to continuously invest and progress in energy and emission management.



We implement the requirements of ISO 14064 Greenhouse Gas Calculation and Verification Standards and ISO 50001 Energy Management System in energy and emission management. Our energy consumption per generation was 574 kWh/MWh in 2022. In hydroelectric power plants, energy consumption per generation has been reduced since 2018. In our natural gas electricity generation facility, cost, resource efficiency and emission reduction are achieved through energy recovery from waste heat. In 2022, we zeroed our Scope 2 emissions with **942 tonnes** of CO<sub>2</sub>e renewable energy certificate (IREC). In addition, we reduced our total scope 1 and scope 2 emissions, which were determined as **209,238 tonnes** of CO<sub>2</sub>e, to **169,585 tonnes** of CO<sub>2</sub>e in 2022, a 19% reduction.

## Greenhouse Gas Emissions by Category (tonCO<sub>2</sub>e)

■ 2022 ■ 2021



The majority of our portfolio consists of hydroelectric power plants, and climate change and greenhouse gas emissions are of great importance for us. Changes in precipitation regimes, extreme temperatures increasing evaporation, wind speed above or below the optimum operating range, extreme cold temperatures causing ice load, and many other weather conditions directly affect power generation and lead to financial losses. Energy and emission management not only helps our company achieve its environmental sustainability goals, but also reduces our costs, increases our competitiveness and creates a solid foundation for long-term success.

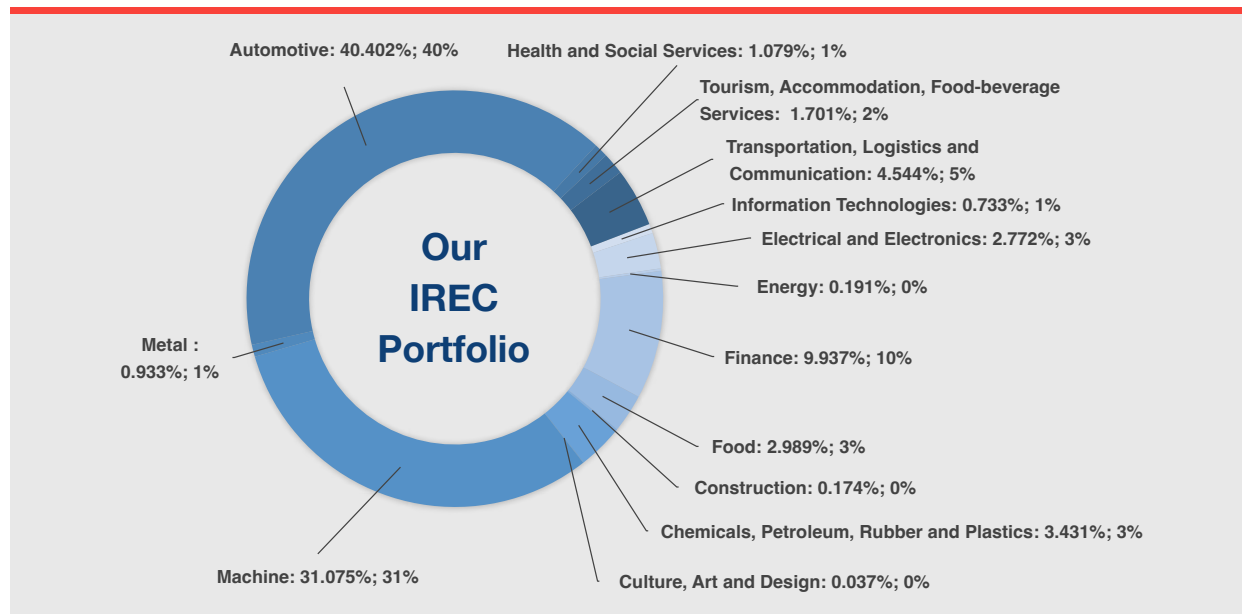
Climate change is one of the biggest threats we face at the global level, and it constitutes a priority area of responsibility for us in terms of both the negative effects of global warming on our operations and the opportunities offered by renewable energy and low carbon technologies. As Entek, we are determined to fulfil our responsibility in the fight against climate change. While increasing our production capacity to meet the need for energy supply security and energy independence, we are also working to minimize our impact on the climate by turning to renewable energy sources in our investments.

Kumköy, Damlapınar and Kepezkaya HEPP facilities, which produce in the renewable energy portfolio, are registered in the VCS system and generate emission reduction credits. The projects that have completed the first credit period are planned to continue to produce emission reduction certificates in the second credit period for the next 10 years. The average annual emission reduction of the 3 projects is approximately 120,000 tonnes CO<sub>2</sub>e.

In 2021, Suloğlu Elektrik Üretimi A.S., which joined our portfolio, is registered in the Gold Standard system and can produce certificates that can reduce carbon emissions by approximately 140,000 tonnes of CO<sub>2</sub>e.

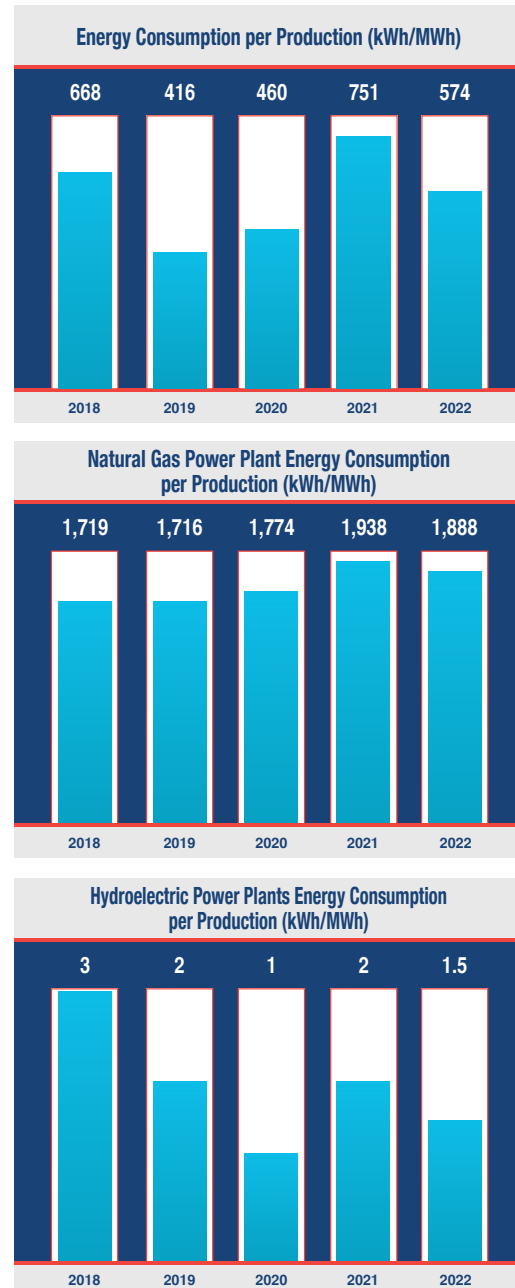
Our Azmak and Menzelet Kılavuzlu power plants are registered to the I-REC (International Renewable Energy Certificate) system within the scope of renewable energy certificates and can convert their entire annual production into I-REC certificates. These certificates are offered by Eltek to end consumers within the scope of reducing scope 2 emissions.

Controlling and reducing greenhouse gas emissions as well as pollutant air emissions are among our environmental protection activities. Among our production facilities, only Kocaeli Natural Gas Cycle Power Plant generates a significant amount of air emissions. We control these emissions in line with the relevant legal regulations. We carry out emission measurements with continuous emission measurement devices located in facility chimneys.



## Entek and Renewable Energy

The need for a multi-faceted response to the climate crisis, and the global nature of this need, has increased the demand for renewable energy sources. The transition to renewable energy not only enables us to achieve our environmental sustainability goals, but also strengthens our long-term financial performance. The main objective of the European Green Deal adopted by the European Union on sustainability and combating climate change is to make the EU climate neutral by 2050 and to create an environmentally friendly and sustainable economy. It also aims to reach the 2030 targets with the “Fit for 55” legislative package. We are involved in many strategies, targets and packages aiming to reduce and eliminate emissions, increase energy efficiency and renewable energy investments by analysing our climate risks and opportunities. As Entek, we are working to reduce the financial impacts of our transition risks and physical risks by following the TCFD (Task Force on Climate-related Financial Disclosures) guidance. In addition, within the framework of the Border Carbon Regulation Mechanism, Emission Trading System and taxonomy, which are expected to be a series of regulations in our country in the near future; carbon pricing studies and net zero targets will further increase the value of renewable energy assets. As Entek, we aim to reflect our leadership in sustainability and combating climate change in a way to meet the need and to be stakeholders in the journey of companies towards net zero emission targets.



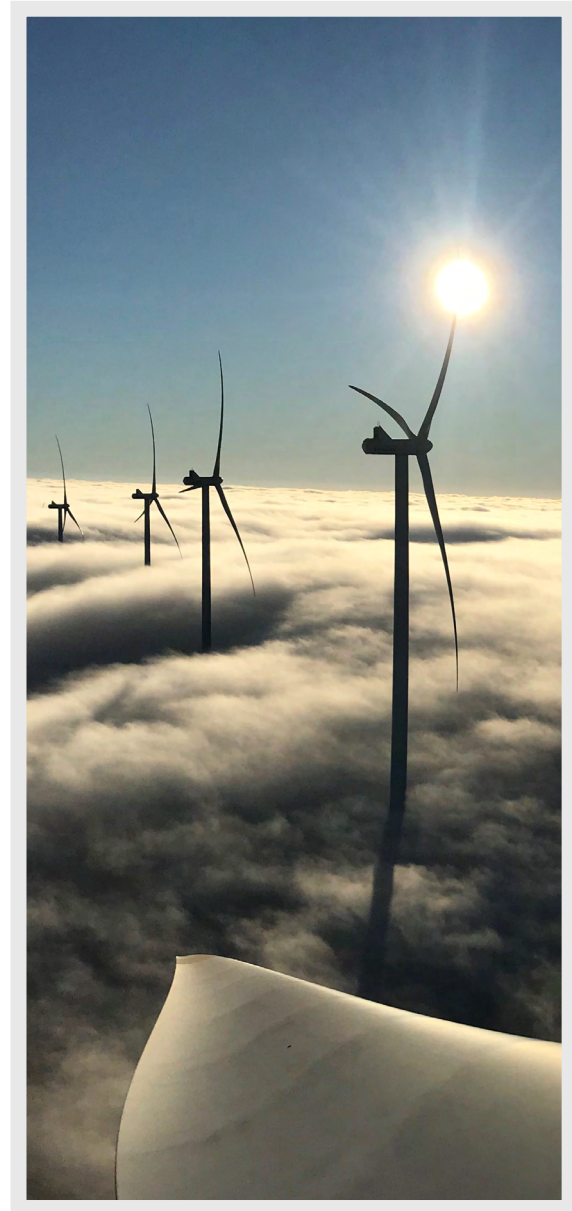
## Projects for Transition to Low Carbon Economy and Energy Efficiency:

In 2022, we carried out many projects and studies focused on efficiency and investment for transition to a low carbon economy. We completed **8 energy efficiency projects** in our facilities. We focused on increasing our investment efforts in licensed renewable energy facilities and the number of employees in this context.

We received a 6 MW capacity increase in our Suloğlu Wind Power Plant and applied for a **20 MW Hybrid Solar Power Plant**.

We managed the annual periodic maintenance of all our facilities, medium and high voltage maintenance, **Azmaç-1 HEPP Unit-2, Azmaç-2 HEPP Unit-1, Kumköy HEPP Unit-2, Menzelet HEPP Unit-4, Kılavuzlu HEPP Unit-2 rehabilitation works**, installation of CMS to the turbines of **Suloğlu WPP**, maintenance and controls on turbine blades and replacement of coolants of cooling exchangers in all turbines.

We saved **145,000 Sm<sup>3</sup> of natural gas, 800,000 tonnes of water and 788.3 MWh of energy** annually through the energy efficiency projects we implemented.





## Kocaeli Natural Gas Power Plant

Reliability, availability and efficiency increase were targeted by renewing the BMS (Burner Management System) and CCS (Combustion Control System) automation systems in the Auxiliary Steam Boiler. As a result of this work, with a total investment of € 89,000, an annual natural gas saving of 145,000 Sm<sup>3</sup>, and a financial saving of 3 million TL according to the BOTAŞ December 2022 tariff is expected, considering the current operating conditions of the boiler.

It was aimed to reduce water and chemical consumption costs by renewing the water treatment model according to the new working conditions and mains water characteristics (Grey Water). According to the current operating conditions of the plant,

800,000 tonnes of water was reconditioned annually and savings were achieved.

With the project of replacing the existing low efficiency electric motors with efficient electric motors in our power plant, 95 MWh annual savings were achieved.

## Menzelet HEPP - Main Power Transformer Cooling System Improvement

With the improvements made in the cooling system of the power transformers in Menzelet HEPP, unit efficiency loss was prevented and a total of 576 MWh efficiency was achieved in 2022. In addition to protecting the environment, financial savings of TL 846,000 were also achieved.



## Edirne Süloğlu Wind Power Plant - Transition to LED Lighting in Outdoor Lighting

Annual savings of 16,557 kWh were achieved by replacing the lighting used in outdoor lighting, which cause high energy consumption, with LED luminaires.

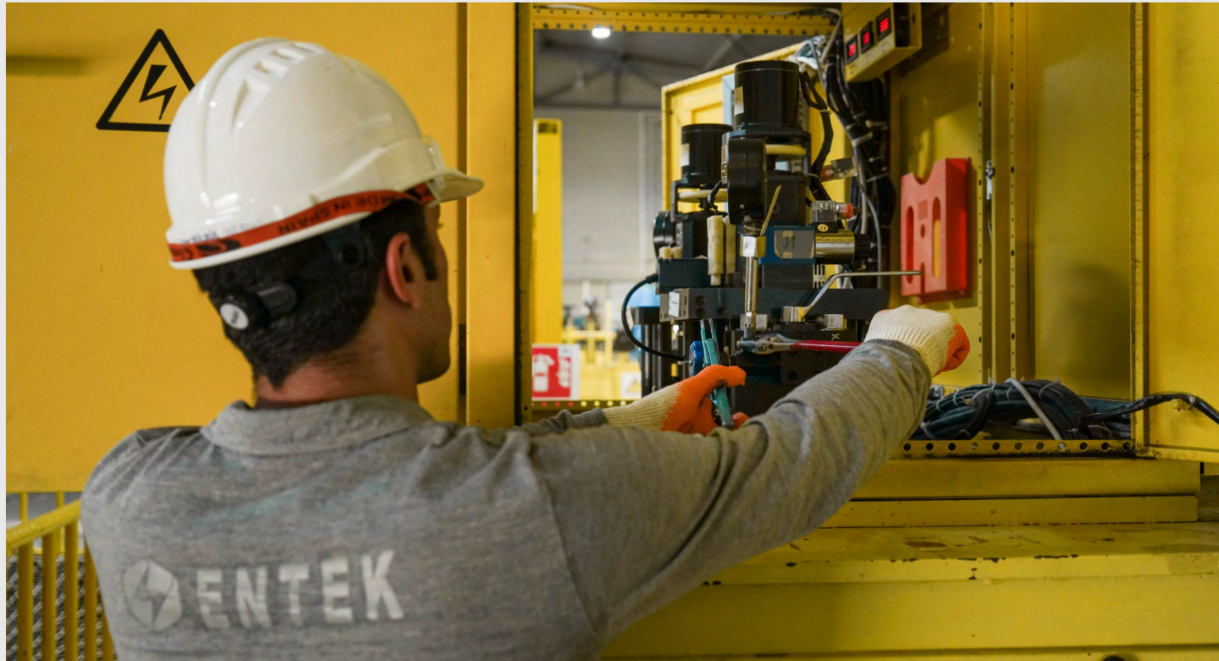
## Rehabilitation of Kepezkaya HEPP Cooling Water Backwash Filters

The backwash filters in the cooling water system of 2 units in Kepezkaya HEPP were rehabilitated

and the engines became more energy efficient. Approximately 24.8 MWh energy saving was achieved for 2 units in 2022.

## Improvement Works of Azmak-1 and Azmak-2 HEPP Cooling Water Pumps

With the replacement of Azmak-1 HEPP and Azmak-2 HEPP cooling water pumps with pumps with lower energy consumption and the improvement of the cooling water line, a total of 76 MWh savings were achieved annually.

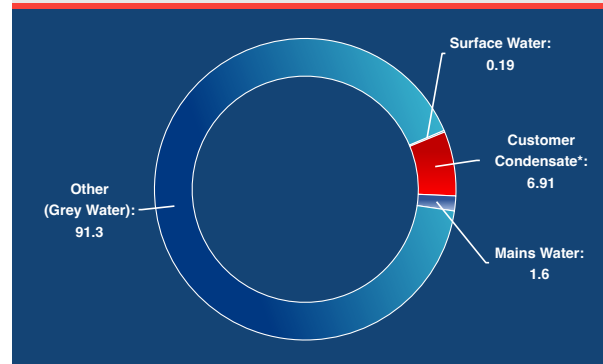


## Water and Waste Management

As Entek, we care about the sustainable and effective use, protection and management of water resources. Climate change has negative impacts on water resources and triggers water stress. We carry out our activities by using water efficiently and managing waste in the most effective way. We formulate water management strategies in line with climate change risk and opportunity assessments. We monitor the protection and sustainable use of water resources and ensure access to water, and maintain our main goals of continuously reducing our water withdrawal amount, increasing the share of recycled water resources in water withdrawal and reusing more water. Accordingly, we continuously improve our systems to minimize our water consumption. At the same time, we create awareness in the use of water and encourage water saving.

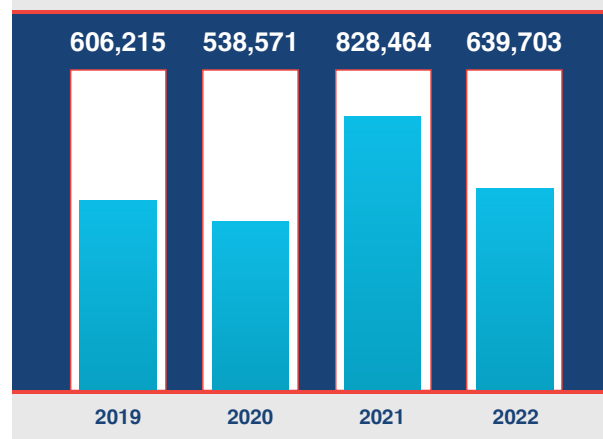
There is no significant water consumption in our hydroelectric and wind power plants due to the process. The only location where water is used as a source in production is Kocaeli Natural Gas Cycle Power Plant. Water consumption at the plant changes in parallel with energy production. However, we aim to continuously reduce our consumption level through efficiency studies and measures taken to prevent leakage and losses.

**Water withdrawal by source (%)**



\*It refers to the condensate water returned from the customers who are supplied with steam.

**Total Water Withdrawal (m<sup>3</sup>)**



In line with our principle of responsible use of water resources, we ensure that the grey water we purchase is treated and used in our operations. In this context, we recovered 627,672 m<sup>3</sup> of water in 2022. Thus, we use more than 90% recovered water instead of clean water resources.

We support the protection of water and water resources by providing the necessary technologies to protect water at its source and by using water efficiently. In 2017, with the inclusion of Azmak Hydroelectric Power Plants in the company portfolio, we installed separators to prevent oil leaks from entering the water. In 2018, with the inclusion of Kilavuzlu and Menzelet Hydroelectric Power Plants in the Entek portfolio, we implemented the same

practices. In addition, in 2018, within the scope of the Environmental and Social Action Plan (ESAP), we developed a Downstream Impact Assessment and Management Plan to prevent impacts on livelihoods downstream of Menzelet and Kilavuzlu Hydroelectric Power Plants.

We aim to prevent the pollution of the water, whose source we try to protect, with our use and to recycle the waste generated by separating it. In all this process, we discharge wastewater at the pollution levels specified in legal permits, without harming the biodiversity in the natural receiving environment. In 2022, we discharged a total of 223,968 m<sup>3</sup> of wastewater.

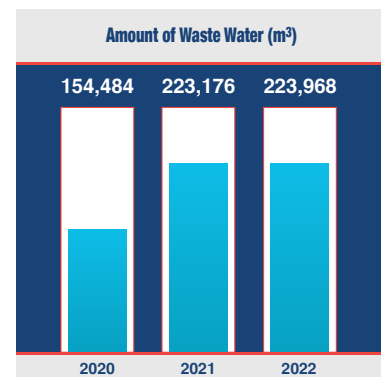
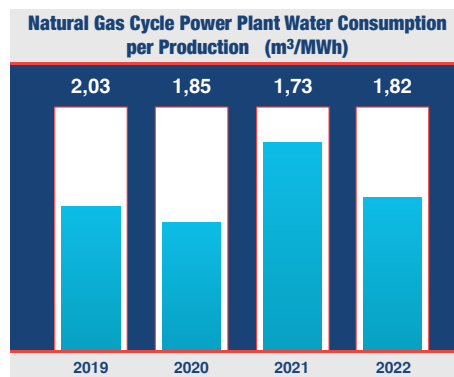
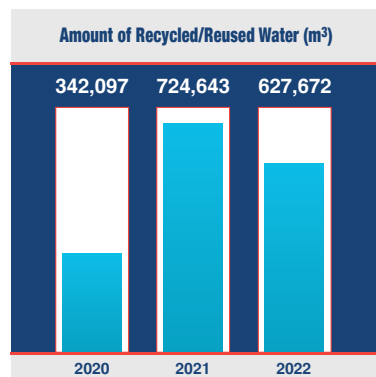


As Entek, the amount of waste generated in our operational processes is lower than other production techniques thanks to the fact that the majority of our production is based on renewable energy. We separate the waste generated as a result of our activities at the source and manage it with methods suitable for its type. In 2022, our activities generated a total of 117 tonnes of waste, 52 tonnes of hazardous waste and 65 tonnes of non-hazardous waste. We reduced our waste generation by approximately 30% compared to the previous year. In 2022, we did not have any waste disposed of, and we recycled all our hazardous and non-hazardous wastes. In line with our goal of obtaining zero waste certificates in all our facilities, the certification of 6 of our facilities has been completed and an application has been made for 2 of our facilities.

We aim to fulfil 100% of our commitment to end the consumption of single-use plastics in 2023 in line with the goal of the Koç Group to the Business World Plastics Initiative (BPG) established by

TÜSİAD, Global Compact Turkey and SKD Turkey, of which Koç Holding is a signatory. In this context, we stopped the purchase of single-use products, switched to alternatives such as purified water, flasks and thermos, and reduced our single-use plastic ratio by 50% in 2022 compared to 2021.

“ Our total amount of water withdrawn in 2022 was **639,703 m<sup>3</sup>**, decreasing by approximately **22.8%** compared to the previous year.

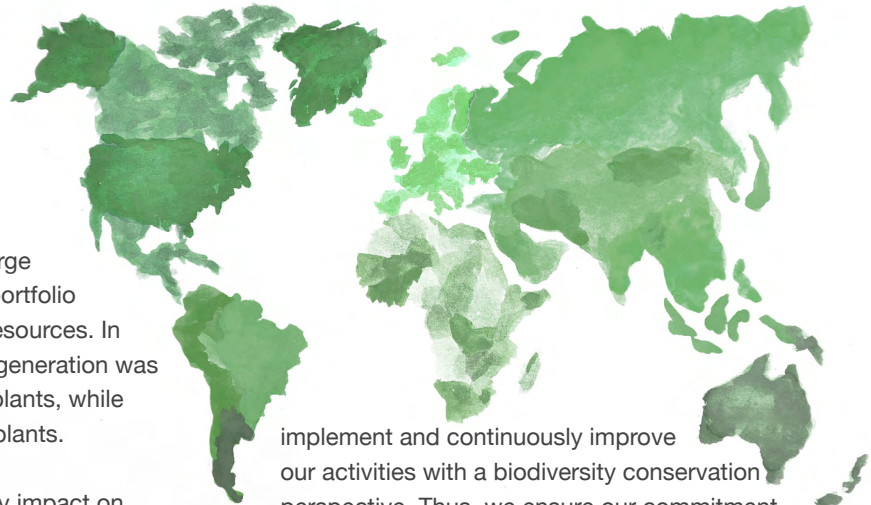


## Biodiversity

When we analyse our 2022 electricity generation statistics, we see that a large proportion of our energy generation portfolio consists of environmentally friendly resources. In this period, 64.1% of total electricity generation was generated from hydroelectric power plants, while 15.9% was provided by wind power plants.

Our activities in 2022 did not have any impact on areas with special status for biodiversity. However, since facilities such as HEPPs and WPPs are installed in areas with specific biodiversity value, they can have potential impacts on both the water resources they are located on and the terrestrial and air life around them. Therefore, it becomes critical to carefully monitor and manage the environmental impacts of these facilities. While we focus on the ecological balance of water resources and the sustainability of aquatic life in HEPPs, we take into consideration the processes that have the potential to create negative impacts in sensitive areas such as bird migration routes in WPPs, and fulfil our legal responsibilities and all requirements.

As Entek, we are aware that we have a high level of responsibility for the protection of biological richness in the areas where we operate. For this reason, we adopt our operations, minimising the negative impact on the environment and not harming biodiversity as our basic principles. We take measures and develop projects to design,



implement and continuously improve our activities with a biodiversity conservation perspective. Thus, we ensure our commitment to protecting biodiversity.

In all our hydroelectric power plants, we carry out our water quality monitoring activities meticulously in accordance with both the requirements of environmental legislation and site characteristics. In this context, we carry out water quality monitoring at the points we have identified downstream and upstream of the water resources where our power plants are operated. With this monitoring, we aim to ensure that water quality is analysed accurately, any negative impacts are detected and intervened when necessary. With the new facilities we have added to our organisation, we continue to implement technological investments and innovative practices in line with the aim of protecting nature. In this process, we aim to minimize our operational impact by increasing the use of environmentally friendly technologies. Going forward, we will continue to focus on innovation for environmental sustainability and protection of biodiversity.

For example, with the inclusion of the Azmak HEPP group in our portfolio, we built specially designed passages for fish, ensuring that they can continue their lives unharmed. With the inclusion of the Menzelet and Kılavuzlu Hydroelectric Power Plants in our portfolio, we are conducting studies to monitor surface water quality at the dam and HEPP areas, with points determined upstream and downstream of the dam area. Likewise, we investigated the effects of the projects on aquatic organisms by considering the habitats preferred by fish species in the Menzelet and Kılavuzlu dams and HEPP areas. With the results we obtained, we prepared the “Aquatic Ecosystem Study and Assessment Report”. In order to confirm the protection status of the aquatic ecosystem elements in the project impact area during the relevant report process; extinction risk assessments of the species were made according to national and internationally determined criteria. The International Union for Conservation of Nature (IUCN) Red List of Endangered Species was used in these assessments.

We regularly evaluate our ongoing potential impact parameters and take the necessary measures to ensure that our impact remains at a minimum level. In this context, an important aspect of our efforts to support biodiversity is the afforestation works we carry out in the regions where our activity sites are located. We continued these efforts in the reporting period and planted a total of 345 trees at all Entek locations, including the Suloglu WPP activity area and its vicinity, which joined Entek in 2022. With the work we carry out, we aim to contribute to the protection of natural ecosystems and increase biodiversity.



As Entek, we carry out our activities by focusing on environmental sustainability. Our efforts to support and protect biodiversity are part of our goal of leaving a healthier and richer natural environment to future generations.

**The number of trees  
we have planted in the  
facility areas since 2017 is**

**5,420**





# **WORKPLACE APPLICATIONS**

Inclusive Workplace and Diversity

Employee Development

Our Talent Management Practices

Ethics and Compliance

Human Rights

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We care about the welfare of our colleagues, who are among our most valuable stakeholders, and their sense of happiness and trust at work. We carry out our activities on the axis of People, Culture and Transformation with our policies and procedures that maximise the performance of our people and culture management. We are aware that a work environment that is inclusive and diverse, focused on continuous development and where employee experience is prioritised are important values that support our sustainability journey. As one of the leading companies providing this environment, we continue to continuously improve our practices. As Entek, we build our culture within the framework of Sustainable Development Goals and support the career goals of our employees with this approach. By offering development opportunities for qualified training, we open space for innovative and creative ideas that add value to our sphere of influence. We believe that our corporate culture shaped with this understanding creates a happy and safe working climate for our employees where they can develop

themselves, reveal their creativity, and are supported in the realization of their ideas.

We support the well-being of our employees with various benefits. For this reason, we financially empower our employees during leave and holiday periods, winter season and special days. Additionally, we carry out studies to improve the experiences of our employees within Entek and in their personal lives, with the application of Flextra flexible benefit application, Koç Ailem Membership, Koç Retirement and Assistance Fund Foundation Membership, complementary health insurance, Koç Retirement and Assistance Fund Foundation Private Health Insurance, employer-paid BES, online psychologist and dietician application, Koç Community Sports Club membership, flexible transportation support, meal card, ergonomics kit and gift certificate for working from home, My Company is With Me at the Best Moments and the Valuable Rewarding Application for Every Moment I Make a Difference in My Company.

## Inclusive Workplace and Diversity

As Entek, we find it very important to maintain a work environment of inclusiveness and diversity that exists in our culture. We take care to shape our employee experience practices, company policies and procedures within this framework, and we always strive to take creativity and synergy one step further. This culture brings together different perspectives, talents and competences and creates an environment that enables our employees to fully realize their potential.

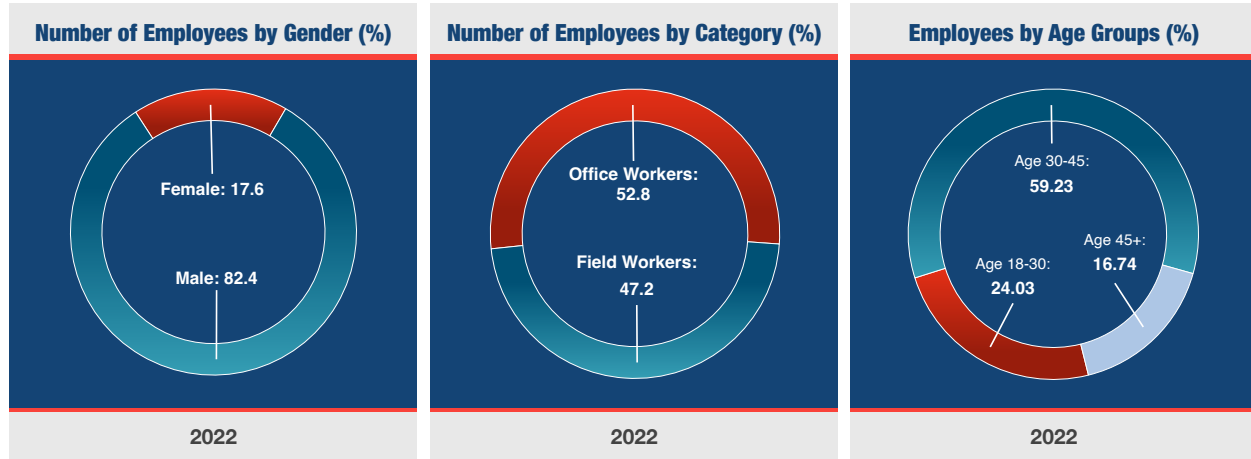
We do not allow discrimination based on ethnic origin, religion, language, race, age, gender, sexual orientation, nationality, disability or cultural differences among our employees, and we adopt a fair and merit-based approach. The fact that in 2022 there were no cases of discrimination in our company is also an indication that our employees are in a working environment based on ethics, respect and justice. We encourage the participation of all our employees in their experiences and decision-making processes.

We continue to be one of the signatories of the **Women's Empowerment Principles (WEPs)**, established in cooperation with the **UN Global Compact** and the **UN Entity for Gender Equality and the Empowerment of Women (UN Women)**. For strong societies and economies, we strive for a business environment created to unlock the potential of women and contribute to their development.



In line with our aim to ensure equal opportunities and increase women's employment, we implement workplace practices that facilitate the working life of our female employees. In this context, we prioritise the selection of female candidates among equally qualified candidates who make it to the final stage of our recruitment process. Furthermore, we offer monthly cash nursery allowance to our female employees who have children of nursery age in order to facilitate their business life. With our workplace practices sensitive to gender equality, we support the WEPs principles set forth to guide the private sector in promoting equal opportunities in the business world.

As Entek, we are aware that an important indicator of equality in the workplace is equality in terms of wages. In this direction, we adopt an equal pay for equal work approach in our workplaces. With this policy, we measure the difference in remuneration between male and female employees, defined as "**Gender Pay Gap**", and provide equal pay for equal work. We support the realization of gender equality through practices that support women's employment and career development.



## Employee Development

Employee development is critical for our company to succeed and maintain its competitive advantage. Continuous improvement of employees' skills, knowledge and experience provides significant contributions at both individual and corporate levels. We are aware that our employees have a significant impact on our success with their talents and efforts. Accordingly, we contribute to strengthening the personal and professional competences of our colleagues and support them to increase their success by raising their motivation.

At Entek, competency development starts from the moment of employment and continues throughout the time spent in the company, supported by different processes. Entek competencies are determined in parallel with the needs of today, the future and us, and are shaped to strengthen the behavioural and professional competencies of our employees with our equal and inclusive training and

development practices. We make training plans with a holistic perspective in line with the demands of our employees, the opinions of managers and competency development maps. Within the framework of the “**Talent Forward Talent and Career Development**” programme we have implemented, we create position-based competency development maps of our colleagues from the day they start working and determine their development areas. In addition to vocational and technical trainings organized according to needs, we also organize behavioural trainings such as critical thinking training and self-awareness training. Our personalised feedback sessions, coaching and mentoring support continue throughout the year. We support the development of our employees with many training and development practices such as technical, leadership and behavioural competency trainings, the Koç oğue **Performance Development System**, the “**Idea-Get, Idea-Give**” mechanism, and trainings on getting to know ourselves and our environment.

EntekCampus, our training platform, which we have created for our employees to easily access training and talent development programmes, where we strive to perfect their experience and development, offers a pleasant digital experience with its features such as internal trainer module, training library, development roadmap and rich content. By integrating EntekCampus with Koç Dialogue, our performance system, and Talent Forward, our career and talent development system, we offer an end-to-end holistic development process to all our field and office employees.

Our career progression process is based on our new generation work culture. Our culture aims to continuously develop our employees and emphasises the added value and impact created.

We support horizontal and agile working focused on creativity and innovation, away from traditional decision-making processes. We attach importance to the added value and impact created through our talent development programmes that support our continuous development-oriented and dynamic business culture, and we support our employees in their career journeys.

With our Future Is Yours Internship Programme, we offer our potential colleagues an experience opportunity focused on dynamism, training, rotation, initiative, abundant learning, project development, socialisation and network development, and we give priority to our Future is Yours interns in our new graduate recruitment.



## Our Talent Management Practices



We guide our employees with our talent management practices to recognise their strengths, realize their potential, where this potential can take them and how they can improve their competencies. Within the scope of Talent Forward, the Entek Career and Development System we have developed in this context, EntekCampus can be used to reach the Development Goals (OKR) determined by the Koç Dialogue Performance System, and our employees can meet with the People, Culture and Transformation Team in a chat environment by making new development suggestions. The People, Culture and Transformation team supports our employees by making recommendations for development needs. In addition, we encourage our colleagues to rotate with our Talent Forward

talent development system and ensure a strong talent transfer within Entek. We announce all our advertisements through our internal resources by sharing them on Koç Kariyerim. By supporting rotation in our talent development culture, we increase the motivation of our colleagues with rotation opportunities both within Entek and within the Group. We announce our open positions to be created in new plant purchases and newly established teams within the company, and we primarily evaluate our internal candidates. In 2022, the number of positions filled with internal candidates is 9.

As part of our development culture, we provide guidance on career opportunities and Human

Resources Consultancy for our mid-level and first-level managers.

We carry out our training and development process with EntekCampus, which we have moved online as part of our digital transformation. The EntekCampus platform is supported by video-document trainings and employees can easily participate in these trainings. With this system, we have created a channel where our colleagues can transfer their training and development needs and follow their development in order to achieve the development goals they have created in the Koç Dialogue system.

EntekCampus, where we strive to perfect the experience and development of our employees, offers a pleasant digital experience with features such as talent development programs, training library, development road map and rich content. With EntekCampus, our employees can directly submit their requests for various trainings, especially technical competence, occupational health and safety, vocational trainings, which are published in the catalogue and recommended, and can request new training when they cannot find the training that suits their needs in the catalogue.

	2020			2021			2022		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
Total number of employees trained in our company	11	99	110	27	163	190	59	224	283

In 2022, a total of **7,832 person\*hours** of training was provided, 34 hours per person.

	2020			2021			2022		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
Training hours	1,040	5,190	6,230	1,595	7,216	8,811	1,679	6,153	7,832
Average training hours per employee per year	43	38	38	59	44	46	41	32	34

In 2022, we provided a total of **1,986 hours** of training with our training programs for employees and managers.

## Our Training Program Contents for Employees and Managers

At Entek, we support our managers and manager candidates with leadership trainings and guide their development. We plan the development journeys of our colleagues with the trainings we organize every year with our collaborations with institutions such as Koç University, HBS, Emeritus, Yeni Bir Lider Association.

Within the scope of our Entek Agile Transformation journey, we both learn agile working principles and spread agile culture. We train Agile Coach, Scrum Master, Product Owner within the organisation and ensure that our colleagues acquire different competencies.

We increase our colleagues' accessibility to training by increasing our online training platform agreements.

In line with our agile way of doing business, we apply OKR (Objectives and Key Results) based performance evaluation. In this context, the objectives can be continuously updated throughout the year and can be rapidly shaped according to changing needs. Instead of a mechanical measurement, performance evaluations are carried out in a multidimensional manner and as a result of calibration meetings to ensure equivalence throughout the company. We monitor the performance of our employees for regular career development evaluation.

	2020			2021			2022		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
Total number of employees subject to regular performance and career development evaluations	24	137	161	27	163	190	41	192	233

## Employee Engagement

We increase the motivation of our employees with a fair working environment, career development opportunities and support for employee participation in management. As Entek, we offer our employees a working environment where they can enjoy their work, be productive, improve themselves, feel happy, healthy, successful and safe.

We improve our processes and practices carried out under the leadership of our People, Culture and Transformation unit by communicating with our colleagues and evaluating their opinions and suggestions together. We create spaces where our employees can share their feedback, complaints and opinions. Our employees can anonymously share the feedback they want to share through the Open Door Listening portal, which we launched in 2020. In 2022, we received a total of 9 feedbacks and finalised all of them by taking action. In this way, we can see the areas for improvement more clearly and have opportunities to improve our practices. We do not focus only on certain areas in our practices, we develop them by holistically evaluating the differentiating needs of our employees.

The active participation of employees in the design of applications and transparency are very important in creating an environment of trust and satisfaction at work. In 2020, we established our employee experience team in order to improve all our processes and practices related to employees from their perspective. This team includes the Group



Director of Shared Services and Transformation, the People, Culture and Transformation team, as well as colleagues from Corporate Communications, Administrative Affairs, Sustainability and Life Safety, Digital Transformation and Information Technologies and Trade teams. We have also established an experience team consisting of employee experience officers from our different locations to support the main team and convey the demands and suggestions of employees to the main team. Through this team, we are able to take quick actions by using various listening mechanisms.

As Entek, we prioritise employee satisfaction and shape our work with this perspective. This year, 180 employees participated in our Employee Satisfaction Survey, which we have been conducting since 2018 in order to see the results of our efforts and improve our aspects open to improvement. Our Employee Satisfaction score was measured as 84.0% in 2018, 88.7% in 2019, 88.0% in 2020, 87.3% in 2021, and 90.6% in 2022.



## Our In-Company Applications

### My Company Is With Me In The Best Moments

We support our employees with gifts and communication activities during special times such as marriage, birth, and children's day.

### We Are Aware, We Are Equal

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 life.

### We Are Safe Together

We encourage the establishment of an Occupational Health and Safety culture and a safe working environment in all our areas of activity and uncompromising compliance with Occupational Health and Safety standards. The most important priority for us is our health and safety.

### Every Moment I Make a Difference in My Company is Valuable

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 life.

### Agile Transformation Team

We continue our awareness and communication efforts regarding the benefits of this culture from an agile perspective within the company. We act with the vision of adopting and disseminating the agile transformation culture within the institution, which will support our organizational structure where hierarchy is minimized and silos are absent.

We ensure that our employees are informed about all company activities through our internal communication activities. In order for our colleagues to feel mentally and physically healthier, we offer unlimited and free of charge online psychologist and dietician experience with the institutions we have contracted with.

We come together regularly through webinars to cope with stress and anxiety and to raise individual and social awareness on all issues.

The Microsoft Viva Insights application, which we have implemented in line with our sensitivity to work-life balance, supports our colleagues to work more efficiently by determining their focus times. We also organize trainings such as first aid, driving safety and ergonomics to ensure that our employees are healthy and safe in both their work and private lives.

## Our Other Applications and Projects Focused on Employee Experience

“Entek X Flexibility” Flexible Working Hours and Days Model with the theme of Future of Work at Entek

Socialization events within the team

“Home Office Experience” for the ergonomic needs of hybrid and fully remote workers

Social Clubs (Sailing, camping, gastronomy, etc.)

Performance Based Bonus System

“The Moment I Make a Difference in My Company is Valuable” recognition, appreciation and reward system

“Inter-Facility Recognition & Experience Transfer Tours” that support our culture of rotation, development and learning from each other

Internal department introductions and communication meetings

Employee experience application “Microsoft Viva Insight”



## Ethics and Compliance

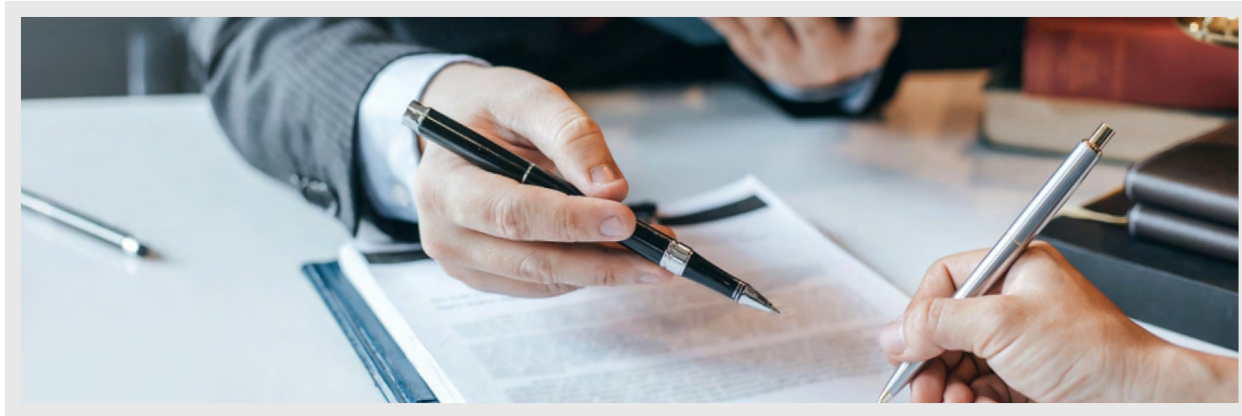
As a Koç Group company, Entek continues to carry out its activities in its relations with all its stakeholders and in its business life in accordance with the words of our founder, the late Vehbi Koç, “It is our principle to act in good faith and understanding in all our relationships, in order to provide fair and mutual benefit, and to always comply with the laws and ethical rules” Since its establishment, Entek continues to carry out its activities in accordance with ethical values, transparent and fair business conduct, laws, universal and standard principles; giving importance to social responsibility projects and universal human rights. Within this framework, the compliance programme carried out throughout the Koç Group was approved by the Boards of Directors of Entek and its subsidiary companies in 2021 and entered into force.

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



**Within the framework of the compliance program, the Code of Ethical Conduct and Implementation Principles (“Ethical Principles”) have been updated. The following basic topics were addressed with the Ethical Principles:**

- 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 Code of Ethics, Human Rights, Anti-Bribery and Anti-Corruption, Sanctions and Export Controls, Donations and Sponsorship, Gifts and Hospitality, Supply Chain Compliance, Community Investment and Competition Law Compliance Policies (collectively “Compliance Policies”) were put into effect. You can reach our Ethical Principles and Compliance Policies [from here](#).

All Entek employees and managers are obliged to act in accordance with the Ethical Principles and Compliance Policies. All business partners of Entek are also expected to act in accordance with the principles and principles in the Ethical Principles and Compliance Policies to the extent applicable. Any situation contrary to the Ethical Principles and Compliance Policies can be reported to the Entek Ethics Line managed by an independent service provider. All Entek employees and stakeholders can also report to the Entek Ethics Line anonymously if they wish.

As Entek, we attach critical importance to ensuring a business environment based on the principles of ethics and integrity. We organize training activities to maintain and continuously improve awareness of ethics and compliance. In 2022, 245 employees received training on ethical principles and a total of 377.7 person\*hours of training was provided on ethical principles. Thus, our employees have the opportunity to develop practical competencies on how to exhibit behaviour in accordance with ethical values and how to deal with suspicious situations. Our Company also provides regular training to its employees on anti-bribery and anti-corruption and aims to raise awareness. Our trainings include content that increases the level of knowledge and awareness of our employees to ensure that they fully understand the laws and rules on anti-bribery and anti-corruption. In 2022, 239 employees received anti-bribery and anti-corruption training. A total of 173.6 person\*hours of anti-bribery and anti-corruption training was provided.

In order to prevent conflicts of interest, it is aimed to prevent employees within Entek from obtaining benefits for themselves or their relatives by abusing their titles or authorities. In order to ensure this, our business partners are required to inform the relevant manager and Entek Legal and Compliance Consultancy in case of kinship or other closeness with the persons in the primary decision-making position in their commercial activities related to Entek. In addition, business partners should not enter into personal relationships between Entek employees and themselves that may lead to a conflict of interest or damage Entek's reputation. Business Partners and their employees can report their concerns directly to the Ethics Hotline without any retaliation or reprisal. As explained in detail below, since the Ethics Line operates in integration with Koç Holding, if a complaint regarding a conflict of interest is made to the system, Koç Holding will indirectly be aware of this complaint.

The Ethics Line is a system that aims to detect any action contrary to the Ethical Principles and Compliance Policies and to eliminate the risks arising from violations. This line operates in integration with an independent and international system. The anonymity of complaints with line extension is essential. The Ethics Line is designed to protect the confidentiality and, if desired, the anonymity of those reporting. It is of utmost importance that the person(s) reporting an incident feel comfortable and safe when raising or communicating their concerns and that they do not refrain from reporting. For this reason, all complaints are kept confidential and those who report in good faith are protected against any possible retaliation.

If the whistleblower makes a report without anonymity, retaliation against the whistleblower is not tolerated. Entek protects whistleblowers even if the accuracy of the incident cannot be proven by an investigation, provided that the report is made in good faith, on reasonable grounds and not for the purpose of creating victimization, causing harm or personal benefit. However, if it is revealed during an investigation that the whistleblower has deliberately and maliciously made a false report, this employee may be subject to disciplinary process and disciplinary penalties.

Additionally, there is no cross-membership within Entek and no cross-shareholdings with suppliers and other stakeholders. Owner Tüpraş, which is a shareholder, and the sectors in which it operates are different. As Entek, we ensure that the transactions we carry out with related parties are arm's length. We support the sustainable growth and success of our company by ensuring that our employees act responsibly and with high awareness within the scope of ethics and compliance.

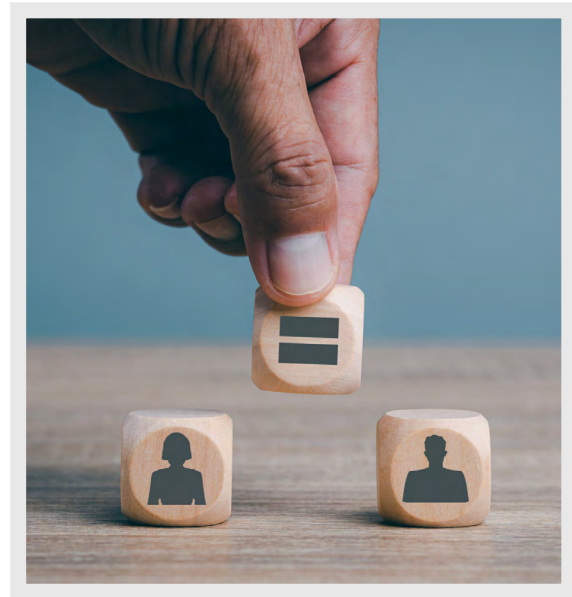


## Human Rights

Our company approaches the protection and promotion of human rights as an issue within the social framework. Human rights are one of our priorities that our company attaches great importance to.

As Entek, as with all Koç Group companies, we adopt the principle of respecting fundamental human rights in our activities and values. As an organisation operating on a global scale with the Koç Group Human Rights Policy and Entek Human Rights Policy, we take the Universal Declaration of Human Rights as our guide and adopt an understanding that respects human rights towards our stakeholders. In this direction, we take care to respect the rights of our employees, shareholders, business partners, customers and everyone else who is affected by our products or services in relation to our activities by fulfilling the principles of the UN Universal Declaration of Human Rights and ILO Declaration of Fundamental Principles and Rights at Work. We act in accordance with global ethical principles in matters such as recruitment, promotion, career development, remuneration, benefits and diversity in accordance with the Code of Ethical Conduct and Code of Practice, Koç Group Human Rights Policy and Entek Human Rights Policy.

We do not tolerate forced labour, child labour and any form of discrimination. We respect our employees' right to freedom of association and collective bargaining.



Our Legal and Compliance Consultancy and Internal Audit and Risk Management departments, together with the relevant business units, conduct periodic risk assessments and analyse the specific compliance-related risks that operations, employees and other business partners may be exposed to. Company policies and procedures are prepared according to these assessments and analyses. Occupational health and safety is an important part of our human rights approach. Our company takes the necessary measures and provides occupational safety trainings to protect the health and safety of employees, provide a safe working environment and continuously improve OHS performance. Therefore,

our employees have the right to work in a safe working environment.

As Entek, we expect all our stakeholders in our supply and value chain to act respectfully to human rights. For this reason, we demand that our suppliers, stakeholders we cooperate with and other business relations adopt and implement standards that comply with human rights.

Any situation contrary to Entek Human Rights Policy

and Koç Group Human Rights Policy, applicable legislation, Koç Group Code of Ethics or Entek Code of Ethical Conduct and Code of Practice and Compliance Policies can be reported by employees to a senior manager or Entek Ethics Line.

All employees and directors of Entek are responsible for complying with the 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**

Our Life Safety Manifesto

Contractor Management

OHS Trainings for Employees

OHS Field Visits

2022 OHS Practices



## Our Life Safety Manifesto

The most important priority for us is our Health and Life Safety. We encourage the provision of Occupational Health and Safety culture and safe working environment in all our fields of activity and uncompromising compliance with Occupational Health and Safety standards.



We at Entek;

1. For our work safety, we use all personal protective clothing and equipment provided for the job as required, and we never start work in a situation that violates this rule.
2. We care about the safety of all our colleagues and stakeholders and the health of the society. We take all necessary precautions to eliminate dangerous situations and behavior that may pose a risk.
3. We know that we all have the 'Authority to Stop Work' in the face of a dangerous situation, and we work with this responsibility.
4. We know that all standards, procedures and rules have been determined for us, and we fully contribute to continuous development by applying all systems in the best possible way.
5. We act with the principle of zero work accidents and zero occupational diseases. We take precautions to minimize the harmful consequences of accidents or emergencies that may occur during our activities.
6. The machinery and equipment we use meet all necessary safety conditions. We fully fulfill all our responsibilities when working with equipment.
7. As a team, we do not start working without fully implementing our work permit system. "There is no urgent work, only safe work." We always embrace the principle and make sure that the work is carried out by people with the right competence and with the appropriate equipment.
8. We know that life safety information and training are provided for a safer working life. With the aim of continuous improvement in occupational health and safety, we review our practices and processes and make improvements.
9. We know the importance of being safe in traffic for ourselves, drivers and pedestrians. We apply driving safety techniques and enforce them.

**We are safe together with the value we give to people and life, our innovative perspective and our team spirit!**

**WE ALL**

WE ARE THE LIFE SAFETY LEADER

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**EVERYONE IS RESPONSIBLE!**

WE SEE, MANAGE, RESEARCH AND SHARE

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**OUR PRIORITY IS PEOPLE!**

ALL THE INDIVIDUALS AND STAKEHOLDERS  
WE LIVE AND WORK WITH

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**OUR GOAL**

ZERO ACCIDENT AND ZERO DAMAGE

## Our Occupational Safety Governance Approach

As Entek, we see creating a safe and healthy working environment for all our employees as our most fundamental responsibility. We carry out our electricity generation activities by providing a safe working environment for our employees, subcontractors and visitors at every stage from the procurement of resources to the formation of the product, in accordance with the customer-oriented approach, the principle of sustainable development and Koç Holding OHS, environment, quality and energy management policies. We also fulfil the requirements of the Occupational Health and Safety Management System (ISO 45001).

[Click to access our OHS Policy.](#)

### Our Behavior-Oriented Life Safety Culture for a sustainable future:

#### “WE ARE SAFE TOGETHER”

While carrying out our occupational health and safety activities, we act in accordance with legal requirements, Entek HSE-Q and Energy Management Policy, relevant Koç Holding standards and policies. We provide the occupational health and safety (OHS) practices we have established for our employees for the OHS requirements of all subcontractor employees and visitors. By identifying OHS risks, we ensure that measures are taken for both our employees and all contractors/ subcontractors serving at Entek sites.

We take measures against unsafe situations and behaviours that may disrupt the continuity of our operations and/or pose occupational safety hazards. Considering the strategic position of the electric energy sector in which we carry out our operations, ensuring business continuity and meeting the supply are of utmost importance. Our safe operation approach is based on occupational health and safety and being prepared for extraordinary situations. In line with our sectoral responsibilities and safe operation approach, we conduct risk analyses, monitor occupational accidents and near-miss incidents, and continuously improve our OHS performance through field observations. In 2022, our near-miss and hazard notification rate per capita was 4.74. As in the previous year, we did not experience any occupational disease cases and fatal work accidents in 2022.

We support our OHS performance by taking high-level precautions against disasters and emergencies, training emergency teams, conducting drills and closely monitoring corrective actions. We secure our production continuity in emergency and extraordinary situations with Emergency Service and Maintenance Contracts. In this context, we have Emergency Procedures for all locations.

We ensure that our employees actively participate in OHS performance improvement activities and the management of OHS practices, and we reward our employees' success in this field.

## Contractor Management

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

Prior to service procurement, documents such as risk analyses, OHS trainings of employees, professional qualifications, workplace physician compliance reports, embezzlement minutes regarding personal protective equipment, periodic control documents of the work machines they use are requested from the contractor companies in accordance with the provisions of KVKK. The Joint Health and Safety Unit (JHSU) services and the

organisation of all OHS processes for the Security and Cleaning Service, which are our permanent contractors, are provided by Entek Sustainability and Life Safety Unit. Orientation training prepared for contractor work is given at the site entrance and work is not allowed to start without this training.

We manage collaborations in line with sustainable development goals by including our contractors in our sustainability culture. We organize trainings that will contribute to the development of our contractors. In 2022, 1389 person\*hours of training was provided and 260 contractors participated in the relevant trainings.



## OHS Trainings for Employees

We regularly provide OHS trainings to ensure the health and safety of our employees and to minimize and prevent the risks of occupational accidents and occupational diseases. In addition to legally mandatory trainings and basic OHS trainings, we provide a wide range of trainings tailored to the needs of employees to minimize the risks arising from our operations. These trainings cover topics such as recognising potential hazards in the workplace, raising awareness of OHS procedures,

fire safety, first aid and emergency management, safe driving techniques, practical working at height and rescue from height trainings, practical working in a restricted area and rescue from a restricted area trainings. In addition, OHS orientation training is provided to our new employees, employees returning to work after a long break and other scopes framed by the Occupational Health and Safety Law No. 6331.

OHS Trainings	2019	2020	2021	2022
person * hour	1,335	1,414	1,926	7,759

In 2022, **7,759 person\*hours** of training were provided within the scope of OHS.

## OHS Field Visits

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

Number of Established  
OHS Committees

9

Total Number of Members in  
Established OHS Committees

67

Number of Employee  
Representatives in Established  
OHS Committees

9

## 2022 OHS Practices

### OHS Committees

We have established 9 committees in order to raise awareness of OHS culture among employees, to analyse occupational accidents, to examine near-miss incidents, 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 carry out general OHS activities in coordination.

### Sustainability and Life Safety Unit

In 2022, we signed a major transformation and changed the name of our unit to "Sustainability and Life Safety Unit", where we integrated the understanding of "We are Safe Together", which is our most important motto in sustainability and safety, which is the most important part of our company strategy, into our entire life.

### Emergency Preparedness and First Aid

With the value we attach to life safety, it is very important for us to be ready for emergencies in every aspect of our lives. In traffic, at home, in social environments, many sudden situations such as injury, heart attack, stranding, traffic accident may happen to us, our family or people around us. With this awareness, we frequently organize first aid, emergency, life safety trainings for the families of our colleagues, first aid trainings for all our colleagues, GWO (Global Wind Turbines Organisation) trainings and make our employees ready for emergency situations.

### Driving Safety

We prioritise safety both at work locations and in all areas of life by providing Safe Driving Techniques training to all our colleagues who use vehicles for business purposes. As a result of making our safe driving trainings compulsory and making them widespread, there were no vehicle accidents in 2022.

### Life Safety Bulletin

We shared the Life Safety Bulletin every month, which we share with our colleagues in order to raise awareness on life safety, and which we aim to reach out to their families in order to spread the aforementioned awareness.

### Ergonomics Kit

We care about the health of our colleagues. Our friends who can work remotely will receive lumbar support, a sitting ring, a laptop riser, and a laptop booster on their first day of work. We are giving away an ergonomics kit consisting of a mousepad with wrist support and office furniture support to create an office environment at home.

## 2022 OHS Practices

### We Are Safe Together Events

At the life safety meetings we organize at regular intervals, we evaluate our activities with the participation of all our colleagues and share information to achieve better. We say “We are Safe Together” on many important issues such as World Occupational Health and Safety Day, the importance of first aid in our lives, earthquake awareness, occupational safety awareness, driving safety, and we both have fun and refresh our knowledge with various activities.

### We are Safe Together Information Trainings

In addition to our employees and their families, we also organize awareness-raising activities in schools in the regions where we are located. We provide awareness training on the importance of occupational health and life safety as well as the working principles of power plants.

### We Are Safe Together Reward System

With the “Nonconformity Notification Module”, which is part of our Digital Occupational Safety Application, we provide safe working environments by providing more effective monitoring and management of occupational safety nonconformities that occur at Entek locations. Our colleagues report potential behavioural and environmental non-conformities they have identified through our digital platform Worksafe. The nonconformities reported to the system, which we offer faster and more effective ease of use by making it accessible via mobile phones, are reviewed by the Occupational Safety Team and facility managers and necessary actions are taken. All nonconformities are re-examined by the Sustainability and Life Safety Unit quarterly. Our 3 colleagues with the highest “risk scoring” receive “WE ARE SAFE TOGETHER” awards. In 2019, we started on this safe path with 297 nonconformity notifications, and in 2022, we reached 1156 notifications with an increase of 289%.

#### Our Nonconformity Reporting Reward System



The “**nonconformance reporting module**,” which is part of our Digital Occupational Safety Application, provides safer working environments by more effectively monitoring and managing occupational safety nonconformities that occur in Entek locations.



Our colleagues use the **Worksafe** system to report any potential behavior-environment nonconformities they notice. The system’s ability to be used with mobile phones allows for faster and more effective ease of use.



Occupational Safety Specialists and Facility Managers investigate reported nonconformance. If the criteria are met, it is recorded, and corrective and preventive action is taken.



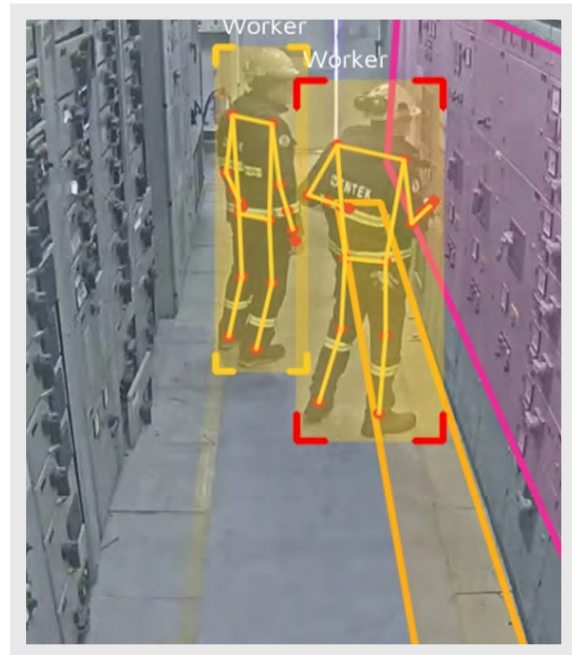
Every three months, Occupational Safety Experts re-examine all nonconformities. Our three colleagues with the highest “**risk scores**” are getting **TOGETHER SAFE** awards.

## Artificial Intelligence Supported OHS Platform

“With our vision of sustainable development, in cooperation with TISK (Confederation of Employers’ Associations of Turkey), TISK MCV (Confederation of Employers’ Associations of Turkey - Microsurgery and Reconstruction Foundation) and Intenseye, in line with the goal of travelling to zero accidents in workplaces, as our motto indicates, we said “We are Safe Together” and implemented an artificial intelligence-supported OHS platform. Thanks to the indicators provided by our artificial intelligence system, which has more than 50 OHS rules, we are able to identify Entek OHS risks before they turn into accidents and take appropriate proactive measures. By starting to use the artificial intelligence solution, we went one step beyond the traditional OHS approach and empowered OHS teams with real-time and data-driven information to protect the health and safety of our employees.

We are working to achieve our goal of Journey to Zero Accidents by taking advantage of the opportunities offered by technology to spread OHS culture in our production facilities and to create healthier and safer working areas for our employees. We make invisible risks visible 24/7 with notifications and warnings (message, e-mail, audio-visual notification) from the artificial intelligence system for the OHS risks we detect. In this way, we can quickly discover the areas we need to improve and take action in an agile manner.

In 2023, we aim to expand our Intenseye artificial intelligence-supported OHS system, which we implemented in 2 of our facilities in 2022, to all our relevant facilities. Aware of the importance of protecting the health and safety of our employees for a sustainable future, we will continue to invest in technology in the field of OHS.





Recorded Accident Frequency	
2018	6.2
2019	5.6
2020	3.87
2021	4.3
2022	5.1







Lost Time Accident Frequency	
2018	4.1
2019	3.7
2020	2.58
2021	4.3
2022	3.8

Accident Severity Rate*	
2018	16.5
2019	65.8
2020	232.5
2021	64.9
2022	19.1

Beginning in 2022, the OHS data's calculation methodology was modified, resulting in changes to the recorded accident frequency and loss time accident frequency data from prior years.

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

## Gains We Obtained from the We Are Safe Together Approach

-  As a result of making our safe driving training mandatory and widespread, there were no vehicle accidents in 2022.
-  There has been no work accident resulting in loss of life or limb at Entek for 4 years.
-  We continue to contribute to our staff's preparedness for emergencies not only at work but also in their lives by organizing first aid trainings open to the participation of all our staff and their families.
-  We took corrective measures for a safe environment and behavior by increasing non-conformance notifications that guide our corrective actions by 289%.
-  We support our employees to work in ergonomic conditions in the office or home environment with the ergonomic kit that we provide 100% to all our colleagues.
-  We continue our work to increase awareness and take corrective measures for safe environments and behaviors through artificial intelligence applications.

## Entek Select-K and Energy Management Policy

As Entek, we clearly admit to 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

# **ENERGY ECONOMY AND INFRASTRUCTURE**

Innovation and Digital Transformation

Availability and Business Continuity

Information Privacy and Cyber Security

## “ We support our strategy with our Energy Efficiency studies and investments.

Turkey's energy economy and infrastructure play an important role in meeting energy demand and sustainability of the energy sector. Energy demand is increasing with the growth in the industrial, transport, residential and commercial sectors. In addition, policies such as diversification of energy sources and energy efficiency approaches are being implemented. Reducing dependence on energy resources and ensuring energy security are among the main issues that our country focuses on.

We take responsibility with the awareness of the rapidly increasing world population and limited resources. We follow national and international energy policies by realising investment projects within the framework of energy economy and infrastructure. We realize sustainable energy production with our investments in the energy sector, employment and energy security studies. We continue to create impact by shaping our work with this focus.

We take appropriate steps with our strong infrastructure in an environment of uncertainty such as fluctuations in energy supply, limited energy resources, technological risks of the transition to energy efficiency and renewable energy. Accordingly, we diversify our energy efficiency and renewable energy investments. As Entek, Entek offers us the opportunity to realize energy efficiency and on-site energy generation investments quickly and accurately without delay. These efforts support important goals such as meeting energy consumption, energy security and environmental sustainability.





We provide solutions to needs such as the implementation of high-impact projects supported by appropriate infrastructure works and strategic financing plans, and monitoring the continuity of savings. In order to ensure uninterrupted access to energy, the centre of energy production has moved away from power plants and closer to the consumer at a more micro level. Thus, the role of energy production shifts from the producer to the consumer. We believe in the importance of ensuring energy resource diversity in order to create a balanced and sustainable production model and minimize risk.

We are working to add wind and solar energy projects to our hydroelectricity-dominated portfolio in order to provide resource diversity. Accordingly, as one of Turkey's longest-established private electricity generation companies, we contribute to Turkey's energy supply security with the investments we make and ensure quality and continuous energy supply to our connected customers.

As Entek, we were deemed worthy of an award in the "M&A/Acquisition Finance Deal of the Year" category at the Bonds & Loans Turkey awards with our Süloğlu acquisition financing package.

We contributed to a total reduction of 662.84 tons of CO<sub>2</sub> e/year emissions with the energy efficiency projects we carried out for Turkey's leading companies operating in sectors such as finance, food and metal, such as air handling unit waste heat recovery, heating system renovation and lighting system renovation.

With the rooftop SPP projects we have implemented with an installed capacity of 1338 kWp, we have contributed to a total of 629.32 tonnes of CO<sub>2</sub>e/year emission reduction.

In 2022, during our transition to a low carbon economy, we successfully implemented many

efficiency and investment-oriented projects and initiatives at our facilities in our portfolio. In the reporting period, we aimed to manage energy use more effectively with 8 energy efficiency projects we carried out at our energy facilities. In this context, we gained significant momentum in our work on licensed renewable energy facilities investment projects.

We strengthened the Suloglu Wind Power Plant with a capacity increase of 6 MW in line with our sustainable energy generation efforts. We realized this increase in line with our targets to expand our energy generation capacity and increase the amount of energy obtained from renewable energy sources. In addition to Suloglu Wind Power Plant, we took another step in the field of renewable energy and applied for a 20 MW Hybrid SPP. Hybrid SPP represents an important step towards increasing our energy generation efficiency.

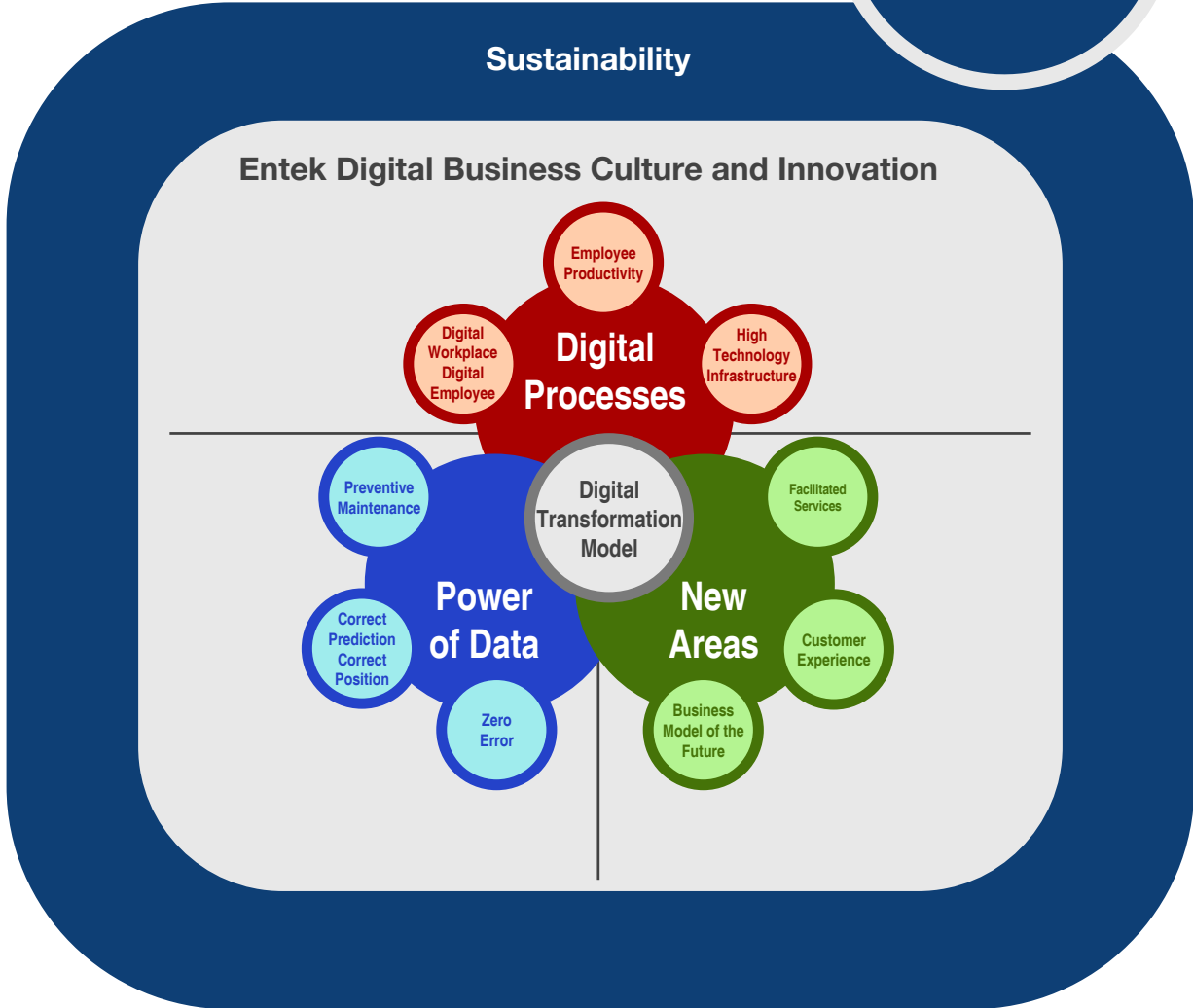
During the reporting period, we completed the annual periodic maintenance and repair works, medium and high voltage maintenance, rehabilitation works of Azmak-1 HEPP Unit-2, Azmak-2 HEPP Unit-1, Kumköy HEPP Unit-2, Menzelet HEPP Unit-4, Kılavuzlu HEPP Unit-2 of all our power generation facilities. We installed CMS on the turbines of Süloğlu WPP. At the same time, we ensured plant efficiency and reliability by effectively managing the replacement of refrigerants for cooling exchangers in turbine blades. We aim to support environmental sustainability by optimising the performance of our facilities.

With the energy efficiency projects we carried out, we saved 145,000 Sm<sup>3</sup> of natural gas, 800,000 tons of water and 788.3 MWh of energy annually. We aim to save more energy and minimize our environmental impact by continuing to develop and implement such projects in the future.



# Innovation and Digital Transformation

“  
Our 4-D Digital Transformation Model





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

As the digital transformation team, we created a 4-dimensional transformation model in which we position our work.

We are implementing new applications that will maintain an innovative and creative environment. At the same time, we manage our efforts to develop new products, technologies and business models with an innovative approach to support our innovation initiative.

We have digitalization studies in which we transfer our processes that are currently carried out manually to the digital environment, automate our processes in the digital environment and eliminate the parts that do not have added value, data analytics projects in which we create value by making use of the power of the data we have, and digital transformation studies in which we differentiate the

way we do business and support the work in the areas in which we operate.

### **Data Analytics and Artificial Intelligence Applications**

We are launching our artificial intelligence-based applications such as preventive maintenance works and demand forecasting models. In 2022, we launched a cloud-based data analytics model that is built using machine learning ready code features and can be managed without the need for code development. With this method, we calculate our customers' monthly consumption forecasts. In this way, we shape our production plan and commercial position. Another artificial intelligence application, which identifies the root causes of disruptions in the start-up and shutdown operations of turbines in our hydroelectric power plants, was put into use in 2022. This study, which directly contributes to operational excellence and has a sustainability impact, also has the direct effect of reducing the amount of wasted water in delays due to errors in start-up and shutdown operations.



We consolidate the data generated from different sources that will directly affect our decision support processes in the DWH environment we have created, and visualize the metrics that need to be followed by converting them into digital reports at the point of need. We meticulously analyse our processes in our corporate applications, and operate our analysis and development processes by foreseeing the parts that may be related to each other. In this context, we monitor all the work we carry out and its effects with various metrics.

While carrying out all these studies, we design the integration points and reporting mechanisms holistically, from start to finish, and activate them by phasing them. We carry out most of our work in an agile manner, with self-organizing and cross-functional teams.

### **Digital Transformation-Energy Solutions Pre-Feasibility Application**

One of the important works we have carried out in the field of digital transformation is the development of an application by our Energy Solutions Department for use in efficiency projects, which enables the answering of question sets for the areas examined and provides a feasibility report with an algorithm based on the answers to the questions.

### **RPA (Robotic Process Automation)**

With the RPAs we have implemented specifically for routine repetitive tasks in our processes, a total of 36 mm/month We saved time.

### **Our awards**

As Entek, we won the “Best E-Transformation Project” award at the Digital Experience Summit 2022 organized by Mechsoft. Additionally, at the Common Tomorrows award ceremony organized by TİSK, we were deemed worthy of the best digitalization award in the ‘Sustainability’ category with the “HEPP Commissioning/Decommissioning with Artificial Intelligence” project.

### **Sayax Replacement, EntekWATT Project**

The Entekwatt project aims to make the actual electricity consumption invoices and the pro forma invoice, which is calculated with the estimated consumption values before the invoice generated for the actual consumption, a process carried out in the SAP System with services integrated with EPIAŞ. In this way, the workload will be eliminated by automating the pro forma invoice process carried out manually. At the same time, since the actual consumption invoices will also be executed through SAP, a simpler process is aimed.

### **S4 HANA Project**

It is a transition project to the most up-to-date application of the SAP S/4 HANA platform, a new generation ERP solution. The transition to this system enables us to make faster decisions with the new generation database, monitor real-time analytics with its in-memory system, and retrieve data instantly. It simplifies the complex structure of IT systems by eliminating data redundancies.

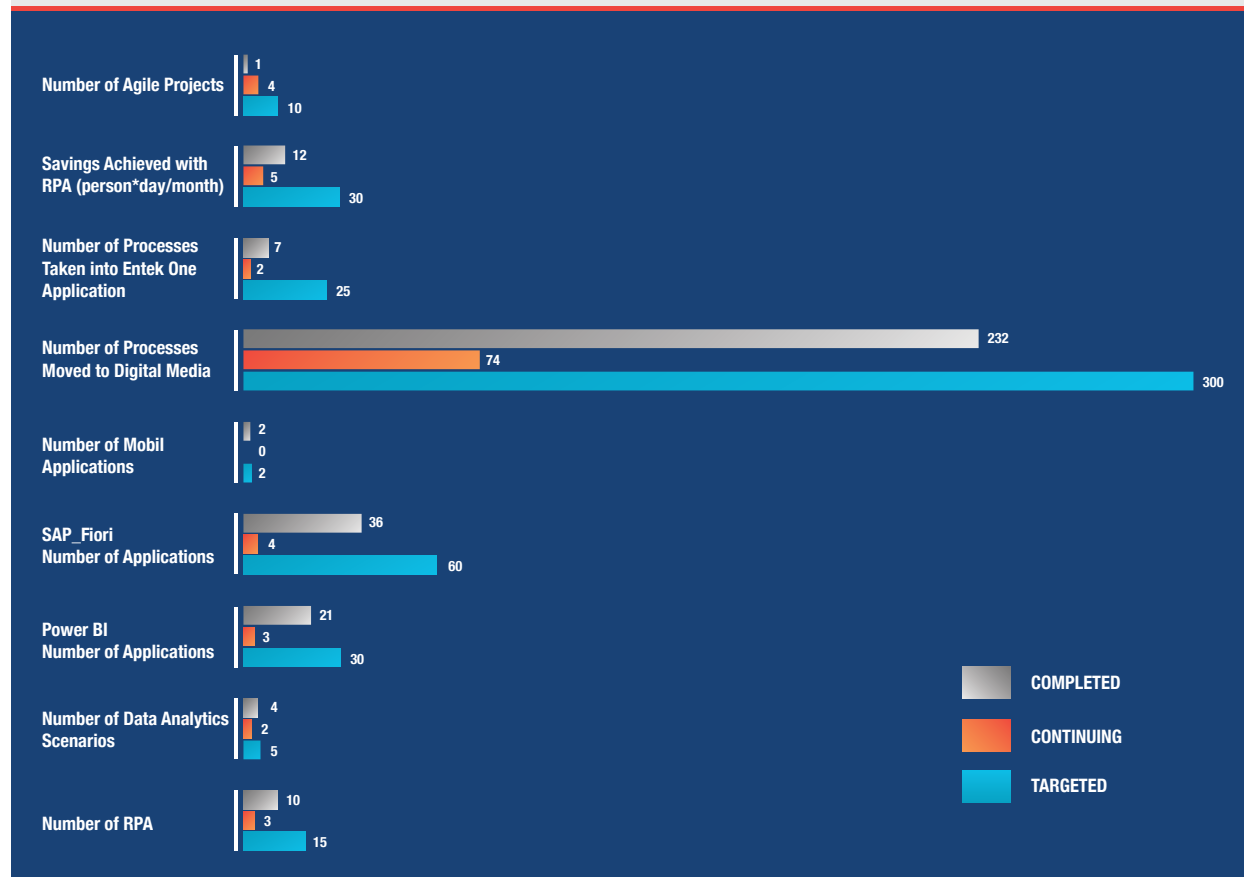
## SAP Ensmart Fiori

Fiori, which is SAP's interface concept and used in our company under the name Ensmart, can be used by all users. SAP Fiori aims to increase user satisfaction with user-friendly interfaces, especially after S4 Hana.

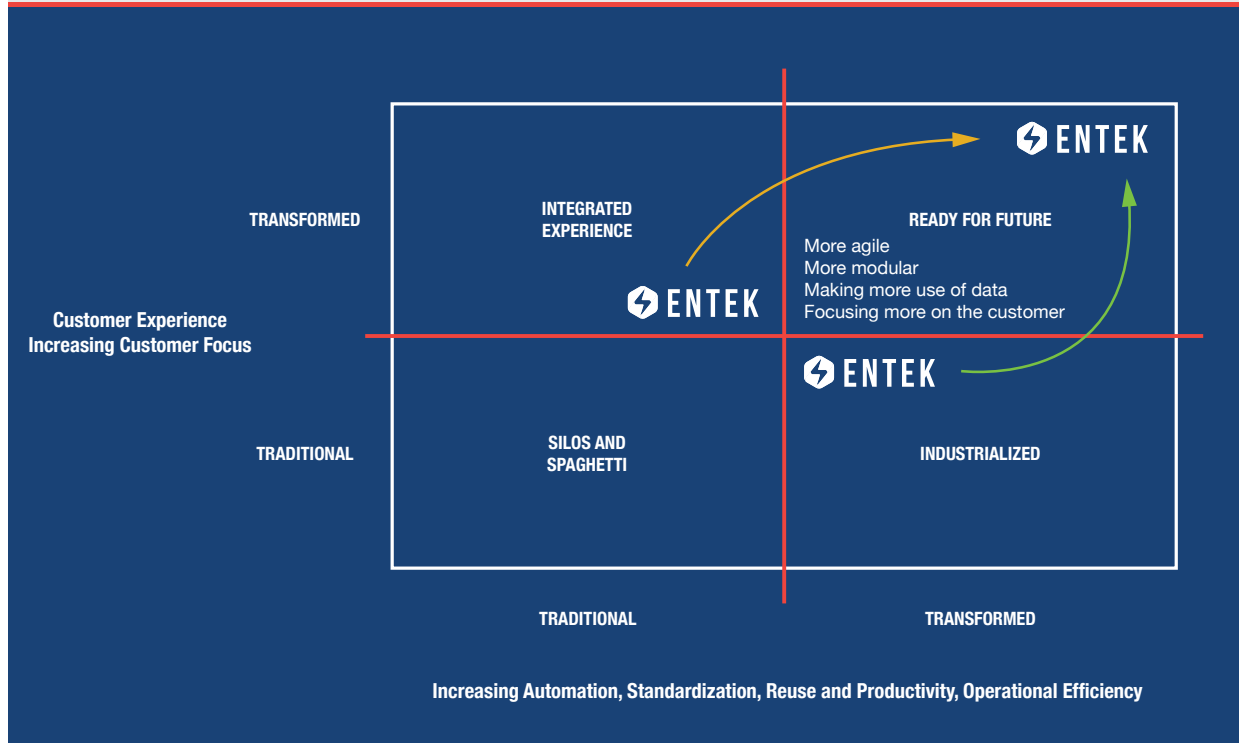
## Clarity PPM & Clarity Rally

Clarity PPM is used for the project and demand management process, and Clarity Rally system is used for agile project management. In 2022, 300 requests, 57 projects and 4 Agile Boards were recorded with the application.

## Entek Digital Transformation Metrics



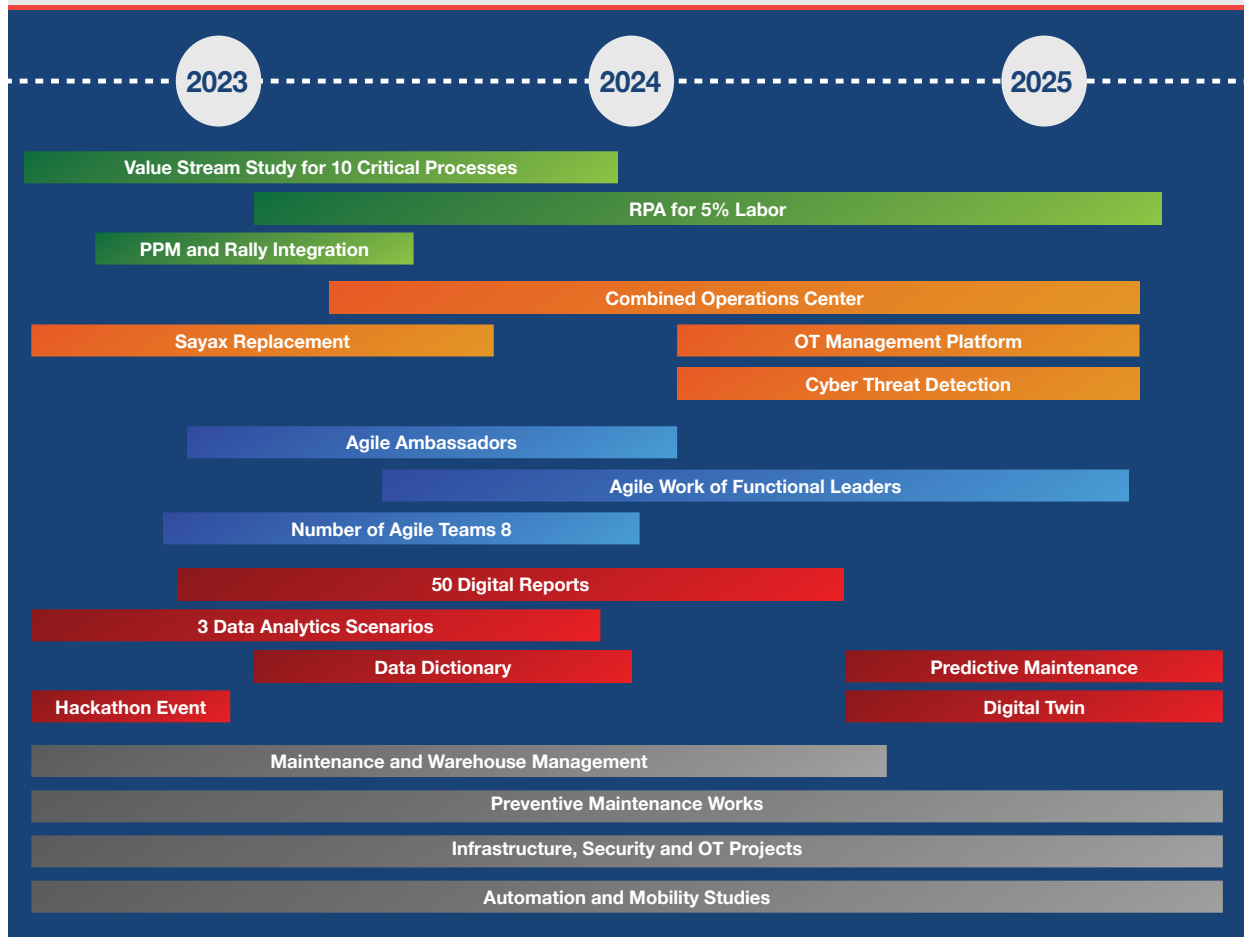
## Digital Business Transformation: Future Ready Approach



As Entek, we monitor our work within the framework of strategic goals in the categories of digitalization, operational excellence, customer experience, and data-based decisions, where risks and dependencies are determined and key performance indicators are created. We support our goals with

critical initiatives such as maintenance management, effective warehouse management, SAP PP, SD, CO modules, preventive maintenance work, automation, mobile applications that support hybrid and mobility work, infrastructure and OT projects.

## Strategic Roadmap



We apply CIS-C security clauses, ISO 27001, KVK, TC DDO security guide, KH IT security standards, PMI-PMP and ITIL system standards in all the projects we carry out and plan in the field of innovation and digital transformation. In addition,

in all our work, the sustainability of the structures designed during scoping and development and contributing to sustainability with project outputs are among the targeted criteria.

## Availability and Business Continuity

To ensure operational reliability, availability and business continuity must be kept high. As Entek, we work meticulously for timely and reliable production. Planned downtimes occur from time to time for maintenance and repair activities, and sometimes unplanned downtimes due to intervention occur. In 2022, we carried out 20108 hours of planned and 2818 hours of unplanned downtime.

Emergency Procedures are available for all locations. In accordance with the Emergency Procedures, annual drills are carried out and training is carried out at specified times regarding emergency situations. In addition, availability is restored by receiving rapid field service and technical support from expert companies within 24 hours and 72 hours for equipment and systems that experience problems in emergency situations.

At our Menzelet Hydroelectric Power Plant, electronic system maintenance related to the water intake structure operating cover, which has not

been in use since 1992 when the facility came into operation, has been completed. In this way, with the hydraulic equipment maintenance, maintenance covers gasket maintenance, maintenance covers crane maintenance that we have completed regarding the water intake structure after privatization, as well as the operating cover gasket maintenance that we will complete next year, it is possible for the facility to cut off the water flow to all turbines in an emergency with a single button from the control room. and the security of the facility will be ensured.

In addition, the fire detection systems with old technologies in our Menzelet and Kilavuzlu Hydroelectric Power Plants were removed and the fire sensors and detection system, which was designed from scratch according to the fire risk of the facility, was implemented with a leading company in the sector. This improvement includes the power plant building, as well as remote structures, warehouses and social facilities.

	2021	2022
Planned Downtime (hours)	23,492	20,108
Unplanned Downtime (hours) (trip duration)	3,019	2,818
Number of Unplanned Stops (number of trips)	1,304	2,467
Formal Forced Posture	0	0

\* 2,190 of the unplanned shutdowns occurred at the Süloğlu Power Plant due to weather events.

## Information Privacy and Cyber Security

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

We primarily implement preventive practices against risks that may arise in this area. We use the centralised management application (MS SCCM) for the distribution and rapid deployment of critical updates, we use the PIN to Print method for the secure delivery of printer printouts to the business owner, we use secure list identity control (NAC) to prevent unauthorised access to the network infrastructure, and we use the Nessus application to scan for vulnerabilities on the network. We removed the use of passwords for network access and introduced the secure access (802.1x) method. We distinguish between employees, guests and personal device access with different (SID) broadcasts in network access. Web Filtering (URL-Filtering) service to eliminate risks on the web by using VPN (SSL VPN) for remote access to the company network, USTA Platform to obtain information from intelligence services, reporting and tracking security violations from logs and creating alarms (SOC). We receive services. While we establish Disaster Recovery (DR) systems to ensure business continuity in the event of a disaster, we receive Back-Up services to minimize data loss and ensure recovery.



We implemented the Manage Engine Password Manager Pro product as a secure password storage technique and the use of MS Intune in the mobile security Android field and started our dissemination efforts in the IOS field. We aim for the highest security with constant rule tightening and software updates on FW.

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

## Entek Information Security Policy

### Our Purpose

- 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





We see contributing to the development of the society of which we are a part and in which we operate as one of our fundamental responsibilities. The solid relationships we have established with the local community help us in fulfilling this responsibility. With the donations we make, we support organizations working especially on the environment and women's employment.

We establish sponsorship relationships with active social clubs of universities and support their activities. We aim to raise awareness of our employees on many issues by organizing training and webinars on various subjects. We support relevant non-governmental organizations on special days and share posts that will contribute to raising social awareness on our social media accounts.



## Social Relations

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

We follow and attach importance to notifications from local people. For this purpose, we have established a system on the website of our Menzelet and Kilavuzlu facilities ([menzeletkilavuzlu.com.tr](http://menzeletkilavuzlu.com.tr)), where local people

can convey their positive and negative notifications. Accordingly, we have not received any negative feedback in 2022.

In the geographies where our facilities are located, different schools in the region, especially vocational high schools, organize trips to our facilities. We make presentations and share information with these schools and introduce our sector to new generations.

## Our Corporate Memberships

Organization (NGO)	Contribution to Global Sustainability Goals
Electricity Producers Association (EÜD)	(9) Industry, Innovation and Infrastructure
Turkish Industrialists' and Businessmen's Association (TÜSİAD)	(9) Industry, Innovation and Infrastructure
Union of Chambers and Commodity Exchanges of Türkiye (TOBB)	(17) Partnerships for Purposes
Karaman Chamber of Commerce and Industry (KTSO)	(17) Partnerships for Purposes
World Energy Council Turkish National Committee Association (DEK-TMK)	(7) Accessible and Clean Energy
Turkish Wind Energy Association (TÜREB)	(7) Accessible and Clean Energy
Kocaeli Chamber of Commerce (KOTO)	(17) Partnerships for Purposes
Çarşamba Chamber of Commerce and Industry (ÇARŞAMBATSO)	(17) Partnerships for Purposes
SolarProsumer	(7) Accessible and Clean Energy
Turkish Ethics and Reputation Association (TEİD)	(16) Peace, Justice and Strong Institutions
Energy Trading Association (ETD)	(9) Industry, Innovation and Infrastructure
Kahramanmaraş Chamber of Commerce and Industry (KMTSO)	(17) Partnerships for Purposes
Mut Chamber of Commerce and Industry (MUTTSO)	(17) Partnerships for Purposes
Edirne Chamber of Commerce and Industry (ETSO)	(17) Partnerships for Purposes
Kocaeli Chamber of Industry (KOSANO)	(17) Partnerships for Purposes
Energy Efficiency and Management Association (EYODER)	(12) Responsible Production and Consumption

# Performance Tables

## Economic Performance Data

	2018	2019	2020	2021	2022
WEPP Electricity Production (MWh)	-	-	-	97,428.97	230,264.99
HEPP Electricity Production (MWh)	659,229	1,328,973	1,149,404.80	855,900.90	931,653.99
Electricity Generation from Natural Gas (MWh)	200,905	215,704	217,302	389,660	290,306.54
Steam Production from Natural Gas (MWh)	216,355	207,572	183,345	211,930	159,736
Operating Profit (TL)	122,563,882	379,294,212	341,321,389	337,871,718.50	1,308,735,037
EBITDA (TL)	160,508,988	424,140,582	391,308,180	403,085,397.20	1,395,661,406
Net Debt (TL)	971,584,315	690,660,962	488,741,567	1,317,006,723	550,633,000
Return on Equity (ROE) (%)	-17%	17%	13%	15%	59%
Total Assets (TL)	2,426,073,273	2,486,582,861	2,387,278,328	3,730,133,815	6,017,013,767
Total Investment Amount (TL)	9,137,000	45,977,000	65,904,000	36,760,000	107,985,000
Direct Economic Value Created - Net Sales Revenue (TL)	498,325,292	1,196,110,820	1,257,627,714	1,746,158,180	7,529,732,772
Distributed Direct Economic Value (TL)	310,726,000	738,411,000	857,607,080	1,281,701,000	6,533,718,235
Operating Expenses (including supply, excluding fees)	310,664,870	737,235,912	819,743,943	1,281,701,000	5,967,287,000
Dividend Paid	0	0	0	0	0
Taxes and Similar Payments Paid to the State*	-	29,906,142	27,561,732	36,267,929	63,972,642
Donation, Sponsorship and Corporate Responsibility Expenditures	61,130	1,175,088	134,340	2,261,070	7,879,000
Supplier Structure (Based on Purchase Amount)	364,722,943.00	787,160,000.00	1,263,084,447.00	1,930,133,504.00	8,726,843,243.56
Local Supplier	351,222,845.00	770,143,028.00	1,258,919,288.00	1,920,717,792.00	8,653,595,987.87
Non-local (Overseas) Supplier	13,500,098.00	17,017,375.00	4,165,159.00	9,415,711.00	73,247,255.69

\* The withholding tax amount calculated based on the calculated corporate tax and investment discount incentive has been written.

## Environmental Performance Data

	2018	2019	2020	2021	2022
<b>Total Direct Energy Consumption (kWh) (based on fuels)</b>					
<i>Gasoline</i>		54,503	61,928	63,789	59,189
<i>Diesel</i>		561,687	592,329	719,852	493,375
<i>Natural gas</i>	717,333,468	726,201,556	710,344,120	1,165,465,085	955,288
<b>Indirect Energy Consumption (MWh) (Electricity)</b>	2,059	2,684	1,555	2,101	2,431
<b>Total Renewable Energy Consumption (kWh)</b>	0	0	0	0	0
<b>Energy Consumption per Production (kWh/MWh)</b>					
<i>RES</i>				3	2
<i>HEPP</i>	3	2	1	2	1.5
<i>Natural Gas power plant</i>	1,719	1,716	1,774	1,938	1,888
<i>consolidated</i>	668	416	460	751	574
<b>Total Energy Savings (kWh) (obtained through efficiency projects)</b>	9,961,570			266,000	74,870
<b>Water Withdrawal by Source (m3)</b>					
<i>Well water</i>	0	0	0	0	0
<i>mains water</i>		9,310	9,506	6,499	10,747
<i>surface water</i>			930	1,803.23	1,284
<i>customer condensate</i>		232,756	186,038	95,519	47,475
<i>Other (grey water)</i>		364,149	342,097	724,643	627,672

## Environmental Performance Data (continues)

	2018	2019	2020	2021	2022
Water Consumption per Production (m3/MWh)					
<i>RES</i>	0	0	0	0	0
<i>HEPP</i>	0	0	0	0	0
<i>Natural gas</i>		2.03	1.85	1.73	1.82
Total Water Recovery (m <sup>3</sup> ) * total water recovery data is reported as gray water treatment data used in Kocaeli DÇS as of 2022.	233,802	364,149	342,097	724,643	627,672
Total Wastewater Discharge (m3)	195,683	154,753	154,484	223,176	223,968
<i>Natural receiving environment</i>	0	0	0	0	0
<i>wastewater channel</i>	192,762	151,278	149,514	222,776	218,918
<i>Other (Septic tank)</i>	2,921	3,475	4,970	400	5,050
Total Amount of Waste (tons)	37.26	74.41	73.98	166.95	116.21
<i>Recovered (R coded) non-hazardous waste (tons)</i>	18.38	57.52	51.73	138.23	64.62
<i>Recycled (R coded) hazardous waste (tons)</i>	10.88	16.89	16.46	28.72	51.59
<i>Disposed of (D code) non-hazardous waste (tons)</i>	8	0	0	0	0
<i>Disposed of (D code) hazardous waste (tons)</i>	0	0	0	0	0
<i>Other non-hazardous waste sent to intermediate storage (tons)</i>	0	0	0	0	0
<i>Other hazardous waste sent to intermediate storage (tons)</i>	0	0	5,791	0	0

\* Buhar satılan müşterilerden geri dönen kondens suyu.

## Energy and Emission Management

	2018	2019	2020	2021	2022
Total Direct Greenhouse Gas Emission (scope 1) (ton CO <sub>2</sub> )	-	132,571.41	130,810.41	208,328	169,585
Total Indirect Greenhouse Gas Emission (scope 2) (ton CO <sub>2</sub> )	-	47.731	724.887	910	0
Greenhouse Gas Emission per Production (ton CO <sub>2</sub> /MWh) All units are made tCO <sub>2</sub> /MWh	-	0.66	1.1	2.47	2.39
RES	-	-	-	1	1
HEPP	-	0.07	0.52	0.96	0.81
Natural gas	-	0.59	0.58	0.5183	0.583
Amount of Penalties Due to Environmental Regulations During the Reporting Period (units - TL)	0	0	0	0	0
Pollutant Air Emission Amount (kg)					
NOx (The unit calculation regarding the Nox value has been changed)	337,436	256,287	129,781	162,106.6	168,173.8
Amount Spent on Environmental Activities and Investments (TL)					
Measurement and analysis costs	6,255	6,680.51	51,703.5	51,668	83,584
Total waste costs	17,724	24,610	16,800	35,102	100,905
Chemical expenses	192,046	148,101	156,453	950,000	3,074,901
Certification and permit expenses	8,773	12,285	66,136.5	64,714	330,844
Consulting and training costs	36,670	30,000	122,213	12,000	34,092
Maintenance and repair expenses	249,640	471,083.38	207,500	21,567	383,162
Investment costs	74,515	178,241	0	0	0

\* ISO14064 Data verification process is ongoing.

## Social Performance Data

	2018	2019	2020	2021	2022
<b>Employee Training - Number of Participants (person)</b>					
<i>Office worker woman</i>	15	11	11	27	58
<i>field worker woman</i>	0	0	0	0	0
<i>Office worker male</i>	53	52	28	56	223
<i>Field worker male</i>	68	74	71	107	0
<b>Employee Training - Total Hours (person*hour)</b>					
<i>Woman</i>	1,926	1,028	1,040	1,595	1,679
<i>Male</i>	5,654	6,518	5,190	7,216	6,153
<b>Recorded Accident Frequency</b>	6.2	5.6	3.87	4.3	5.1
<i>direct employment</i>	6.58	0	0	2.88	0
<i>Contractor company employee</i>	5.55	10.3	7.6	5.79	10.5
<b>Lost Time Accident Frequency</b>	4.1	3.7	2.58	4.33	3.8
<i>direct employment</i>	3.29	0	0	2.88	0
<i>Contractor company employee</i>	5.55	10.3	5.07	5.79	7.9
<b>Occupational Disease Rate</b>	0	0	0	0	0
<b>Number of Fatal Work Accidents</b>	0	0	0	0	0

## Social Performance Data *(continues)*

	2018	2019	2020	2021	2022
OHS Trainings Provided to Employees - Total Hours (person*hour)					
<i>Direct employment</i>		1,355.5	1,414	1,926	7,759
<i>Contractor company employee</i>			658	912	1,389
Planned Downtime (hours)	3,249.33	5,993.88	19,012.89	23,492	20,108
Unplanned Downtime (hours) (trip duration)	24,7597	123.35	455.12	3,019	2,818
Number of Unplanned Stops (number of trips)	358	111	227	1,304	2,467
Employees Receiving Leadership Training					
<i>Woman</i>	3	3	3	3	7
<i>Male</i>	10	19	5	13	21
Employees Receiving Mentoring Services					
<i>Woman</i>	0	2	3	15	20
<i>Male</i>	0	4	13	30	42
Employees Receiving Coaching Services					
<i>Woman</i>	0	1	1	1	1
<i>Male</i>	2	1	0	2	2



## Employee Demographics

	2018	2019	2020	2021	2022
<b>Total Workforce (Number)</b>					
<b>Direct Employment</b>					
<i>Woman</i>	15	18	24	27	41
<i>Male</i>	122	138	138	163	192
<b>Contractor Company Employee</b>					
<i>Woman</i>	6	7	8	11	11
<i>Male</i>	81	80	84	87	87
<b>Direct Labor Force (Number)</b>					
<b>Office Worker</b>					
<i>Woman</i>	15	18	24	27	41
<i>Male</i>	40	44	43	56	82
<b>Field Worker</b>					
<i>Woman</i>			0	0	0
<i>Male</i>	82	94	95	107	110
<b>Direct Labor Force (Number) by Contract Type</b>					
<b>Indefinite Term Employment Contract</b>					
<i>Woman</i>	15	18	24	27	41
<i>Male</i>	122	138	137	190	192
<b>Temporary Employment Contract</b>					
<i>Woman</i>	0	0	0	0	0
<i>Male</i>	0	0	1	0	0
<b>Direct Labor Force by Education Level (Number)</b>					
<i>uneducated</i>	0	0	0	0	0
<i>Primary education</i>	0	0	0	0	0
<i>High school</i>	42	42	40	44	44
<i>Associate degree and above</i>	95	114	122	146	189

## Employee Demographics (*continues*)

	2018	2019	2020	2021	2022
<b>Direct Labor Force by Age Groups</b>					
<i>Woman</i>					
18-30	6	8	12	13	14
30-45	8	9	9	12	25
45+	1	1	3	2	2
<i>Male</i>					
18-30	20	22	23	33	42
30-45	72	87	87	90	113
45+	30	29	28	40	37
<b>Senior Management Structure (Number)</b>					
<i>Woman</i>					
18-30					
30-45	1	1	0	0	0
45+	0	0	1	1	1
<i>Male</i>					
18-30					
30-45	1	1	1	1	2
45+	1	1	1	1	1
<b>Mid-Level Management Structure (Number)</b>					
<i>Woman</i>					
18-30	0	0	0	0	0
30-45	0	0	2	2	3
45+	0	0	0	0	0
<i>Male</i>					
18-30	0	0	0	0	0
30-45	0	11	12	16	17
45+	0	2	1	1	3

## Employee Demographics (*continues*)

	2018	2019	2020	2021	2022
<b>Newly Hired Employees (Number)</b>					
<i>female office worker</i>	1	5	8	7	21
<i>male office worker</i>	39	18	5	21	37
<i>female field worker</i>	0	0	0	0	0
<i>Male field worker</i>	0	3	4	11	7
<b>Employees Who Left Their Jobs (Number)</b>					
<i>female office worker</i>	2	2	2	5	6
<i>Male office worker</i>	4	5	3	6	13
<i>female field worker</i>	0	0	0	0	0
<i>Male field worker</i>	0	0	6	3	3
<b>Employee Circulation</b>					
<i>Woman</i>	0.01	0.01	0.01	0.18	0.14
<i>Male</i>	0.03	0.03	0.03	0.05	0.08
<b>Number of positions filled by internal candidates</b>					
<i>Woman</i>			0	1	3
<i>Male</i>			0	3	6
<b>Number of Employees on Maternity Leave</b>	1	1	1	1	2
<b>Number of Employees Returning from Maternity Leave</b>	1	1	1	1	2
<b>Number of Employees Who Have Not Left Work in the Last 12 Months After Returning from Maternity Leave</b>	1	1	1	1	2

# GRI Standards Index



CONTENT INDEX  
ESSENTIALS SERVICE

2023

Entek has reported in accordance with GRI Standards for the period of 1 January 2022 - 31 December 2022.

For the Content Index - Essentials Service, GRI Services reviewed that the GRI content index is clearly presented, in a manner consistent with the Standards, and that the references for disclosures 2-1 to 2-5, 3-1 and 3-2 are aligned with the appropriate sections in the body of the report. The service was performed on the Turkish version of the report.

GRI	DISCLOSURE	DESCRIPTION AND PAGE NUMBERS
GRI 1: Foundation 2021		
GRI 2: General Disclosures 2021		
GRI 2: General Disclosures 2021	2-1 Organizational details	About Entek (p.9), Communication (p.100)
	2-2 Entities included in the organization's sustainability reporting	About The Report (p.2)
	2-3 Reporting period, frequency and contact point	About The Report (p.2)
	2-4 Restatements of information	Beginning in 2022, the OHS data's calculation methodology was modified, resulting in changes to the recorded accident frequency and loss time accident frequency data from prior years. The Economic Performance Data has been updated with this report due to an error that was discovered.
	2-5 External assurance	No external audit was received within the scope of the report.
	2-6 Activities, value chain and other business relationships	About Entek (p.9), Entek Subsidiaries and Investments (p.11) Power Plants (p.12), Supply Chain Management (p.18-19) Supplier Selection Criteria (p.20-21) Economic Performance Data (p.90)
	2-7 Employees	Employee Demographics (p.96-98)
	2-8 Workers who are not employees	All of Entek's employees reported within the scope of reporting are its own personnel.
	2-9 Governance structure and composition	Corporate Governance (p.16), Sustainability Board at Entek (p.26-28), Employee Demographics (p.96-98)
	2-10 Nomination and selection of the highest governance body	Limitation ntek does not share this information publicly in accordance with the privacy policies of the institution.
	2-11 Chair of the highest governance body	Corporate Governance (p.16)
	2-12 Role of the highest governance body in overseeing the management of impacts	Corporate Governance (p.16), Sustainability Board at Entek (p.26-28)

# GRI Standards Index

GRI	DISCLOSURE	DESCRIPTION AND PAGE NUMBERS
GRI 2: General Disclosures 2021	2-13 Delegation of responsibility for managing impacts	Message from the General Manager (p.3-7) Sustainability Board at Entek (p.26-28)
	2-14 Role of the highest governance body in sustainability reporting	Sustainability Board at Entek (p.26-28)
	2-15 Conflicts of interest	Ethics and Compliance (p.58-60)
	2-16 Communication of critical concerns	Risk Management (p.14), Determining Sustainability Priorities (p.23), Our Prioritization Matrix and Risk Analysis (p.24)
	2-17 Collective knowledge of the highest governance body	<a href="https://www.entekelektrik.com.tr/tr/icerik/yonetim-kurulu">https://www.entekelektrik.com.tr/tr/icerik/yonetim-kurulu</a>
	2-18 Evaluation of the performance of the highest governance body	Limitation Entek does not share this information publicly in accordance with the privacy policies of the institution.
	2-19 Remuneration policies	Remuneration, Benefits and Performance Management (p.17)
	2-20 Process to determine remuneration	Remuneration, Benefits and Performance Management (p.17)
	2-21 Annual total compensation ratio	Limitation Entek does not share this information publicly in accordance with the privacy policies of the institution.
	2-22 Statement on sustainable development strategy	Message from the General Manager (p.3-7)
	2-23 Policy commitments	<a href="https://www.entekelektrik.com.tr/tr/icerik/etik-ilkeler-ve-uyum-politikalari">https://www.entekelektrik.com.tr/tr/icerik/etik-ilkeler-ve-uyum-politikalari</a>
	2-24 Embedding policy commitments	<a href="https://www.entekelektrik.com.tr/tr/icerik/etik-ilkeler-ve-uyum-politikalari">https://www.entekelektrik.com.tr/tr/icerik/etik-ilkeler-ve-uyum-politikalari</a>
	2-25 Processes to remediate negative impacts	Ethics and Compliance (p.58-60)
	2-26 Mechanisms for seeking advice and raising concerns	Ethics and Compliance (p.58-60)
	2-27 Compliance with laws and regulations	Ethics and Compliance (p.58-60)
	2-28 Membership associations	Our Corporate Memberships (p.89)
	2-29 Approach to stakeholder engagement	Relations with Stakeholders (p.29)
2-30 Collective bargaining agreements	There is no workforce at Entek that is covered by a collective agreement.	

# GRI Standards Index

GRI	DISCLOSURE	DESCRIPTION AND PAGE NUMBERS
GRI 3: Material Topics 2021		
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Determining Sustainability Priorities (p.23), Our Prioritization Matrix and Risk Analysis (p.24)
	3-2 List of material topics	Determining Sustainability Priorities (p.23), Our Prioritization Matrix and Risk Analysis (p.24) Our Sustainability Priorities (p.25)
Energy Economy and Infrastructure		
GRI 3: Material Topics 2021	3-3 Management of material topics	Entek in Numbers (p.10), Entek Subsidiaries and Investments (p.11), Power Plants (p.12), Our Investments (p.13), Projects for Transition to Low Carbon Economy and Energy Efficiency (p.39-41), Energy Economy and Infrastructure (p.75-77), Availability and Business Continuity (p.84)
Climate and Biodiversity		
GRI 3: Material Topics 2021	3-3 Management of material topics	Environmental Management Approach at Entek (p.31), Our Work on Climate Risks and Opportunities (p.32-33), Impact of the Climate Risk Inventory Report (p.34), Energy and Emission Management (p.35), Water and Waste Management (p.42-44), Biodiversity (p.45-46)
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Environmental Performance Data (p.91)
	302-2 Energy consumption outside the organization	Environmental Performance Data (p.91)
	302-4 Reduction of energy consumption	Energy and Emission Management (p.35)
	302-5 Reductions in energy requirements of products and services	Energy and Emission Management (p.35)

# GRI Standards Index

GRI	DISCLOSURE	DESCRIPTION AND PAGE NUMBERS
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Greenhouse Gas Emissions by Category (p.36)
	305-2 Energy indirect (Scope 2) GHG emissions	Greenhouse Gas Emissions by Category (p.36)
	305-4 GHG emissions intensity	Greenhouse Gas Emissions by Category (p.36)
	305-5 Reduction of GHG emissions	Greenhouse Gas Emissions by Category (p.36-37)
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Water and Waste Management (p.42-44)
	306-2 Management of significant waste-related impacts	Water and Waste Management (p.44)
	306-3 Waste generated	Environmental Performance Data (p.91-92)
	306-5 Waste directed to disposal	Environmental Performance Data (p.91-92)
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Water and Waste Management (p.42-44)
	303-3 Water withdrawal	Environmental Performance Data (p.91)
	303-4 Water discharge	Environmental Performance Data (p.92)
	303-5 Water consumption	Environmental Performance Data (p.91-92)
GRI 304: Biodiversity 2016	304-2 Significant impacts of activities, products and services on biodiversity	Biodiversity (p.45-46)

# GRI Standards Index

GRI	DISCLOSURE	DESCRIPTION AND PAGE NUMBERS
Workplace Applications		
GRI 3: Material Topics 2021	3-3 Management of material topics	Workplace Applications (p.48), Inclusive Workplace and Diversity (p.49) Human Rights (p.61-62)
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	Ethics and Compliance (p.58-60)
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Our Talent Management Practices (p.53), Our Training Program Contents for Employees and Managers (p.54)
	404-2 Programs for upgrading employee skills and transition assistance programs	Employee Development (p.50-51), Our Talent Management Practices (p.52-53), Our Training Program Contents for Employees and Managers (p.54)
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Social Performance Data (p.94-98)
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	No cases of discrimination were encountered during the reporting period.
Social Development		
GRI 3: Material Topics 2021	3-3 Management of material topics	Social Development (p.88)
Occupational Health and Safety		
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Life Safety Manifesto (p.64-65), Our Occupational Safety Governance Approach (p.66)



# GRI Standards Index

GRI	DISCLOSURE	DESCRIPTION AND PAGE NUMBERS
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Our Life Safety Manifesto (p.64-65), Our Occupational Safety Governance Approach (p.66), Contractor Management (p.67)
	403-2 Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety (p.72)
	403-3 Occupational health services	Our Occupational Safety Governance Approach (p.66), Contractor Management (p.67), OHS Trainings for Employees (p.68), 2022 OHS Practices (p.69-70), We are Safe Together Information Trainings (p.71-72)
	403-4 Worker participation, consultation, and communication on occupational health and safety	2022 OHS Practices (p.69-70), We are Safe Together Information Trainings (p.71-72)
	403-5 Worker training on occupational health and safety	OHS Trainings for Employees (p.68), We are Safe Together Information Trainings (p.71-72)
	403-6 Promotion of worker health	2022 OHS Practices (p.69-70)
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health and Safety (p.72)

## United Nations Global Compact (UNGC) Content Index

TOPICS	GLOBAL PRINCIPLES	REFERENCE
Human Rights	Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights.	Ethics and Compliance (sf.58-60), Human Rights (p.61-62)
	Principle 2: Make sure that they are not complicit in human rights abuses.	Ethics and Compliance (sf.58-60), Human Rights (p.61-62)
	Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	Human Rights (p.61-62)
Labour	Principle 4: The elimination of all forms of forced and compulsory labour.	Human Rights (p.61-62)
	Principle 5: The effective abolition of child labour	Human Rights (p.61-62)
	Principle 6: the elimination of discrimination in respect of employment and occupation.	Human Rights (p.61-62), Inclusive Workplace and Diversity (p.49)
Environment	Principle 7: Businesses should support a precautionary approach to environmental challenges.	Environmental Management Approach at Entek (p.31)
	Principle 8: Undertake initiatives to promote greater environmental responsibility.	Our Work on Climate Risks and Opportunities (p.32-33), Impact of the Climate Risk Inventory Report (p.34)
	Principle 9: Encourage the development and diffusion of environmentally friendly technologies.	Projects for Transition to Low Carbon Economy and Energy Efficiency (p.39-41)
Anti-Corruption	Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.	Ethics and Compliance (p.58-60)

# United Nations Women’s Empowerment Principles (UN WEPs)

PRINCIPLES	REFERENCE
Principle 1: Establish high-level corporate leadership for gender equality	Inclusive Workplace and Diversity (p.49)
Principle 2: Treat all women and men fairly at work – respect and support human rights and nondiscrimination	Inclusive Workplace and Diversity (p.49), Human Rights (p.61-62)
Principle 3: Ensure the health, safety and wellbeing of all women and men workers	Our Life Safety Manifesto (p.64-65), Our Occupational Safety Governance Approach (p.66), Contractor Management (p.67)
Principle 4: Promote education, training and professional development for women	Employee Development (p.50-51), Our Talent Management Practices (p.52-53), Our Training Program Contents for Employees and Manager (p.54)
Principle 5: Implement enterprise development, supply chain and marketing practices that empower women	Inclusive Workplace and Diversity (p.49)
Principle 6: Promote equality through community initiatives and advocacy	Social Development (p.88)
Principle 7: Measure and publicly report on progress to achieve gender equality	Inclusive Workplace and Diversity (p.49), Employee Demographics (p.96-98)

## Legal Warning



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## Communication



You can contact us to get more detailed information about Entek Elektrik Üretimi A.Ş. 2022 Sustainability Report and to submit your suggestions.

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