

2021-22  
SUSTAINABILITY REPORT

# CONTENTS

**NATURE, PERIOD AND SCOPE OF THE REPORT**

**CHAIRMAN'S MESSAGE**

**ABOUT ESENBOĞA ELEKTRİK**

**CORPORATE GOVERNANCE**

**OUR SUSTAINABILITY STRATEGY**

**CLIMATE CHANGE VISION AND MANAGEMENT OF ENVIRONMENTAL IMPACTS**

**SOCIAL VALUE CREATION AND STAKEHOLDER RELATIONS**

**ANNEXES**

## NATURE, PERIOD AND SCOPE OF THE REPORT

This first Sustainability Report of Esenboğa Elektrik Üretim Sanayi ve Ticaret A.Ş. ("Esenboğa Elektrik" or "the Company") includes the sustainability performance and targets of the Company for the period between 1 January 2021 and 31 December 2022. Esenboğa Elektrik aims to report its sustainability activities on an annual basis.

With the report, Esenboğa Elektrik's environmental, social and governance (ESG) performance for 2021 and 2022 is presented to its stakeholders. The report is available on the Public Disclosure Platform (PDP) and at [www.esenbogaelektrik.com.tr](http://www.esenbogaelektrik.com.tr).

## COMPLIANCE WITH LEGISLATION AND REGULATORY FRAMEWORK

This report was prepared in accordance with the "GRI Standards" published by the Global Reporting Initiative (GRI).

The content of the report was compiled according to the methods described in the "GRI Standards", primarily with the the materiality principle. Performance disclosures are presented mainly within the scope of "GRI Standards" disclosure, and the Capital Markets Board's (CMB) Sustainability Principles Compliance Framework has also been taken into consideration.

The report includes the Company's sustainability strategy, ESG performance and contributions to the United Nations Sustainable Development Goals (UN SDGs).

## CHAIRMAN'S MESSAGE



Dear Stakeholders,

Global trends, the effects of climate change, environmental and social risk, and stakeholders' expectations require companies to be more sustainable, equal, transparent, and accountable when conducting their business. Having adopted these principles as a compass, Esenboğa Elektrik left behind yet another year, contributing to the wellbeing of our planet and our humanity with whom we share a common future.

In 2021 and 2022, we identified the areas of priority for us to become more sustainable and to integrate ESG principles into our strategy and operations. While contributing to the economy with our renewable energy experience, we continued to create sustainable value for all our stakeholders.

Renewable energy is at the centre of global climate change policies and as a strategy to reduce carbon emissions to combat climate change. According to the latest World Energy Outlook report published by the International Energy Agency, the share

of wind and solar panels in electricity generation is expected to reach 40% by 2030 and 70% by 2050. Photovoltaic solar energy systems are expected to increase more than 4 times and reach 650 GW by 2030. In Turkey, the existing capacity has doubled since 2019, as a result of the renewable energy capacities commissioned in the last 2 years.

Our commitment to sustainability extends to include our entire value chain. While protecting nature with our renewable energy services, we support the social welfare of our stakeholders with our corporate social responsibility and sustainability projects. To date, these projects focused on supporting the vulnerable groups of our society, meeting educational needs and increasing awareness on sustainability goals. Looking forward, we are aiming to make broader collaborations with key academic, social and state institutions to create more impact for a more sustainable world.

In 2022, we became a UN Global Compact member and showed our commitment

to operate in alignment with the principles of human rights, labour, environment and anti-corruption. We also applied to become a UNPRI Signatory, as managing our investments according to ESG principles is key for us and for the benefit of our stakeholders. During 2023-2026, we will strive to continue our sustainable growth and contribute to the growth of global renewable energy sector and reduction of global emissions.

I would like to thank all our stakeholders, especially our employees, for their valuable efforts, trust, and support for the goals we set in our sustainable journey. I am pleased to present Esenboğa Elektrik's first sustainability report, summarizing our sustainability journey and vision for our valuable stakeholders on the 100th anniversary of the Republic of Türkiye.

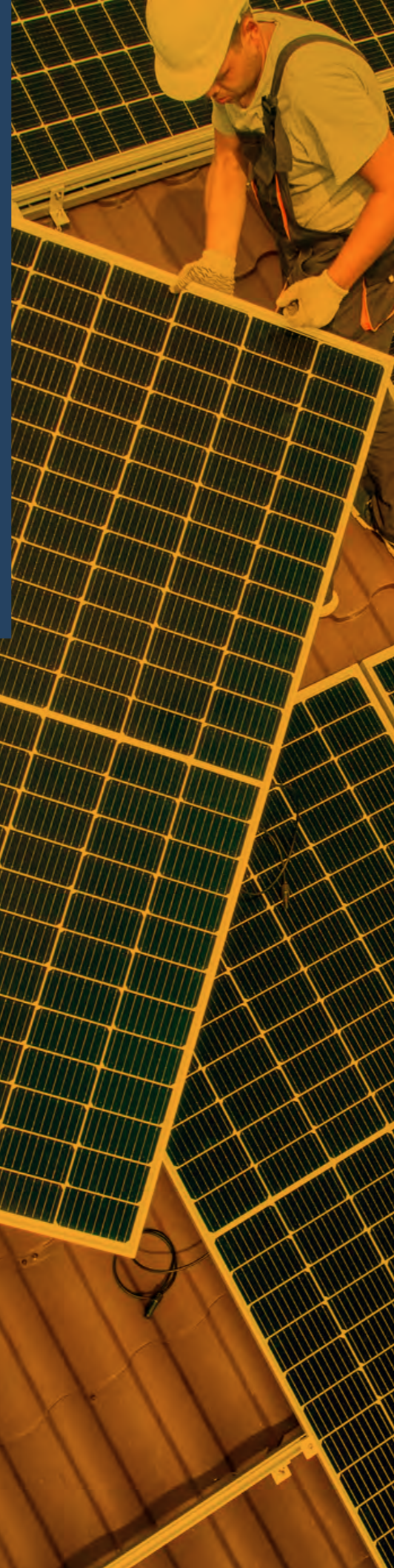
Yours sincerely,

**Yusuf Şenel**  
Chairman of the Board of Directors

# ABOUT ESENBOĞA ELEKTRİK

OUR SERVICES

MILESTONES



As Esenboğa Elektrik, we started our journey in 2015 to engage in provision of turnkey EPC services for rooftop solar power plants (SPP) in Turkey. We design and install industrial and residential rooftop SPPs with generation capacities ranging from 5KW to 50MW.

Our vision is to become a leading and reliable business partner in renewable micro energy solutions, meeting the growing need of green energy and contribute to the transformation of the energy sector.

Between 2023-2028, Esenboga Elektrik projects to complete rooftop SPP EPC projects with a total installed capacity of 330 MW. The Company also projects to invest in charging stations to benefit from the growth of electric vehicles and reach a capacity of 49 MW by 2028.

## Our Main Project and Capacity Development Targets by Company

**ESENBOĞA**  
ELEKTRİK

**330 MW**  
rooftop SPP EPC  
project development in  
Turkey

Developing  
**49 MW**  
electric charging  
station  
capacity in Turkey



## Our Approach to Sustainable Financial Growth

With our expertise in renewable energy, we grow our existing financial capital and profitability in line with the UN SDGs. In this context, we adopt the values and principles to ensure the continuity of our services and operations for all our stakeholders. The balance of our income and expenses is monitored by our budget and reporting

teams, so that we can take necessary measures to ensure the continuity of the company's profitability. Going forward, as Esenboğa Elektrik, we will continue to allocate capital to sustainable investments, distribute more sustainable profits to our stakeholders, driven by our sustainable growth.





## OUR SERVICES

Esenboga Elektrik installed a total of 25 MW of rooftop SPPs to date. With our strong technical and financial performance indicators, through our direct and indirect subsidiaries, we provide EPC and O&M services for rooftop SPPs.

### Renewable Energy EPC Services

- EPC Services
  - ROOFTOP SPP - INDUSTRIAL
  - ROOFTOP SPP - URBAN RESIDENTIAL
  - ROOFTOP SPP - PRIVATE RESIDENTIAL

### - Operation and Maintenance

As Esenboga Elektrik, we consider national and international standards and apply quality management standards in our operations.

Accordingly, we carry out our activities within the framework of our ISO certificates:

- ISO 9001 - Quality Management Certificate
- ISO 14001 - Environmental Management Certificate
- ISO 50001 - Energy Management System Certificate
- ISO 27001 - Information Security Management Certificate
- ISO 45001 - Occupational Health and Management Certificate

## MILESTONES

**2015**

Our journey started.

**2020**

We started our sustainability journey.

Esenboğa Elektrik became a publicly listed company on BIST with its IPO.

**2022**

We applied for licenses for SPPs with battery storage.

# CORPORATE GOVERNANCE

RESPONSIBLE AND ACCOUNTABLE MANAGEMENT APPROACH

ETHICS AND COMPLIANCE



## RESPONSIBLE AND ACCOUNTABLE MANAGEMENT APPROACH

As Esenboğa Elektrik, we are committed to being a transparent and accountable partner by adhering to the corporate governance practices in all areas of our operations. In order to fulfil this commitment, our Company founded several committees including Audit Committee, Sustainability Committee, Early Detection of Risk Committee and Corporate Governance Committee. Duties, working principles and members of the committees are determined by the Board of Directors, approved by the Board of Directors. These committees are responsible for determining the policies for their related purposes and functions, which are written documents, disclosed to the public on

our corporate website. All members of the Audit Committee are independent members of the Board of Directors. The Sustainability Committee, Early Detection of Risk Committee and Corporate Governance Committees are chaired by Independent Board Members.

As Esenboğa Elektrik, we value diversity in all aspects, and gender diversity at all management levels especially at the Board and senior executive levels. In this regard, our board sustains a minimum rate of 33% in appointment of women members.



# ETHICS AND COMPLIANCE

As Esenboğa Elektrik, we do not compromise on ethics and compliance principles and we conduct all our operations within the framework of national and international legal standards. We have a guiding Code of Conduct signed by all our employees, as part of their employment contract. Our Code of Conduct document is available on our corporate website, accessible to all our stakeholders. We value the adoption of our ethical codes throughout our entire value chain and we require all our business partners to act in accordance with these codes as well. We know that sustainable growth can only be achieved with increased awareness of sustainability and ESG practices, in this regard, we take great care to integrate these in our business processes.

**You can access the Esenboğa Elektrik's Code of Conduct here.**

As Esenboğa Elektrik, we are committed to the principles of free and fair competition. We do not engage in any illegal and

unethical activities to gain advantage over other sector players and we undertake that we will continue doing so. We have a zero-tolerance policy against all kinds of misconduct such as bribery and corruption, as well as violations of competition laws.

We carry out our activities within the framework of our Ethical Principles, forming the basis of our relations with our stakeholders and our entire value chain.

**You can access the Ethical Principles of Esenboğa Elektrik here.**

We also strictly adhere to national and international laws in the context of child labour, forced and compulsory labour, bribery and corruption.

Accordingly, we adopted the following policies, which we also require our business partners to adopt and published them on our corporate website:

## Gift and Hospitality Policy

## Child Labor, Non-Forced Labor and Youth Employment Policy

If our employees encounter any ethical violations, we have a hotline (**ihbarhatti@esenbogaelektrik.com.tr**) where they may notify us. From receiving a complaint to closing an investigation, we conduct all our processes in confidentiality and undertake to protect the complainee from discrimination,

retaliation or punishment, which can be caused directly or indirectly. We manage this process within the framework of our **Notification and Complaint Management Policy** which is also published on our corporate website.

# OUR SUSTAINABILITY STRATEGY

SUSTAINABILITY APPROACH AND SUSTAINABILITY MANAGEMENT

OUR SUSTAINABILITY PRIORITIES

ALIGNMENT WITH UN SUSTAINABLE DEVELOPMENT GOALS

## SUSTAINABILITY APPROACH AND SUSTAINABILITY MANAGEMENT

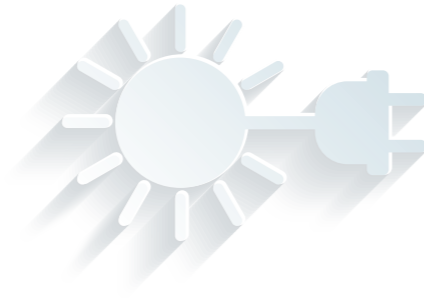
As a renewable energy provider, we take our role in the fight against climate change very seriously. In this regard, we run and expand our operations in line with UN SDGs to leave a sustainable world for future generations. As a signatory, we operate in alignment with UN Global Compact Principles. We also applied to become a UNPRI Signatory. We integrated ESG criteria in all our decisions and actions and report on ESG metrics via Refinitive. We are committed to investing only in renewable and clean energy sources. We devote all our institutional resources

for the protection of ecosystem balance and natural resources, to help reverse the adverse impact of climate change and to limit global warming to 1.5°C, as underlined by the Intergovernmental Panel on Climate Change (IPCC).

Our **Sustainability Policy** is published on our corporate website.



# OUR SUSTAINABILITY PRIORITIES

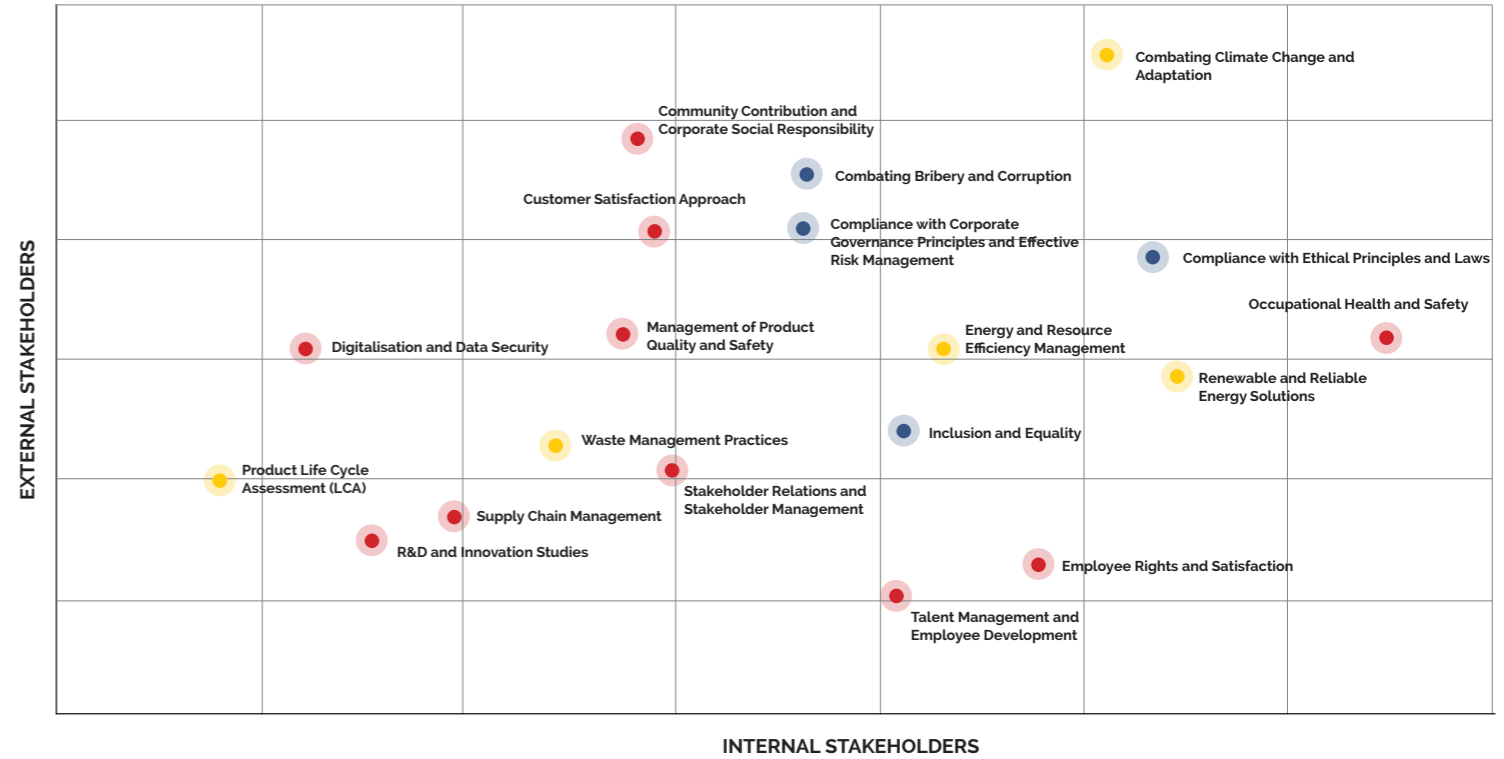


As Esenboğa Elektrik, we have identified our sustainability priorities and material issues to serve as a roadmap for our sustainability journey. We have done this by integrating our company values, policies, strategies and targets and the inputs of our internal and external stakeholders.

When determining our material issues, we examined the corporate sustainability strategies of leading peer institutions, global trends, international sustainability frameworks (GRI Standards, CDP, TCFD, SASB, UN SDGs, UN

Global Compact, etc.), World Economic Forum (WEF) Global Risks Report, United Nations Principles for Responsible Investment (UNPRI). Together with the feedback received from our internal and external stakeholders, we generated our materiality matrix. With this study, we have seen that Combating Climate Change and Adaptation is the top material issue for both our internal and external stakeholders. Among the 19 material topics, our company's highest priority topics are as follows:

- Combating Climate Change and Adaptation
- Occupational Health and Safety
- Compliance with Ethical Principles and Laws
- Renewable and Reliable Energy Solutions
- Combating Bribery and Corruption
- Compliance with Corporate Governance Principles and Effective Risk Management
- Community Contribution and Corporate Social Responsibility
- Energy and Resource Efficiency Management
- Customer Satisfaction Approach
- Inclusion and Equality



## Environmental

- Waste Management Practices
- Energy and Resource Efficiency Management
- Combating Climate Change and Adaptation
- Product Life Cycle Assessment (LCA)
- Renewable and Reliable Energy Solutions

## Social

- R&D and Innovation Studies
- Employee Rights and Satisfaction
- Digitalisation and Data Security
- Occupational Health and Safety
- Customer Satisfaction Approach
- Stakeholder Relations and Stakeholder Management
- Supply Chain Management
- Community Contribution and Corporate Social Responsibility
- Management of Product Quality and Safety
- Talent Management and Employee Development

## Economic/ Governance

- Compliance with Ethical Principles and Laws
- Inclusion and Equality
- Compliance with Corporate Governance Principles and Effective Risk Management
- Combating Bribery and Corruption

# ALIGNMENT WITH UN SUSTAINABLE DEVELOPMENT GOALS

Being a renewable energy company and operating with minimum emissions, our sustainable growth aligned with UN SDGs directly impacts the growth of the global green economy. Accordingly, we have carried out a comprehensive analysis in order to be a part of the solution and decided to act in line with these goals.



# CLIMATE CHANGE VISION AND MANAGEMENT OF ENVIRONMENTAL IMPACTS

COMBATING CLIMATE CHANGE AND  
EMISSIONS MANAGEMENT

ENERGY EFFICIENCY

WATER MANAGEMENT

WASTE MANAGEMENT

As Esenboğa Elektrik, we share the vision to act respectfully and responsibly towards the environment in all our operations and to raise environmental awareness amongst all our stakeholders. We focus on reducing the negative impacts of our activities on the environment and ecosystems by continuously improving our sustainability and ESG performance.

We regularly monitor our corporate carbon footprint and strive to reduce it. We make

investments with our sustainable growth vision and in order to show our commitment in this we have applied to become a UNPRI signatory. Our goal going forward is to ensure that all our activities to reach a net-zero carbon level by 2024. In this context, we are taking concrete steps to measure our carbon footprint and reduce greenhouse gas emissions.



# COMBATING CLIMATE CHANGE AND EMISSIONS MANAGEMENT

As Esenboğa Elektrik, we closely follow national and international developments, strive to take necessary decisions and actions, in order to do our share to stop the climate change and to ensure the continuity of ecosystems. With the goal of keeping global warming constant at 1.5°C and limiting it to a maximum of 2°C set by the Paris Climate Agreement, reduction of greenhouse gases by preventing emissions are critical for the humanity and the planet.

In order to minimise and prevent the carbon emissions resulting from our fossil fuel consumption, which constitute a large part of our Scope 1 emissions, we replaced most of

our petrol and diesel vehicles with electric and hybrid vehicles during the reporting period. We share our electric / hybrid vehicle use and carbon emission reduction commitments with all our stakeholders in our **Electric / Hybrid Vehicle and Emission Reduction Policy**.

In Scope 2, majority of the carbon emissions result from the electricity consumption in our power plants, which is followed by the electricity consumption for heating, cooling, air conditioning in our offices. Our business related flights generate majority of our Scope 3 emissions.

Tablo 1. 2021 - 2022 Carbon Emissions (tonnes)

	2021	2022
Scope 1	0.08	0.03
Scope 2	478.17	492.91
Scope 3	1.77	4.01

Our target is to achieve net-zero for all our activities. Accordingly, we are taking solid steps to measure our carbon foot print and to reduce our carbon emissions.

In 2022, we applied for GCC carbon certification programme for all our projects. We will be confirming the carbon certifications with

international accreditation bodies and carry out emission reduction certification studies.

As part of our carbon emissions offset strategy, we donated to TEMA Foundation, for planting trees and contributing to afforestation efforts. We are also working towards creating a memorial forest by the end of 2023.



## ENERGY EFFICIENCY

As Esenboğa Elektrik, we aim to make continuous improvements by following new technologies to increase energy efficiency and to protect the environment by minimising our carbon footprint. We consider energy efficiency in purchased products and services, new investments and designs, production and all processes. We publish our clean energy and environmentally friendly approach in our **Environment and Energy Policy**.

When conducting our business, we act in accordance with the law and regulations published in energy management. In order to increase energy efficiency in all our activities, we set targets to reduce the amount of energy consumed by using monitoring applications to track energy consumption and constantly review these targets.



## WATER MANAGEMENT

We are committed to using water efficiently and in harmony with the environment. We carry out our studies on reducing water consumption rates, determining methods for effective and reuse of water and developing water saving models for sustainable water management both in our main operations.

Our main target is to use water with maximum efficiency, to reduce the consumption of freshwater resources and the amount of wastewater through recovery practices, and to discharge wastewater without harming the environment and biodiversity.

## WASTE MANAGEMENT

We continuously improve our waste management system designed in accordance with ISO 14001, complying with the applicable regulations and declared sustainability targets. We follow-up waste management processes, do regular checks for compliance and report the results to the Sustainability Committee.

In order to achieve our environmental management targets, we are ensuring that waste

is reduced, minimised and recycled in all our facilities. The waste generated from our main operations is separated into glass, metal, plastic, paper, packaging waste and is recycled by companies contracted by the municipality. In 2021 and 2022, we calculated our total waste from all our operations as 9,40 and 11,42 tons, respectively. Going forward, we aim to reduce this waste and implement reach a Zero Waste System with circular economy practices.

### Green Office Project

Our Green Office project is developed with an objective to increase awareness on waste, reduce waste generation and increase energy efficiency in Esenboğa Elektrik offices. In the office restrooms, we increased energy saving by installing sensor lighting systems and water saving by installing sensors taps. We eliminated the use of plastic water bottles by switching to glass water bottles. In the kitchen, we are using a water treatment system providing filtered drinking water from the tap. Within the scope of the Zero Waste System, we separate our waste at the source with the recycling bins placed in the common areas of the office. Our employees are asked to use both sides of the paper when printing and to minimise the use of paper by continuing their work digitally when possible. We use personal PIN numbers for individuals printing documents and monitor individual usage. We collect papers printed on one side in a tray, ensuring that their unprinted side can be used as scribble paper before they are recycled.

# SOCIAL VALUE CREATION AND STAKEHOLDER RELATIONS

SUSTAINABLE VALUE CHAIN

HUMAN RESOURCES APPROACH

CORPORATE SOCIAL RESPONSIBILITY

## SUSTAINABLE VALUE CHAIN

One of the cornerstones of our sustainability strategy is to address any material issues that impacts our stakeholders and our performance. In this regard, we handle our communication

with our stakeholders with the principles of accountability and transparency, by regularly informing them through various communication channels.

STAKEHOLDERS	METHOD OF COMMUNICATION
EMPLOYEES	E-mail, telephone and face-to-face interviews Meetings and trainings Digital communication tools Digital training programmes Special events organised for employees Committee meetings Announcements and notifications In-house publications
CUSTOMERS	E-mail, telephone and face-to-face interviews Customer visits and meetings Exhibitions, conferences, fairs Website News
SUPPLIERS	E-mail, telephone and face-to-face interviews Meetings Supplier audits
PUBLIC INSTITUTIONS AND REGULATORY BODIES	Periodic reporting Meetings and conferences E-mail, telephone and face-to-face interviews Audits

We carry out all our activities within the framework of our Ethical Principles and ensure that all our stakeholders fully comply with them.



## Responsible Procurement Approach

As Esenboğa Elektrik, we are committed to contribute to the development of a sustainable supply chain. In our supplier selection, we seek and support business partners that share our values in sustainability and ESG criteria and ask for certifications and accreditations in relation to their ESG practices, UN Global Compact principles. We require all our new suppliers to comply with these values via our supplier agreements and we terminate our relations with our existing suppliers who fail to comply with these principles and values.

**You can reach our Policy on Failure to Meet Environmental Criteria for Esenboğa Elektrik Supplier and Termination of Partnership here.**

**You can reach Esenboğa Elektrik Supply Chain Employee OHS Policy here.**



## Customer Satisfaction Approach

As Esenboğa Elektrik, we aim to ensure full customer satisfaction by providing sustainable, effective, high quality services and by continuously improving our services based on our customers valuable feedback. We adopt honest, fair, transparent and accountable approach in all our business relations and practices, in accordance with UN Global Compact principles, general rules of business ethics, sustainability and ESG principals.

We value a transparent and fast communication process with our customers to gather their timely feedback. During SPP installation process, our hands-on project managers take instant action on the site. When the SPP becomes operational, our maintenance and operation unit carries out periodic, regular maintenance services and provides customer-specific reports and feedback.



# HUMAN RESOURCES APPROACH

As Esenboğa Elektrik, we continuously develop and improve the working conditions, in line with the global developments and sector specific needs, to increase the loyalty of our employees. In all human resources processes, we have a strict non-discrimination policy and we encourage diversity on the basis of religion, language, race, ethnic origin, gender and sexual orientation. We respect our employees' freedom of association, union membership and collective bargaining rights. We do not have any employees, who are

members of any trade union within Esenboğa Elektrik, but we have colleagues who are members of chambers in our companies. As Esenboğa Elektrik, one of our top priorities is to manage our human resources by adopting the principle of equal opportunity for all. In this respect, we are committed to generating a safe and healthy working environment, ensuring gender equality and keeping the female employment rate above 33%, which is the current rate at the Board Level.

## Talent Management and Employee Development

As Esenboğa Elektrik, we take the skill and talent development of our human resources seriously. Accordingly, we provide continuous training programmes for the professional and personal development of our employees. We create a list of annual vocational trainings with our unit managers and share the training programme with the relevant teams. We meticulously plan

and execute individual personal development trainings for all our employees. The company uses both 3rd party companies and internal resources/employees' expertise, to meet the technical needs of the teams. We apply a flexible working programme for our employees in higher education to support their career development.

## Employee Engagement

An orientation training programme is provided to new employees by the Human Resources department for their fast adaptation to the Company. We value the work-life balance of our employees and act to meet their personal needs. We regularly evaluate the feedback received from our employees. HR department installed

a complaint box for our employees to develop solutions that respond to common and individual demands. Within the scope of economic support to our employees, we offer additional meal tickets and income to cover the rise in energy bills during winter months.

## Occupational Health and Safety

As Esenboğa Elektrik, we act in accordance with all relevant laws and regulations to protect the occupational health and safety of all our employees, to minimise possible occupational accidents and their effects. We had no work accidents or lost working days due to work accidents since its foundation in 2015.

With our Occupational Health and Safety Policy (OHS), we undertake to create a healthy and safe work environment for all our employees, targeting zero occupational accidents. We also develop our OHS system by setting new goals and targets every year.

We carry out training activities for our employees, as well as our contractors' employees, in order to raise awareness on OHS. In 2021 and 2022, we provided 1,212 and 784-person hours of OHS training to our employees.

We monitor the OHS performance of our suppliers and provide support for their improvement and terminate our business relations in case of any violations.

As Esenboğa Elektrik, our companies have a Supply Chain Employee OHS Policy and this policy is publicly available on their websites

**You can access Esenboğa Elektrik's OHS Policy here.**

**You can access Esenboğa Elektrik's Supply Chain Employee OHS Policy here.**



# CORPORATE SOCIAL RESPONSIBILITY APPROACH

As Esenboğa Elektrik, our corporate social responsibility approach consists of supporting the vulnerable groups of the society, meeting their educational needs, raising awareness of social responsibility, meeting social and community needs, and encouraging public benefit activities with donations.

Similar to previous years, in 2021 and 2022, we carried out many CSR projects working with various associations and foundations. We make donations and provide aid within the framework of the **Donation and Charity Policy**.

## Related SDGs



## Sustainability and Corporate Social Responsibility Projects



### Community Support Project

Esenboğa Elektrik donated to General Directorate of Forestry to develop an aromatic forest which will also generate income for the villagers.



### Sustainable Consumer Project

Esenboğa Elektrik employees provided an online sustainability training to our SPP field employees in 10 provinces and 17 districts. They hung signposts as a reminder of efficient water and electricity use.



### LÖSEV Foundation

Esenboğa Elektrik donated to LÖSEV Foundation to support children with leukaemia.



### AÇEV Foundation

Esenboğa Elektrik donated to AÇEV, which works to ensure that children start life with equal opportunities.



### Koruncuk Foundation

Esenboğa Elektrik donated to the Koruncuk Foundation, which supports children between ages 10-18.



### Let's Overcome Obstacles Together

Esenboğa Elektrik has been making regular donations to Afyon Down Syndrome Association since 2021.



### Families and Students Support Project

Esenboğa Elektrik donated to Kızılay to aid families in need of food, clothing and heating. Within the scope of another project developed with Kızılay, Esenboğa Elektrik provides scholarships to 100 university students every year between September and June.



### TEMA Foundation

Esenboğa Elektrik donated money to TEMA foundation for tree planting and afforestation projects.

# ANNEXES

## PERFORMANCE INDICATORS

### Social Performance Indicators

Total Workforce		2021	2022
Direct Employment		66	85
Woman		2	11
Male		64	74

Total Labor Force by Age Groups		2021		2022	
		Woman	Male	Woman	Male
18-30		1	15	7	21
30-45		1	27	3	30
45+		0	22	1	23

Senior Management Structure		2021	2022
Direct Employment			
Woman		0	2
Male		1	2

Number of Disabled Employees		2021	2022
By Gender			
Woman		1	1
Male		0	0

Training (person x hour)		2021	2022
General Training		1,713	1,210
OHS Training		1,212	784

### Environmental Performance Indicators

Energy Consumption		2021	2022
Total direct or indirect energy consumption (kWh)		235,735.03	478,955.38
Direct purchased energy (kWh)		235,735.03	478,955.38

Greenhouse Gas Emissions (tonnes)		2021	2022
Scope 1		0.08	0.03
Scope 2		478.17	492.91
Scope 3		1.77	4.01

Water Consumption		Unit	2021	2022
Total water consumption		lt	157,769	400,433
Total freshwater consumption		lt	2,862	4,183
Amount of water recycled or reused		lt	0	0

Waste		Unit	2021	2022
Total amount of waste generated		tons	9,40	11,42
Total amount of non-hazardous waste generated		tons	9,40	11,42
Total amount of hazardous waste generated		tons	0	0
Total amount of recycled and reused waste generated		tons	0	0

# GRI CONTENT INDEX



## GRI 1

Esenboğa Elektrik reported in accordance with GRI Standards for the period between 1 January 2021 and 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 English version of the report.

GRI STANDARD	DISCLOSURE	PAGE NUMBERS, DESCRIPTIONS AND/OR URL
<b>GRI 1: FOUNDATION 2021</b>		
<b>GRI 2: GENERAL DISCLOSURES 2021</b>		
<b>CORPORATE PROFILE, CORPORATE GOVERNANCE AND EFFECTIVE RISK MANAGEMENT</b>		
<b>GRI 2: GENERAL DISCLOSURES 2021</b>	2-1 Organizational details	About Esenboğa Elektrik, p.6-13
	2-2 Entities included in the organization's sustainability reporting	Nature, Period and Scope of the Report, p.3 Chairman's Message, p.4-5
	2-3 Reporting period, frequency and contact point	Nature, Period and Scope of the Report, p.3
	2-4 Restatements of information	This is the first sustainability report of Esenboğa Elektrik.
	2-5 External assurance	No external audit was conducted within the scope of the sustainability report.
	2-6 Activities, value chain and other business relationships	About Esenboğa Elektrik, p.6-13
	2-7 Employees	Human Resources Approach, p.34-35
	2-8 Workers who are not employees	Human Resources Approach, p.34-35
	2-9 Governance structure and composition	Corporate Governance, p.14-17
	2-10 Nomination and selection of the highest governance body	Privacy Restrictions Esenboğa Elektrik does not share this information publicly in accordance with the privacy policies of the organization.
	2-11 Chair of the highest governance body	Corporate Governance, p.14-17

<b>GRI 2: GENERAL DISCLOSURES 2021</b>	2-12 Role of the highest governance body in overseeing the management of impacts	Corporate Governance, p.14-17 Sustainability Approach and Sustainability Management, p.19
	2-13 Delegation of responsibility for managing impacts	Sustainability Approach and Sustainability Management, p.19
	2-14 Role of the highest governance body in sustainability reporting	Sustainability Approach and Sustainability Management, p.19
	2-15 Conflicts of interest	Ethics and Compliance, p.16-17
	2-16 Communication of critical concerns	Corporate Governance, p.14-17 During the reporting period, Esenboğa Elektrik did not receive any critical issues.
	2-17 Collective knowledge of the highest governance body	Corporate Governance, p.14-17
	2-18 Evaluation of the performance of the highest governance body	Privacy Restrictions Esenboğa Elektrik does not share this information publicly in accordance with the privacy policies of the organization.
	2-19 Remuneration policies	Human Resources Approach, p.34-35
	2-20 Process to determine remuneration	Human Resources Approach, p.34-35
	2-21 Annual total compensation ratio	Privacy Restrictions Esenboğa Elektrik does not share this information publicly in accordance with the privacy policies of the organization.
	2-22 Statement on sustainable development strategy	Sustainability Approach and Sustainability Management, p.19 Chairman's Message, p.4-5
	2-23 Policy commitments	Corporate Governance, p.14-17
	2-24 Embedding policy commitments	Corporate Governance, p.14-17
	2-25 Processes to remediate negative impacts	Corporate Governance, p.14-17
	2-26 Mechanisms for seeking advice and raising concerns	Ethics and Compliance, p.16-17
	2-27 Compliance with laws and regulations	Ethics and Compliance, p.16-17
	2-28 Membership associations	Ethics and Compliance, p.16-17
	2-29 Approach to stakeholder engagement	Social Value Creation and Stakeholder Relations, p.30-37
	2-30 Collective bargaining agreements	Human Resources Approach, p.34-35

## MATERIAL TOPICS

GRI STANDARD	DISCLOSURE	PAGE NUMBERS, DESCRIPTIONS AND/OR URL
<b>GRI 3: MATERIAL TOPICS 2021</b>		
<b>Material Topics</b>		
<b>GRI 3: MATERIAL TOPICS 2021</b>	3-1 Process to determine material topics	Our Sustainability Strategy, p.18-21
	3-2 List of material topics	Our Sustainability Priorities, p.20-21 <ul style="list-style-type: none"> <li>• Waste Management Practices</li> <li>• Energy and Resource Efficiency Management</li> <li>• Combating Climate Change and Adaptation</li> <li>• Product Life Cycle Assessment (LCA)</li> <li>• Renewable and Reliable Energy Solutions</li> <li>• R&amp;D and Innovation Studies</li> <li>• Employee Rights and Satisfaction</li> <li>• Digitalization and Data Security</li> <li>• Occupational Health and Safety</li> <li>• Customer Satisfaction Approach</li> <li>• Stakeholder Relations and Stakeholder Management</li> <li>• Supply Chain Management</li> <li>• Community Contribution and Corporate Social Responsibility</li> <li>• Management of Product Quality and Safety</li> <li>• Talent Management and Employee Development</li> <li>• Compliance with Ethical Principles and Laws</li> <li>• Inclusion and Equality</li> <li>• Compliance with Corporate Governance Principles and Effective Risk Management</li> <li>• Combating Bribery and Corruption</li> </ul>
	3-3 Management of material topics	Our Sustainability Strategy, p.18-21

## GRI 200: ECONOMIC STANDARD SERIES

### Compliance with Corporate Governance Principles and Effective Risk Management

<b>GRI 3: MATERIAL TOPICS 2021</b>	3-3 Management of material topics	Corporate Governance, p.14-17
<b>GRI 206: ANTI-COMPETITIVE BEHAVIOR 2016</b>	206-1 Total number and outcomes of lawsuits related to anti-competitive behavior and activities	There are no lawsuits regarding anti-competitive behaviors and activities.

## Compliance with Ethical Principles and Laws

<b>GRI 3: MATERIAL TOPICS 2021</b>	3-3 Management of material topics	Ethics and Compliance, p.16-17
------------------------------------	-----------------------------------	--------------------------------

## Combating Bribery and Corruption

<b>GRI 3: MATERIAL TOPICS 2021</b>	3-3 Management of material topics	Corporate Governance, p.14-17
<b>GRI 205: ANTI-CORRUPTION 2016</b>	205-1 Operations assessed for risks related to corruption	Ethics and Compliance, p.16-17
	205-2 Communication and training about anti-corruption policies and procedures	Ethics and Compliance, p.16-17
	205-3 Confirmed incidents of corruption and actions taken	Ethics and Compliance, p.16-17

## GRI 300: ENVIRONMENTAL STANDARDS SERIES 2016

### Combating Climate Change and Adaptation

<b>GRI 3: MATERIAL TOPICS 2021</b>	3-3 Management of material topics	Climate Change Vision and Management of Environmental Impacts, p.24-29
------------------------------------	-----------------------------------	--

## Waste Management Practices

<b>GRI 3: MATERIAL TOPICS 2021</b>	3-3 Management of material topics	Climate Change Vision and Management of Environmental Impacts, p.24-29 Waste Management, p.29
<b>GRI 306: WASTE 2020</b>	306-1 Waste generation and significant waste-related impacts	Waste Management, p.29
	306-2 Management of significant waste-related impacts	Waste Management, p.29
	306-3 Waste generated	Environmental Performance Indicators, p.39
	306-4 Waste diverted from disposal	Environmental Performance Indicators, p.39
<b>GRI 303: WATER AND EFFLUENTS 2018</b>	303-5 Water consumption	Water Management, p.28 Environmental Performance Indicators, p.39

**Energy and Resource Efficiency Management**

<b>GRI 3: MATERIAL TOPICS 2021</b>	3-3 Management of material topics	Climate Change Vision and Management of Environmental Impacts, p.24-29 Energy Efficiency, p.28
<b>GRI 302: ENERGY 2016</b>	302-1 Energy consumption within the organization	Energy Efficiency, p.28 Environmental Performance Indicators, p.39
	302-4 Reduction of energy consumption	Energy Efficiency, p.28
<b>GRI 305: EMISSIONS 2016</b>	305-1 Direct (Scope 1) GHG Emissions	Combating Climate Change and Emissions Management, p.26-27 Environmental Performance Indicators, p.39
	305-2 Energy Indirect (Scope 2) GHG Emissions	Combating Climate Change and Emissions Management, p.26-27 Environmental Performance Indicators, p.39
	305-5 Reduction of GHG emissions	Combating Climate Change and Emissions Management, p.26-27 Environmental Performance Indicators, p.39

**Renewable and Reliable Energy Solutions**

<b>GRI 3: MATERIAL TOPICS 2021</b>	3-3 Management of material topics	About Esenboža Elektriķ, p.6-13 Customer Satisfaction Approach, p.33
------------------------------------	-----------------------------------	---

**Product Life Cycle Assessment (LCA)**

<b>GRI 3: MATERIAL TOPICS 2021</b>	3-3 Management of material topics	Climate Change Vision and Management of Environmental Impacts, p.24-29
------------------------------------	-----------------------------------	--

**GRAY 400: SOCIAL STANDARDS SERIES 2016**

**Employee Rights and Satisfaction**

<b>GRI 3: MATERIAL TOPICS 2021</b>	3-3 Management of material topics	Human Resources Approach, p.34-35
------------------------------------	-----------------------------------	-----------------------------------

**Occupational Health and Safety**

<b>GRI 3: MATERIAL TOPICS 2021</b>	3-3 Management of material topics	Occupational Health and Safety, p.35
<b>GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018</b>	403-1 Occupational health and safety management system	Occupational Health and Safety, p.35
	403-2 Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety, p.35
	403-3 Occupational health services	Occupational Health and Safety, p.35
	403-4 Worker participation, consultation, and communication on occupational health and safety	Occupational Health and Safety, p.35
	403-5 Worker training on occupational health and safety	Occupational Health and Safety, p.35
	403-6 Promotion of worker health	Occupational Health and Safety, p.35
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health and Safety, p.35
	403-10 Work-related patient cases	In the reporting period, there were no employees diagnosed with occupational diseases due to the activities.

**Inclusion and Equality**

<b>GRI 3: MATERIAL TOPICS 2021</b>	3-3 Management of material topics	Human Resources Approach, p.34-35
<b>GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016</b>	405-1 Diversity of governance bodies and employees	Social Performance Indicators, p.38
	405-2 Ratio of base salary and remuneration of women to men	Privacy Restrictions Esenboža Elektriķ does not share this information publicly in accordance with the privacy policies of the organization.

<b>GRI 406: NON-DISCRIMINATION 2016</b>	406-1 Incidents of discrimination and corrective actions taken	Responsible and Accountable Management Approach, p.15 There were no cases of discrimination during the reporting period.
<b>GRI 408: CHILD LABOR 2016</b>	408-1 Operations and suppliers at significant risk for incidents of child labor	Responsible and Accountable Management Approach, p.15 Ethics and Compliance, p.16-17
<b>GRI 409: FORCED OR COMPULSORY LABOR 2016</b>	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Responsible and Accountable Management Approach, p.15 Ethics and Compliance, p.16-17

### Talent Management and Employee Development

<b>GRI 3: MATERIAL TOPICS 2021</b>	3-3 Management of material topics	Talent Management and Training, p.34
<b>GRI 404: TRAINING AND EDUCATION 2016</b>	404-1 Average hours of training per year per employee	Social Performance Indicators, p.38
	404-2 Programs for upgrading employee skills and transition assistance programs	Talent Management and Training, p.34

### Supply Chain Management

<b>GRI 3: MATERIAL TOPICS 2021</b>	3-3 Management of material topics	Responsible Procurement Approach, p.32
------------------------------------	-----------------------------------	--

### Stakeholder Relations and Stakeholder Management

<b>GRI 3: MATERIAL TOPICS 2021</b>	3-3 Management of material topics	Social Value Creation and Stakeholder Relations, p.30-37
<b>GRI 413: LOCAL COMMUNITY 2016</b>	413-1 Percentage of operations with local community engagement, impact assessments and development programs in place	Social Value Creation and Stakeholder Relations, p.30-37

### Customer Satisfaction Approach

<b>GRI 3: MATERIAL TOPICS 2021</b>	3-3 Management of material topics	Customer Satisfaction Approach, p.33
<b>GRI 417: MARKETING AND LABELING 2016</b>	417-1 Requirements for product and service information and labeling	Customer Satisfaction Approach, p.33
	417-2 Customer satisfaction and segment-based evaluation	There were no non-compliances during the reporting period.
	417-3 Cases of non-compliance with product and service labeling	There were no non-compliances during the reporting period.

### Management of Product Quality and Safety

<b>GRI 3: MATERIAL TOPICS 2021</b>	3-3 Management of material topics	Customer Satisfaction Approach, p.33
------------------------------------	-----------------------------------	--------------------------------------

### Community Contribution and Corporate Social Responsibility

<b>GRI 3: MATERIAL TOPICS 2021</b>	3-3 Management of material topics	Corporate Social Responsibility, p.36-37
------------------------------------	-----------------------------------	--

### Digitalisation and Data Security

<b>GRI 3: MATERIAL TOPICS 2021</b>	3-3 Management of material topics	Our Sustainability Priorities, p.20-21
------------------------------------	-----------------------------------	--

### R&D and Innovation Studies

<b>GRI 3: MATERIAL TOPICS 2021</b>	3-3 Management of material topics	Our Sustainability Priorities, p.20-21
------------------------------------	-----------------------------------	--





[www.esenbogaelektrik.com.tr](http://www.esenbogaelektrik.com.tr)

REPORTING CONSULTANCY



**escarus**

(TSKB Sustainability Consultancy)

[info@escarus.com](mailto:info@escarus.com)

[www.escarus.com](http://www.escarus.com)

T: +90 (212) 334 5460

DESIGN

Pelin Günaltay