

## Performance Indicators

Table 1. Power Plants

Location	Power Plants in Operation	Power Plant Type
Artvin	Arkun HEPP	HEPP
Trabzon	Çambasi HEPP	HEPP
Kahramanmaraş	Dagdelen HEPP	HEPP
Adana	Dogançay HEPP	HEPP
Kahramanmaraş	Hacıninoğlu HEPP	HEPP
Kahramanmaraş	Kandil HEPP	HEPP
Adana	Kavsak Bendi HEPP	HEPP
Adana	Köprü HEPP	HEPP
Adana	Kusakli HEPP	HEPP
Adana	Menge HEPP	HEPP
Kahramanmaraş	Sangüzel HEPP	HEPP
Adana	Yamanlı II HEPP	HEPP
Manisa	Akhisar WPP	WPP
Aydın	Akköy WPP	WPP
Istanbul	Aydos WPP	WPP
Balıkesir	Balıkesir WPP	WPP
Çanakkale	Çanakkale WPP	WPP
İzmir	Çeşme WPP	WPP
Mersin	Dağpazarı WPP	WPP
Kocaeli Province	Dikili WPP	WPP
Kayseri	Erciyes WPP	WPP
Çanakkale	Harmancık WPP	WPP
Çanakkale	Ovacık WPP	WPP
Balıkesir	Bandırma SPP	SPP
Karabük	Karabük SPP	SPP
Balıkesir	Bandırma 1	NGCCPP
Balıkesir	Bandırma 2	NGCCPP
Kocaeli	Kentsa	NGCCPP
Adana	Tufanbeyli Energy Hub	LPP

Table 2. Total Fuel Consumption from Non-Renewable Sources

	2022	2023	2024
Natural Gas (m³)	1.310.546.771	908.905.957	1.006.056.629
Natural Gas (GJ)	45.237.453	34.364.816	37.988.740
Gasoline (L)	67.325	217.212	260.348
Gasoline (GJ)	2.153	6.951	8.331
Diesel (L)	1.654.697	2.100.285	927.766
Diesel (GJ)	58.607	74.889	33.910
Coal (tons)	6.268.847	6.334.784	6.916.399
Coal (GJ)	31.474.627	30.555.831	33.297.621
Other (tons) LPG	16,8	22,8	2,5
Other (GJ) LPG	767	1.050	116
Other (tons) Propan	-	2,3	2,0
Other (GJ) Propan		106	91
Other (tons) Fuel Oil	2,3	1.606	821
Other (GJ) Fuel oil	101	63.272	32.330

Table 3. Total Fuel Consumption from Renewable Sources

	2022	2023	2024
Total fuel consumption from renewable sources (GJ)	0	0	0

Table 4. Indirect Energy Consumption by Primary Energy Source

	2022	2023	2024
Electricity consumption – in-facility and office use (kWh)	834.015.780	723.517.100	748.768.138
Electricity consumption (GJ)	3.002.216	2.604.453	2.695.350
Heating consumption (GJ)	0	0	0
Cooling consumption (GJ)	0	0	0
Steam consumption (GJ) please report	0	0	0

Table 5. Energy Sold

	2022	2023	2024
Electricity Sold (Net Generation + Purchased Electricity) (kWh)	14.637.443.090	13.208.227.110	16.326.426
Heating Sold (GJ)	0	0	0
Cooling Sold (GJ)	0	0	0
Steam Sold (GJ)	0	0	0
Buhar tüketimi (GJ) bildiriniz	0	0	0

Table 6. Total Energy Consumption

	2022	2023	2024
Total Energy Consumption (GJ)	79.775.925	67.671.368	74.031.991

Table 7. Energy Consumed Offsite

	2022	2023	2024
Energy Consumed Offsite (GJ)	0	0	0

Table 8. Energy Intensity

	2022	2023	2024
Energy Intensity (Total Energy Consumed / Tons)	11,16	9,74	9,62
Energy Intensity (Total Energy Consumed / L)	81.990	69.549	57.345

Table 9. Total Volume of Water Withdrawn

	Unit	2022	2023	2024
Surface waters, including wetlands, rivers, lakes, and oceans	m³	25.773	16.217	16.471
Groundwater	m³	2.480.682	2.763.102	2.681.824
Seawater	m³	408.546.409	332.962.917	304.900.914
Produced Water	m³	-	-	-
Third-Party Water (such as Municipal Water)	m³	4.865	6.948	7.095

Table 10. Waste Water Discharge

	Unit	2022	2023	2024
Surface waters, including wetlands, rivers, lakes, and oceans	m³	97.847	104.750	112.098
Groundwater	m³	-	-	-
Seawater	m³	408.122.329	332.679.304	304.621.764
Third-Party Water (such as Sewage)	m³	11.400	9.259	7.715

Table 11. Water Consumption

	Unit	2022	2023	2024
Total water consumption	m³	2.869.945	2.955.871	2.864.727
Total water consumption in regions experiencing water stress	m³	2.869.945	2.955.871	864.727

Table 12. Air Emissions

	2022	2023	2024
- NOx (tons)	1.776,15	1.334,4	2582.56
- SOx (tons)	2.467,4	2.762,16	3721.66
- Persistent Organic Pollutants (POP) (tons)	N/A	N/A	N/A
- Volatile Organic Compounds (VOC) (tons)	N/A	N/A	N/A
- Hazardous Air Pollutants (HAP) (tons)	108,6	42,053	8,86
- Particulate Matter (PM) (tons)	149,2	156,6	509,467
- Other standard air emission categories as defined by relevant regulations	CO (ton) ,799,4 HF (ton), 77,3	CO (ton) ,753,8 HF (ton), 16,7	CO (ton) ,1257,7 HF (ton), 35,8

Table 13. Total Number of Newly Hired Employees

	2022		2023		2024	
	Women	Men	Women	Men	Women	Men
Under 30 years old	31	74	41	55	52	64
Between 30 and 50 years old	22	90	27	101	27	102
Over 50 years old	0	0	0	4	0	6

Table 14. Total Employee Turnover\*

	2022		2023		2024	
	Women	Men	Women	Men	Women	Men
Under 30 years old	12	9	10	9	12	13
Between 30 and 50 years old	10	72	14	42	15	52
Over 50 years old	0	3	1	5	0	3

\* Contract employees and interns excluded.

Table 15. Tenure of Departing Employees\*

	2022		2023		2024	
	Women	Men	Women	Men	Women	Men
Under 30 years old	2	1.7	1.5	2	1,40	1,90
Between 30 and 50 years old	6.2	4.8	5.7	5.2	3,80	5,70
Over 50 years old	0	8	11.2	3.1	0,00	7,90

\* Contract employees and interns excluded.

Table 16. Return-to-Work and Retention Rates After Parental Leave, by Gender

	2022		2023		2024	
	Women	Men	Women	Men	Women	Men
Number of Employees Eligible for Parental Leave	4	46	2	34	8	
Number of Employees Who Took Parental Leave			2	34	8	
Number of Employees Returning to Work After Parental Leave	4	46	2	34	8	
Total Number of Employees Who Returned to Work After Parental Leave and Remained Employed Twelve Months Post-Return	4	43	2	N/A		
Return and Retention Rates of Employees Who Took Parental Leave	100%	100%	%100		100%	

**Table 17. All Employees**

	2022	2023	2024
Number / Rate of Fatal Incidents (1)	2	0	2
Number / Rate of Serious Work Accidents (2)	0	0	0
Number / Rate of Accidents (3)	121	129	214
Total Hours Worked	5.046.233	6.467.767	6.983.432

**Table 18. For All Employees Who Are Not Employees but Whose Work and/or Workplace Is Controlled by the Organization**

	2022	2023	2024
Number / Rate of Fatal Incidents (1)	2	0	2
Number / Rate of Severe Work-Related Injuries (2)	0	0	0
Number / Rate of Work-Related Accidents (3)	100	106	162
Total Hours Worked	3.120.424	4.368.483	4.398.203

**Table 19. All Employees**

	2022	2023	2024
Number of Deaths Due to Occupational Diseases	0	0	0
Number of Occupational Disease Cases	6	1	4

**Table 20. For All Employees Who Are Not Employees but Whose Work and/or Workplace Is Controlled by the Organization**

	2022	2023	2024
Fatalities Caused by Occupational Diseases	0	0	0
Number of Occupational Disease Cases	0	0	0

**Table 21. Average Training Hours Received by Employees**

	2022		2023		2024	
	Women	Men	Women	Men	Women	Men
Blue-Collar	92,2	100,2	80,9	53,9	92	76,8
White-Collar	148,8	107,6	126,6	90,8	195,7	109,2
Senior Management	49	31,9	28	17,4	80,5	34,3

**Table 22. Percentages of Employees Subjected to Regular Performance and Career Development Evaluations by Gender and Employee Category**

	2022		2023		2024	
	Women	Men	Women	Men	Women	Men
Blue-Collar	1%	99%	1%	99%	4%	96%
White-Collar	28%	72%	31%	69%	31%	69%
Senior Management	25%	75%	25%	75%	22%	78%

**Table 23. Number of Individuals in Governance Bodies by Age Group and Gender**

	2022		2023		2024	
	Women	Men	Women	Men	Women	Men
30-	0	0	2	0	0	3
30-50	24	94	18	79	34	123
50+	2	6	1	4	2	12

**Table 24. Number of White-Collar Employees by Age Group and Gender**

	2022		2023		2024	
	Women	Men	Women	Men	Women	Men
30-	1	69	2	67	9	70
30-50	5	385	5	407	8	393
50+	0	11	0	18	0	28

**Table 25. Number of White-Collar Employees by Age Group and Gender**

	2022			2023			2024		
	30-	30-50	50+	30-	30-50	50+	30-	30-50	50+
Women	72	78	2	84	109	2	115	127	2
Men	87	251	16	104	309	18	144	369	26



## Biodiversity

Our Biodiversity KPIs: At Enerjisa Üretim, to assess the effectiveness of our biodiversity management, we have established the following key performance indicators:

### 1. Monitoring Findings for Ornithological Species and Bats

- Annual recording of collision frequency between bird and bat species and turbines
- Percentage of turbines identified as high-risk for bird and bat species (%)
- Population changes in critical species (especially endangered species)
- Total species count observed during monitoring periods and changes in species diversity

### 2. Habitat Restoration and Rehabilitation

- Annual area restored or rehabilitated (hectares)
- Number of native species used and their planting success rates (%)
- Number of ecological restoration project sites and project success rates (%)

### 3. Ecosystem Monitoring and Assessment

- Compliance rate (%) of environmental flow regimes applied at hydroelectric plants
- Water quality monitoring parameters in river ecosystems (e.g., dissolved oxygen, temperature, pH levels) and positive changes in these parameters (%)
- Area covered by microhabitat improvement practices at solar energy project sites (hectares)

### 4. Employee and Stakeholder Training

- Annual number of biodiversity training programs and participant counts
- Measured increase in employee biodiversity awareness following trainings (%)
- Frequency of informational meetings held with local communities and stakeholders, and attendance numbers

### 5. Compliance with International Standards

- Compliance level (%) based on assessments under IFC PS6 and EBRD PR6
- Annual environmental reporting frequency and adherence to international standards (%)

**Table 26. International Union for Conservation of Nature (IUCN) Red List Species and National Protection List Species Found in Habitats Affected by Operations**

Power Plant	Critically Endangered	Endangered	Vulnerable	Near Threatened	Least Concern
Akhisar WPP	-	Buteo buteo (Common Buzzard)	Falco tinnunculus (Common Kestrel)	Vulpes vulpes (Red Fox)	Sus scrofa (Wild Boar)
Bandırma 1 NGCCPP	-	Phalacrocorax carbo (Great Cormorant)	Dicentrarchus labrax (European Sea Bass)	Vulpes vulpes (Red Fox)	Sus scrofa (Wild Boar)
BARES	-	-	-	-	-
Kandil HPP	-	Barbus rajanorum rajanorum (Spiked Barbel)	Falco tinnunculus (Common Kestrel, VU), Testudo graeca (Greek Tortoise, VU - Vulnerable, protected under Bern Appendix II)	-	Vulpes vulpes (Red Fox, NT), Sus scrofa (Wild Boar, LC), Lepus europaeus (European Hare, LC)
Arkun HPP	-	Salmo coruhensis (Black Sea Trout)	Lutra lutra (European Otter), Testudo graeca (Spur-Thighed Tortoise)	-	-
Çambaşı HPP	-	-	Mertensiella caucasica (Caucasian Salamander), Ursus arctos (Brown Bear)	-	In faunistic studies conducted, two amphibian species have been classified as low risk. Four reptile species and all bird species have also been included in this category.
Çanakkale WPP	Circaetus gallicus (Short-toed Snake Eagle), Falco naumanni (Lesser Kestrel)	Clanga pomarina (Lesser Spotted Eagle), Crex crex (Corncrake)	Aegypius monachus (Cinereous Vulture), Buteo buteo (Common Buzzard), Buteo rufinus (Long-legged Buzzard)	Alauda arvensis (Skylark), Lathyrus aphaca (Yellow Vetchling).	Canis aureus (Golden Jackal), Vulpes vulpes (Red Fox), Sus scrofa (Wild Boar)
Dağpazarı WPP	-	Neophron percnopterus (Egyptian Vulture), Astragalus chrysochlorus	Streptopelia turtur (Turtle Dove), Testudo graeca (Greek Tortoise), Capra aegagrus (Wild Goat), Marmaronetta angustirostris (Marbled Duck), Pelecanus crispus (Dalmatian Pelican), Aquila clanga (Greater Spotted Eagle), Aquila heliaca (Eastern Imperial Eagle) Hypericum vacciniifolium, Cousinia ermenekensis, Centaurea pinetorum, Campanula myrtifolia, Alkanna sieheana, Sideritis bilgerana and Acantholimon karamanicum	Aythya nyroca (Paspas patka)	Hesperis kotschyi, Aubrieta canascens subsp. cilicica, Arenaria acerosa, Gypsophila sphaerocephala var. sphaerocephala, Genista involucrata, Pteroccephalus pinardii, Ptilostemon afer subsp. eburneus, Marrubium globosum subsp. globosum, Ajuga bombycina, Phlomis nissolii. All species not listed above belong to this category.

**Table 26. International Union for Conservation of Nature (IUCN) Red List Species and National Protection List Species Found in Habitats Affected by Operations**

Power Plant	Critically Endangered	Endangered	Vulnerable	Near Threatened	Least Concern
Dağdelen HPP	-	-	Spalax leucodon (Blind Mole Rat)	-	64 plant species identified, along with 8 mammal species, 18 bird species, 5 reptile species, and 5 fish species
Doğançay HPP	-	Stachys pumila (Woundwort, NT) , Coracias garrulus (European Roller, NT)	Verbascum antitauricum (Mullein, VU),	-	56 bird species, Capoeta damascina (Damascina Barbel), and Salaria fluviatilis (River Blenny)
Erciyes WPP	-	Stenotaenia macrocarpa, Michauxia tchihatchewii, Astragalus schottianus and Verbascum leianthum Egyptian Vulture (Neophron percnopterus)	Verbascum antitauricum	Stachys pumila,	Among broadly distributed endemics: Eryngium polycephalum, Alyssum pateri subsp. pateri, Campanula argaea, Arenaria drypidea, Cousinia foliosa, Ptilostemon afer subsp. eburneaceus, Senecio tauricolus, Tanacetum nitens, Pterocephalus pinardii, Astragalus tauricolus, Astragalus cadmicus, Astragalus lycius, Phlomis linearis, Phlomis capitata, Salvia recognita, Sideritis libanotica subsp. linearis, Acantholimon kotschyi subsp. laxispicatum, Veronica cinerea, and Elymus lazicus subsp. Divaricatus. All species belong to this class except the Egyptian Vulture.
Hacıninoğlu HPP	-	Anguilla anguilla (European eel)	Testudo graeca (Spur-thighed Mediterranean tortoise), Lutra lutra (European otter)	-	Vulpes vulpes (Red fox) Mustela nivalis (Least weasel), Meles meles (European badger), Sus scrofa (Wild boar), Capoeta damascina (Levantine scraper), Chondrostoma regium (Brond-snout), Squalius cephalus (European chub), Rutilus rutilus (Common roach)
Kavşak Bendi Dam		Rafetus euphraticus (Euphrates Softshell Turtle), Aegypius monachus (Kara Cinereous Vulture), Verbascum cilicicum (Anatolian Mullein)	Lutra lutra (European Otter)	-	Ciconia ciconia (White Stork), Buteo rufinus (Kızıl Long-legged Buzzard)

Table 26. International Union for Conservation of Nature (IUCN) Red List Species and National Protection List Species Found in Habitats Affected by Operations

Power Plant	Critically Endangered	Endangered	Vulnerable	Near Threatened	Least Concern
Köprü Dam	-	Bearded Vulture (5 pairs), Griffon Vulture (10 pairs), Golden Eagle (4 pairs)	European Otter (Lutra lutra)		Within the Project Area, there are a total of 17 fish species and 6 amphibian species classified in this category. According to the most recent "Red List 2008 Risk Classification" published by IUCN, Salmo trutta macrostigma (trout, large-spotted trout) and Cyprinus carpio (common carp) are listed as DD (Data Deficient) species, meaning there is insufficient information available. Endemically, 37 families, 129 genera, and 292 plant species have been identified.
Kuşaklı HPP	-	Neophron percnopterus (Egyptian Vulture), Aegypius monachus (Cinereous Vulture), Stachys pumila Banks & Sol. (Short-haired Woundwort)	Verbascum antitauricum Hub.-Mor.( Caucasian Mullein), Testudo graeca (Tortoise),	-	-
Menge HPP	-	Ciconia nigra (Black Stork)	Salmo trutta macrostigma (Trout species)	Vulpes vulpes (Red Fox)	Sus scrofa (Wild Boar),
Sarıgözü HPP	-	Alburnus orontis (Orontes bleak)	Spalax leucodon (Blind mole rat),	-	-
Tufanbeyli Lignite-fired Power Plant	-	Neophron percnopterus (Egyptian Vulture)	Testudo graeca (Spur-thighed Tortoise), Alburnus orontis	-	Spermophilus xanthophymnus (Anatolian Ground Squirrel)

### Corporate Social Responsibility Initiatives and Charitable Contributions

**Table 27. TFB Social Responsibility Initiatives and Charitable Contributions**

Category	Project Title	Description	Number of People Reached
Economic Development	Facility Waste Heat Greenhouse Heating Initiative (2021–2024)	Using steam produced during energy generation to heat greenhouses, 500 kg of vegetables were cultivated.	800
Economic Development	Tufanbeyli Municipality Hawthorn Sapling Support (November 28, 2024)	A demonstration garden was established with the provision of 1,000 hawthorn saplings.	2
Economic Development	Earthquake Relief Package – Concrete Donation for Barn/Pen Floors (July 1, 2024)	Cash donations were provided to 26 producers for barn/pen flooring.	26
Healthcare	Göksun State Hospital LigaSure Device Support (December 15, 2024)	The hospital's medical equipment was enhanced with the addition of a LigaSure device used in surgical procedures.	500+
Healthcare	Tufanbeyli and Saimbeyli State Hospitals ECG Devices (May 15, 2024)	ECG devices were provided to emergency departments to ensure fast and accurate diagnoses.	500+
Healthcare	Support for Vulnerable Groups (2021–2024)	Access to healthcare services was facilitated for home care and dialysis patients using a 4x4 vehicle.	124
Healthcare	Blood Donation (2022–2024)	88 units of blood and 28 stem cell donations were made.	116
Sports	Basketball Camp (2020–2024)	A three-day basketball camp was held at YBO Indoor Sports Hall with the participation of 50 students.	50

**Table 28. Erciyes Social Responsibility Initiatives and Charitable Contributions**

Category	Project Title	Description	Number of People Reached
Economic Development	Yahyalı Women's Beekeeping Support (2023–2024)	Enerjisa Üretim provided beekeeping support to women entrepreneurs in Çamlıca Neighborhood. A total of 225 beehives were distributed to 15 women entrepreneurs in 2023 and 26 in 2024.	26
Sports	Yahyalı Yerköy Sports Club Support (September 2024)	A cash donation was made to Yahyalı Yerköy Youth and Sports Club to support their sports activities.	53

**Table 29. Western Power Plants Social Responsibility Initiatives**

Category	Project Title	Description	Number of People Reached
Economic Development	Armutçuk Village Irrigation Project (February 23, 2024)	A donation of 1,200 meters of PVC piping was made to support agricultural activities in Armutçuk Village.	-
Healthcare	Balıkesir Metropolitan Municipality Ambulance Donation (March 1, 2024)	One patient transport ambulance was donated to Balıkesir, enhancing access to healthcare services.	-
Education	ÇOMÜ Bayramiç Vocational School Trail Camera Purchase (March 4, 2024)	Three trail cameras were provided to students of the Forestry Department at ÇOMÜ Bayramiç Vocational School for their field observations.	-
Education	Enerjisa Science High School Support (2024)	Comprehensive support was provided, including a sound system, lighting, tablets, a washing machine, competition sponsorship, and Teachers' Day events.	-



GRI Index

GRI Content Index					
Statement of use	Enerjisa Üretim has reported in accordance with the GRI Standards for the period 01.01.2024–31.12.2024.				
GRI 1 Used	GRI 1: Foundation 2021				
GRI STANDARD	INDICATOR	EXPLANATIONS and PAGE NUMBERS	Omissions		
			Omitted Requirements	Reason	Explanation
General Disclosures					
Corporate Profile					
GRI 2: General Disclosures 2021	2-1 Organizational details	About Enerjisa Üretim, page: 02-09 Vision and Values, page: 08 Corporate Governance, page: 11			
	2-2 Entities included in the organization's sustainability reporting	About the Report, page: 03			
	2-3 Reporting period, frequency and contact point	About the Report, page: 03			
	2-4 Restatements of information	GRI Content Index: No restated information is provided in the report.			
	2-5 External assurance	The external audit of the report has been carried out by Deloitte and the statement will be published on website.			
	2-6 Activities, value chain and other business relationships	Our Risk Management Approach, page: 18-20 Stakeholder Engagement, page: 77 Supply Chain, page: 77-79			
	2-7 Employees	Employee Experience and Development, page: 22 Gender Equality, page: 27-28 Health, Safety, and Wellbeing, page: 29-34			
	2-8 Workers who are not employees	Commercial Services, page: 55-59			
	2-9 Governance structure and composition	Corporate Governance, page: 10-20 Governance Structure and Business Ethics Principles, page: 11 Enerjisa Üretim Organizational Structure, page: 13			
	2-10 Nomination and selection of the highest governance body	Corporate Governance, page: 10-20 Enerjisa Üretim Organizational Structure, page: 13 Our Sustainability Governance, page: 67-69			
	2-11 Chair of the highest governance body	Corporate Governance, page: 10-20 Message from the Chairperson, page: 04 Message from the CEO, page: 05			



Corporate Profile					
GRI 2: General Disclosures 2021	2-12 Role of the highest governance body in overseeing the management of impacts	Committees and Policies, sayfa: 16-17 Internal Audit Activities, sayfa: 19-20			
	2-13 Delegation of responsibility for managing impacts	Sustainability and Strategic Management, page: 67-74			
	2-14 Role of the highest governance body in sustainability reporting	Enerjisa Üretim Organizational Structure, page: 13 Sustainability and Strategic Management, page: 67-69			
	2-15 Conflicts of interest	Business Ethics, Compliance, and Anti-Corruption, page: 11			
	2-16 Communication of critical concerns	Governance Structure and Business Ethics Principles, page: 11 Stakeholder Engagement, page: 77			
	2-17 Collective knowledge of the highest governance body	Board of Directors, page: 14-15			
	2-18 Evaluation of the performance of the highest governance body	Enerjisa Üretim Organizational Structure, page: 13 Stakeholder Engagement, page: 14-15			
	2-19 Remuneration policies	Committees and Policies, page: 16-17 Our Sustainability Governance, page: 67-69			
	2-20 Process to determine remuneration	Our Sustainability Governance, page: 67-69			
	2-21 Annual total compensation ratio	Our Sustainability Governance, page: 67-69			
	2-22 Statement on sustainable development strategy	Message from the CEO, page: 05			
	2-23 Policy commitments	Governance Structure and Business Ethics Principles, page: 11 Our Corporate Policies: A Responsible and Sustainable Management Approach, page: 17			
	2-24 Embedding policy commitments	Business Ethics, Compliance, and Anti-Corruption, page: 11			
	2-25 Processes to remediate negative impacts	Double Materiality Analysis, page: 80-83 Assessment of Biodiversity Risks and Opportunities, page: 87-88, 107			
	2-26 Mechanisms for seeking advice and raising concerns	Business Ethics, Compliance, and Anti-Corruption, page: 11 Compliance Processes, page: 12			
	2-27 Compliance with laws and regulations	Business Ethics, Compliance, and Anti-Corruption, page: 11 Compliance Processes, page: 12 Additionally, there were no monetary fines or non-monetary sanctions imposed for non-compliance with environmental laws and regulations during the reporting period.			
	2-28 Membership associations	Compliance Processes, page 12			
	2-29 Approach to stakeholder engagement	Stakeholder Engagement, page: 77 Our Methodology, page: 81 Stakeholder Engagement Approach, page: 77-81			
	2-30 Collective bargaining agreements	There is no collective bargaining agreement in place at Enerjisa Üretim.			

MATERIAL TOPICS					
Material Topics					
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Double Materiality Analysis, page: 80			
	3-2 List of material topics	Our Methodology, page: 80-83			
Financial Stability and Regulation					
GRI 3: Material Topics 2021	3-3 Management of material topics	Financial Performance in 2024, page: 36 Commercial Operations and Market Optimization, page: 38			
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Trading, page: 55-59 Our Energy Trading Performance in Numbers, page: 57 Generation, page: 40-53			
	201-2 Financial implications and other risks and opportunities due to climate change	Economic Performance and Financial Strategies, page: 36 Market Competency, page: 56 Our Risk, Opportunity, and Impact Tables, page: 84-85			
	201-3 Defined benefit plan obligations and other retirement plans	Gender Equality, Page: 27			
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Business Operations, page: 41-51; Energy Supply Security, sayfa: 52-53; Market Competency, sayfa: 56; Our Risk, Opportunity, and Impact Tables, page: 84-91			
	203-2 Significant indirect economic impacts	Senkron Digital, page: 61-63 Our Risk, Opportunity, and Impact Tables, page: 84-91 Value Creation Model, page: 74-76			

Climate Change					
GRI 3: Material Topics 2021	3-3 Management of material topics	Biodiversity and Ecosystem Management, page: 106-112 Water and Waste Management, page: 100-101			
GRI 302: Enerji 2016	302-1 Energy consumption within the organization	Performance Indicators, page: 117			
	302-3 Energy intensity	Performance Indicators, page: 117			
	302-4 Reduction of energy consumption	Decarbonization and Climate Strategy, page: 93-95 Performance Indicators, page: 117			
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Water and Waste Management, page: 100-101			
	303-2 Management of water discharge-related impacts	Water and Waste Management, page: 100-101			
	303-3 Water withdrawal	Water and Waste Management, page: 100-101 Performance Indicators, page: 117			
	303-4 Water discharge	Water and Waste Management, page: 100-101			
	303-5 Water consumption	Water and Waste Management, page: 100-101 Performance Indicators, page: 117			
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Decarbonization and Climate Strategy, page: 93			
	305-2 Energy indirect (Scope 2) GHG emissions	Decarbonization and Climate Strategy, page: 93			
	305-3 Other indirect (Scope 3) GHG emissions GHG emissions	Decarbonization and Climate Strategy, page: 93			
	305-4 GHG emissions intensity	Decarbonization and Climate Strategy, page: 93			
	305-5 Reduction of GHG emissions	Decarbonization and Climate Strategy, page: 93-95			
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Waste Management, page: 101-102			
	306-2 Management of significant waste-related impacts	Waste Management, page: 101-102			
	306-3 Waste generated	Waste Management, page: 101-102			
	306-4 Waste diverted from disposal	Waste Management, page: 101-102 Performance Indicators, page: 104-105			
	306-5 Waste directed to disposal	Waste Management, page: 101-102			

Sustainable Procurement					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Sustainability and Strategic Management, page: 67-74			
<b>GRI 204: Procurement Practices 2016</b>	204-1 Proportion of spending on local suppliers	Supply Chain, page: 77-79			
<b>GRI 308: Supplier Environmental Assessment 2016</b>	308-2 Negative environmental impacts in the supply chain and actions taken	Supply Chain, page: 77-79			
Integrated Risk Management					
<b>GRI 3: Material topics 2021</b>	3-3 Management of material topics	Risk Management, page: 18-19			
	205-1 Operations assessed for risks related to corruption	Governance Structure and Business Ethics Principles, page: 11 Our Sustainability Strategy, page: 70-73			
<b>GRI 205: Anti-corruption 2016</b>	205-2 Communication and training about anti-corruption policies and procedures	Governance Structure and Business Ethics Principles, page: 11			
	205-3 Confirmed incidents of corruption and actions taken	Commercial Services, page: 12			
<b>GRI 206: Anti-competitive Behavior 2016</b>	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Governance Structure and Business Ethics Principles, page: 11 Supply Chain, page: 77-79 Human Rights and Social Responsibility Principles, page: 116			
<b>GRI 207: Tax 2019</b>	207-1 Approach to tax	Our Risk Management Approach, page: 18-19			
	207-2 Tax governance, control, and risk management	Our Risk Management Approach, page: 18-19			
Employee Satisfaction and Loyalty					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Employee Experience and Development, page: 22			
<b>GRI 401: Employment 2016</b>	401-1 New employee hires and employee turnover	Performance Indicators, page: 118-119			
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employee Experience and Development, page: 22-28 People and Culture, page: 22			
	401-3 Parental leave	Caregiver Support, page: 33-34			
<b>GRI 402: Labor/Management Relations 2016</b>	402-1 Minimum notice periods regarding operational changes	Employee Experience and Development, page: 22			



Employee Satisfaction and Loyalty					
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Occupational Safety Culture, page: 30-31			
	403-2 Hazard identification,risk assessment, and incident investigation	Health and Wellbeing Implementations, page: 32-34 Performance Indicators, page: 118-119			
	403-3 Occupational health services	Occupational Safety Culture, page: 30-31 Our Implementations, page: 32-34 Health and Wellbeing Implementations, page: 32-34			
	403-4 Worker participation,consultation, and communication on occupational health and safety	Health and Wellbeing Implementations, page: 32-34			
	403-5 Worker training on occupational health and safety	Our Implementations, page: 32-34 Health and Wellbeing Implementations, page: 32-34 Performance Indicators, page: 118-119			
	403-6 Promotion of worker health	Health and Wellbeing Strategy, page: 31 Healthy Living and Wellbeing Programs, page: 32			
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Health and Wellbeing Implementations, page: 32			
	403-9 Work-related injuries	Occupational Safety Culture, page: 30-31 Performance Indicators, page: 118-119			
	403-10 Work-related ill health	Health and Wellbeing Implementations, page: 32-34 Performance Indicators, page: 118-119			
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	There is no collective labor agreement in effect at Enerjisa Üretim. Human Rights and Social Responsibility Principles, page: 116 Supply Chain, page: 77-79			

Talent Management					
GRI 3: Material Topics 2021	3-3 Management of material topics	Talent Management, page: 22-25			
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Employee Experience and Development, page: 22-26 Training and Development, page: 25-26 Performance Indicators, page: 118-119			
	404-2 Programs for upgrading employee skills and transition assistance programs	Employee Experience and Development, page: 22-26			
	404-3 Percentage of employees receiving regular performance and career development reviews	Talent Management, page: 22-25			

Diversity & Inclusion					
<b>GRI 3: Material topics 2021</b>	3-3 Management of material topics	Gender Equality, page: 27-28			
<b>GRI 202: Market Presence 2016</b>	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Gender Equality, page: 27-28			
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	405-1 Diversity of governance bodies and employees	Gender Equality, page: 27-28 Sustainability and Strategic Management, page: 67-69 Performance Indicators, page: 118-119			
	405-2 Ratio of basic salary and remuneration of women to men	Our Sustainability Governance, page: 67-69			
<b>GRI 406: Non-discrimination 2016</b>	406-1 Incidents of discrimination and corrective actions taken	Gender Equality, page: 27-28			

Human Rights					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Human Rights and Social Responsibility Principles, page: 116			
<b>GRI 408: Child Labor 2016</b>	408-1 Operations and suppliers at significant risk for incidents of child labor	Human Rights and Social Responsibility Principles, page: 116			
<b>GRI 409: Forced or Compulsory Labor 2016</b>	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Human Rights and Social Responsibility Principles, page: 116			

Community Investments					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Social Responsibility and Community Contribution, page: 113-116 Community Projects and Social Impact Analysis, page: 115-116			
<b>GRI 413: Local Communities 2016</b>	413-1 Operations with local community engagement, impact assessments, and development programs	Community Projects and Social Impact Analysis, page: 115-116			

Data Privacy and Security					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Information Security and Privacy, page: 64-65			
<b>GRI 418: Customer Privacy 2016</b>	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Information Security and Privacy, page: 64-65			

Customer Experience and Journey					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Flexible and Diverse Customer-Focused Solutions, page: 57-59 Double Materiality Analysis, page: 80-81			
<b>GRI 416: Customer Health and Safety 2016</b>	416-1 Assessment of the health and safety impacts of product and service categories	GRI Content Index: There was no such non-compliance during the reporting period.			