



POLATENERJİ

Sustainability Report 2023



Contents

5 About the Report

6 Message from the Chair

10 Polat Enerji at a Glance

12 About Polat Enerji

History
Vision, Mission and Values
Milestones

18 The Power of Corporate Governance

Ethical Principles and Transparency
Risk Management
Quality Approach

24 The Power of Sustainability

Sustainability Approach
Sustainability Governance Structure
Material Topics and Contribution to the United Nations Sustainable Development Goals

34 The Power of Respect for the Environment

Carbon Footprint
Energy Management
Biodiversity
Water and Waste Management

44 The Power of Employee Focus

Human Resources Approach
Diversity and Inclusion
Contribution to Talent Development
Occupational Health and Safety (OHS) Approach

54 Information Security Approach

58 The Power of Contribution to Society

Corporate Social Responsibility Approach
Responsible Supply Chain
Digitalization

66 Appendices

Memberships
Awards
Policies
Certificates
Table on Stakeholder Communication
Methods
Environmental Performance Indicators
Social Performance Indicators
GRI Index



About the Report

Polat Enerji has been the largest wind power plant investor in Türkiye for the last 10 years with all its wind power plant investments.

Polat Enerji was founded in 2000 within the awareness that renewable energy sources are at the heart of the sustainability theme and has today succeeded to have the title of the largest wind power plant investor in Türkiye thanks to its wind power plant investments.

Polat Enerji prioritizes ensuring accountability to current and future generations for the impact of its activities on all natural and human living environments and respect for the environment. Adopting sustainability as a business and life philosophy, Polat Enerji presents its performance in this field to its stakeholders in this first edition of its Sustainability Report. Polat Enerji 2023 Sustainability Report covers operations and activities between January and December 2023. The report has been prepared in accordance with the GRI Standards. This report covers all locations and activities of Polat Enerji

Yatırımları A.Ş. and its subsidiaries Soma Enerji Elektrik Üretim A.Ş., Al-Yel Elektrik Üretim A.Ş., Erguvan Enerji Elektrik Üretim A.Ş., Poyraz Yenilenebilir Enerji Üretim A.Ş., Doruk Enerji Elektrik Üretim A.Ş., Şua Elektrik Üretim A.Ş. and Güneşli Enerji Elektrik Üretim A.Ş.

As one of the locomotive renewable energy company for both Türkiye and the world, Polat Enerji is committed to reporting its sustainability performance annually.

Polat Enerji is aware that the secret to success is strong cooperation with stakeholders. Therefore, it advances its journey in the sector through business processes shaped by the valuable insights of stakeholders. If you would like to join us on this valuable journey and share your suggestions and thoughts with us, please contact us at surdurulebilirlik@polatenerji.com.



Message from the Chair

Esteemed Stakeholders,

As Polat, we started our journey in 2000 with the aim of providing innovative, renewable and environmentally friendly energy solutions, and today we are Türkiye's leading renewable energy producer.

Polat Enerji has reached a total portfolio size of 756 MW installed capacity, including 720 MW wind and 36 MW solar energy across Türkiye. With our investments, we play a key role in setting the standards in the renewable energy sector. The efforts of all our stakeholders working for a clean and sustainable future are invaluable for us to realize these proud projects.

In 2023, we came one step closer to our sustainability goals thanks to our new investments and capacity increases. In all our investments, we develop innovative projects that maximize energy efficiency. We also work to protect biodiversity and support local ecosystems around our power plants to minimize environmental impact. In addition, we collaborate with local communities to create employment opportunities and support regional development.

We are not only focusing on technological, ecological, and sociological development efforts to make our investments in renewable energy sustainable. As Polat Enerji, we take responsibility

for a more conscious future by organizing teacher trainings and student workshops with the "Green Light to the Future" corporate social responsibility project, which we realized with our belief in the power of education.

Türkiye's rapid growth in the renewable energy sector over the last decade has not yet fully realized the country's high potential in this field. Polat Enerji, the leading company in the sector, has the power to realize more investments. Accordingly, we will continue to invest in renewable energy and contribute to Türkiye's energy transformation with determination. Our goal is to spread environmentally friendly energy solutions equipped with innovative technologies and to build a more sustainable world for our society, the future of our planet and future generations.

Through our first sustainability report, I would like to thank all our business partners, employees and stakeholders who have supported us on this journey, and I wish to achieve a cleaner and more sustainable future together.

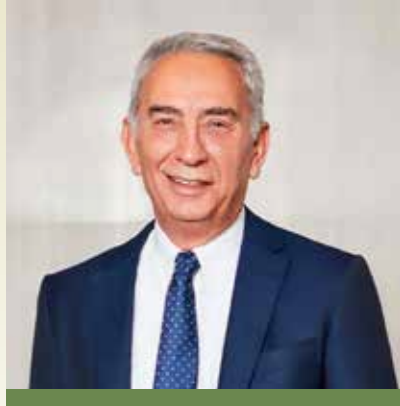
Sincerely,

Adnan Polat
Chair





Board of Directors



Adnan Polat
Chair of the Board



Hasan Cahit Çınar
Deputy Chair of the Board



Eda Polat Gkinosatis
Board Member



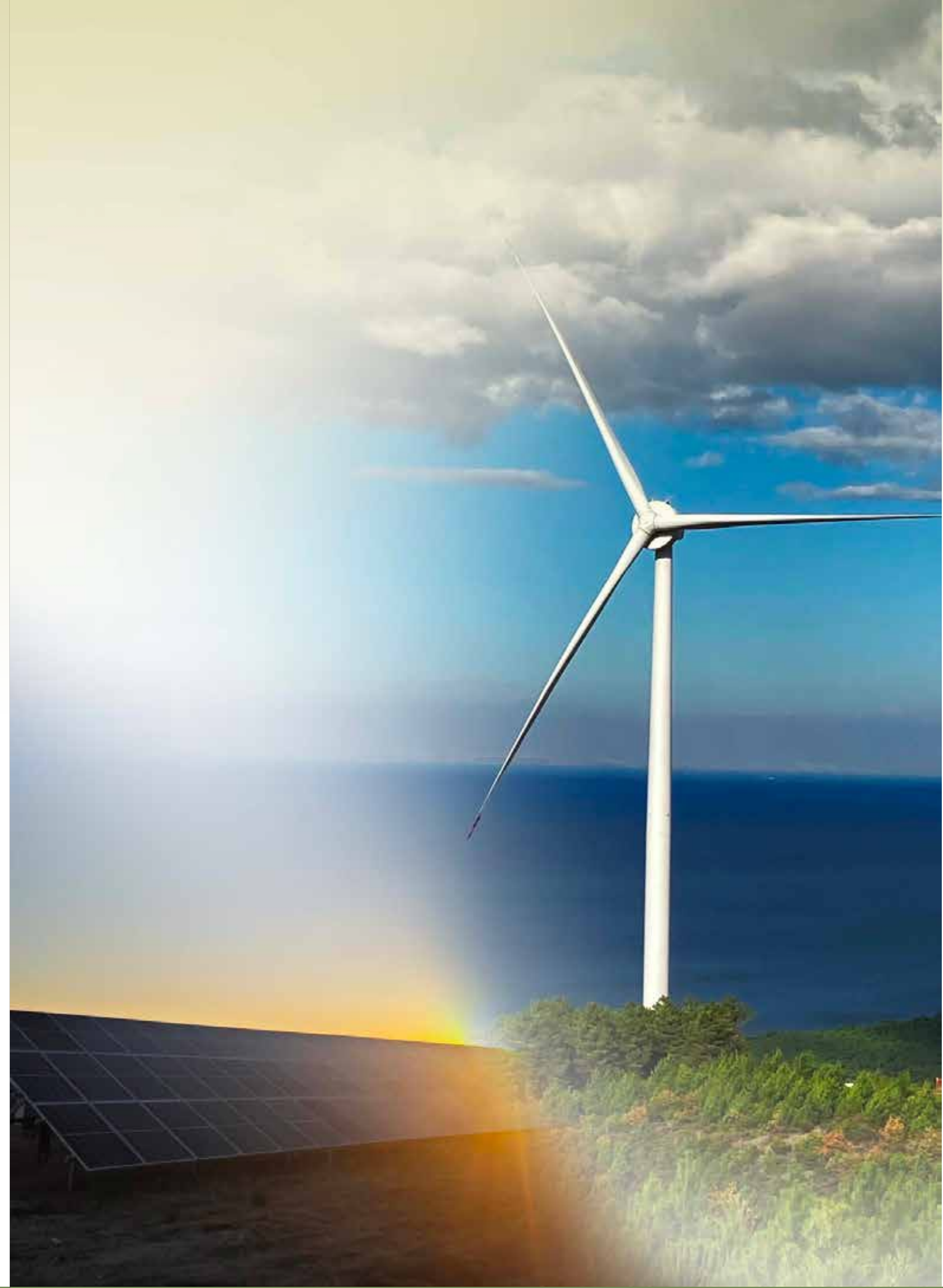
Neşet Özgür Cireli
Board Member



Kayahan Karadaş
Board Member



Mehmet Reha Pamir
Board Member





Polat Enerji at a Glance

6 Power Plants in, 6 Cities

An Installed Capacity of **708.1 MWe/ 756.2 MWm**

Annual Electricity Generation of **2 billion kWh**

Capacity to meet the annual electricity consumption of **610,000 people**

Annual Emissions Reduction of **1.25 million tons CO₂e**

Soma WPP

Soma Enerji Elektrik Üretim A.Ş.
Manisa
312.1 MWm / 288.1 MWe



Göktepe WPP

Erguvan Enerji Elektrik Üretim A.Ş.
Yalova
112.7 MWm / 110 MWe



Seyitali WPP

Doruk Enerji Elektrik Üretim A.Ş.
İzmir
41.5 MWm / 40.7 MWe



Geycek WPP

Al-Yel Elektrik Üretim A.Ş.
Kırşehir
168 MWm / 168 MWe



Poyraz WPP

Poyraz Yenilenebilir Enerji Üretim A.Ş.
Balıkesir
77.1 MWm / 66.9 MWe



Cingilli SPP

Şua Elektrik Üretim A.Ş.
Niğde
36.4 MWm / 26 MWe



ABOUT POLAT ENERJİ

- History
- Vision, Mission and Values
- Milestones

History

Polat Enerji was founded in 2000 with a vision that will respond to the need for innovative, renewable and environmentally friendly energy, one of key needs of our global existence. Polat Enerji initially focused on wind power, which presents a great potential in Türkiye, and has realized many projects since day one of commencing operations.

Polat Enerji is a 50%-50% joint venture between Polat Holding A.Ş. and İş Enerji Yatırımları A.Ş. Polat Enerji, the wind power investor with the highest installed capacity in Türkiye, holds approximately 6% of the country's installed wind power capacity. Polat Enerji has a total installed capacity of 708.1 MWe/756.2 MWm at 5 wind power plants and 1 solar power plant across Türkiye. Soma WPP, the first wind power plant

of Polat Enerji, was put into operation in 2009, while Seyitali WPP was commissioned in 2011. These power plants were followed by Poyraz WPP, Geycek WPP and Göktepe WPP in 2012, 2013 and 2020 respectively. Furthermore, Cıngıllı SPP, the first solar power plant in Polat Enerji portfolio, was commissioned in 2019.

In addition to increasing capacities in its licensed projects, Polat Enerji continues to develop domestic and international wind power and solar power projects and to pull out all the stops to keep Türkiye's future clean and ensure development based on domestic resources.

VISION

Building on our leading position in the energy sector, we strive to expand our renewable energy investments, particularly in wind and solar, to help create a sustainable future while contributing to the growth and development of future generations.



MISSION

With our environmentally friendly and innovative investments, we generate clean energy from renewable resources and build a sustainable future for new generations.

VALUES

- Reliability
- Leadership
- Ownership
- Teamwork
- Continuous Development



Milestones



2000

Polat Enerji was established to operate in the field of renewable energy.

2008

A partnership agreement was signed with EDF Renewables.

2009

The first wind power plant, Soma WPP, was commissioned at an installed capacity of 140.1 MW.

2011

Seyitali WPP was commissioned at an installed capacity of 30 MW.



2012

Poyraz WPP was commissioned at an installed capacity of 54.9 MW.

2013

Geycek WPP, Türkiye's third largest wind power plant, was commissioned at an installed capacity of 168 MW.

2014

A partnership was established with PSP Investments.

2015

Following completion of 100 MW of capacity increase, Soma WPP reached a total installed capacity of 240.1 MW.

2016

Following completion of capacity increases, Poyraz WPP and Seyitali WPP reached an installed capacity of 66.9 MW and 36 MW respectively.



2019

Cıngıllı SPP, the first solar power plant, started operations at an installed capacity of 26 MW.

2020

Following completion of 48 MW of capacity increase, Soma WPP reached a total installed capacity of 288.1 MW.

2021



Adnan Polat Enerji Yatırım A.Ş. became a 100% shareholder of Polat Enerji after taking over the shares of EDF Renewables and PSP Investments and then proceeded to enter a partnership when it sold 50% of the entire corporate stock to Maxis Girişim Sermayesi Portföy Yönetimi A.Ş. and Clean Energy Venture Capital Fund (VCF).

2022

Göktepe WPP was commissioned at an installed capacity of 110 MW. Following completion of capacity increases, Seyitali WPP reached an installed capacity of 40.7 MW.

2023

- Following completion of 8,4 MW of capacity increase, Göktepe WPP reached a total installed capacity of 118.4 MW.
- Maxis Girişim Sermayesi Portföy Yönetimi A.Ş. transferred its shares to İş Enerji Yatırımları A.Ş., thus making Polat Holding A.Ş. and İş Energy 50%-50% partners in Polat Enerji.
- The contract for Türkiye's first 4 MWh Energy Storage Facility system was signed.
- Geycek WPP's wind capacity increase of 4.2 MW as well as two solar power units totaling 46.64 MW were included in the relevant licenses.
- The 16 MW capacity increase investment for Soma WPP was included in the relevant license.



THE POWER OF CORPORATE GOVERNANCE

- Ethical Principles and Transparency
- Risk Management
- Quality Approach

Ethical Principles and Transparency

Ethical principles and transparency are critical to the reputation and long-term success of organizations. While adherence to ethical values increases trust and respect in the organization's internal and external relations, transparency strengthens the honesty and accountability of the organization by ensuring

that corporate decisions and activities are shared with stakeholders openly and clearly. Compliance with these core principles helps organizations grow sustainably and have a positive impact on society, thereby shaping not only their current success but also their future reputation.

Polat Enerji and its subsidiaries explain the rules and conditions of conduct of its employees on ethical issues in the Ethics and Compliance Code Guide. The ethical and compliance principles in the Guide are set out below.

- ✓ **Respect for Human Rights**
- ✓ **Compliance without Compromising on Law and Legislation**
- ✓ **Environmental Responsibility**
- ✓ **Ensuring a Healthy and Safe Working Environment**
- ✓ **Equal Treatment and Equal Opportunities**
- ✓ **Duty of Attentive Behaviour**
- ✓ **Protection of Confidential and Inside Information**
- ✓ **Protection of Competition**
- ✓ **Opposition to Bribery, Corruption and Facilitation Payments**
- ✓ **Auditing the Compliance with Economic Sanctions and the Robustness in Commercial Relations**
- ✓ **Struggle With Laundering of Proceeds of Crime and the Financing of Terrorism**
- ✓ **Protection of Company Assets**
- ✓ **Preventing Conflicts of Interest**
- ✓ **Supporting and Donating to Social Responsibility Projects, Sponsorship Support and Principles, and Realisation of Societal Investments**

Polat Enerji publicly shares the conditions regarding the ethical behavior of its suppliers and subcontractors through the Supplier Code of Conduct Guide. The rules set out in this document cover the following topics, and all suppliers are expected to observe full compliance with these rules.

- Compliance with Laws, Regulations and Published Standards
- Ethical Business Practices
- Intellectual Property Rights and Confidentiality
- Environmental Practices
- Occupational Health and Safety Practices





Risk Management

Risk management is the process of identifying, analyzing, assessing and developing strategies against potential threats that a company may face. This process is vital to ensure business continuity, minimize financial losses and secure the long-term success of the company. Effective risk management, by being integrated into the company's decision-making processes, strengthens the ability to handle uncertainties and ensures better preparedness for future uncertainties.

Managing risks with an organized and holistic approach is seen as one of the key points of business strategy and creating value for stakeholders. In Corporate Risk Management,

opportunities are considered alongside threats, and risks related to the decision area are also taken into account in decision-making processes.

Polat Enerji continues its efforts to establish a risk management system and integrate risk management into all business processes. For this purpose, the Risk Management Committee was established and the Corporate Risk Management Procedure was prepared. Operational, financial, strategic, information technologies, occupational health and safety, sustainability, legislation and compliance risks are monitored and managed by the relevant managers of the Company.

Quality Approach

The quality approach at Polat Enerji is shaped on the basis of continuous improvement and excellence, while focusing on customer satisfaction and reliability. The quality approach is accepted as part of the corporate culture, and quality-related issues are addressed through the Quality Management Policy.

Strategies and goals have been set in line with the commitments provided in the Quality Management Policy. Polat Enerji acts with a team spirit and keeps stakeholder orientation at the highest level. In addition, it aims to achieve business excellence in its managerial and operational activities.

prepared and put into practice by taking international standards as reference, enabling the control of activities with the participation of different departments/units and increasing the impact of business processes through improvement efforts. Policies, procedures, instructions, process maps, forms and plans were prepared specifically for functions, and all employees were involved in these processes. Moreover, the required infrastructural works has been completed to obtain ISO 9001 Quality Management System certification in 2024.

While establishing the Quality Management System, a documentation infrastructure was





THE POWER OF SUSTAINABILITY

- Sustainability Approach
- Sustainability Governance Structure
- Material Topics and Contribution to the United Nations Sustainable Development Goals



Sustainability Approach

Polat Enerji puts sustainability principles, including environmental, social and economic dimensions, at the heart of its business strategy and carries out its activities to create a more livable world for all stakeholders and future generations. This approach considers not only the industrial and economic success of the company but also its social and environmental impact. To that end, Polat Enerji is aware of its environmental responsibility and contributes to clean energy generation by focusing on renewable energy resources.

Polat Enerji takes major steps towards a sustainable future by investing in Türkiye's wind and solar potential. Polat Enerji addresses the social dimension of sustainability alongside its environmental responsibility. It is committed to conducting its activities safely together with its employees and business partners and believes that every accident is preventable.

Polat Enerji aims to contribute to local economic development by creating employment opportunities in the regions where its power plants are located as well as supporting local suppliers.



Sustainability Governance Structure

A Sustainability Team was established following the commencement of sustainability work at Polat Enerji. For the next phase, efforts are underway to establish a Sustainability Committee to fully adopt the sustainability approach as the corporate culture. Accordingly, Polat Enerji fictionalises to assign senior executives representing all

relevant departments/units of the company as Sustainability Committee members and to nominate the Sustainability Coordination Manager as the Secretary of the Committee.

The main responsibilities of the Sustainability Committee and Working Groups will be as follows:

Sustainability Committee

- + Reviewing corporate policy, strategies, roadmaps, risks and opportunities within the framework of sustainability priorities and identifying issues that need revision.
- + Determining sustainability goals and performance criteria, regularly monitoring performance in line with the set goals, and reporting to the Board of Directors after reviewing practices at certain intervals.
- + Supporting relevant projects in terms of approving and having sustainability-related budgets approved.
- + Representing the company in national and international activities on sustainability matters or determining the person who will represent the organization.
- + Authorizing and coordinating the working groups it assigns.

Working Groups

- + Developing performance-enhancing projects for sustainability priorities in line with the strategies, decisions and goals set by the Sustainability Committee, ensuring the implementation, follow-up and revision of projects when necessary.
- + Monitoring the reporting of the organization's sustainability performance.
- + Planning activities to raise sustainability awareness throughout the organization and among strategic stakeholders.
- + Carrying out the preparation process for sustainability reports and contributing to communication activities, including publication.
- + Identifying sectoral, national or international initiatives and institutions to be supported in line with sustainability priorities and submitting them to the Sustainability Committee for approval.

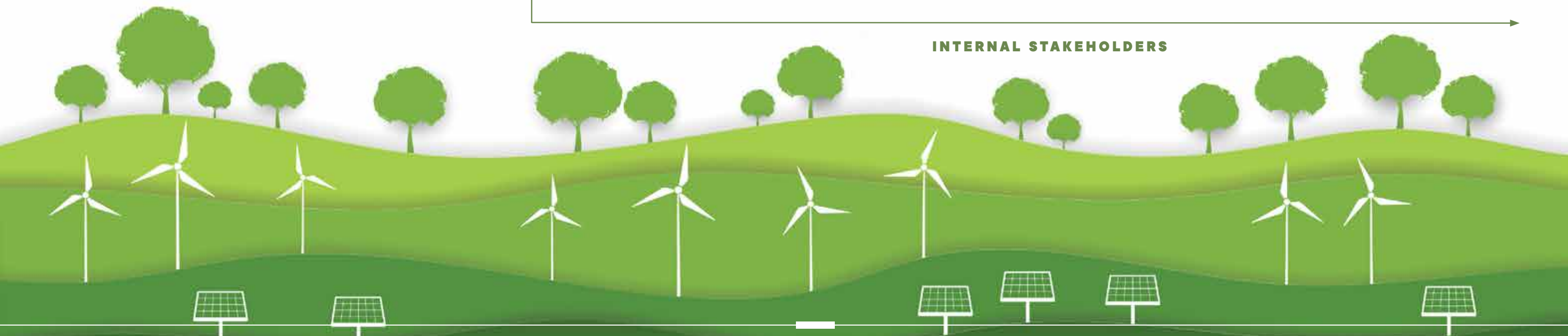
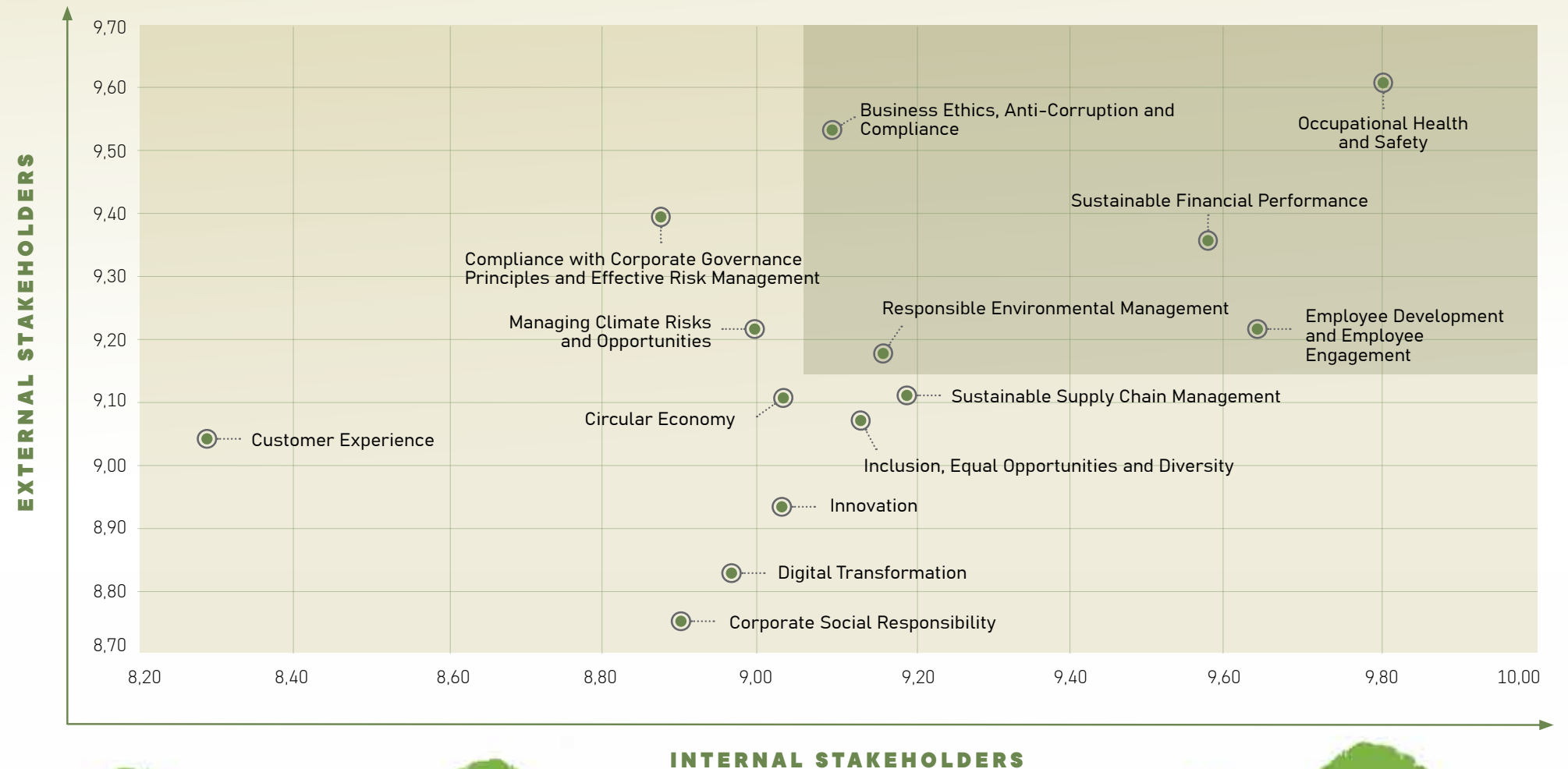


Material Topics and Contribution to the United Nations Sustainable Development Goals

In line with the United Nations Sustainable Development Goals (UN SDGs), Polat Enerji conducted a 'Materiality Analysis Survey' to understand the expectations of its internal and external stakeholders regarding sustainability. Under the survey, the topics considered to be material topics by both internal and external stakeholders were identified as follows:

- 1- Occupational Health and Safety
- 2- Business Ethics, Anti-Corruption and Compliance
- 3- Sustainable Financial Performance
- 4- Responsible Environmental Management
- 5- Employee Development and Employee Engagement

Customer Experience, Corporate Social Responsibility, Digital Transformation, Innovation, Inclusion, Equal Opportunities and Diversity, Circular Economy, Compliance with Corporate Governance Principles and Effective Risk Management, Management of Climate Risks and Opportunities, and Sustainable Supply Chain Management issues in the study were identified as relatively less material topics.



The findings offer guidance for Polat Enerji's strategy and sustainability plans. To that end, there are plans to focus more on the following topics in the future:

- + To maintain a safe and healthy working environment for employees.
- + To adhere to transparency and ethical values to make achievements sustainable.
- + To continuously strive to improve performance for long-term financial sustainability.
- + To take responsibility for managing environmental impacts to leave a more livable world for future generations.

The Sustainable Development Goals to which the identified material topics contribute are set out in the table below.

Material Topics*	Sustainable Development Goals
Occupational Health and Safety	 
Business Ethics, Anti-Corruption and Compliance	  
Responsible Environmental Management	   
Sustainable Financial Performance	
Employee Development and Employee Engagement	  

*Sustainable Development Goals (SDGs) is a universal call for action that includes the goals to be achieved by the United Nations member countries by the end of 2030. It covers Polat Enerji's 10 priority issues among a total of 17 goals.





THE POWER OF RESPECT FOR THE ENVIRONMENT

- Carbon Footprint
- Energy Management
- Biodiversity
- Water and Waste Management



Carbon Footprint

In the modern world, consumption habits are expanding in volume with the rapidly growing population and unfortunately harm all forms of life. Making a greater impact each day, the climate crisis is one of the biggest threats facing our planet, with serious consequences such as global warming, sea level rise, extreme weather events and loss of biodiversity. Combating climate change is at the heart of Polat Enerji's core business.

Soma WPP, Geycek WPP, Poyraz WPP and Seyitali WPP projects are registered with Gold Standard, and carbon credits generated from the projects are sold on the voluntary carbon market. Cingilli SPP project is registered with I-REC, and renewable energy certificates are sold. In 2023, Soma WPP sold 318 tons of

carbon credits from 2014, and Cingilli SPP sold 45,993 MWh of I-REC from 2022.

Including all its subsidiaries within the scope, Polat Enerji started calculating greenhouse gas emissions in 2023. The Greenhouse Gas Protocol (GHG Protocol), IPCC Assessment Reports (IPCC Fifth Assessment Report-AR5) and ISO 14064:2019 Standard were used as guidelines for the calculation of greenhouse gas emissions.

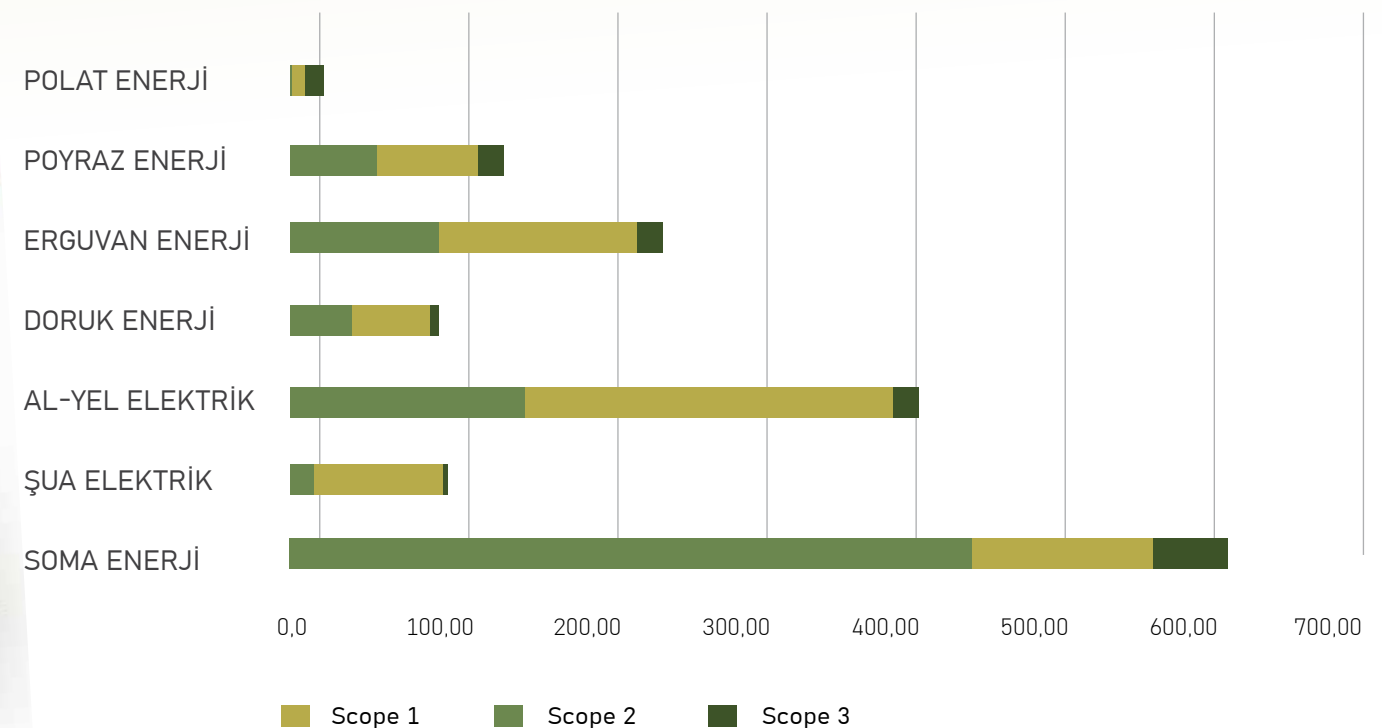


In 2023, Polat Enerji's renewable energy-based electricity generation was 1,856,357 MWh and 1,177,858 tonnes of CO₂e emission was prevented.

Polat Enerji Greenhouse Gas Emissions

Scope	Greenhouse Gas Emissions (tons CO ₂ e)
Scope 1	834.30
Scope 2	714.20
Scope 3	120.64
Total	1,669.14

Greenhouse Gas Emissions by Company





Energy Management

Energy management is the set of strategies and processes that organizations implement to optimize energy use and increase efficiency. Accordingly, while monitoring, analyzing and improving energy consumption, transition to renewable energy sources and energy saving measures are also key. The energy management process plays a critical role in both supporting environmental sustainability and reducing operating costs. In light of this fact, Polat Enerji attaches great importance to energy management and carries out various relevant studies. The most concrete example is the publication of the Energy Efficiency Policy on May 29, 2023 as part of energy management and the establishment of energy efficiency targets accordingly. As a result of external audits conducted in December 2023, Soma Enerji Elektrik Üretim A.Ş., Al-Yel Elektrik Üretim A.Ş. and Erguvan Enerji Elektrik Üretim A.Ş. received TURKAK accredited ISO 50001:2018 Energy Management System (EMS) certificates. Polat Office building, which is the headquarters of our operations, has LEED Silver Certificate and is designed in accordance with the principles of environmental sustainability.

Moreover, an energy management system team was established and team task description has been created to reduce energy consumption and increase efficiency. Energy audits were conducted by authorized institutions to increase efficiency in the use of energy resources and energy. Significant Energy Uses (SEUs) were identified as part of energy efficiency studies. To improve these SEUs and Energy Performance Indicators (EPI), data was collected on a monthly basis, critical operating parameters were identified, and regression analyses were performed, followed by the

identification of targets, actions and improvement opportunities. Under energy efficiency studies, a target of improving the annual value by 1% has been set for SEUs.

The organization provides energy management awareness training to all employees once a year, Energy Management training to business managers and ISO 50001 EMS Basic Training and Internal Auditor training to the energy management system team.

Polat Enerji monitors compliance with legal requirements as well as energy management on a quarterly basis through review meetings. In addition to these meetings, Management Review meetings are held once a year to evaluate the results of internal audits. Based on the outcomes from all these meetings, risks and opportunities are identified for the energy management system, and the process is monitored by the energy management system team.

Energy Management System suggestion forms filled out by employees are also reviewed to ensure energy efficiency. Accordingly, the Energy Efficiency Specification was approved as of August 22, 2023, and compliance with the specifications is taken into consideration regarding all procurement activities carried out after this date. Examples of energy efficiency activities include the replacement of fluorescent lamps and old bulbs used for ambient lighting with LED luminaire lamps, insulation work on window panes, installation of solar panel systems in security huts, and planned turbine periodic maintenance checks to reduce production losses by identifying potential failures in advance.



Biodiversity

Biodiversity generally refers to the billions of unique living organisms on Earth and the interactions between them. These organisms represent vital elements of human life and are under constant threat. Biodiversity conservation is important not only because of its intrinsic value but also because it provides clean air, potable water, quality soil and crop pollination. Polat Enerji attaches due importance to biodiversity in combating climate change and aims to reduce the impact of the threats the latter may cause.

The organization has shaped its environmental policy in line with this goal and is committed to taking all necessary measures to identify, assess and control the negative impacts of all its activities on human communities, existing habitats, ecosystems and biodiversity, and environmental risks and opportunities.

During the environmental impact assessment process of Polat Enerji power plants, ornithological monitoring and ecosystem assessment reports were prepared by independent university

academic staff. In the relevant reports, power plant sites are analyzed in terms of biodiversity according to local legislation and international standards, and relevant measures to be taken are listed. In addition, ornithological and wildlife monitoring studies continue periodically.

Before realizing new power plant investments, Polat Enerji conducts Environmental and Social Impact Assessments of Industrial and Infrastructure Projects and prepares a Biodiversity Management Plan to protect biodiversity. The main purpose of this plan is to identify the vulnerable species in need of protection in the project areas and to take the necessary measures to protect them. The reports and plans elaborate on the proposed strategies for biodiversity conservation in the respective regions. These strategies are implemented in collaboration with relevant stakeholders and aim to minimize the negative impacts of projects on biodiversity.






Water and Waste Management

Water management ensures the equitable and sustainable use of water resources effectively. Through sound management strategies, water use can be optimized, and water allocation disputes reduced. In addition to water management, it is important for the environment to prevent the generation of waste, which is a significant source of pollution when mismanaged, and to ensure sound waste management. To eliminate the negative effects of the generated waste, the waste must be subjected to a specific procedure.

Polat Enerji sets measurable targets for water and waste management and commits to continuously improvement by periodic controls. With regard to water management, the wastewater management instructions in the environmental specifications are implemented,

and employee awareness on water use is raised as part of responsible resource consumption. Waste management is classified under various headings such as hazardous, non-hazardous, domestic, excavation/construction, and recyclable (paper, plastic, metal, glass). Recyclable wastes are separated and measured at Polat Enerji head office and all power plants. The company attaches special importance to the recycling of wastes and provides its employees with in-house trainings on the matter. All Polat Enerji power plants have Zero Waste Certificates.

Tables on wastes generated from Polat Enerji's power plant operations and water consumption are presented in the appendices under the [Environmental Indicators](#).



THE POWER OF EMPLOYEE FOCUS

- Human Resources Approach
- Diversity and Inclusion
- Contribution to Talent Development
- Occupational Health and Safety (OHS) Approach

Human Resources Approach

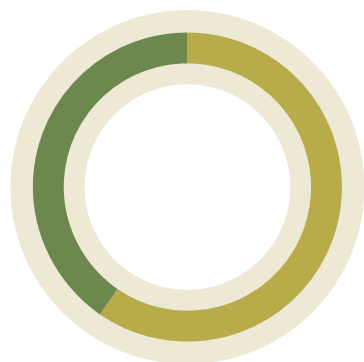
Polat Enerji considers the welfare and happiness of its employees as a key element of its long-term success. Working relationships based on respect and trust, aided by dialogues that bring together diverse perspectives, lead to innovative ideas and sound decisions. In line with this vision, the company places special emphasis on creating a sustainable working environment for employees to maintain their work-life balance and feel safe at work.

Polat Enerji has set itself the goal of providing an equal, inclusive and fair working environment that respects human rights for employees. As an indicator of its commitment to provide equal opportunities to all employees

regardless of personal differences such as gender, race and belief, the company has prepared a Human Resources Policy. The policy takes a clear stance on treating everyone equally, providing equal opportunities and adopting a policy of equal pay for equal work.

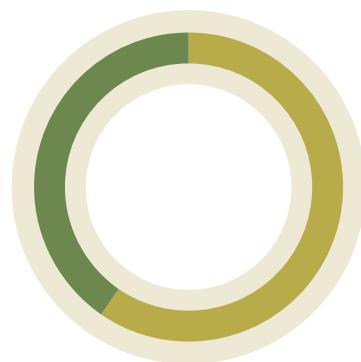
In order to make life easier for its employees and provide them with the best conditions, Polat Enerji offers various opportunities such as Employer-Contributed Private Pension System, Personal Accident Insurance, Health Insurance, gifts on special occasions, birthday leave and compassionate leave in addition to statutory leave.

RATE OF WOMEN TO MEN IN BOARD OF DIRECTORS AND MANAGERIAL FUNCTIONS



Male 59.4% Female 40.6%

RATE OF WHITE-COLLAR WOMEN AND MEN



Male 59.7% Female 40.3%



Polat Enerji continues its journey in the sector with its 185 valued employees as part of the Polat Enerji family. The company makes a social contribution by taking care to hire its plant employees from local communities living in the region where power plants are located. The ratio of female employees among office workers has

reached an approximate 41%. Additionally 91.4% of the team is under the age of 50. In particular, a significant portion of the employees, 24.3% of whom are under 30, bring innovative ideas with their eagerness to learn and open-minded approach to development.



Diversity and Inclusion

At Polat Enerji, strengthening diversity and participation lies at the heart of sustainable success and corporate growth. With this awareness, care is taken to identify strategies that highlight the unique value and potential of each employee. With the goal of creating a work environment where every employee's voice is heard, their contributions are recognized, and equal opportunities are provided, continuous steps are being taken to promote diversity and increase participation. Accordingly, beyond setting written goals, efforts are made to develop concrete projects that will preserve and enrich existing diversity and ensure the active participation of all employees.

Polat Enerji implements an equal pay for equal work policy in light of its egalitarian approach. It follows the principle of impartiality in candidate evaluation processes and develops new projects to strengthen diversity in the company.



Contribution to Talent Development

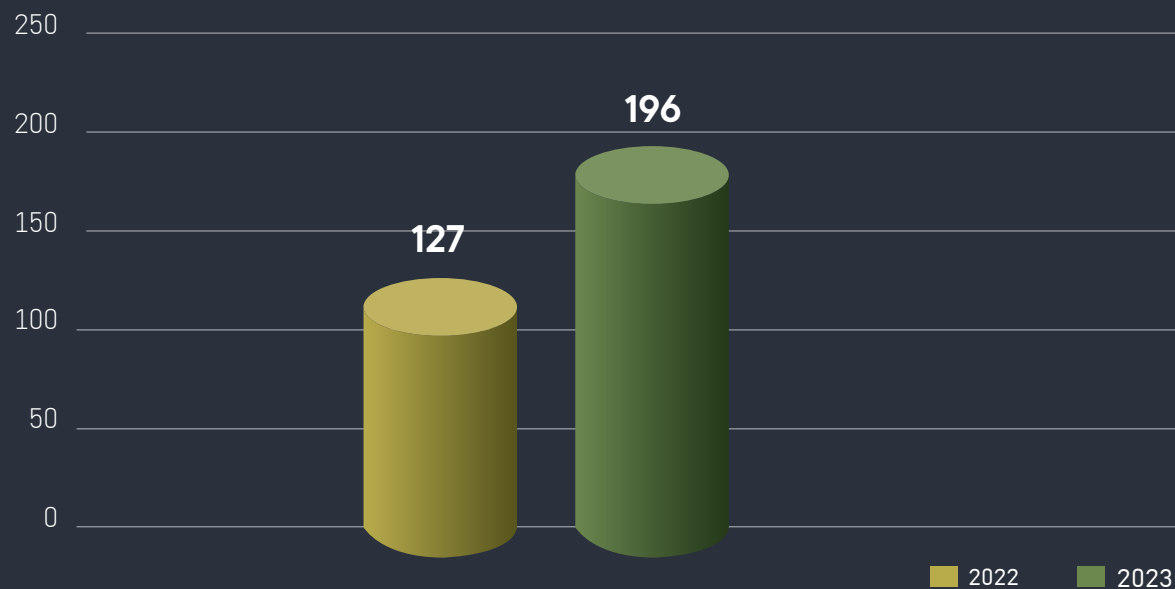
The development of each employee at Polat Enerji is a valuable investment in the future of the company and the sector. Through the support and opportunities offered to employees to cope with the challenges in their careers, adapt to the rapidly changing energy sector and fully utilize their potential, continuous development of employees is encouraged.

In 2022, Polat Enerji launched a long-term internship program called PE Academy to open its doors to young talents aiming to build a career in the energy sector. The program has enabled young talents to secure a place at Polat

Enerji to gain experience in their respective fields and get ready for business life. While 4 interns who succeeded in the program were included in the Polat Enerji staff as Assistant Specialists, the training of 7 interns is still ongoing.

In 2023, internal and external trainings were organized for a total of 196 employees, comprising of 134 blue-collar and 62 white-collar employees. The available training programs aim to contribute to the personal and professional development of employees.

TOTAL NUMBER OF PERSONS TRAINED



Established in 2019, Polat Enerji Sailing Team performed successfully in competitions. Basic sailing training begins after the team members are provided with clothing and equipment, followed by team training and participation in races organized by the Istanbul Sailing Club. This team activity plays a key role in increasing cohesion, team spirit and motivation among employees.

Polat Enerji attaches great importance on providing feedback and support to identify

employees' strengths, define their development needs and contribute to the achievement of the organization's goals. Accordingly, steps were taken to establish a performance review system in 2024 to measure and assess the performance of employees in a more objective manner. This process aims to determine the competencies and performance indicators specific to each position through interviews with managers and employees.



Occupational Health and Safety (OHS) Approach

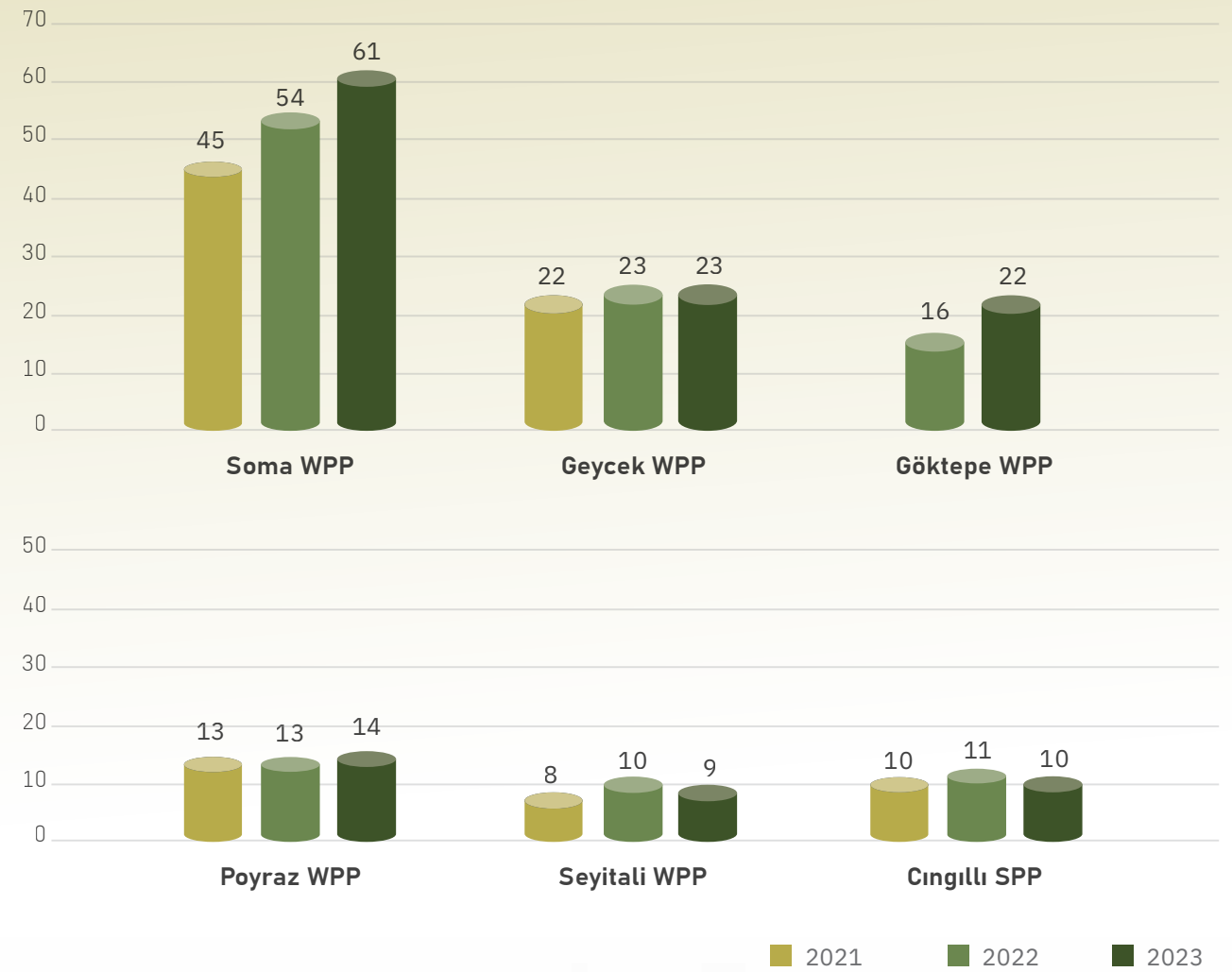
Polat Enerji takes decisive steps to ensure the safety of all stakeholders, including employees, contractors, suppliers and visitors, by going beyond legal obligations to maintain and improve OHS performance. Comprehensive training, audit and development activities are carried out in line with the OHS policy developed for this purpose. Work under the ISO 45001 standard is carried out meticulously, and relevant certification is targeted for the third quarter of 2024.

As part of OHS work, Polat Enerji provides detailed trainings and information to both its employees and suppliers in a bid to ensure that each individual is aware and equipped about OHS. Through continuous training and audit processes, Polat Enerji aims to raise OHS standards in not only its own working space but also all the companies it cooperates with, raising OHS awareness as well. In addition to annually repeated OHS trainings lasting 16 hours in total, the company offers weekly Toolbox trainings on Emergency Management, Fire Safety, Working at Height Techniques, Introduction to Work for Beginners, Defensive Driving and Off-Road Techniques regarding Traffic and Road Safety, and First Aid to increase employees' knowledge and awareness.

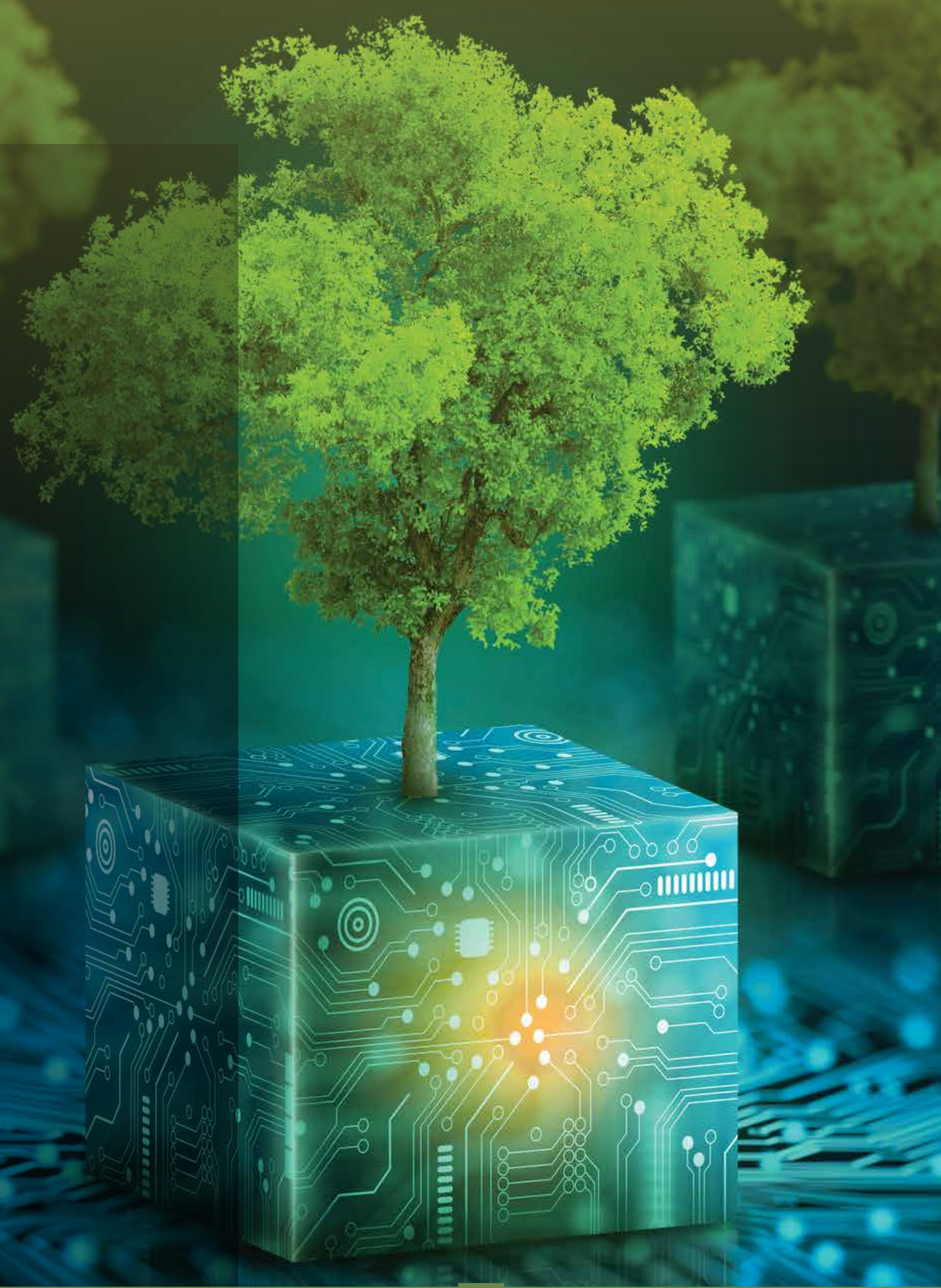
Persons who will take part in site work are given comprehensive information about the characteristics of the site, areas where entry is prohibited and permission is required, general operational risks, locations of emergency equipment, escape routes and assembly points, waste areas and personal protective equipment to be used when necessary. These processes are recorded with the Visitor Acceptance-Delivery or Site Preliminary Information Training Participation Forms, which are issued depending on the purpose of the visitors and employees' presence in the site.

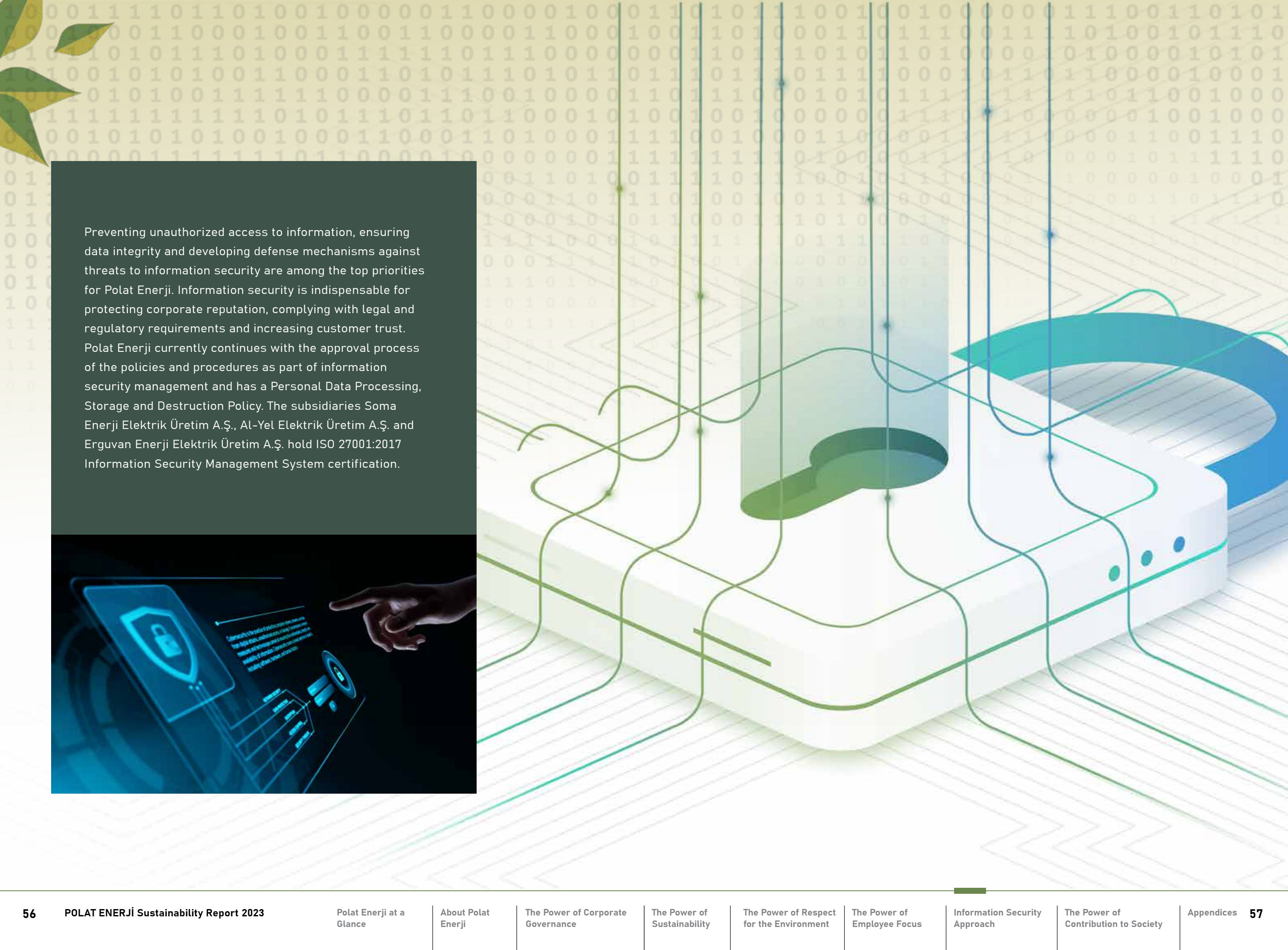
The OHS policy commits employees and all business partners to fully follow and implement OHS-related legal regulations, procedures and instructions. In addition, various monitoring and evaluation activities are planned for the establishment and development of a supplier management system. During the supplier selection process, OHS criteria are prioritized, and companies that comply with current laws and have demonstrated compliance with the OHS culture are preferred.

NUMBER OF EMPLOYEES TRAINED ON OHS



INFORMATION SECURITY APPROACH





Preventing unauthorized access to information, ensuring data integrity and developing defense mechanisms against threats to information security are among the top priorities for Polat Enerji. Information security is indispensable for protecting corporate reputation, complying with legal and regulatory requirements and increasing customer trust. Polat Enerji currently continues with the approval process of the policies and procedures as part of information security management and has a Personal Data Processing, Storage and Destruction Policy. The subsidiaries Soma Enerji Elektrik Üretim A.Ş., Al-Yel Elektrik Üretim A.Ş. and Erguvan Enerji Elektrik Üretim A.Ş. hold ISO 27001:2017 Information Security Management System certification.



THE POWER OF CONTRIBUTION TO SOCIETY

- Corporate Social Responsibility Approach
- Responsible Supply Chain
- Digitalization

Corporate Social Responsibility Approach

Making a positive social contribution in their regions of operation and working with a view to growing together are of critical importance for the development of the regions of operation as well as for the organizations. Polat Enerji develops projects together with its stakeholders to listen to the needs of the community in its regions of operation and to lay the foundation for a stronger future. The best plans and development-oriented projects create value for the future.

In 2023, Polat Enerji developed various projects within and outside the organization as part of the 'Green Light to the Future Project' to contribute to the conscious use of natural resources and strengthen the culture of sustainability. The project is run in collaboration with Polat Vakfı. Under the project, activities on climate change and renewable energy were planned for teachers and students in line with the United Nations Sustainable Development Goals in 3 different modules, namely 'Teacher Training', 'Energy Workshops' and 'Vocational High School Meetings', all 3 modules being in conformity with the curriculum of the Ministry of National Education by travelling to many cities in Türkiye. The 'Teacher Trainings' organized in cooperation with the Provincial Directorates of National Education aim to raise the awareness of teachers and guide future generations, while the 'Energy Workshops' aim to convey the basic concepts of climate change, carbon footprint, renewable energy,

wind energy and sustainability to students through various interactive activities. In the coming days, as part of 'Vocational High School Meetings', interviews will be planned to organize for students who aim for a career in renewable energy. In December 2023, the project started in Kırşehir, where Geycek WPP is located, and will be continue to raise awareness about climate change and introduce children to renewable energy in all power plant regions.

Another item of support Polat Enerji provides to education is a joint project with Istanbul Technical University (ITU). As part of the project, 20 WindPro University Licenses were activated on December 20, 2023 for the use of students at ITU's Department of Meteorological Engineering. This enabled Polat Enerji to contribute to the department by providing the licensing process of a program that can be used not only by undergraduate students taking design courses but also by master's and doctoral students in their studies.

Following the earthquake disaster in February 2023, Polat Enerji supported the efforts of the Polat Vakfı in the region and allocated company facilities to employees who wanted to take part in those efforts. Employees working as electrical engineers and electrical technicians at Polat Enerji contributed to the solution of issues with the electricity grid.

The social responsibility projects by Polat Enerji in response to the requests received in power plant locations are as follows:

- School and astroturf football pitch land arrangements in Hamidiye Neighborhood in Soma WPP locality.
- Material support for the maintenance and repair of the mosque in Hıdırbalı Neighborhood in Soma WPP locality.
- Transportation of excavation material and transportation labor assistance to Armutlu Forestry Management Directorate in Göktepe WPP locality.
- Establishment of camera and license plate recognition system in cooperation with Niğde Special Provincial Special Administration for the security of Kızılca Village in Cingilli SPP locality.





Responsible Supply Chain

Polat Enerji aims to share its sustainability approach with its supply chain. It encourages all companies and individuals in the supply chain to raise awareness on environmental, social and economic issues and to incorporate appropriate policies into their processes.

When selecting a supplier, Polat Enerji evaluates the supplier's activities on issues such as employee rights, OHS, its approach to child labor and forced labor, waste management, water use and chemical management. The Occupational Health and Safety Specifications, Environmental Specifications and Supplier Code of Conduct that suppliers must comply

with are based on legislation, national and international standards and sustainability topics. In addition, during the construction of power plants, key performance indicator (KPI) lists are prepared for suppliers to monitor their social and environmental performance, and regular checks are performed on site. Suppliers are expected to prioritize local applications in support of Polat Enerji's goal of contributing to local employment and the local economy while recruiting in the regions of operation both during construction and operation periods. The supplier management activities carried out at the power plant sites are presented below.

Research and Observation	<p>The project control team visits the suppliers' work sites on a daily basis and observes working conditions at the workplace.</p> <p>Meetings are held with employees and the relevant supplier officer/manager.</p>
KPIs	<p>Supplier performance is monitored using specific performance indicators.</p> <p>Performance is evaluated on a monthly basis through measures such as Occupational Health and Safety, Community Relations, Local Employee, Public Safety and Grievances.</p>
Relationship Management and Communication	<p>Regular meetings are held with suppliers during the project period.</p>





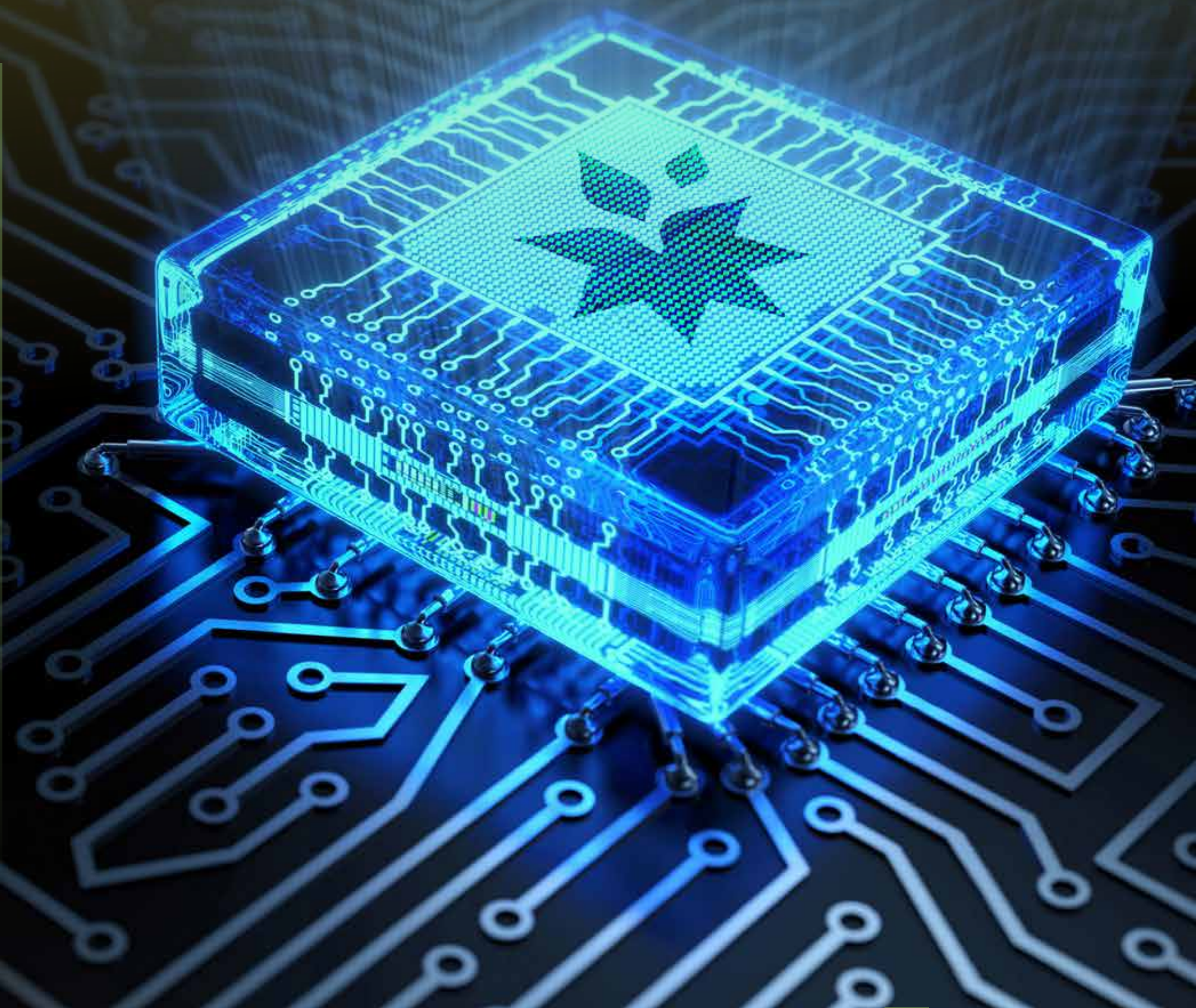
Digitalization

At Polat Enerji, digitalization efforts are assessed in every process and integrated into processes in appropriate infrastructures.

The company uses SCADA as a process automation system and ETRM System for energy trading activities. It is studied to utilize digital solutions most effectively in all processes.

Wind Measurement Mast (Pe-Tech) software has been designed to collect, analyze and report the data of wind measurement masts used in wind energy projects. Thus, data from the measurement masts such as wind speed, direction and strength are digitally processed. The generated meaningful data is reported through PowerBI.

In addition, a large portion of human resources, accounting, finance, contracting, procurement, administrative affairs, and operation and maintenance processes are transferred to the digital platform to increase operational efficiency.



APPENDICES

- Memberships
- Awards
- Policies
- Certificates
- Table on Stakeholder Communication Methods
- Environmental Performance Indicators
- Social Performance Indicators
- GRI Index

Memberships

1. Electricity Producers Association (EÜD)
2. Turkish Wind Energy Association (TWEA)
3. Turkish Ethics and Reputation Society (TEİD)
4. Energy Investors Association (GÜYAD)
5. TUSIAD Energy Working Group
6. TUSIAD Environment and Climate Change Working Group
7. World Energy Council Turkish National Committee (WEC)



Awards

Enercon 25th Anniversary Award

Polat Enerji, one of Türkiye's leading wind energy company, was awarded for its contribution to the sector at the 25th Year Gala organized by ENERCON, which holds a significant share in the development and industrialization of wind energy in Türkiye.

TWEA Pioneers of the Wind Award

During the 12th Turkish Wind Energy Congress organized by the Turkish Wind Energy Association, Polat Enerji, the leader in wind energy, was awarded the Pioneers of the Wind award.

ICCI Award

Polat Enerji's 121.1 MWe Göktepe Wind Power Plant was named The Best Wind Power Plant at the 10th ICCI Energy Awards Ceremony.



Policies

- Sustainability Policy
- Human Rights Policy
- Human Resources Policy
- Occupational Health and Safety Policy
- Sustainable Supply Management Policy
- Environmental Policy
- Energy Management Policy
- Quality Policy
- Personal Data Processing, Storage and Destruction Policy

Certificates

Zero Waste Certificate

- Al-Yel Elektrik Üretim A.Ş.
- Doruk Enerji Elektrik Üretim A.Ş.
- Erguvan Enerji Elektrik Üretim A.Ş.
- Poyraz Yenilenebilir Enerji Üretim A.Ş.
- Soma Enerji Elektrik Üretim A.Ş.
- Şua Elektrik Üretim A.Ş.

ISO 50001: 2018 Energy Management System Certificate

- Al-Yel Elektrik Üretim A.Ş.
- Erguvan Enerji Elektrik Üretim A.Ş.
- Soma Enerji Elektrik Üretim A.Ş.

ISO 27001: 2017 Information Security Management System Certificate

- Al-Yel Elektrik Üretim A.Ş.
- Erguvan Enerji Elektrik Üretim A.Ş.
- Soma Enerji Elektrik Üretim A.Ş.

Table on Stakeholder Communication Methods

Stakeholders	Communication Method	Frequency of Contact
Employees	E-mail, phone and face-to-face meetings	Continuously
	Meetings and trainings	Once or twice a year
	Digital training programs	Every two months
	Special events for employees	Once or twice a year
	Announcements and notifications	When necessary
Suppliers	E-mail, phone and face-to-face meetings	Four days a week
	In-person and online meetings	Three days a week
	Supplier audits	Four days a month
Public Institutions and Legislative Bodies	Periodic reporting	Semiannual
	Meetings and conferences	At least once a year
	E-mail, phone and face-to-face meetings	Three days a week
	Audits	Once a year
Other Stakeholders	Exhibitions, conferences, fairs	Two or three times a year
	Website	When necessary
	News	When necessary
	Social media	Regular interaction two or three times a month
	Grievance boxes (in some power plant sites)	

Environmental Performance Indicators

Amount of Wastes in 2023

Power Plant	Waste Types and Amounts (Kg)							
	15 01 10	15 02 02	15 01 11	15 01 06	20 01 01	20 01 02	20 01 39	20 01 40
Soma WPP	700	500	20	-	10	-	5	6
Geycek WPP	120	150	20	-	8	-	5	5
Göktepe WPP	90	100	5	120	-	-	-	-
Poyraz WPP	75	90	5	-	13	-	4	8
Seyitali WPP	36	45	10	-	68	220	59	-
Cıngıllı SPP	-	-	-	-	5	-	4	1
TOTAL	1,021	885	60	120	104	220	77	20

Waste Codes

15 01 10	Packages containing residues of dangerous substances or contaminated with dangerous substances
15 02 02	Absorbers, filter materials (oil filters if not otherwise specified), cleaning rag, protective clothing contaminated with hazardous substances
15 01 11	Metallic packaging containing a hazardous solid porous structure, including empty pressure containers
15 01 06	Mixed packaging waste
20 01 01	Paper/Cardboard
20 01 02	Glass
20 01 39	Plastics
20 01 40	Metals

Amount of Emissions in 2023 (tons CO₂e)

Category	Soma	Şua	Al-Yel	Doruk	Erguvan	Polat	Poyraz	Total
Category 1	457.88	16.34	157.08	42.54	99.85	1.60	59.01	834.30
Category 2	120.59	86.76	247.40	51.62	133.42	7.39	67.03	714.21
Category 3	48.73	2.79	16.46	5.72	16.77	13.58	15.22	119.27
Category 4	0.48	0.03	0.09	0.06	0.22	0.06	0.25	1.19
Category 5	-	-	0.18	-	-	-	-	0.18
TOTAL	627.68	105.91	421.21	99.94	250.27	22.64	141.51	1,669.14

Water Consumption

Unit	Soma	Şua	Al-Yel	Doruk	Erguvan	Polat	Poyraz
m ³	160	94	144	30	40	160	-

Social Performance Indicators

Employee Demographics	2021		2022		2023	
	Blue-Collar	White-Collar	Blue-Collar	White-Collar	Blue-Collar	White-Collar
Total number of employees	82	46	120	61	118	67
	128		181*		185	
Number of white-collar employees	Male	Female	Male	Female	Male	Female
	28	18	35	26	40	27
	46		61		67	
Number of blue-collar employees	Male	Female	Male	Female	Male	Female
	79	3	117	3	115	3
	82		120		118	
Number of persons in governing bodies and the Board of Directors	Male	Female	Male	Female	Male	Female
	2	1	2	1	1	1
	3		3		2	
Number of employees excluding governing bodies	Male	Female	Male	Female	Male	Female
	105	20	150	28	154	29
	125		178		183	
Number of employees under 30	Male	Female	Male	Female	Male	Female
	19	4	32	9	34	11
	23		41		45	
Number of employees between the ages of 30-50	Male	Female	Male	Female	Male	Female
	72	23	105	19	105	19
	95		124		124	
Number of employees over 50	Male	Female	Male	Female	Male	Female
	10	0	16	0	16	0
	10		16		16	
Number of employees by working hours	Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time
	128		181		185	
Number of employees with disabilities	Male	Female	Male	Female	Male	Female
	-	-	2	0	2	0
	-		2		2	
Ratio of employees with disabilities (%)	Male	Female	Male	Female	Male	Female
	-	-	1.7	0	1.7	0
	-		1.7		1.7	
Number of new hires	Male	Female	Male	Female	Male	Female
	7	1	20	8	19	9
	8		28		28	
Number of female employees on maternity/parental leave						
					1	

Training Data	2021		2022		2023	
	Blue-Collar	White-Collar	Blue-Collar	White-Collar	Blue-Collar	White-Collar
Total number of persons trained	Female	Male	Female	Male	Female	Male
	2	168		9	2	125
	2		132		28	
Total training (hours)	Female	Male	Female	Male	Female	Male
	32	3,845		231	20	2,812
	12		2,395		441	
Total training (person x hour)	Female	Male	Female	Male	Female	Male
	64	645,960		2,079	80	351,500
	24		28,740		12,348	

Soma WPP (Soma Enerji Elektrik Üretim A.Ş.) Table On OHS Training Data

OHS&E Training Data	2021		2022		2023	
	Blue-Collar	White-Collar	Blue-Collar	White-Collar	Blue-Collar	White-Collar
Total number of people trained on OHS	43	2	49	5	53	8
	45		54		61	
Total number of people trained on OHS	Employees	Subcontracted	Employees	Subcontracted	Employees	Subcontracted
	45	-	54	-	61	-
	45		54		61	
Total OHS training (hours)	Blue-Collar	White-Collar	Blue-Collar	White-Collar	Blue-Collar	White-Collar
	1,016	48	1,047	115	1,940	248
	1,064		1,162		2,188	
Total OHS training (hours)	Employees	Subcontracted	Employees	Subcontracted	Employees	Subcontracted
	1,064	-	1,162	-	2,188	-
	1,064		1,162		2,188	
Total OHS training (person x hour)	Blue-Collar	White-Collar	Blue-Collar	White-Collar	Blue-Collar	White-Collar
	1,016	48	1,047	115	1,940	248
	1,064		1,162		2,188	
Total OHS training (person x hour)	Employees	Subcontracted	Employees	Subcontracted	Employees	Subcontracted
	1,064	-	1,162	-	2,188	-
	1,064		1,162		2,188	
Number of accidents	Employees	Subcontracted	Employees	Subcontracted	Employees	Subcontracted
	0	1	1	1	3	2
	1		2		5	
Number of fatal accidents	Employees	Subcontracted	Employees	Subcontracted	Employees	Subcontracted
	0	0	0	0	0	0
	0		0		0	
Number of lost days	2		20		10	
Total working hours	136,796.6		150,921.3		154,345.2	
Rate of days lost due to accidents	0.00012		0.00106		0.00052	
Absenteeism due to accidents	0.00012		0.00106		0.00052	
Accident frequency rate	7.3		6.6		12.96	
Accident severity rate	0.01		0.13		0.065	

Geycek WPP (Al-Yel Elektrik Üretim A.Ş.) Table On OHS Training Data

OHS&E Training Data	2021		2022		2023	
	Blue-Collar	White-Collar	Blue-Collar	White-Collar	Blue-Collar	White-Collar
Total number of people trained on OHS	21	1	22	1	22	1
	22		23		23	
Total number of people trained on OHS	Employees	Subcontracted	Employees	Subcontracted	Employees	Subcontracted
	22	-	23	-	23	-
	22		23		23	
Total OHS training (hours)	Blue-Collar	White-Collar	Blue-Collar	White-Collar	Blue-Collar	White-Collar
	496	32	456	20	668	29
	528		476		697	
Total OHS training (hours)	Employees	Subcontracted	Employees	Subcontracted	Employees	Subcontracted
	528	-	476	-	697	-
	528		476		697	
Total OHS training (person x hour)	Blue-Collar	White-Collar	Blue-Collar	White-Collar	Blue-Collar	White-Collar
	496	32	456	20	668	29
	528		476		697	
Total OHS training (person x hour)	Employees	Subcontracted	Employees	Subcontracted	Employees	Subcontracted
	528	-	476	-	697	-
	528		476		697	
Number of accidents	Employees	Subcontracted	Employees	Subcontracted	Employees	Subcontracted
	0	0	1	0	5	0
	0		1		5	
Number of fatal accidents	Employees	Subcontracted	Employees	Subcontracted	Employees	Subcontracted
	0	0	0	0	0	0
	0		0		0	
Number of lost days	0		0		0	
Total working hours	58,291.8		59,356.4		62,224.6	
Rate of days lost due to accidents	0		0		0	
Absenteeism due to accidents	0		0		0	
Accident frequency rate	0		0		0	
Accident severity rate	0		0		0	

Göktepe WPP (Erguvan Enerji Elektrik Üretim A.Ş.) Table On OHS Training Data

OHS&E Training Data	2021		2022		2023	
	Blue-Collar	White-Collar	Blue-Collar	White-Collar	Blue-Collar	White-Collar
Total number of people trained on OHS	-	-	1	2	18	4
	-		3		22	
Total number of people trained on OHS	Employees	Subcontracted	Employees	Subcontracted	Employees	Subcontracted
	-	-	16	-	22	-
	-		16		22	
Total OHS training (hours)	Blue-Collar	White-Collar	Blue-Collar	White-Collar	Blue-Collar	White-Collar
	-	-	344	50	598	118
	-		394		716	
Total OHS training (hours)	Employees	Subcontracted	Employees	Subcontracted	Employees	Subcontracted
	-	-	394	-	716	-
	-		394		716	
Total OHS training (person x hour)	Blue-Collar	White-Collar	Blue-Collar	White-Collar	Blue-Collar	White-Collar
	-	-	344	50	598	118
	-		394		716	
Total OHS training (person x hour)	Employees	Subcontracted	Employees	Subcontracted	Employees	Subcontracted
	-	-	394	-	716	-
	-		394		716	
Number of accidents	Employees	Subcontracted	Employees	Subcontracted	Employees	Subcontracted
	-	-	1	0	0	0
	-		1		0	
Number of fatal accidents	Employees	Subcontracted	Employees	Subcontracted	Employees	Subcontracted
	-	-	0	0	0	0
	-		0		0	
Number of lost days	-	-	0	0	0	0
Total working hours	-	-	32,334.3	0	61,648.7	0
Rate of days lost due to accidents	-	-	0	0	0	0
Absenteeism due to accidents	-	-	0	0	0	0
Accident frequency rate	-	-	0	0	0	0
Accident severity rate	-	-	0	0	0	0

Poyraz WPP (Poyraz Yenilenebilir Enerji Elektrik Üretim A.Ş.) Table On OHS Training Data

OHS&E Training Data	2021		2022		2023	
	Blue-Collar	White-Collar	Blue-Collar	White-Collar	Blue-Collar	White-Collar
Total number of people trained on OHS	12	1	12	1	12	2
	13		13		14	
Total number of people trained on OHS	Employees	Subcontracted	Employees	Subcontracted	Employees	Subcontracted
	13	-	13	-	14	-
	13		13		14	
Total OHS training (hours)	Blue-Collar	White-Collar	Blue-Collar	White-Collar	Blue-Collar	White-Collar
	224	24	265	20	397	54
	248		285		451	
Total OHS training (hours)	Employees	Subcontracted	Employees	Subcontracted	Employees	Subcontracted
	248	-	285	-	451	-
	248		285		451	
Total OHS training (person x hour)	Blue-Collar	White-Collar	Blue-Collar	White-Collar	Blue-Collar	White-Collar
	224	24	265	20	397	54
	248		285		451	
Total OHS training (person x hour)	Employees	Subcontracted	Employees	Subcontracted	Employees	Subcontracted
	248	-	285	-	451	-
	248		285		451	
Number of accidents	Employees	Subcontracted	Employees	Subcontracted	Employees	Subcontracted
	0	0	1	0	1	0
	0		1		1	
Number of fatal accidents	Employees	Subcontracted	Employees	Subcontracted	Employees	Subcontracted
	0	0	0	0	0	0
	0		0		0	
Number of lost days	0	0	0	0	0	0
Total working hours	34,005.7	0	36,369.7	0	36,742	0
Rate of days lost due to accidents	0	0	0	0	0	0
Absenteeism due to accidents	0	0	0	0	0	0
Accident frequency rate	0	0	0	0	0	0
Accident severity rate	0	0	0	0	0	0

Seyitali WPP (Doruk Enerji Elektrik Üretim A.Ş.) Table On OHS Training Data

OHS&E Training Data	2021		2022		2023	
	Blue-Collar	White-Collar	Blue-Collar	White-Collar	Blue-Collar	White-Collar
Total number of people trained on OHS	8	-	9	1	8	1
	8		10		9	
	Employees	Subcontracted	Employees	Subcontracted	Employees	Subcontracted
Total number of people trained on OHS	8	-	10	-	9	-
	8		10		9	
	Employees	Subcontracted	Employees	Subcontracted	Employees	Subcontracted
Total OHS training (hours)	192	-	192	31	259	26
	192		223		285	
	Employees	Subcontracted	Employees	Subcontracted	Employees	Subcontracted
Total OHS training (hours)	192	-	223	-	285	-
	192		223		285	
	Employees	Subcontracted	Employees	Subcontracted	Employees	Subcontracted
Total OHS training (person x hour)	192	-	192	31	259	26
	192		223		285	
	Employees	Subcontracted	Employees	Subcontracted	Employees	Subcontracted
Total OHS training (person x hour)	192	-	223	-	285	-
	192		223		285	
	Employees	Subcontracted	Employees	Subcontracted	Employees	Subcontracted
Number of accidents	0	0	1	0	1	0
	0		1		1	
	Employees	Subcontracted	Employees	Subcontracted	Employees	Subcontracted
Number of fatal accidents	0	0	0	0	0	0
	0		0		0	
	Employees	Subcontracted	Employees	Subcontracted	Employees	Subcontracted
Number of lost days	0	0	0	0	0	0
	0		0		0	
	Employees	Subcontracted	Employees	Subcontracted	Employees	Subcontracted
Total working hours	21,981.4	0	23,908.5	0	26,337.5	0
	21,981.4		23,908.5		26,337.5	
	Employees	Subcontracted	Employees	Subcontracted	Employees	Subcontracted
Rate of days lost due to accidents	0	0	0	0	0	0
	0		0		0	
	Employees	Subcontracted	Employees	Subcontracted	Employees	Subcontracted
Absenteeism due to accidents	0	0	0	0	0	0
	0		0		0	
	Employees	Subcontracted	Employees	Subcontracted	Employees	Subcontracted
Accident frequency rate	0	0	0	0	0	0
	0		0		0	
	Employees	Subcontracted	Employees	Subcontracted	Employees	Subcontracted
Accident severity rate	0	0	0	0	0	0
	0		0		0	
	Employees	Subcontracted	Employees	Subcontracted	Employees	Subcontracted

Cıngıllı SPP (Şua Elektrik Üretim A.Ş.) Table On OHS Training Data

OHS&E Training Data	2021		2022		2023	
	Blue-Collar	White-Collar	Blue-Collar	White-Collar	Blue-Collar	White-Collar
Total number of people trained on OHS	9	1	10	1	9	1
	10		11		10	
	Employees	Subcontracted	Employees	Subcontracted	Employees	Subcontracted
Total number of people trained on OHS	10	-	11	-	10	-
	10		1		10	
	Employees	Subcontracted	Employees	Subcontracted	Employees	Subcontracted
Total OHS training (hours)	197	23	274	38	275	30
	220		312		305	
	Employees	Subcontracted	Employees	Subcontracted	Employees	Subcontracted
Total OHS training (hours)	220	-	274	-	305	-
	220		274		305	
	Employees	Subcontracted	Employees	Subcontracted	Employees	Subcontracted
Total OHS training (person x hour)	197	23	274	38	275	30
	220		312		305	
	Employees	Subcontracted	Employees	Subcontracted	Employees	Subcontracted
Total OHS training (person x hour)	220	-	274	-	305	-
	220		274		305	
	Employees	Subcontracted	Employees	Subcontracted	Employees	Subcontracted
Number of accidents	0	0	0	0	1	0
	0		0		1	
	Employees	Subcontracted	Employees	Subcontracted	Employees	Subcontracted
Number of fatal accidents	0	0	0	0	0	0
	0		0		0	
	Employees	Subcontracted	Employees	Subcontracted	Employees	Subcontracted
Number of lost days	0	0	0	0	0	0
	0		0		0	
	Employees	Subcontracted	Employees	Subcontracted	Employees	Subcontracted
Total working hours	23,615	0	25,453.1	0	30,552.2	0
	23,615		25,453.1		30,552.2	
	Employees	Subcontracted	Employees	Subcontracted	Employees	Subcontracted
Rate of days lost due to accidents	0	0	0	0	0	0
	0		0		0	
	Employees	Subcontracted	Employees	Subcontracted	Employees	Subcontracted
Absenteeism due to accidents	0	0	0	0	0	0
	0		0		0	
	Employees	Subcontracted	Employees	Subcontracted	Employees	Subcontracted
Accident frequency rate	0	0	0	0	0	0
	0		0		0	
	Employees	Subcontracted	Employees	Subcontracted	Employees	Subcontracted
Accident severity rate	0	0	0	0	0	0
	0		0		0	
	Employees	Subcontracted	Employees	Subcontracted	Employees	Subcontracted



GRI Index

Polat Enerji has reported in accordance with GRI Standards for the period between January 2023 and December 2023.

GRI Standard	Disclosure	Page Numbers and/or Descriptions	Exclusions	
GRI 1: Foundation 2021				
GRI 2: General Disclosures 2021				
GRI 2: General Disclosures 2021	Corporate Profile, Corporate Governance and Effective Risk Management			
	2-1 Organizational details	About Polat Enerji, p.12-17	-	
	2-2 Entities included in the organization's sustainability reporting	About the Report, p.5 From Senior Management, p.6-7	-	
	2-3 Reporting period, frequency and contact point	About the Report, p.5	-	
	2-4 Restatements of information	This is the first sustainability report by Polat Enerji.	-	
	2-5 External assurance	The sustainability report has not received any external assurance.	-	
	2-6 Activities, value chain and other business relationships	About Polat Enerji, p.12-17	-	
	2-7 Employees	The Power of Employee Focus, p.44-53	-	
	2-8 Workers who are not employees	Social Performance Indicators, p.74-81	-	
	2-9 Governance structure and composition	The Power of Corporate Governance, p.18-23 Sustainability Governance Structure, p.28	-	
	2-10 Nomination and selection of the highest governance body	Confidentiality Limitations Polat Enerji does not publicly disclose this information in line with the organization's confidentiality policies.	-	
	2-11 Chair of the highest governance body	From Senior Management, p.6-7 Sustainability Governance Structure, p.28	-	
	2-12 Role of the highest governance body in overseeing the management of impacts	From Senior Management, p.6-7 The Power of Corporate Governance, p.18-23 Risk Management, p.22 Sustainability Governance Structure, p.28	-	
	2-13 Delegation of responsibility for managing impacts	Sustainability Governance Structure, p.28	-	
	2-14 Role of the highest governance body in sustainability reporting	Sustainability Governance Structure, p.28	-	

GRI Standard	Disclosure	Page Numbers and/or Descriptions	Exclusions
GRI 2: General Disclosures 2021	2-15 Conflicts of interest	Ethical Principles and Transparency, p.20-21	-
	2-16 Communication of critical concerns	Sustainability Governance Structure, p.28 No critical issues were communicated to Polat Enerji throughout the reporting period.	-
	2-17 Collective knowledge of the highest governance body	Sustainability Governance Structure, p.28	-
	2-18 Evaluation of the performance of the highest governance body	Confidentiality Limitations Polat Enerji does not publicly disclose this information in line with the organization's confidentiality policies.	-
	2-19 Remuneration policies	Human Resources Approach, p.46-47 Diversity and Inclusion, p.48	-
	2-20 Process to determine remuneration	Diversity and Inclusion, p.48	-
	2-21 Annual total remuneration ratio	Confidentiality Limitations Polat Enerji does not publicly disclose this information in line with the organization's confidentiality policies.	-
	2-22 Statement on sustainable development strategy	From Senior Management, p.6-7 Sustainability Approach, p.26	-
	2-23 Policy commitments	Ethical Principles and Transparency, p.20-21	-
	2-24 Embedding policy commitments	Sustainability Governance Structure, p.28	-
	2-25 Processes to remediate negative impacts	Sustainability Governance Structure, p.28 Energy Management, p.38 Quality Understanding, p.23	-
	2-26 Mechanisms for seeking advice and raising concerns	Ethical Principles and Transparency, p.20-21	-
	2-27 Compliance with laws and regulations	Ethical Principles and Transparency, p.20-21	-
	2-28 Membership associations	Memberships, p.68	-
	2-29 Approach to stakeholder engagement	Quality Understanding, p.23 The Power of Social Contribution, p.58-64 Table for Communication Methods with Stakeholders, p.71	-
	2-30 Collective bargaining agreements	Social Performance Indicators, p.74-81	-

GRI Standard	Disclosure	Page Numbers and/or Descriptions	Exclusions
GRI 3: Material Topics 2021			
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Material Topics and Contribution to the UN SDGs, p.30-33	-
	3-3 Management of material topics	Sustainability Approach, p.26 Material Topics and Contribution to the UN SDGs, p.30-33	-
Business Ethics, Anti-Corruption and Compliance			
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Governance Structure, p.28 Ethical Principles and Transparency, p.20-21	-
GRI 205: Anti-Corruption 2016	205-1 Operations assessed for risks related to corruption	Ethical Principles and Transparency, p.20-21	-
GRI 206: Anti-Competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior and activities	No legal action has been taken against the company regarding anti-competitive behaviors and activities.	-
Compliance with Corporate Governance Principles and Effective Risk Management			
GRI 3: Material Topics 2021	3-3 Management of material topics	The Power of Corporate Governance, p.18-23 Risk Management, p.22	-
Managing Climate Risks and Opportunities			
GRI 3: Material Topics 2021	3-3 Management of material topics	Carbon Footprint, p.36-37	-
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Energy Management, p.38 Environmental Performance Indicators, p.72-73	-
	302-4 Reduction of energy consumption	Energy Management, p.38	-

GRI Standard	Disclosure	Page Numbers and/or Descriptions	Exclusions
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Carbon Footprint, p.36-37 Environmental Performance Indicators, p.72-73	-
	305-2 Energy indirect (Scope 2) GHG emissions	Carbon Footprint, p.36-37 Environmental Performance Indicators, p.72-73	-
	305-3 Other indirect (Scope 3) greenhouse gas emissions	Carbon Footprint, p.36-37 Environmental Performance Indicators, p.72-73	-
	305-5 Reduction of GHG emissions	Carbon Footprint, p.36-37 Environmental Performance Indicators, p.72-73	-
Circular Economy			
GRI 3: Material Topics 2021	3-3 Management of material topics	Energy Management, p.38 Water and Waste Management, p.42	-
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Water and Waste Management, p.42	-
	306-2 Management of significant waste-related impacts	Water and Waste Management, p.42	-
	306-3 Waste generated	Water and Waste Management, p.42 Environmental Performance Indicators, p.72-73	-
	306-4 Waste diverted from disposal	Water and Waste Management, p.42 Environmental Performance Indicators, p.72-73	-
GRI 303: Water and Effluents 2018	303-5 Water consumption	Water and Waste Management, p.42 Environmental Performance Indicators, p.72-73	-

GRI Standard	Disclosure	Page Numbers and/or Descriptions	Exclusions
Digital Transformation			
GRI 3: Material Topics 2021	3-3 Management of material topics	Digitalization, p.64	-
Innovation			
GRI 3: Material Topics 2021	3-3 Management of material topics	Digitalization, p.64	-
Occupational Health and Safety			
GRI 3: Material Topics 2021	3-3 Management of material topics	Occupational Health and Safety Approach, p.52-53	-
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Occupational Health and Safety Approach, p.52-53	-
	403-2 Hazard identification, risk assessment, and incident investigation	Social Performance Indicators, p.74-81	-
	403-3 Occupational health services	Occupational Health and Safety Approach, p.52-53	-
	403-4 Worker participation, consultation, and communication on occupational health and safety	Occupational Health and Safety Approach, p.52-53	-
	403-5 Worker training on occupational health and safety	Occupational Health and Safety Approach, p.52-53 Social Performance Indicators, p.74-81	-
	403-6 Promotion of worker health	Occupational Health and Safety Approach, p.52-53	-
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health and Safety Approach, p.52-53	-
	403-10 Work-related ill health	There were no cases of employees being diagnosed with occupational diseases as a result of our activities during the reporting period.	-

GRI Standard	Disclosure	Page Numbers and/or Descriptions	Exclusions
Inclusion, Equal Opportunities and Diversity			
GRI 3: Material Topics 2021	3-3 Management of material topics	Human Resources Approach, p.46-47 Diversity and Inclusion, p.48 Contribution to Talent Development, p. 50-51	-
GRI 405: Diversity and Equal Opportunities 2016	405-2 Ratio of basic salary and remuneration of women to men	Confidentiality Limitations Polat Enerji does not publicly disclose this information in line with the organization's confidentiality policies.	-
GRI 406: Non-Discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Ethical Principles and Transparency, p.20-21 Human Resources Approach, p.46-47 Diversity and Inclusion, p.48 There were no cases of discrimination reported during the reporting period.	-
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor and actions taken	Ethical Principles and Transparency, p.20-21 Human Resources Approach, p.46-47	-
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor and actions taken	Ethical Principles and Transparency, p.20-21 Human Resources Approach, p.46-47	-
Employee Development and Employee Engagement			
GRI 3: Material Topics 2021	3-3 Management of material topics	Contribution to Talent Development, p.50-51	-
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Social Performance Indicators, p.74-81	-
	404-2 Programs for upgrading employee skills and transition assistance programs	Contribution to Talent Development, p.50-51	-
Sustainable Supply Chain Management			
GRI 3: Material Topics 2021	3-3 Management of material topics	Responsible Supply Chain, p.62	-



POLATENERJİ

Polat Enerji Yatırımları A.Ş.

Gürsel Mah. Yankı Sk. Kağıthane
Polat Ofis Blok No: 27/B İç Kapı No:8
Kağıthane / İstanbul

0 212 213 66 35

www.polatenerji.com

surdurulebilirlik@polatenerji.com

GRI Standard	Disclosure	Page Numbers and/or Descriptions	Exclusions
Sustainable Financial Performance			
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics and Alignment with the Sustainable Development Goals, p.30-33 Risk Management, p.22	-
Sustainable Environmental Management			
GRI 3: Material Topics 2021	3-3 Management of material topics	The Power of Respect for the Environment, p.34-43	-
Customer Experience			
GRI 3: Material Topics 2021	3-3 Management of material topics	Quality Understanding, p.23 Information Security Approach, p.56 Digitalization, p.64	-
Corporate Social Responsibility			
GRI 3: Material Topics 2021	3-3 Management of material topics	Corporate Social Responsibility Approach, p.60-61	-

REPORTING CONSULTANCY
**escarus**
(TSKB Sürdürülebilirlik Danışmanlığı A.Ş.)
info@escarus.com
www.escarus.com
T: +90 (212) 334 5460



www.polatenerji.com