



Sustainability Report 2024

Transform the Power of Nature into Sustainable Energy

polatenerji.com



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Introduction

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About this Report

We see energy not simply as a resource to be generated, instead as a responsibility that underpins the continuity of life. Since 2000, guided by our commitment to renewable energy, we have worked to help Türkiye and our planet move towards a more habitable future. Through experience gained over the years, we've remained the country's largest wind energy investor for over a decade.

From the outset, environmental and social awareness has been at the core of our business. Today, we aim to communicate this approach through our projects as well as through transparent and comprehensive sustainability reporting.

Following the publication of our first 2023 sustainability report in 2024, we are pleased to present our second report, which covers the period from 1 January to 31 December 2024. Prepared with reference to GRI Standards the report includes the activities and locations of Polat Enerji Yatırımları A.Ş. together with all its subsidiaries located in Türkiye, i.e. 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., Meltem Enerji Elektrik Üretim A.Ş. and Güneşli Enerji Elektrik Üretim A.Ş. (together “**Polat Enerji**” or “**the Group**”).

As of July 2024, there was a change in our portfolio. Accordingly, this report covers Doruk Enerji Elektrik Üretim A.Ş. and Şua Elektrik Üretim A.Ş.'s activities for the period between January and July 2024, and Meltem Enerji Elektrik Üretim A.Ş. for the period between July and December 2024. The activities of Polat Enerji Europe, established in July 2024, fall outside the scope of this report.

We greatly value your feedback as we continue to advance on our sustainability journey. Please share your views and suggestions with us at surdurulebilirlik@polatenerji.com.

Report Purpose

This report reflects our responsibility towards nature, society, and future generations in the way we generate energy. It presents our sustainability efforts in 2024, shared with stakeholders in a transparent manner and with reference to internationally recognized GRI Standards.

We reaffirm our commitment to renewable energy through our determination to manage environmental and social impacts responsibly. With this report, we seek to highlight the impact of our activities today and in the future, while also clearly presenting our areas for improvement and our commitments.

Every step we take on our sustainability journey is guided by a shared sense of responsibility for creating a more habitable world.



Message from the Chair

Dear Stakeholders,

The year 2024 marked a turning point in the global energy transition. The World Economic Forum's Global Risks Report, published in January 2024, underlined that climate-related risks now stand at the centre of the planet's future, with extreme weather events, insufficient climate change mitigation, and biodiversity loss ranked as the top three global risks. These challenges affect not only the environment but also the economy, society, and governance, making it essential to integrate sustainability into every decision-making process.

New momentum in the fight against climate change was found at the COP29 Conference in Baku this year, where the commitment to increase annual climate finance from developed to developing countries was increased to US\$ 300 billion to be disbursed by 2035. This is a significant step towards building a sustainable future.

Since our establishment, Polat Enerji has invested exclusively in renewable energy sources, making us one of Türkiye's leading wind energy producers. Alongside our strong wind portfolio, we are systematically expanding our solar energy investments to grow a low-carbon energy mix. Today, we maintain our leadership in the wind sector with an installed capacity of 752.7 MWm, representing around 6% of Türkiye's total capacity. These achievements are the result of the dedication and cooperation of all our stakeholders.

In 2024, we accelerated our work in energy storage technologies, further reinforcing our leadership in renewable energy. Energy storage and hybrid solar projects are not only vital in the fight against climate change, but also in ensuring supply security, as they increase system flexibility and allow renewable energy to be fully harnessed.

At Soma WPP, we have made Türkiye's first wind power plant integrated with a grid-scale battery energy storage system ready for Ministry acceptance. At Ege WPP, we completed feasibility studies with Solar Today and iNOVAT for the installation of a 12.8 MW/15.2 MWh storage unit. At our Geycek Power Plant, we plan to install an integrated storage system supporting 168 MW of wind and 46.6 MW of solar power, making it one of Türkiye's largest renewable facilities. In addition, at the Göktepe Wind Power Plant, we signed Türkiye's largest battery storage supply agreement to date with Rolls-Royce Solutions GmbH.

Internationally, we are expanding with Polat Enerji Europe. In Hungary, we commissioned a 66 MW solar power plant and will add another 20 MW facility in 2025. In Berlin, we signed a letter of intent with ENERCON and İŞ Enerji for wind investments totalling 2,500 MW. Over the next five years, we aim to broaden our international footprint and strengthen our contribution to the global renewable energy market.

Through these investments, we not only generate clean energy but also create employment and contribute to regional development in cooperation with local communities. We continue to make a tangible impact through our education and social initiatives, particularly the Green Light to the Future project, which raises awareness among children, youth, and teachers about the importance of clean energy.

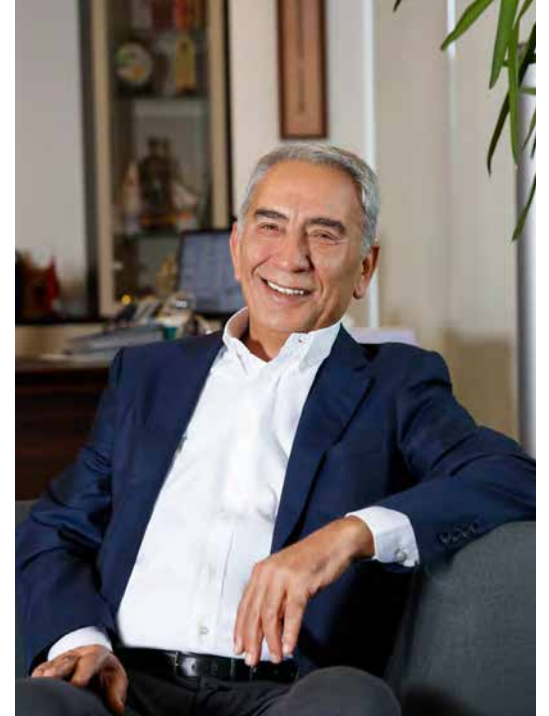
We carry out all our activities with transparency and accountability, grounded in strong corporate governance. As an active participant in the global sustainability agenda, we shape our strategies in line with international developments.

The rapid growth of the renewable energy sector shows that Türkiye's potential will continue to expand. At Polat Enerji, our goal is to lead this growth with innovative and environmentally responsible technologies, helping society and future generations move towards a healthier and more sustainable future.

I would like to extend my gratitude to all our business partners, colleagues, and stakeholders who have supported us on this journey. Together, I am confident that we can achieve a more sustainable future.

With warm regards,

Adnan Polat
Chair of the Board
Polat Enerji



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

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: Our priority is always to be reliable. We build strong, lasting relationships with all our stakeholders.

Leadership: We are pioneers and guides. We implement practices that set examples.

Ownership: We take initiative and responsibility. We stand firmly behind our work until the very end.

Teamwork: We trust and support each other. We believe in common success and encourage collaborations.

Continuous Development: We stay curious, learn, and embrace change. We prepare ourselves and our work for the future.

We do not simply generate energy; we redefine it with a sense of responsibility for a sustainable future.



At a Glance: Polat Enerji

5

Cities

5

Power Plants

1.96 Billion kWh

Annual Electricity Generation

752.7 MWm

Installed Capacity in Türkiye

740k Households

Generation equivalent to the annual electricity needs of 740,000 households

1.2 Million Tonnes CO₂e

Annual Reduction

Soma RES

Soma Elektrik Üretim A.Ş.
Manisa
316.3 MWm / 292.1 MWe

Geycek RES

Al-Yel Elektrik Üretim A.Ş.
Kırşehir
214.6MWm / 168 MWe

Göktepe RES

Erguvan Enerji Elektrik Üretim A.Ş.
Yalova
121.1 MWm / 118.4 MWe

Poyraz RES

Poyraz Yenilenebilir Enerji Üretim A.Ş.
Balıkesir
85.5 MWm / 75.3 MWe

Ege RES

Meltem Enerji Elektrik Üretim A.Ş.
İzmir
15.2 MWm / 13 MWe

“We harness nature’s power to generate renewable energy, sharing it with society for a cleaner, more habitable future”

From Past to Present

2024

- A 46.6 MWm hybrid solar power plant investment was completed in the Geycek WPP project.
- Capacity increases totalling 12.6 MWm were completed at Poyraz WPP and Soma WPP.
- A grid-scale energy storage system with a capacity of 4 MW/4 MWh was installed at Soma WPP.
- PE Europe was established, marking the transition to a multinational structure.

2023

- With the completion of an 8.4 MW capacity increase at Göktepe WPP, the installed capacity reached 118.4 MW.
- Maxis Girişim Sermayesi Portföy Yönetimi A.Ş. transferred its shares to İş Enerji Yatırımları A.Ş., establishing a 50-50 joint venture between Polat Holding and İş Enerji in Polat Enerji.

2022

- Göktepe WPP was commissioned.
- With the completion of the capacity increase at Seyitali WPP, the installed capacity reached 40.7 MW.

2021

Polat Enerji's shareholder structure was reorganised to 50% Polat Holding, 50% Maxis Girişim Sermayesi Portföy Yönetimi A.Ş., and the Clean Energy Venture Capital Fund.

2020

With the completion of a 48 MW capacity increase at Soma WPP, the total installed capacity rose to 288.1 MW.

2000

Polat Enerji was established with the aim of operating in the renewable energy sector.

2008

A partnership agreement was signed with EDF Renewables.

2009

The first wind power plant, Soma WPP, commenced operations.

2011

Seyitali WPP was commissioned.

2012

Poyraz WPP began electricity generation.

2013

Geycek WPP was commissioned.

2014

A partnership was established with PSP Investments.

2015

With the completion of a 100 MW capacity increase at Soma WPP, the total installed capacity reached 240.1 MW.

2016

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

2019

Cıngıllı SPP commenced operations.

2024 Overview

In 2024, we went beyond expanding our generation capacity to take pioneering steps that are transforming the sector. With our capacity expansion projects and forward-looking investments, we significantly increased both our annual electricity generation and our contribution to reducing carbon emissions.

One of the most important milestones that made 2024 a special year for us was our pioneering move into energy storage.

Storage Investment: A First in Türkiye

This investment is more than a technology project; it represents a strategic step towards shaping the future of the energy sector in Türkiye. At Polat Enerji, we are committed to playing an active role in this transformation and to leading the way in sustainable development.

Our Energy Storage Investments

- More efficient use of energy generated from renewable sources,
- A healthier balance of supply and demand,
- Reduced pressure on the grid.

As of 2024, our energy storage investments have been shaped both by our corporate capacity development and by pioneering applications that are among the first in Türkiye. Developing storage solutions to safeguard the continuity of renewable energy is the foundation not only of today's energy systems but also of those of tomorrow.

Soma WPP¹

Türkiye's First Grid-Scale Wind-Supported Storage System

In September 2024, we commissioned Türkiye's first grid-scale wind-supported battery energy storage system at our Soma WPP site.

- **Capacity:** 4 MW / 4 MWh
- **Installation:** Developed in collaboration with Partner Elektronik and Huawei
- **Purpose:** Designed to balance the natural fluctuations of wind power generation, enhance grid stability, and support the supply-demand balance.
- **Strategic Value:** As the first of its kind in Türkiye, this system pioneers the sector's transition towards grid-supported production models.

Geycek WPP

Hybrid Generation and Storage Integration

At our Geycek power plant, we have planned a 10 MW / 13.4 MWh² battery energy storage system to reinforce our hybrid generation infrastructure. This system is designed to integrate with the 46.6 MWm hybrid solar energy investment commissioned in 2024.

- **Supportive Financing:** Developed within a USD 70 million financing package provided by the EBRD and the Clean Technology Fund.
- **Objective:** To enable a more balanced transfer of both solar and wind generation to the grid and to maximise carbon reduction.

Göktepe WPP

Türkiye's Largest Wind-Supported Storage Agreement

In 2024, we signed a supply agreement with Rolls-Royce Solutions GmbH for a battery energy storage system of 109.9 MW / 132.8 MWh, planned for installation at our Göktepe WPP site

- **Technology:** MTU EnergyPack QG
- **Financing:** 22-year term – the longest energy storage financing in Türkiye
- **Installation Schedule:** Contract finalised in 2024; installation planned for 2025
- **Contribution:** Supports grid balancing during peak demand, ensures generation continuity, and enables participation in ancillary services markets.

Ege WPP

15 MWh Storage Facility Investment

We have completed feasibility studies for a 12.8 MW / 15.2 MWh battery energy storage system, planned as part of the storage capacity expansion at our Ege power plant.

- **Equipment:** Solar Today
- **Engineering Services:** iNOVAT
- **Installation Schedule:** Contract finalisation planned for January 2025, with installation scheduled during 2025.

¹ WPP stands for Wind Power Plant and the Turkish acronym is RES, short for Rüzgar Enerji Santrali.



Our Storage Portfolio as of End-2024

Project	Status	Capacity	Description
Soma	Installation completed	4 MW / 4 MWh	Türkiye's first grid-scale wind-supported battery energy storage system
Göktepe	Contract signed	109.9 MW / 132.8 MWh	Türkiye's largest wind-supported storage investment
Geycek	Feasibility completed	10 MW / 13.4 MWh	Integrated storage system for hybrid solar–wind generation
Ege	Feasibility completed	12.8 MW / 15.2 MWh	Wind-supported storage investment

Strategic value derived from our Storage Investments

Domain	Status
Network Flexibility	Frequency regulation and balanced generation are ensured.
Supply Security	Load balancing during peak demand hours strengthens grid stability.
Carbon Reduction	A greater share of renewable energy is delivered to the grid.
Revenue Diversification	Imbalance penalties are reduced, and capacity market opportunities are created
Innovative Infrastructure:	Capabilities in digital energy and battery management systems are being advanced.

Our Future Plans

- Complete and commission the battery energy storage investments at Göktepe WPP and Ege WPP in 2025
- Make storage integration a standard prerequisite for all new power plant projects
- Expand the use of digital monitoring and smart optimisation software across storage systems
- Set performance targets for hybrid storage projects aligned with best practices in Europe



Capacity Increase and Hybrid Solar Power Plant Investments in 2024

Throughout 2024, we strengthened our generation capacity through expansion investments at existing power plants. These efforts reflect not only our commitment to increasing capacity, but also our dedication to energy security and our sustainability vision.

- **At Poyraz WPP**, we completed an 8.4 MWm/8.4 MWe capacity increase, bringing total installed capacity to 85.5 MWm/ 75.3 MWe
- **At Soma WPP**, Türkiye's largest wind power plant, we planned a 16.8 MWm expansion. By the end of 2024, we had commissioned 4.2 MWm, with the remainder to be completed in the first quarter of 2025. Once finalised, Soma's capacity will reach 328.9 MWm / 304.1 MWe
- **At Geycek WPP**, we commissioned a 46.6 MWm hybrid solar energy investment, increasing total capacity at the site to 214.6 MWm / 168 MWe by combining both wind and solar resources.

These projects have significantly strengthened our grid compatibility, energy supply continuity, and generation flexibility.

International Growth Steps

2024 was also a year in which we advanced our growth strategy internationally.

We established **Polat Enerji Europe** to support our overseas investments and position ourselves as a long-term, effective player in the European energy market. In line with this vision:

- We commissioned a 66 MWp solar power plant in the Mezőtúr region of Hungary.
- We completed the installation of the Gyöngyöshalász Solar Power Plant, with a capacity of 20 MWp.

These investments not only expanded our portfolio but also marked the first step towards becoming an active contributor to sustainable energy generation in Europe. With these initiatives, we are taking clean energy beyond borders and pursuing environmentally responsible growth across regions.

International Partnerships

In 2024, we deepened our global partnerships in renewable energy, with the dual aim of expanding capacity and bringing advanced technologies to Türkiye and neighbouring regions.

- **Collaboration with Enercon:** At the German-Turkish Energy Forum in Berlin, we signed a letter of intent with Enercon, a global leader in wind technology, and our partner İş Enerji. The agreement foresees new wind investments totalling 2,500 MW over the next five years. This collaboration will strengthen our installed capacity while also enabling us to contribute high technology to Türkiye's energy transition.
- **Energy Storage Agreement with Rolls-Royce:** We signed a supply agreement with Rolls-Royce for a 132 MWh battery energy storage system to be installed at our Göktepe WPP. Supported by a 22-year financing package, this project marks one of Türkiye's largest energy storage investments and sets a pioneering example for the sector.

Growing with International Financing: EBRD Support

In 2024, we strengthened the foundations of our renewable energy portfolio through international financing.

Together with the European Bank for Reconstruction and Development (EBRD) and the Clean Technology Fund, we secured a financing package of USD 70 million. Of this amount, USD 65 million was provided by the EBRD and USD 5 million as a preferential loan through the Clean Technology Fund.

This financing supports:

- Construction of the 46.6 MW hybrid solar power plant at Geycek,
- Development of a 10 MW / 13.4 MWh energy storage system at the same site,
- 30.8 MW capacity increases across Poyraz, Soma, and Geycek Wind Power Plants.

This resource strengthens not only our generation capacity but also our ability to make flexible, sustainable contributions to the grid through hybrid systems and storage technologies.



Global and Türkiye-Focused Trends in Renewable Energy and Wind Energy in 2024

In 2024 the energy sector advanced towards a more flexible, smarter, and more inclusive model. This year saw Polat Enerji and its peers generating power from renewable sources and giving priority to hybrid systems and energy storage, leading this transformation.

The energy sector experienced historic momentum for transformation in 2024, both globally and in Türkiye. Climate change, energy supply security, the spread of new technologies, and diversification in financing models were the main drivers accelerating the shift to renewable energy.

Global Outlook

According to the International Energy Agency and the Global Wind Energy Council, global renewable energy capacity surpassed 500 GW by the end of 2024, setting a new record. Solar and wind power accounted for most of this growth.

Following the global target set at the COP28 summit, countries have pledged to triple their renewable energy capacity by 2030. This commitment is fuelling accelerated investment in both generation and grid modernisation. Energy storage systems and hybrid projects (wind + solar) are becoming increasingly standard, while large-scale turbines—6–8 MW onshore and 15 MW or more offshore—are now entering projects.

Renewable Energy Transformation in Türkiye

Türkiye's renewable energy vision is advancing rapidly under the Renewable Energy Roadmap 2035 published by the Ministry of Energy and Natural Resources. Installed renewable energy capacity, which reached 32,737 MW in 2024, is set to climb to 120,000 MW by 2035—nearly four times the current level.

By 2035:

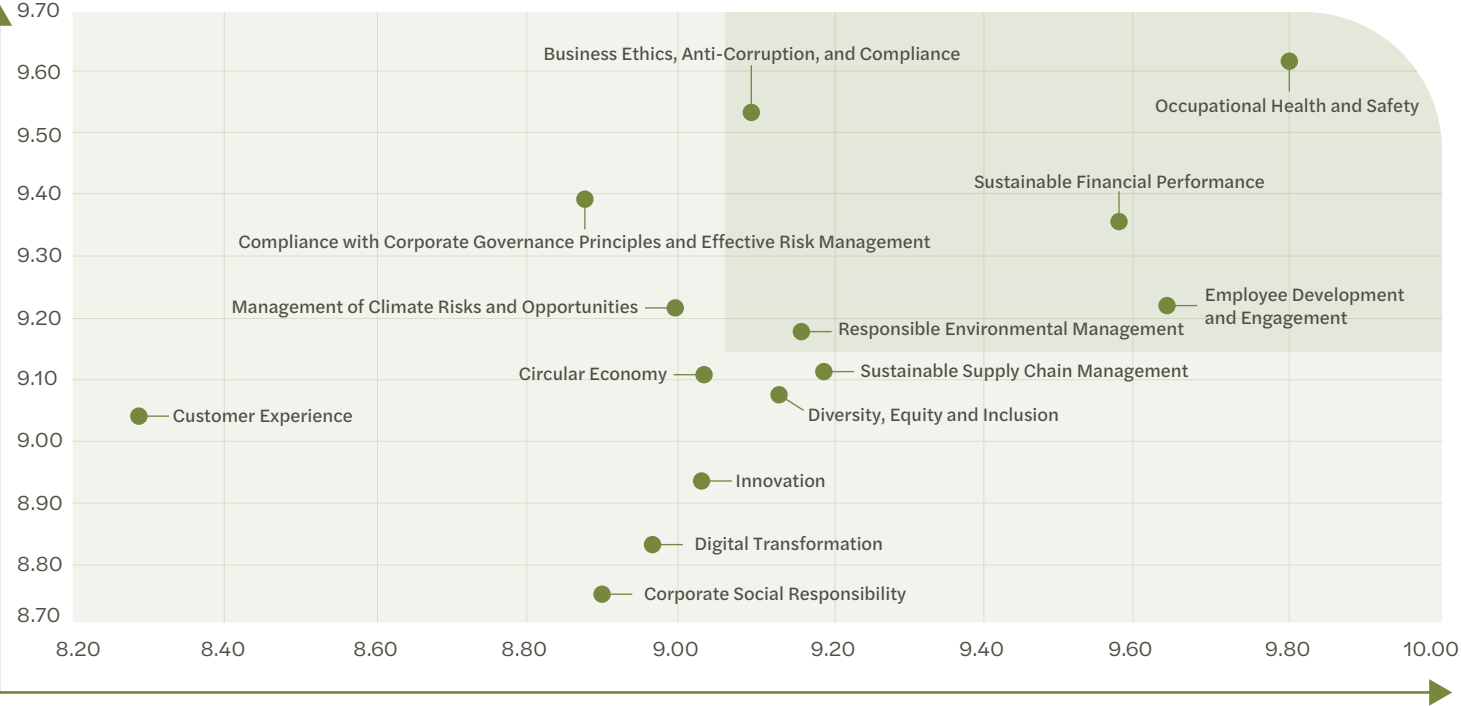
- At least 2,000 MW of YEKA projects will be commissioned annually.
- Offshore wind power plants with a capacity of 5,000 MW will be developed.
- Hybrid capacity installations at existing plants will be promoted.
- Self-consumption systems will be enabled without requiring energy to be fed into the grid at the same connection point.

This transformation extends beyond generation. Transmission infrastructure is also being scaled up with US\$ 28 billion in planned investments, including green transmission lines and a 40 GW HVDC corridor. Targets for 2035 include 90,500 km of AC interconnection lines, 942 transformer stations, 6,750 MW of export capacity, and 6,600 MW of import capacity.

This national energy transition strategy is closely aligned with Polat Enerji's investment and growth priorities, reinforcing the Group's initiatives in hybrid systems, energy storage, domestic generation, and grid integration.



Materiality Matrix



Materiality Analysis: Method and Scope
To guide our sustainability efforts, we carried out a materiality analysis in 2023. In this process, we identified environmental, social, and governance (ESG) themes of potential significance for Polat Enerji, using the GRI Standards as our reference. We engaged with internal stakeholders (employees, managers, committees) and external stakeholders (credit institutions, public bodies, civil society organisations, suppliers, and community representatives) through one-on-one interviews and form-based assessments. In addition, we collected input via a SurveyMonkey link, reaching 195 stakeholders and receiving 59 valuable responses. As we moved into 2024, our evaluation confirmed that the material topics remain valid and continue to provide a strong foundation for Polat Enerji’s sustainability strategy. We reviewed the materiality analysis against sector dynamics and stakeholder expectations, and once again confirmed that the material topics included in this report are fully aligned with our company’s long-term value creation objectives

At Polat Enerji, while shaping our sustainability strategy, we evaluate the environmental, social, and governance impacts of our activities with a holistic approach, considering both our company and our stakeholders.

The results obtained serve as a guide for Polat Enerji’s strategy and sustainability plans. In this context, in the upcoming period we aim to place greater focus on the following areas:

- Maintaining a safe and healthy working environment for employees
- Upholding transparency and ethical values to ensure sustainable achievements
- Continuously striving to improve performance for long-term financial sustainability
- Taking responsibility in managing environmental impacts to leave a more livable world for future generations
- Developing inclusive practices that support competence development and employee engagement

Sustainable Development Goals

Occupational Health and Safety



Business Ethics, Anti-Corruption, and Compliance



Responsible Environmental Management



Sustainable Financial Performance



Employee Development and Engagement



*The Sustainable Development Goals (SDGs) are a universal call to action adopted by United Nations member states, with the aim of being achieved by the end of 2030. Of the 17 goals in total, Polat Enerji contributes to 10 priority areas through its material topics.

Strategy & Business Model

- About Us
- Business Model & Value Creation
- Economic Performance & Investments
- Power Plants
- Risk Management
- ESG Investment Model & Partnerships

About us

Polat Enerji was established in 2000 to meet the market's growing demand for sustainable, renewable, and environmentally responsible energy. By focusing on Türkiye's vast wind and solar potential, the Group has become a driving force in the country's energy transformation.

A 50-50 joint venture between Polat Holding A.Ş. and İş Enerji Yatırımları A.Ş., Polat Enerji is today Türkiye's largest wind energy investor by installed capacity, thanks to its pioneering projects since inception. Polat Enerji represents around 6% of the nation's total installed wind capacity and continues to generate clean energy with 752.7 MW_m in Türkiye and 818.7 MW_m in total.

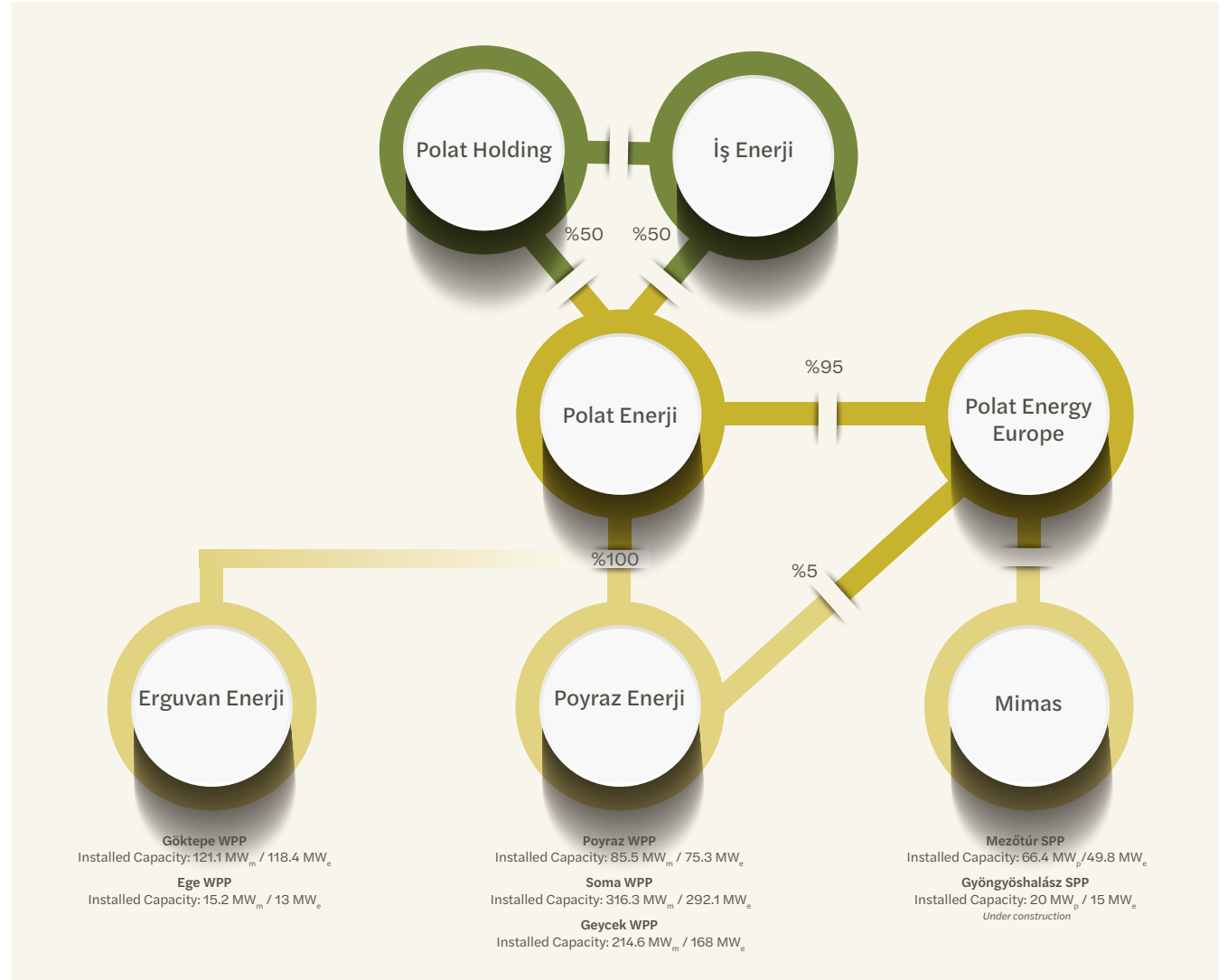
Across the country, Polat Enerji operates five wind power plants—including one hybrid facility—and two solar power plants in Hungary. This diverse portfolio reflects both its generation strength and its vision of growth in harmony with nature.

Polat Enerji's renewable energy journey began in 2009 with the commissioning of the Soma WPP. This was followed by Seyitali in 2011, Poyraz in 2012, Geycek in 2013, and Göktepe in 2020. In 2019, Polat Enerji commissioned its first solar plant, Cingilli SPP³.

With more than two decades of experience and management expertise, Polat Enerji is advancing with the ambition of becoming an active player not only in Türkiye but also in European energy markets. In July 2024, strategic portfolio adjustments were made to support this vision:

- All shares in Şua Elektrik Üretim A.Ş. (Cingilli SPP) were transferred to İş Enerji.
- All shares in Doruk Enerji Elektrik Üretim A.Ş. (Seyitali WPP) were transferred to Polat Holding.
- Meltem Enerji Elektrik Üretim A.Ş. (Ege WPP) was acquired by Erguvan Enerji Elektrik Üretim A.Ş. and joined Polat Enerji.
- To advance international expansion, Polat Enerji Europe was established.

These changes have not only reinforced Polat Enerji's portfolio but also provided a stronger foundation for sustainable growth in international markets.



Business Model & Value Creation

At Polat Enerji, we see energy not merely as a resource to be generated, but as a responsibility to be managed in harmony with nature, society, and future generations. Guided by this approach, we have built our business model around four key focus areas.

We Develop

- By identifying the potential of renewable energy resources, we design our project development processes with environmental and social responsibility at their core. From site selection to permitting, and from feasibility studies to environmental impact assessments, every stage is carried out with respect for nature and society.
- Optimising the use of wind and solar resources
- Responsible project development based on environmental and social impact analyses
- Compliance with high standards in legal and technical processes

We Build

- We construct our projects to be ecosystem-compatible, highly efficient, and long-lasting, in line with national and international standards. In doing so, we place the highest priority on safety, environmental protection, and support for local development.
- Deployment of the latest and most efficient wind and solar technologies
 - Grid-connected energy storage solutions
 - Environmental care and occupational health and safety as key principles in construction activities

We Operate

- In every region where we operate, we go beyond energy generation to create sustainable value for society and the environment. We continuously optimize energy generation through scientific data monitoring systems, digital infrastructures, and grid integration strategies.
- 1.96 billion kWh of annual electricity generation
 - 1.2 million tonnes of annual CO₂e emission reduction
 - Integrated management of wind and solar energy through hybrid systems
 - Uninterrupted generation supported by battery energy storage systems

We Contribute

- In every region where we operate, we go beyond energy generation to create sustainable value for society and the environment. Our contributions extend from gender equality to raising climate awareness among children, and from environmental protection initiatives to strengthening local employment.
- Türkiye’s and the world’s first “Gender Equality Loan” initiative
 - “Green Light to the Future” project providing renewable energy education for children
 - Investment decisions prioritising environmental protection
 - Preference for local suppliers and local employment

Phase	Develop	Build	Operate	Contribute
Main Goal	To develop projects that are in harmony with nature and society	To build high-efficiency, safe, and environmentally friendly power plants	Efficient, uninterrupted, and climate-friendly generation	Creating social and environmental value
Our Impact	Sustainable site selection and project planning	Increasing renewable energy capacity	Clean energy generation and carbon reduction	Equitable social projects and environmental protection

Economic Performance & Investments

As of the end of 2024, Polat Enerji's net asset value is approaching US\$1 billion. Over the next five years, we plan to invest a further US\$500 million to strengthen our renewable energy portfolio.

Our investment strategy not only supports our economic growth objectives but also aims to generate environmental and social value. We prioritise projects that deploy environmentally responsible energy generation technologies, support value-adding community initiatives such as "Green Light to the Future", reinforce the local supply chain, and establish storage systems to enhance energy security.

Through these investments, we seek to deliver financial returns while also contributing directly to sustainable development goals, including climate action, local economic development, and social welfare.

All planned investments are managed in line with the GRI 201-1 Direct Economic Value Generated and Distributed standard, reflecting our commitment to transparency and long-term value creation.

Key Indicators and Investment Focus Areas

- **Net Asset Value:** Approximately US\$1 billion
- **Planned Investment (2025–2029):** US\$500 million
- **Target Installed Capacity:** 2 GW
- **Priority Areas:** Environmentally responsible energy generation technologies, energy storage systems, strengthening local suppliers, and value-adding social projects.




Power Plants

Inspired by Anatolia's wind and sun, we generate renewable energy in five cities, in harmony with nature's rhythms.

Soma WPP

Located across Manisa and Balıkesir, our Soma WPP is the largest onshore wind power plant in Türkiye with an installed capacity of 316.3MWm/ 292.1 MWe. It ranks as the seventh-largest in Europe.

The plant generates enough electricity to meet the annual needs of around 355,000 households and prevents the release of approximately 565,000 tonnes of carbon emissions into the atmosphere each year.



Geycek WPP

Our Geycek WPP in Mucur, Kırşehir, has an installed capacity of 214.6 MWm/168 MWe, following the completion of the hybrid SPP investment. It generates enough electricity to meet the annual consumption of around 144,000 households and contributes to the fight against climate change by preventing an average of 230,000 tonnes of carbon emissions each year.



Göktepe WPP

Located in Armutlu, Yalova, the Göktepe WPP has an installed capacity of 121.1 MWm/118.4 MWe. It meets the annual electricity needs of approximately 140,000 households and prevents the release of around 220,000 tonnes of carbon emissions each year.




Poyraz WPP

Located in Kepsut, Balıkesir, the Poyraz WPP has an installed capacity of 85.5 MWm/75.3 MWe. It meets the annual electricity needs of around 80,000 households and prevents approximately 130,000 tonnes of carbon emissions each year.



Ege WPP

Located in Kemalpaşa, İzmir, the Ege WPP has an installed capacity of 15.2 MWm/13 MWe. It meets the annual electricity needs of around 18,000 households and prevents approximately 28,000 tonnes of carbon emissions each year.



Our Installed Capacity

As of the end of 2024, Polat Enerji’s total installed capacity in Türkiye stands at 752.7 MWm. In 2024, we generated 1.96 billion kWh of electricity entirely from renewable sources. This output is sufficient to meet the annual electricity consumption of approximately 740,000 households and prevents the release of around 1.2 million tonnes of CO₂e greenhouse gas emissions each year. More than 90% of our installed capacity is derived from wind energy, with the remainder from solar projects.

Our Power Plant Portfolio

Today, we operate wind power plants in five different cities, including one hybrid project integrating wind and solar energy. Every project has been designed and is operated in harmony with the natural environment of its region.

Power Plant	Location	Type	Installed Capacity (MW)	Description
Soma WPP	Manisa, Balıkesir	Wind	316.3 MWm/ 292.1 MWe	Türkiye’s largest and Europe’s 7th largest wind power plant
Geycek WPP	Kırşehir	Wind + Solar (Hybrid)	214.6 MWm/ 168 MWe	Enhanced with a hybrid solar system
Göktepe WPP	Yalova	Wind	121.1 MWm/ 118.4 MWe	Supported by an energy storage project
Poyraz WPP	Balıkesir	Wind	85.5 MWm/ 75.3 MWe	High-efficiency onshore wind power plant
Ege WPP	İzmir	Wind	15.2 MWm/ 13 MWe	The newest addition to our portfolio

In all our power plants, technological efficiency, environmental protection, and social impact criteria are prioritized.

Strengths of Our Portfolio Structure

- **High Capacity Factor:** We achieve capacity factors above the national average, particularly at sites such as Soma and Göktepe wind power plants.
- **Hybrid Generation Models:** We ensure generation flexibility through systems that integrate wind and solar energy.
- **Grid Compatibility:** Through storage-integrated projects, we reinforce energy supply security.
- **Field Optimisation:** Turbine placement prioritises both efficiency and the conservation of natural ecosystems.



Our Future Outlook

We will continue to strengthen our current portfolio through hybrid and storage systems, expand our presence both nationally and internationally by developing new wind and solar projects, and invest in environmentally responsible technologies for energy generation.

Our role is not only to generate energy, but to give back the power we draw from nature in ways that benefit both society and the environment, helping to build a more sustainable future.

Risk Management

At Polat Enerji, we approach risk management as an integral part of our decision-making processes and not just a box-ticking compliance exercise. Throughout 2024, we took important steps to reinforce this perspective.

Our Corporate Risk Management Approach

Our risk management process begins with the prior assessment of environmental and social impacts for every new investment and continues with project-by-project risk management. In line with the performance standards of the European Bank for Reconstruction and Development (EBRD) and International Finance Corporation (IFC):

- Environmental and Social Impact Assessments are carried out in areas where capacity expansion is planned.
- Project-based Environmental and Social Action Plans are developed and implemented.
- Proactive management systems address social risk areas such as expropriation, community engagement, and grievance mechanisms.

Although Polat Enerji's risk management systems have not yet been integrated into a single platform, the analyses conducted for specific projects and the regular documentation processes provide a strong foundation for strengthening our corporate structure. Our goal is to embed this infrastructure into all decision support mechanisms, creating a comprehensive, company-wide risk management system.

Integrated Risk and Process Management

In 2024, several steps were taken to improve integration:

- Detailed risk tables were prepared in coordination with the Investments Project Department and the Operations and Maintenance Directorate.
- Process maps were developed for all departments and units, with risk control points defined.
- The Technical Assessment Department initiated modelling and assessment studies on the potential impacts of climate change on wind energy.

Software-Supported Risk Monitoring

- The ETRM (Energy Trading and Risk Management) system digitally monitors and manages operational, financial, and legal risks related to energy trading.
- PE-Tech and other digital platforms are used to track field data and enable proactive interventions.

Polat Enerji for 2024 and Beyond: Risk and Opportunity Analysis

Potential Risks

Risk Heading	Potential Risks and Explanations
Regulatory Changes and Compliance	Rapid changes in legislation for renewable energy projects (licensing, grid connection, YEKDEM, etc.) may lead to compliance challenges and delays in permitting, increasing operational risk.
Grid Integration and Flexibility Requirements	Rising renewable capacity is placing pressure on grid flexibility. Without sufficient storage investments and hybrid solutions, the risk of generation curtailment may grow.
Financial Risks and Supply Chain Risks	Global supply chain pressures for turbines, batteries, and other critical equipment may cause cost increases and delivery delays.
Climate Change and Extreme Weather Events	Rising temperatures, as well as more frequent and intense storms, may negatively impact turbine efficiency and field operations.
Price Pressure	Rapid growth in solar and hybrid capacity may increase competition and put downward pressure on energy sales prices.
Social Acceptance and Land Use Risks	Social risks such as land use permits and objections from local communities may delay new investments and project timelines.

Strategic Assessment

The period beyond 2024 offers Polat Enerji important opportunities for both growth and transformation. At the same time, it demands careful management of evolving market dynamics and regulatory risks.

In this context, the following will be critical to our success:

- Expanding energy storage investments
- Strengthening leadership in hybrid projects
- Ensuring transparent reporting of sustainability performance
- Enhancing communication and engagement with social stakeholders

Forthcoming Opportunities

Opportunity Heading	Description
High Growth Targets and Market Development	In line with Türkiye’s 2035 renewable energy targets (wind: 29.6 GW, solar: 52.9 GW, offshore: 5,000 MW), opportunities for Polat Enerji’s project development will expand significantly.
Storage-Integrated Projects and Grid Support	Energy storage and hybrid projects are being actively encouraged. Storage solutions will provide greater flexibility in generation and support revenue diversification.
International Growth Potential	Opportunities to scale up clean energy investments in Europe are emerging through Polat Enerji Europe. The European Green Deal also offers substantial funding support for clean energy projects.
Sustainable Financing Tools	Green bonds, gender equality loans, and financing from international financial institutions provide advantages in optimising investment costs and accelerating projects.
Increased Efficiency Through Technology	New-generation wind turbines and hybrid power plant technologies can enhance generation capacity and improve overall project efficiency.
Social Impact and Sustainability Leadership	Initiatives on gender equality, environmental education for children, and community participation will strengthen Polat Enerji’s reputation and reinforce its social licence to operate.

ESG Investment Model & Partnerships

Polat Enerji shapes its investments not only for growth, but also to protect nature, empower society, and help build a fairer future for all. Every project undertaken with this outlook becomes a vital link in a sustainable value chain.

Investing Responsibly, Growing with Confidence

At Polat Enerji, we view every investment not merely as a technical project, but as a connection with nature, society, and our corporate values. When shaping investment decisions, our priorities extend beyond installed capacity and financial efficiency to include environmental responsibility, social benefit, and ethical values.

Nature-Respectful Investment Approach

We carry out Environmental and Social Impact Assessments for every project, carefully analysing potential effects on biodiversity, flora and fauna, and water resources. For wind power plants in particular, we consider bird migration routes, ecosystem balance, turbine placement, and construction schedules.

- Project designs are guided by the principle of minimal intervention in nature.
- Turbine placement decisions reflect sensitivity to both environmental and visual impact.
- Erosion control and soil conservation measures are implemented during construction.

Our fundamental principle is that investments should advance not only within the limits of legal compliance, but also with a commitment to ethical and voluntary environmental responsibility.

Our Commitment to Gender Equality

In 2019, Polat Enerji took a pioneering step in the energy sector by introducing Türkiye's first Gender Equality Loan. This initiative goes beyond financing by serving as both a tangible instrument for corporate transformation and an equitable approach to business.

- Targeted recruitment and promotion policies to increase female representation
- Gender equality awareness training for all employees
- Inclusive internal control systems integrated across all processes

We are determined to build out our corporate culture so that every employee can thrive and develop under an organisation that offers equality of opportunity.

Strong Relationships with Local Communities

The sustainability of our investments relies not only on generation capacity but also on the trust we cultivate with local communities in the regions where we operate.

For every new project, we:

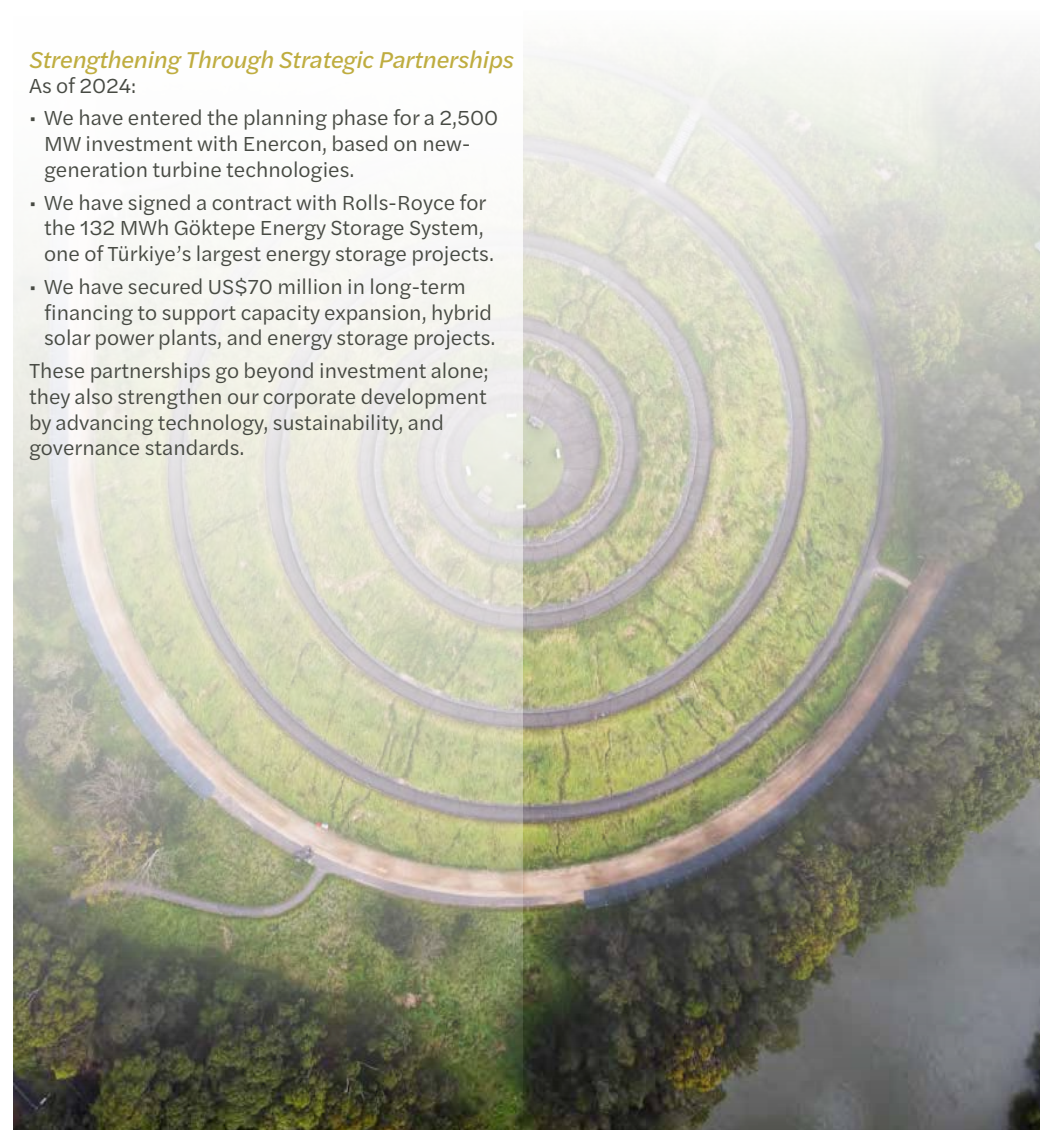
- Support local employment opportunities
- Maintain transparent communication through community information meetings
- Contribute to local development via social investment projects

We also integrate community perspectives into project processes on issues such as expropriation, land access, and environmental sensitivities. By doing so, we strengthen our social licence through open, face-to-face dialogue.

Strengthening Through Strategic Partnerships As of 2024:

- We have entered the planning phase for a 2,500 MW investment with Enercon, based on new-generation turbine technologies.
- We have signed a contract with Rolls-Royce for the 132 MWh Göktepe Energy Storage System, one of Türkiye's largest energy storage projects.
- We have secured US\$70 million in long-term financing to support capacity expansion, hybrid solar power plants, and energy storage projects.

These partnerships go beyond investment alone; they also strengthen our corporate development by advancing technology, sustainability, and governance standards.



Environment

- Environmental Performance
- Carbon Management & Emissions
- Energy Efficiency
- Water Management
- Waste & Circularity
- Waste Management
- Biodiversity & Resource Use
- Next Steps

Environmental Performance

We are proud to contribute to Türkiye’s energy transition and to the global fight against climate change through our renewable energy generation, which lies at the heart of our operations. Throughout 2024, we placed greater focus on managing the environmental impacts of our activities in a systematic, transparent, and measurable way. Our multi-dimensional approach to environmental sustainability extends from energy efficiency to water and waste management, and from protecting biodiversity to managing our carbon footprint. As evidence of this commitment, all of our power plants -with the exception of Ege WPP- and our headquarters have been certified under the ISO 14001 Environmental Management System Standard.

Carbon Management & Emissions

- Climate change represents a global crisis that profoundly impacts not only ecosystems but also social welfare and economic stability. At Polat Enerji, we recognise our responsibility to be part of the solution, and emissions management has become a cornerstone of our environmental performance.
- In 2024, our emissions intensity was measured at 5.46 kgCO₂e/MWh.
 - Greenhouse gas emissions were calculated using the financial control approach in line with the internationally recognised GHG Protocol, based on direct measurement data with a high degree of accuracy.
 - The relatively high level of Scope 3 emissions was driven by supply chain and service-related activities, reflecting capacity expansion investments at Soma WPP and Poyraz WPP, the hybrid SPP investment at Geycek WPP, and the battery energy storage system investment at Soma WPP. This underscores the need to set emission reduction targets across our entire value chain, not only in generation processes.
 - Our energy storage systems (4 MWh at Soma, 132 MWh planned at Göktepe, 10 MWh at Geycek, and 20 MWh under planning at Ege) increase generation flexibility and enable a more stable and higher-rate transfer of renewable energy to the grid. These projects reduce indirect emissions while positioning us at the forefront of sectoral transformation.

With electricity generation of 1.96 billion kWh in 2024, we met the annual electricity needs of approximately 740,000 households and avoided around 1.2 million tonnes of CO₂e emissions. We approach carbon management not only through measurement but with an impact-driven mindset. Our efforts continue in line with the principles of transparency, continuous improvement, and resilience to climate risks.

Scope	Emissions (tCO ₂ e)
Scope 1	593
Scope 2	641
Scope 3	9,321
Total	10,554

Location-Based Emissions (tons CO₂e)

Location	Scope 1	Scope 2	Scope 3	Total
Soma Office	0	2	31	34
Ege WPP	9	4	44	57
Cıngıllı SPP	7	48	87	141
Seyitali WPP	44	30	129	202
Head Office	80	30	165	276
Göktepe WPP	106	151	441	698
Poyraz WPP	34	40	1,906	1,980
Soma WPP	243	137	2,391	2,770
Geycek WPP	71	199	4,127	4,397
Total	593	641	9,321	10,554

Note: Data for Seyitali WPP and Cıngıllı SPP cover January–July; data for Ege WPP cover July–December. The Soma Office opened in October 2024.



Energy Efficiency

- In 2024, energy efficiency activities across Polat Enerji were carried out under the framework of the Energy Management System. Surveillance audits for the ISO 50001:2018 Energy Management System certificates, obtained in 2023 for our Soma, Geycek, and Göktepe power plants, were successfully completed in 2024.

At these facilities:

- Key Energy Usages were defined.
- Energy Performance Indicators were established and monitored for each Significant Energy Use.
- Technical improvements such as LED conversions, glass insulation, and solar panel installations were implemented.
- Employee contributions were collected through the energy efficiency suggestion system.
- Our energy intensity was measured at 0.83 kWh.

Water Management

Water usage at our power plants is limited to domestic purposes and remains low compared with sector levels. Our focus is on managing water consumption and waste in ways that minimise environmental impact.

- Total water consumption is monitored for each power plant and office.
- The highest water consumption was recorded at our largest facility, Soma WPP, at 1,596 m³, while total water consumption across all sites amounted to 2,986 m³.
- Wastewater disposal was carried out in compliance with regulations, and periodic awareness training was provided to employees.

Water Consumption Data for our Power Plants and Offices

Location	Water Consumption (m ³)
Soma WPP	1,596
Geycek WPP	246
Göktepe WPP	259
Poyraz WPP	121
Seyitali WPP	96
Cıngıllı SPP	205
Head Office	403
Soma Office	60
Total	2,986

Note: Purchases of bottled water are not included.



2024 Waste Quantity

Code	Waste Category
08 03 17	Printing toners containing hazardous substances
15 01 10	Packaging containing residues of hazardous substances or contaminated packaging
15 02 02	Absorbents, filter materials (including oil filters), cleaning cloths, protective clothing contaminated with hazardous substances
15 01 11	Metal packaging containing hazardous porous solid structures, including empty pressurised containers
16 02 13	Scrap equipment containing hazardous components (other than 16 02 09–12)
16 06 01	Lead-acid batteries and accumulators
20 01 21	Fluorescent lamps and other mercury-containing waste
20 01 35	Discarded electrical and electronic equipment with hazardous components (other than 20 01 21 and 20 01 23)
15 01 06	Mixed packaging
15 01 07	Glass packaging
20 01 01	Paper and cardboard
20 01 34	Batteries and accumulators (other than 20 01 33)
20 01 38	Wood (other than 20 01 37)
20 01 39	Plastics
20 01 40	Metals

Waste & Circularity

Throughout 2024, we separated our waste at source and managed it in compliance with regulations at all our facilities:

- Hazardous, non-hazardous, household, and recyclable waste were collected separately.
- Recyclable waste was transferred to licensed companies.
- Waste quantities were regularly measured and monitored through internal audits.
- All of our power plants hold a Zero Waste Certificate and manage waste in accordance with the Zero Waste System.

Waste Management

Hazardous waste: 12,693 kg

- Waste contaminated with hazardous substances: 5,524 kg
- Packaging contaminated with hazardous substances: 4,802 kg
- Electrical and electronic equipment with hazardous components: 1,650 kg

Non-hazardous waste: 15,594.06 kg

- Wood: 8,400 kg
- Paper/cardboard: 571.04 kg
- Glass: 506.03 kg

Total waste generated: 28,287.06 kg

Note: Data for Seyitali WPP and Cingilli SPP cover January–July; data for Ege WPP cover July–December. The Soma Office opened in October 2024.

Location	Waste by Location and Category (Kg)															
	15 01 10	15 02 02	15 01 11	08 03 17	16 06 01	16 02 13	20 01 21	20 01 35	20 01 01	15 01 07	20 01 39	20 01 40	20 01 38	20 01 34	Hazardous Waste	Non-Hazardous Waste
Soma WPP	3,100	1,000	30	30		255	20		160	84	113	41		1	4,435	398
Geycek WPP	760	140			120			1,400	150	30	90	40			2,420	310
Poyraz WPP	220	850	20			115			36		25	2			1,205	63
Göktepe WPP	270	2,940	30		15	15			44	34	19	5,628	8,400		3,270	14,125
Ege WPP	52	104			9		13								178	0
Seyitali WPP	400	490			45			250	47	92	47			2	1,185	186
Head Office									134.4	266.03	104.53	7,1			0	512,06
Total	4,802	5,524	80	30	189	385	33	1,650	571.4	506.03	398.53	5,718.1	8,400	3	12,693	15,594.06

Biodiversity & Resource Use

We have developed several projects in 2024 to optimise resource use and minimise waste generation. Guided by the zero-waste principle, we reduced waste at source across our sites, organised training sessions to raise employee awareness on waste recovery, and continuously improved on-site practices.

The positive results achieved in 2024 reflect our responsibility toward the environment, and we are committed to taking our waste management performance to even higher levels in the years ahead.

Biodiversity and Ecosystem Harmony

In 2024, biodiversity-focused practices were carried out at three of our wind power plants, including:

- Two-season bird and bat monitoring studies
- Noise and air quality measurements
- Turbine placement analyses based on ecosystem sensitivity

For all new projects, the protection of biodiversity is a prerequisite in turbine planning. Environmental and Social Impact Assessment (ESIA) processes are supported by biodiversity-specific analyses, including ornithological monitoring, ecosystem assessments, flora and fauna identification, and cumulative impact studies conducted by independent experts. Based on these findings, Biological Diversity Management Plans are prepared, covering species, habitats, and migration routes that may be affected.

As of 2024, species monitoring and habitat assessments have been implemented across many projects. Species-specific protection measures and carcass tracking systems for monitoring bird and bat mortality are in place. These practices are aligned with international standards such as the EUROBATS Guide and IFC Performance Standard 6.

Climate Crisis Response, Emission Reduction, and Carbon Management

Combating the Climate Crisis

The climate crisis is recognised as a global challenge at the core of our business model. Rising temperatures, extreme weather events, and ecosystem pressures are reinforcing the strategic importance of low-carbon energy generation.

Polat Enerji positions its projects not only as renewable energy assets but also as environmental tools that deliver carbon value. Soma WPP, Geycek WPP, Poyraz WPP, Seyitali WPP, and Ege WPP are all registered with the Gold Standard voluntary carbon market, while Cingilli SPP is integrated into the I-REC (International Renewable Energy Certificate) system.

- In 2023, we sold 318 tonnes of carbon credits from the 2014 generation year of Soma WPP, and 45,993 MWh of I-REC certificates from the 2022 generation year of Cingilli SPP.
- In 2024, no carbon credit sales were made, as credit period renewal and verification processes for Soma, Geycek, Poyraz, Seyitali, and Ege WPPs are ongoing.
- Polat Enerji continues to participate in carbon markets and adjusts its sales volumes according to periodic plans.

Since 2023, we have also initiated greenhouse gas emission calculations covering all subsidiaries, applying internationally recognised methodologies:

- Greenhouse Gas Protocol (GHG Protocol)
- IPCC Sixth Assessment Report (AR6)
- ISO 14064:2019 Standard

This approach enhances transparency in climate action and prepares our structure for future carbon regulations.

Emissions Reduction: Our Tangible Contribution

Thanks to renewable energy generation across our power plants in 2024:

- 1.96 billion kWh of electricity was generated.
- Approximately 1.2 million tonnes of CO₂e emissions were avoided.

By generating solely from renewable sources, Polat Enerji directly supports Türkiye's and the world's climate change mitigation goals.

Steps to Strengthen Climate-Friendly Generation in 2024

- **Storage Investments:** A 4 MW / 4 MWh battery energy storage system commissioned at Soma WPP balanced wind fluctuations and ensured more stable renewable energy supply to the grid.
- **Hybrid Energy Projects:** At Geycek WPP, wind and solar generation were combined to achieve a more balanced and sustainable generation profile.
- **Energy Efficiency Investments:** At Soma, Göktepe, and Geycek WPPs, energy efficiency projects were carried out under the ISO 50001:2018 standard, focusing on Significant Energy Uses and initiating monitoring and improvement activities.

These investments not only increased generation but also systematically enhanced the climate-friendly quality of our operations.

Emission Management and Monitoring Activities

For the first time in 2023, we expanded our monitoring approach from the macro to the micro level, calculating site-specific water consumption and carbon footprints. In this context:

- Facility-based emission data collection processes were launched.
- A verification infrastructure was established for emission data.
- Waste management performance was monitored under the Zero Waste System.
- Looking ahead, we plan to report project-based carbon intensity indicators (g/kWh) and to set annual emission reduction targets.

Next Steps

Strategic Objective	Description
Strengthening the Emissions Monitoring Infrastructure	Standardising carbon and energy efficiency reporting across all power plants
Climate Risk Assessment in New Investments	Integrating climate risks into project development and operational processes
Net Zero Roadmap Preparation	Defining medium- and long-term targets for achieving Net Zero
Site-Based Biodiversity and Climate Impact Monitoring	Applying climate-sensitive optimisation practices in turbine placement



Social

- Employees & Culture
- Health, Safety & Well-being
- Gender Equality
- Suppliers & Local Contribution
- Stakeholder & Community Engagement
- Industry Collaboration
- Green Light to the Future & Social Contribution
- Collaboration with Academia

Employees & Culture

Our Human Resources and Employee Profile

Our most valuable asset over the past 25 years has been our employees, each of whom embodies Polat Enerji’s culture. From day one, our people—whether in the field, in the office, on top of a turbine, or in the control room—have carried our sustainable growth goals forward with dedication and passion. They are not only part of the generation process but also partners who uphold our corporate culture and help us build the future together.

Our human resources approach is grounded in equality, transparency, continuous development, and a sense of shared achievement. Our employee profile reflects a balanced mix of different age groups, areas of expertise, and levels of experience. The energy and innovative perspectives of our talented young employees under 30, the deep expertise of those aged 30 to 50, and the guidance of colleagues over 50 together strengthen the dynamism and corporate memory that define Polat Enerji.

All of our employees work full-time, reflecting our long-term approach to employment. We also continue to foster inclusivity by supporting the participation of people with disabilities in working life. New hires in line with the growth of our energy portfolio have brought fresh talent into the organisation, while the strong reintegration of employees returning from maternity and paternity leave demonstrates the inclusiveness of our HR policies.

Our human resources are viewed not only as a workforce, but as a strategic source of value creation. Through Polat Academy, we provide training and development programmes that support the personal and professional growth of every employee, helping them to realise their potential in an inclusive ecosystem. Beyond the Academy, we also offer technical and professional development opportunities, with dedicated training budgets for each department. In this way, learning and development are embedded into our corporate culture.

Our investment in people not only supports our economic goals, but also guides us toward social development, equal opportunities, and a sustainable future.

To further engage our employees, we organised a photo contest with the motto “We draw our power from nature, we await your nature photos”. Photos shared by employees were voted on internally, and the top three entries were awarded. Selected photos were also displayed in our offices, celebrating the moments where our power plants meet nature through the eyes of our colleagues.

Employee Demographics	2023		2024	
Total number employees	Blue - Collar	White - Collar	Blue - Collar	White - Collar
	118	67	102	77
	185		179	
Number of white-collar employees	Male	Female	Male	Female
	40	27	47	30
	67		77	
Number of blue-collar employees	Male	Female	Male	Female
	115	3	100	2
	118		102	
Number of persons in management bodies	Male	Female	Male	Female
	23	14	22	13
	37		35	
Number of employees excluding management bodies	Male	Female	Male	Female
	132	16	125	19
	148		144	
Number of employees under 30 years of age	Male	Female	Male	Female
	34	11	25	12
	45		37	
Number of employees aged 30-50	Male	Female	Male	Female
	105	19	107	19
	124		126	
Number of employees over 50 years of age	Male	Female	Male	Female
	16	0	15	1
	16		16	

Our Educational Activities

In 2024, we took tangible steps to further strengthen employee development. Through our online learning platform, Polat Academy, we provided accessible training opportunities that support both personal and professional growth. By integrating suggestion mechanisms into the training system, we encouraged employees to contribute directly to organisational development. Over the course of the year, our employees completed 5,267 hours of training. Of this total, 383.5 hours focused directly on sustainability or aimed to raise sustainability awareness, while a further 331 hours addressed topics connected to sustainability initiatives.

Core Sustainability

Environmental Awareness and Waste Management Awareness

Basic Occupational Health Training

Basic Occupational Safety Training

Information Security

Ethics and Compliance Code Guide

Sustainability 360 Basic Concepts

Citizenship Advocating for Sustainability Chance

Energy Efficiency Training

Employee Demographics	2023		2024	
Number of employees by working hours	Full - time	Part - time	Full - time	Part - time
	185	0	179	0
Number of disabled employees	Male	Female	Male	Female
	2	0	2	0
	2		2	
Percentage of disabled employees (%)	Male	Female	Male	Female
	1.3	0	1.4	0
	1.1		1.1	
Number of new employees	Male	Female	Male	Female
	19	9	23	7
	28		30	
Number of employees leaving the company	Male	Female	Male	Female
	27	9	19	6
	36		25	
Number of female employees on maternity/ prenatal leave	1		1	
Number of female employees returning to work after the end of maternity/parental leave			1	
Percentage of female employees returning to work after the and of maternity/parental leave (%)			100%	
Turnover (%)	11.90		8.17	

PolatONE: Our Internal Communication Vision

In line with our PolatONE philosophy, we are advancing with the goal of “being one” across the four sectors in which Polat operates. Being Polat reflects the awareness that each of us is an indispensable part of the Polat Group, regardless of our sector or job description.

We prioritise nurturing this sense of unity and belonging in every interaction—whether through internal communications, strategy meetings, employee events, or special occasion activities—ensuring it becomes deeply embedded in our corporate culture. Our PolatONE internal communication platform is one of the key tools that strengthens this shared identity and brings us together around common goals. The PolatONE Strategy Meeting held on 27 September 2024 demonstrated how the system is integrated with our corporate strategy, reinforcing the principle of “strength through unity.”



Next Generation Office Experience

In 2024, our Head Office was transformed into an open-plan structure, marking not only a spatial shift but also a cultural one. Shared meeting points were introduced to enhance interdepartmental interaction and instant collaboration, while interior landscaping with live plants brought the tranquillity of nature into the workplace.

Employees begin their day by passing through the art exhibitions hosted by the Hungarian Cultural Centre at the building's entrance. This daily passageway adds inspiration and aesthetic value while reflecting Polat Enerji's commitment to art and culture.

The headquarters building was also designed to meet LEED Silver Certification standards for environmental sustainability. Charging stations for electric vehicles have been installed in the office car park, providing employees and visitors with infrastructure that supports sustainable transport. This initiative is a concrete example of how our vision to reduce our carbon footprint is integrated into everyday operations.

In addition, under our hybrid working model, Head Office employees are given the flexibility to work from home one day per week, supporting work-life balance while increasing engagement and productivity.



Team Spirit and a Culture of Achieving Together

All of these initiatives have strengthened the spirit of teamwork embedded in Polat Enerji's corporate culture. Just as our sailing team demonstrates determination in navigating the wind, we have built an organisational structure where individual contributions lead to collective success.

As of 2024, our corporate structure continues to evolve along a more transparent, greener, more innovative, and people-centred path.

Employee Rights

At Polat Enerji, our activities are grounded in the fundamental human rights outlined in the United Nations Universal Declaration of Human Rights. We are committed to full compliance with national and international regulations, and our corporate culture is shaped by the following principles:

- Fostering an inclusive workplace where every individual enjoys equal rights and opportunities
- Embedding diversity and inclusion principles from the recruitment process onwards
- Ensuring fairness and non-discrimination in remuneration, fringe benefits, and promotion, regardless of religion, language, race, gender, age, marital status, disability, ethnic origin, nationality, sect, or political opinion
- Protecting the rights of employees who take leave due to illness, pregnancy, or other personal reasons
- Ensuring occupational health and safety for all employees
- Implementing a zero-tolerance policy against all forms of harassment—verbal, physical, sexual, psychological, or emotional
- Establishing systems and communication channels to prevent and effectively manage harassment and related incidents

In line with these principles, we strive to create a safe, fair, and respectful working environment for all. We also provide a wide range of fringe benefits to support employee well-being and work-life balance. These include participation in an employer-contributed individual pension scheme, an additional day of annual leave on birthdays, and administrative leave (two days annually for Head Office employees and four days for field employees). Employees also benefit from travel allowances, meal allowances, and digital gift cards during Ramadan and Eid al-Adha.

Employees at Head Office have the flexibility to work remotely one day per week under our hybrid model, enhancing motivation and engagement. In addition, they may join the in-house sailing team and participate in training, practice sessions, and racing events.

Our Compensation Approach

We apply a fair remuneration system that reflects the nature of the role and the value created. Equal pay is ensured between female and male employees in the same or equivalent positions with similar experience.

Our Working Methods

We employ only full-time staff across the organisation. While subcontractors are engaged at our construction sites, responsibility for subcontractor personnel lies with the subcontractor companies, and we monitor these processes closely.

Our Internship Programme

The long-term internship programme run under the Polat Enerji Academy is more than a work placement—it is a strategic development platform that shapes the future of renewable energy by supporting young talent.

We bring students from different disciplines of universities such as engineering, economics, environment and social sciences together with operational units for a year; we prepare them for the renewable energy sector by involving them in real business processes.

Alongside technical contributions, they receive mentoring and personal development support.

Through this approach, we invest in young people and strengthen our human resources with a long-term and sustainable perspective. In 2023, five Academy interns joined our Group as Assistant Specialists, followed by two more in 2024.



Health, Safety & Well-being

Employee Wellbeing and Health Services

To support the overall wellbeing of our employees, we implemented a range of health services and support programs:

- Our occupational health physicians regularly visited all our power plants within the legally required intervals, closely monitoring the health status of our employees.
- We maintained a hybrid working model that allows employees to work from home one day per week, supporting flexibility and reinforcing work-life balance.

At Polat Enerji, we regard the health and safety of our employees as a cornerstone of our business processes and pursue continuous improvement in this field. In 2024, in line with this commitment, we carried out effective and comprehensive Occupational Health and Safety activities in compliance with international standards.

OHS Management System and Performance

In 2024, we obtained ISO 45001 Occupational Health and Safety Management System certification at our headquarters and across all power plants, raising our standards to an international level. The system was continuously monitored and improved through regular inspections, internal audits, and risk assessments. All contractors and subcontractors were included as integral parts of our OHS system. Additional key steps in 2024 included:

- Establishing Health and Safety Committees at all power plants, even where not legally required.
- Updating risk assessments every six months to ensure risks were monitored and controlled.
- Systematically tracking and reporting all workplace accidents and near-miss incidents, conducting root cause analyses, and taking preventive actions.
- Conducting comprehensive health examinations and regular checks at all sites.

Participation in OHS

With the exception of Ege WPP (which is operated by a single employee), OHS Committees were set up at every power plant. Committee meetings were held monthly, with participation from plant managers, OHS experts, and senior management. To encourage employee involvement:

- Suggestion and complaint boxes were placed at sites for OHS-related feedback, monitored by plant engineers.
- Employees were reminded during training and site visits that they could share concerns through representatives or suggestion boxes.
- Employees were encouraged to voice demands, findings, and suggestions during monthly meetings.

OHS Training

Training was delivered in line with annual training plans, supplemented by additional courses as needed throughout the year. Alongside the mandatory 16-hour OHS training repeated annually, weekly Toolbox sessions were held. Other training provided in 2024 included:

- Emergency Response Training
- Fire Safety Training
- Working at Heights Training
- Orientation Training for New Employees
- Defensive Driving and Off-Road Training for employees using company vehicles
- Employee Representative Training
- Support Staff Training
- Risk Assessment Team Training
- OHS Committee Training
- First Aid Training
- Environmental and Social Training
- Post-Accident Training following incidents



Identification of Hazards in OHS Processes

Our OHS risk assessment team is formed with the participation of the Employer's Representative, OHS Specialist, Workplace Physician, Employee Representative, Support Staff, Department or Unit Manager, and, where necessary, other technical or experienced personnel. The team identifies workplace hazards, assesses risks, decides on control measures, ensures implementation, and monitors results. Existing risk assessments are biannually reviewed.

In addition to the team's work, employees are consulted during field observations and training sessions about incidents they have experienced and hazards they have identified. They are reminded to share feedback and observations to ensure risks are addressed comprehensively.

At the start of the construction phase of new projects, project-based risk assessments are carried out with contractor representatives. Contractors are responsible for conducting their own assessments, in coordination with Polat Enerji's OHS team. Field feedback from contractor and subcontractor personnel is also collected. Toolbox training is provided to all employees, including contractor teams, to help identify and report new hazards during the construction process.

Our 2024 OHS Performance Indicators

Through proactive and systematic OHS efforts in 2024, we achieved the following results:

- 3,481 hours of OHS training were delivered to approximately 141 employees.
- Each employee successfully completed 16 hours of OHS training.
- Specialised training for field workers was delivered to support professional competency, complemented by continuous awareness activities.
- First aid training was expanded, with around half of all employees certified in first aid.

According to our OHS data for 2024:

- 23 near-miss incidents were reported; all prevented from becoming accidents thanks to timely interventions.
- 15 incidents occurred in our operations, including 9 minor incidents (such as traffic accidents and minor material damage, one attributable to a contractor). In our investment projects, there were 5 minor incidents and 1 incident resulting in lost time, all attributable to contractors.

Cooperation with Suppliers and OHS Standards

We worked closely with suppliers to maintain high OHS performance:

- Full compliance with Polat Enerji's OHS specifications was made mandatory for all suppliers working on our sites.
- OHS performance of suppliers and subcontractors was regularly monitored; corrective actions, including halting work or removing personnel, were taken when necessary.
- We gained significant expertise through technical consultations with public institutions on fire detection and suppression systems for the battery energy storage system at Soma WPP – the first of its kind in Türkiye.

Governance and OHS Culture

In 2024, we ensured that OHS culture became embedded across the organisation:

OHS performance was included in the KPIs of field managers, enhancing their responsibilities. In monthly activity reports submitted to the Board of Directors, OHS performance was addressed as the first item on the agenda and monitored continuously.

At Polat Enerji, we remain committed to creating a healthier, safer, and more positive working environment for all employees, and to sustaining strong practices in OHS management.



Gender Equality

We regard gender equality not only as an ethical responsibility, but also as a fundamental driver of sustainable development and corporate success. Guided by this perspective, we adopt an egalitarian approach across all stages of our operations, striving to provide a fair and inclusive working environment for all employees.

In 2019, we became one of the pioneering companies to integrate gender equality directly into our corporate financing model by implementing Türkiye's (and the world's) first Gender Equality Loan⁴. Through this structure, our corporate performance has become measurable by gender equality indicators, and a framework has been established through which we can continuously monitor our progress in this area.

Our Gender Equality Work in 2024

Throughout 2024, we continued to align our human resources processes with gender equality principles:

- Recruitment and career development were guided by merit, fairness, and inclusivity.
- We applied an equal pay for equal work policy across the organisation.
- Awareness of gender equality was strengthened through internal communication campaigns, events, and training sessions.
- Gender balance-focused policies were introduced in technical and operational units to encourage more women to join these fields.

Our Approach for the Future

Looking ahead, we aim to take our gender equality practices even further. Our focus will be on developing new systems and policies that make equal opportunities more systematic and measurable.

Our commitment to gender equality will continue to be a cornerstone of our Group's corporate culture.

4 In 2019, Polat Enerji became the first company in Türkiye and worldwide to secure a Gender Equality Loan, arranged by Garanti BBVA. This financing model links loan terms directly to performance on gender equality indicators.



Suppliers & Local Contribution

When managing our supply chain, we prioritise sustainability principles, ethical values, and contributing to the local economy. Transparency and mutual benefit form the basis of our relationships with business partners and suppliers.

Supplier Management and Sustainability Practices

In 2024, we took important steps to align our suppliers with our sustainability principles:

- Sustainability criteria were placed at the centre of collaborations with contractors and subcontractors in the design and construction phases of our projects.
- Social, environmental, and ethical performance criteria were carefully applied in supplier selection processes.
- All contracts included provisions requiring compliance with national legislation as well as Polat Enerji’s OHS Specification, Environmental Specification, Supplier Code of Conduct, and project-specific environmental and social plans.
- Periodic on-site inspections were conducted by our project teams and independent consultants.
- OHS orientation and pre-assignment training were provided to contractor personnel, reinforced by on-the-job safety training.

Through these practices, we have promoted sustainability and ethical standards throughout our supply chain.

Our Contribution to the Local Economy

Strengthening regional economies and creating long-term value in the areas where we operate are key priorities for our Group. In 2024:

- Local suppliers were prioritised wherever possible in the procurement of goods and services.
- Long-term relationships were established with local suppliers to support economic sustainability.

In this way, we continue to increase our direct and indirect contributions to local economies, shaping our supplier relationships in line with sustainable and ethical supply chain management.

Supplier Management Practices at Our Power Plant Sites

Research and Observation:	Project control teams carry out daily visits to supplier work areas, observing workplace conditions and engaging directly with employees and managers.
KPIs	Supplier performance is monitored through specific indicators. Monthly performance assessments cover OHS, community relations, employment of local staff, community health and safety, and complaints.
Relationship Management and Communication	Regular meetings are held with suppliers throughout the project period to ensure transparent communication and collaboration.

Stakeholder & Community Engagement

Building strong relationships with local communities where we operate and managing these relationships in line with sustainable development principles are among our top priorities. We address the social impacts of our energy generation activities with transparency, participation, and responsibility, aiming to create social, economic, and environmental value.

Participatory Site Management and Stakeholder Engagement Plan

We adopt a management approach rooted in effective communication and participatory decision-making across all our investments. To this end, we have implemented our Corporate Stakeholder Engagement Plan, prepared in line with the Performance Requirements of the European Bank for Reconstruction and Development (EBRD). This plan covers a wide range of issues, including the management of environmental and social risks, labour and working conditions, and public health and safety. It strengthens our ability to maintain open, transparent, and inclusive relationships with stakeholders.

To ensure meaningful and continuous interaction with stakeholders:

- We apply an open-door policy and hold regular information meetings about our activities.
- We act swiftly on stakeholder feedback and share reports and documents through our website and local administrative centres.
- We establish special communication mechanisms with local communities and vulnerable groups, developing tailored solutions through direct dialogue and dedicated meetings.

Our Stakeholder Communication Platforms

We use different communication channels for different stakeholder groups, ensuring continuity and accessibility:

- **National and Local Organisations:** Regular dialogue on administrative processes and regulatory issues through official correspondence, meetings, and public events.
- **Credit Institutions:** Transparent communication via periodic reports and regular meetings, ensuring financial sustainability and compliance with international standards.
- **Non-Governmental Organisations (NGOs):** Engagement through consultation mechanisms and regular meetings to strengthen cooperation on social responsibility initiatives.
- **Media:** Public communication through press releases, our website, interviews, and media campaigns.

Our Special Approach to Vulnerable Groups

We manage social risks and minimise negative impacts by developing communication tailored to sensitive and disadvantaged groups. We maintain continuous and accessible dialogue through face-to-face meetings, telephone calls, and emails.

Collaboration with Educational Institutions

We collaborate with universities and local educational institutions, supporting knowledge-sharing through joint projects, field visits, and conferences.

Engagement with the Business World

On 9 October 2024, we served as the main sponsor of the Climate Crisis and Sustainability Summit, organised with Yuvam Dünya and Fast Company Türkiye. Celebrating its fifth anniversary, the event featured speeches by our Board Member Eda Polat Gkinosatis and General Manager Cem Deniz, who highlighted that sustainability is not the concern of a few, but a collective responsibility.

At the summit, we underscored the need for a unified climate movement and openly shared the role the business community must play in this transformation. Contributing to the spread of sustainability awareness is not just a duty for us but an integral part of our corporate culture. Guided by this understanding, we actively participate in industry events, support university partnerships, offer training programmes for the younger generation, and share knowledge across areas ranging from gender equality and climate action to sustainable finance and environmental management.

Our support for the summit reflected our determination to build a more habitable future together and our commitment to shared responsibility.



Supply Chain Relationships

We prioritise collaboration with local businesses in our supply chain and give preference to local suppliers when procuring goods and services. We also maintain constant communication with our suppliers through regular meetings and public events.

Media Relations

In May 2024, we organised a press tour at our Soma WPP, highlighting the capacity and strategic importance of Türkiye's largest and Europe's seventh-largest onshore wind power plant. During this event, our General Manager Cem Deniz underlined Türkiye's significant wind and solar energy potential and drew attention to Soma WPP's capacity to become the largest in Europe. This press event reflected both our commitment to transparent communication and our leadership role in the renewable energy sector.

Relations with Local Communities (People Affected by the Project-PEKs)

We place high priority on maintaining continuous, open, and constructive communication with local communities directly or indirectly affected by our operations. To this end, we hold regular meetings and actively operate our Complaints and Request Mechanism in a transparent manner.

Our Goals for the Future

Looking ahead, we will continue our participatory management approach, engaging openly with society and supporting regional sustainable development. Our focus will remain on:

- Supporting SDG-aligned projects in the regions where we operate,
- Maintaining continuous and meaningful communication with stakeholders, and
- Contributing to social welfare and regional development.

In this way, we aim to set an example in the sector, not only in energy generation but also in social participation and regional growth.

Industry Collaboration

We actively participate in a wide range of associations and working groups, enabling us to follow developments in the energy sector, contribute to knowledge-sharing, and promote our sustainability vision. Through our memberships and participation in collective initiatives, we enhance knowledge exchange, contribute to policy development processes, and collaborate with industry partners in line with common sustainability objectives.

Our memberships include:

- Electricity Producers Association (EÜD)
- Turkish Wind Energy Association (TÜREB)
- Turkish Ethics and Reputation Association (TEİD)
- Energy Investors Association (GÜYAD)
- TÜSİAD Energy Working Group
- TÜSİAD Environment and Climate Change Working Group
- World Energy Council Turkish National Committee (WEC)
- Sustainable Development Association (SKD)
- Energy Trade Association (ETD)

We use our presence on these platforms to exchange knowledge, contribute to policy-making processes, and advance sector-wide sustainability goals.

At the TÜREK 2024 event held on 5–6 November 2024, our senior leadership actively contributed to discussions on Türkiye's energy future:

- Our General Manager, Cem Deniz, shared insights on Türkiye's renewable energy targets at the "2035 Vision and YEKA Special Session."

- Our COO, Batur Yenmez, participated in the "Storing the Future" panel, evaluating global developments in energy storage technologies and presenting Polat Enerji's investment approach.

At the TÜREK 2024 Gala Dinner, we were honoured with a plaque of appreciation for more than 20 years of contributions to TÜREB. This recognition reflects not only our past efforts but also our ongoing technical, strategic, and governance leadership in the sector's transformation.

As in previous years, in 2024 we continued to share knowledge, learn collectively, and contribute to sectoral development.



Methods of Stakeholder Communication

Stakeholder Group	Methods of Communication	Frequency
Employees & Internal Stakeholders	Email, telephone, face-to-face meetings	Continuous
	Meetings and training sessions	Once or twice a year
	Digital training programmes	Every two months
	Events organised specifically for employees	Once or twice a year
	Announcements and notifications	As required
Suppliers	Email, telephone, face-to-face meetings	Four days a week
	Face-to-face and online meetings	Three days a week
	Supplier audits	Four days a month
Public Institutions & Legislative Bodies	Periodic reporting	Every six months
	Meetings and conferences	At least once a year
	Email, telephone, face-to-face meetings	Three days a week
	Audits	Once a year
Other Stakeholders	Exhibitions, conferences, trade fairs	Two or three times a year
	Website	As required
	News	As required
	Social media	Two or three times a month
	Grievance boxes (in some power plant sites)	

Interaction with Our Employees and Internal Stakeholders

We regularly implement feedback mechanisms to strengthen employee satisfaction and loyalty:

- Regular meetings and events are held to raise awareness on occupational health and safety, as well as environmental and social responsibility issues.
- Continuous development is supported through in-house training programmes and employee development activities.
- Work–life balance is promoted with a hybrid working model and initiatives that contribute to employee health and well-being.
- Social projects are implemented for employees through internal communication tools such as newsletters, posters, and in-house events.

Our Social Contributions to Local Communities

In 2024, we implemented various projects to create social value in the regions where we operate:

- By constructing social spaces for young people, we supported the improvement of their quality of life.
- Improvements to the infrastructure and educational environment of schools in collaboration with local educational institutions, and joint projects with universities.
- Water drilling projects to increase access to clean drinking water.
- Direct support for economic development through prioritising local employment.

Our Approach to Environmental Awareness and Participation

We adopt a participatory and transparent approach when managing environmental impacts:

- Avoiding operations in areas sensitive for biodiversity, working in cooperation with local communities and relevant stakeholders.
- Regular environmental monitoring and conservation activities at our sites.
- Organisation of nature conservation and awareness-raising training programmes.



Green Light to the Future & Social Contribution

We believe that sustainability can also be achieved by raising social awareness and consciousness. Guided by this belief, we launched the “Green Light to the Future” project, designed to inspire future generations and raise awareness about renewable energy, sustainability, and climate change.

Project Impacts in 2024

Launched in December 2023 and continued throughout 2024, the project delivered significant social and educational outcomes:

- Workshops and meetings were held in 35 schools across 7 provinces, including 29 primary schools and 6 vocational high schools.
- The project reached 2,861 primary school students, 449 vocational high school students, and 404 teachers.
- Events were held in Balıkesir, İzmir, Kırşehir, Manisa, Nevşehir, Niğde, and Yalova.
- The results achieved in 2024 exceeded our initial targets.

Project Development and Future Steps

The second phase of the project began in Nevşehir in November 2024 and continued in İzmir in December. During this phase, preparations started for a guidebook for teachers, developed in collaboration with the Ministry of National Education, to support environmental and climate change education, will be complete at 2025.

In parallel, students participated in hands-on workshops using wind turbine models produced by Polinas Vocational and Technical Anatolian High School in Manisa, while solar-powered turbine models were developed in collaboration with Kırşehir Vocational and Technical Anatolian High School.

Our Local Social Contributions

Beyond this flagship project, we continue to contribute to improving the quality of life in the communities around our power plants by:

- Establishing social utility village houses for young people,
- Creating playgrounds for children,
- Renovating and maintaining local places of worship,
- Drilling wells to provide access to clean water.

Through these projects, Polat Enerji creates sustainable value not only in energy but also in social and cultural life.



Collaboration with Academia

Polat Enerji seeks to spread its vision of a sustainable future not only through energy generation but also by sharing knowledge and experience with all segments of society. To this end, we continue to strengthen cooperation with universities and support the education and professional development of young people.

Throughout 2024, we actively participated in academic events, contributing to innovative projects by providing technical content and sharing our experiences with students:

- At the event “Sustainable Development Goals and Türkiye in the 100th Year of the Republic” organised by the Faculty of Economics at Istanbul University on 12 March 2024, our CFO shared Polat Enerji’s experience in renewable energy during the session “Sustainable Development Goals from a Sectoral Perspective: Experiences and Outlook for the Future.”
- At the 10th Wind Days event organised by the Yıldız Technical University Wind Energy Club on 2 May 2024, our Operations and Maintenance Director, Şevket Adıgüzel, delivered a talk entitled “Wind Energy Sector Experiences, Memories and Stories through the Eyes of an Engineer.”
- We supported the Yıldız Technical University Wind Energy Club in finalising the design of its wind-powered car, enabling its participation in the Racing Aeolus competition in the Netherlands in August 2024.
- The 20 WindPro University Licences initially acquired in 2023 for students of the Meteorology Engineering Department at Istanbul Technical University were renewed in 2024 and remain available to undergraduate, postgraduate, and doctoral students.



Governance

- Corporate Governance
- Sustainability Governance
- Ethics & Grievances
- Quality Approach
- Data Security & Reporting
- Digitalisation & Processes

Corporate Governance

Board of Directors

Polat Enerji’s Board of Directors consists of six members, including representatives from Polat Holding A.Ş. and İş Enerji Yatırımları A.Ş. The Board meets monthly to make strategic decisions and guide sustainable growth. Topics such as new investments, global and national developments, financial performance, occupational health and safety, quality management, and social responsibility are regularly reviewed.

Committees

To ensure that the Board’s vision is translated into daily operations, Polat Enerji operates a series of committees. Each holds regular meetings, maintains detailed records, and reports back to the Board of Directors:

- **Sustainability Committee:** Chaired by the General Manager and including the COO, the Director of Operations and Maintenance, and representatives from Human Resources, Quality, OHS, Supply Chain Management, Legal, Finance, Project Development, and Sustainability. The committee secretariat is managed by the Sustainability Department. Meetings are held monthly.
- **Risk Management Committee:** Evaluates financial, operational, and strategic risks and develops action plans.
- **Audit Committee:** Oversees internal audit processes, reviews internal control systems, and ensures compliance with legal regulations and company policies.
- **Personal Data Protection Committee:** Manages processes related to data processing, storage, and destruction, ensuring compliance with relevant laws and company policies.
- **Human Resources, Remuneration and Benefits Committee:** Defines remuneration principles in line with long-term objectives, establishes personnel grading, and monitors key performance indicators.

Committee members are appointed based on their expertise and experience, and committee activities are recorded in detailed meeting minutes.

Sustainability Governance

At Polat Enerji, sustainability is not treated solely as an environmental issue but as an integral part of corporate strategy and decision-making. Our sustainability governance model systematically manages sustainability goals and integrates them into the overall corporate structure.

Board-Level Responsibility

The Board of Directors carries ultimate responsibility for determining and monitoring sustainability strategy and linking it to governance practices. Sustainability performance is addressed as a specific agenda item in reports to the Board, ensuring continuous oversight. ESG topics are considered at a strategic level, and corporate decisions consider financial, environmental, and social impacts.

Sustainability Committee: At the Heart of Implementation

- The Sustainability Committee is the central mechanism for embedding sustainability into daily operations.
- It is chaired by the General Manager and includes representatives from all key functions.
 - It meets monthly to monitor ESG indicators, review progress on internal sustainability targets, and prepare activity reports.
 - It coordinates compliance with international standards such as GRI, TSRS, and EBRD Performance Requirements.

Committee outputs are regularly reported to senior management and the Board of Directors, ensuring two-way communication and oversight.

Supporting Committees and Boards

At Polat Enerji, sustainability is managed as an integrated corporate responsibility, led by the Sustainability Committee and supported by the contributions of other committees with diverse areas of expertise.

Committee / Board	Role in Sustainability
Risk Management Committee	Assessment of climate, environmental, and social risks; scenario planning
Health and Safety Committees (all power stations)	Monitoring health and safety targets, collecting site data, and conducting root cause analysis
Personal Data Protection (KVK) Committee	Ensuring compliance in data privacy management
Quality, OHS and Environmental Management Teams	Operating ISO 14001 and ISO 45001 management systems and overseeing on-site monitoring



Internal Coordination and Sustainability Management

Sustainability management is not confined to a single department but is implemented horizontally across the entire organisation. Preparatory work has begun to define sustainability indicators for all units, ensuring that progress in these areas is reflected in managers' performance criteria (KPIs).

Thanks to this structure:

- Field data is collected under the headings of occupational health and safety, environment, quality, and social impact,
- Integrated through coordination between committees,
- Analysed and reported by the sustainability team,
- And presented to the Board of Directors at the highest level.

To strengthen this framework, a digital sustainability management system will be launched in 2025, ensuring objective and efficient coordination. Our sustainability governance is carried out in line with both national legislation and international reporting and governance standards. Reporting is shaped in accordance with EBRD Performance Conditions, GRI, and ISO management systems, while developments in CSRD and TSRS reporting are closely monitored.

In 2024, we began work to ensure that every process under sustainability governance is auditable, measurable, and reportable. Documentation and internal communication were enhanced to maintain the continuity of this structure.

ESG Performance Monitoring and Sustainability Indicators

We do not merely declare our sustainability performance; we measure, monitor, and report it systematically. Our corporate sustainability approach is integrated into data-driven decision-making processes and aligned with national and international standards.

Our ESG Monitoring System

- ESG performance is presented to senior management through monthly reports.
- Department-specific ESG performance indicators (KPIs) are tracked.
- Data is analysed through internal audits, management review meetings, and digital platforms such as Power BI, PE-Tech, and the Asset Management Panel.

Environmental Indicators

Environmental performance is monitored using measurable indicators across energy efficiency, carbon emissions, water, waste management, and biodiversity.

- Energy Performance Indicators are tracked for each Significant Energy Use (SEU), with a 1% improvement target set.
- Greenhouse gas emissions are calculated using ISO 14064, the GHG Protocol, and IPCC methodologies.
- Waste and water management are monitored separately at each site under ISO 14001, supported by zero-waste certificates and environmental audits.

Social Indicators

Social performance is managed through continuous improvement in employee health and safety, gender equality, education, and community impact.

- **Occupational Health and Safety:** All workplace accidents, near misses, and OHS training data are reported monthly, with relevant KPIs integrated into site managers' performance targets.
- **Social Impact:** Projects such as Green Light to the Future are monitored through measurable indicators such as number of sessions, participants, and activity duration, with results reported regularly to senior management.
- **Employee Experience:** Great Place to Work surveys are conducted annually, and feedback is used to improve HR practices.

Governance Metrics

Corporate governance performance is monitored through:

- Frequency of committee meetings, policy updates, and timeliness of ethical disclosures,
- Monitoring of ethics and complaint mechanisms, with resolution times tracked,
- Annual monitoring reports ensuring compliance with EBRD Performance Conditions and GRI standards.

Objective: Data-Driven and Accountable Sustainability

We view sustainability performance not only through environmental and social indicators but as part of a broader data-driven, auditable system embedded across all corporate processes. With this approach, we aim to:

- Increase transparency,
- Share ESG data more effectively with investors and financial institutions,
- Strengthen the management of corporate development opportunities.

Ethics & Grievances

At Polat Enerji we base our activities on the principles of transparency, integrity, and accountability. We embrace an institutional culture that strictly adheres to ethical standards in all relationships—with employees, business partners, local communities, and suppliers.



Ethics and Compliance Code

All employees are bound by our Ethics and Compliance Code, which governs behaviour based on respect, fairness, honesty, and confidentiality in both internal and external relationships.

Our Code of Ethics includes:

- Rejection of all forms of discrimination, forced labour, and child labour,
- Zero-tolerance towards harassment and mistreatment,
- Support for internal and external reporting mechanisms for unethical behaviour,
- An expectation that all employees act with respect, inclusivity, and solidarity.

In 2024, the Ethics and Compliance Code was re-emphasised across the organisation through awareness-raising and training activities. Together with its affiliates, The Group sets out employee conduct rules in the Ethics and Compliance Code Guide. Its principles include:

1. Respect for human rights
2. Uncompromising compliance with laws and regulations
3. Environmental responsibility
4. Ensuring a healthy and safe workplace
5. Equal treatment and equal opportunity
6. Duty of care
7. Protection of confidential and internal information
8. Fair competition
9. Opposition to bribery, corruption, and facilitation payments
10. Monitoring compliance and financial soundness in commercial relations
11. Combating money laundering and the financing of terrorism
12. Protection of company assets
13. Prevention of conflicts of interest
14. Support for social responsibility projects, sponsorships, and social investments

Grievances and Request Mechanisms

To ensure effective feedback and dialogue, The Group has established both internal and external grievance mechanisms.

External Grievances

Local residents, contractors, NGOs, and other stakeholders can submit grievances, requests, or suggestions via:

- Face-to-face meetings and site visits
- Telephone, email, social media, or official correspondence
- Grievance boxes
- Notifications through contractors

Each grievance is resolved within 30 days; if an extension is required, applicants are informed promptly.

Internal Grievances (Ethics Declaration Process)

Employees can report ethical concerns confidentially through a dedicated email, hotline, or social contact points. Reports are directed to relevant committees, addressed by interdisciplinary teams, and outcomes communicated to the individual who submitted the grievance. The mechanism is designed to ensure confidentiality, protect employees against retaliation, and provide reassurance that concerns will be handled fairly.

Quality Approach

At Polat Enerji, our quality approach is built on the principles of continuous improvement and excellence, with a strong focus on customer satisfaction and reliability. Quality management is regarded as an integral part of our corporate culture and is implemented through our Quality Management Policy.

Our strategies and quality objectives are aligned with this policy, aiming to maximise stakeholder value through teamwork and to embed operational excellence into both management and field activities.

The Quality Management System was designed with reference to international standards. A comprehensive documentation infrastructure—including policies, procedures, instructions, process maps, forms, and plans—was prepared and rolled out across relevant functions. This structure ensures effective process control, fosters interdepartmental collaboration, and supports ongoing efforts to improve business efficiency. All employees are actively involved in these processes, reinforcing a culture of participation and accountability.

In 2024, we strengthened this system by obtaining ISO 9001, ISO 14001, and ISO 45001 certifications for all power plants (except Ege WPP) and our headquarters.

Operational Excellence and Certifications

Supporting our commitment to operational excellence with concrete steps, Polat Enerji and its subsidiaries successfully completed several certification processes in 2024, complying with both national and international standards. These certifications enhance our corporate responsibility across key areas—from resource management and energy efficiency to occupational health and safety and information security—while strengthening the reliability of our sustainability performance.

As part of our 2024 process mapping initiative, 33 processes were defined, of which 27 have already been completed and made available for corporate access. This work improves operational efficiency and ensures that interactions between processes are transparent and traceable.



Our Certifications

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 9001:2015 Quality Management System

- Headquarters
- All power plants (except Ege WPP)

ISO 14001:2015 Environmental Management System

- Headquarters
- All power plants (except Ege WPP)

ISO 27001:2022 Information Security Management System

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

ISO 45001:2018 Occupational Health and Safety Management System

- Headquarters
- All power plants (except Ege WPP)

ISO 50001:2018 Energy Management System

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

These certifications reflect our ongoing commitment to reducing environmental impacts, improving energy efficiency, ensuring information security, enhancing occupational health and safety performance, and continuously advancing quality management.

Data Security & Reporting

At Polat Enerji, we consider information security, digital sustainability, and transparent reporting to be fundamental components of our corporate responsibility. Our operations are carried out in line with international standards and at a high level of security, not only in energy generation but also in data management.

Data Security and Digital Infrastructure

Throughout 2024, we strengthened our digital infrastructure and implemented multi-layered data security systems. Key steps included:

- The Information Security Committee actively monitored information assets, cybersecurity threats, and access rights across the company.
- The Information Security Master Policy was published in 2024.
- Data backup and penetration testing were carried out at both headquarters and power stations, ensuring the continuity of critical systems.
- PE-Tech, our digital platform, continued to collect real-time wind data from the field, using artificial intelligence-supported analyses to safeguard data integrity and support decision-making.
- Digitalisation projects in energy generation and human resources replaced manual processes with digital platforms, leading to a 50% reduction in paper consumption.

Personal Data Protection

The Personal Data Protection Committee oversees data processing, storage, and disposal processes to ensure full compliance with legal regulations.

- The Personal Data Processing, Storage and Destruction Policy is implemented and regularly updated.
- Awareness-raising activities are conducted for employees and stakeholders, while technical and administrative measures safeguard all data within the system.

Reporting and Transparency System

A systematic structure has been established to monitor and report on environmental, social, and governance (ESG) performance:

- Monthly activity reports are submitted to senior management covering OHS, environment, quality, social impact, and ESG.
- In line with EBRD Performance Conditions, an annual Stakeholder Engagement Progress Report documents stakeholder opinions, complaints, meetings, and related actions.

Digitalisation & Processes

Digital transformation is one of Polat Enerji's strategic priorities, supporting both operational efficiency and our sustainability vision. In 2024, digitalisation levels were increased across all units:

- PE-Tech monitored wind data in real time, with AI-based analyses optimising generation efficiency and maintenance planning. Predictive analytics led to a 25% increase in maintenance efficiency.
- The Asset Management Dashboard consolidated performance data from turbines, solar panels, and electrical systems, enabling integrated site tracking.
- The Power Plant Report module presented simplified data on generation, turbine counts, and energy flows to management.
- Power BI HR enabled digital tracking of all HR data, from training hours to recruitment processes.
- The EBA Transformation Project digitalised contract management, workflows, and project processes, further reducing manual workloads and cutting paper consumption by 50%.

Through these systems, the traceability, accountability, and reportability of sustainability performance have been strengthened, embedding data-driven decision-making more firmly into corporate governance.

Our Goal: A Secure, Transparent and Digitalised Sustainability Structure

At Polat Enerji, we view the technical measures and governance systems we apply in data security as an integral part of our sustainability strategy. We are committed to managing all processes securely, measurably, and transparently, while continuously improving them in line with the principle of ongoing development.



Appendices



GRI INDEX

GRI Standard	Disclosures	Page numbers, explanations and/or URL
GRI 2: General Disclosures 2021	2-1 Organizational details	About this Report: 4 Polat Enerji at a Glance: 8 About us: 17
	2-2 Entities included in the organization's sustainability reporting	About this Report: 4
	2-3 Reporting period, frequency and contact point	About this Report: 4
	2-4 Restatements of information	There is no restated information in the report.
	2-5 External assurance	No external assurance has been conducted within the scope of the Sustainability Report.
	2-6 Activities, value chain and other business relationships	Polat Enerji at a Glance: 8 About us: 17 Power Plants: 20, 21 Suppliers & Local Contribution: 39
	2-7 Employees	Employees & Culture: 32,33
	2-8 Workers who are not employees	Employees & Culture: 32,33
	2-9 Governance structure and composition	Board of Directors: 6 Corporate Governance: 46
	2-10 Nomination and selection of the highest governance body	Corporate Governance: 46
	2-11 Chair of the highest governance body	Chair's Message: 5 Corporate Governance: 46
	2-12 Role of the highest governance body in overseeing the management of impacts	Corporate Governance: 46
	2-13 Delegation of responsibility for managing impacts	Corporate Governance: 46
	2-14 Role of the highest governance body in sustainability reporting	Corporate Governance: 46
	2-15 Conflicts of interest	Ethics & Grievances: 48
	2-16 Communication of critical concerns	Ethics & Grievances: 48
	2-17 Collective knowledge of the highest governance body	Corporate Governance: 46
	2-18 Evaluation of the performance of the highest governance body	Corporate Governance: 46
	2-19 Remuneration policies	Our Compensation Approach: 35
	2-20 Process to determine remuneration	Our Compensation Approach: 35
	2-21 Annual total compensation ratio	Confidentiality restrictions Polat Enerji does not publicly share this information in accordance with the organization's confidentiality policies.

GRI Standard	Disclosures	Page numbers, explanations and/or URL
GRI 2: General Disclosures 2021	2-22 Statement on sustainable development strategy	Business Model & Value Creation: 18 ESG Investment Model & Partnerships: 24
	2-23 Policy commitments	Employee Rights: 35 Ethics & Grievances: 48 Quality Approach: 49
	2-24 Embedding policy commitments	Sustainability Governance: 46
	2-25 Processes to remediate negative impacts	Methods of Stakeholder Communication: 42 Ethics & Grievances: 48
	2-26 Mechanisms for seeking advice and raising concerns	Ethics & Grievances: 48
	2-27 Compliance with laws and regulations	Corporate Governance: 46 Ethics & Grievances: 48
	2-28 Membership associations	Industry Collaboration: 41
	2-29 Approach to stakeholder engagement	Participatory Site Management and Stakeholder Engagement Plan: 40, 41, 42
	2-30 Collective bargaining agreements	Employee Rights: 35
GRI 3: Material Disclosures 2021	3-1 Process to determine material disclosures	Materiality Analysis: 14
	3-2 List of material disclosures	Materiality Analysis: 14
Sustainable Financial Performance		
GRI 3: Material Disclosures 2021	3-3 Management of material disclosures	Materiality Analysis: 14 Sustainable Development Goals: 15
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Economic Performance & Investments: 19
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Economic Performance & Investments: 19
GRI 203: Indirect Economic Impacts 2016	203-2 Significant indirect economic impacts	Economic Performance & Investments: 19
Business Ethics, Anti-Corruption, and Compliance		
GRI 3: Material Disclosures 2021	3-3 Management of material disclosures	Materiality Analysis: 14 Sustainable Development Goals: 15
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Risk Management: 22 Ethics & Grievances: 48
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	Methods of Stakeholder Communication: 42 Ethics & Grievances: 48
GRI 205: Anti-corruption 2016	205-3 Confirmed incidents of corruption and actions taken	No confirmed cases of corruption have been identified.
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	There are no lawsuits during the reporting period.

GRI Standard	Disclosures	Page numbers, explanations and/or URL
Responsible Environmental Management		
GRI 3: Material Disclosures 2021	3-3 Management of material disclosures	"Materiality Analysis: 14 Sustainable Development Goals: 15"
GRI 304: Biodiversity 2016	304-2 Significant impacts of activities, products and services on biodiversity	Biodiversity & Resource Use: 29
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Carbon Management & Emissions: 26
GRI 305: Emissions 2016	305-2 Energy indirect (Scope 2) GHG emissions	Carbon Management & Emissions: 26
GRI 305: Emissions 2016	305-3 Other indirect (Scope 3) GHG emissions	Carbon Management & Emissions: 26
GRI 305: Emissions 2016	305-4 GHG emissions intensity	Carbon Management & Emissions: 26
GRI 305: Emissions 2016	305-5 Reduction of GHG emissions	Carbon Management & Emissions: 26
GRI 306: Effluents and Waste 2016	306-1 Water discharge by quality and destination	Waste & Circularity: 28
GRI 306: Effluents and Waste 2016	306-2 Waste by type and disposal method	Waste & Circularity: 28
GRI 306: Effluents and Waste 2016	306-3 Significant spills	Waste & Circularity: 28
GRI 306: Effluents and Waste 2016	306-4 Transport of hazardous waste	Waste & Circularity: 28
GRI 306: Effluents and Waste 2016	306-5 Water bodies affected by water discharges and/or runoff	Waste & Circularity: 28
Employee Development and Engagement		
GRI 3: Material Disclosures 2021	3-3 Management of material disclosures	Materiality Analysis: 14 Sustainable Development Goals: 15
GRI 401: Employment 2016	401-1 New employee hires and employee turnover 8	Employees & Culture: 32, 33, 34, 35
GRI 401: Employment 2016	401-3 Parental leave	Employees & Culture: 32, 33, 34, 35
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Our Educational Activities: 33
GRI 404: Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	Our Educational Activities: 33 OHS Training: 36

GRI Standard	Disclosures	Page numbers, explanations and/or URL
Occupational Health and Safety		
GRI 3: Material Disclosures 2021	3-3 Management of material disclosures	Materiality Analysis: 14 Sustainable Development Goals: 15
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Health, Safety & Well-being: 36, 37 Quality Approach: 49
GRI 403: Occupational Health and Safety 2018	403-2 Hazard identification, risk assessment, and incident investigation	Health, Safety & Well-being: 36, 37
GRI 403: Occupational Health and Safety 2018	403-3 Occupational health services	Health, Safety & Well-being: 36, 37 Quality Approach: 49
GRI 403: Occupational Health and Safety 2018	403-4 Worker participation, consultation, and communication on occupational health and safety	Health, Safety & Well-being: 36, 37 Corporate Governance: 46
GRI 403: Occupational Health and Safety 2018	403-5 Worker training on occupational health and safety	Our Educational Activities: 33 Health, Safety & Well-being: 36, 37 Interaction with Our Employees and Internal Stakeholders: 42
GRI 403: Occupational Health and Safety 2018	403-6 Promotion of worker health	Next Generation Office Experience: 34 Health, Safety & Well-being: 36, 37
GRI 403: Occupational Health and Safety 2018	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Health, Safety & Well-being: 36, 37
GRI 403: Occupational Health and Safety 2018	403-8 Workers covered by an occupational health and safety management system	Health, Safety & Well-being: 36, 37
GRI 403: Occupational Health and Safety 2018	403-9 Work-related injuries Disclosure	Health, Safety & Well-being: 36, 37
GRI 403: Occupational Health and Safety 2018	403-10 Work-related ill health	Health, Safety & Well-being: 36, 37 There have been no cases of occupational disease diagnosed among employees due to activities during the reporting period.
Corporate Social Responsibility		
GRI 3: Material Disclosures 2021	3-3 Management of material disclosures	Materiality Analysis: 14 Sustainable Development Goals: 15
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Green Light to the Future & Social Contribution: 43
Sustainable Supply Chain Management		
GRI 3: Material Disclosures 2021	3-3 Management of material disclosures	"Materiality Analysis: 14 Sustainable Development Goals: 15"
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Suppliers & Local Contribution: 39
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Suppliers & Local Contribution: 39

GRI Standard	Disclosures	Page numbers, explanations and/or URL
Inclusivity, Equal Opportunity, and Diversity		
GRI 3: Material Disclosures 2021	3-3 Management of material disclosures	Materiality Analysis: 14 Sustainable Development Goals: 15
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Employees & Culture: 32, 33
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	*No incidents of discrimination occurred during the reporting period.
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Suppliers & Local Contribution: 39 Ethics & Grievances: 48
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Suppliers & Local Contribution: 39 Ethics & Grievances: 48
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	No incidents of violations occurred during the reporting period.
GRI 413: Local Communities 2016	413-2 Operations with significant actual and potential negative impacts on local communities	Stakeholder & Community Engagement, Participatory Site Management and Stakeholder Engagement Plan: 40

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