



ATES
WIND POWER
Integrated Innovative Sustainable Solutions

SUSTAINABILITY REPORT
2022



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MESSAGE FROM THE MANAGEMENT

Dear Stakeholders,

We are pleased to once again share with you our economic, environmental and social activities in 2022, the year in which we celebrated the 15th anniversary of our establishment, through our sustainability report, which we published for the second time this year. The year 2022 was a year in which Ateş Wind Power further strengthened its efforts in the field of sustainability.

Growing environmental awareness, climate change concerns and developing international frameworks related to sustainability have increased the responsibility between businesses and societies around the world. In the Global Risks Report published annually by the World Economic Forum (WEF), climate and environmental problems are among the most important global risks of 2022. In this context, in 2022, a year shaped by the global sustainability agenda, we, as Ateş Wind Power, are determined to further strengthen not only our leadership in the energy sector, but also our commitments to our environmental and social responsibilities. As a result of this approach, we were awarded a bronze medal in 2022 by EcoVadis, one of the world's most important sustainability rating organizations.

Although the renewable energy sector is still at the beginning of its lifespan, it has an ever-developing structure with its ability to provide continuous and uninterrupted energy. By keeping up with the innovations in this dynamic sector, we are constantly developing both technologically and economically. In terms of sustainable economy, we have adopted a sustainable and resistant economic model despite the uncertainties experienced worldwide in 2022.

As Ateş Wind Power, we are aware of the climate crisis our planet is facing and the responsibility we all have to take action to reduce our carbon footprint and preserve our environment for future generations. The renewable energy sector is an important role in the transition brought about by the European Green Deal. The cost of being late in the transformation will be to bear both the physical consequences of climate change and the cost of economic and political sanctions. In this process, as Ateş Wind Power, we continue to be a part of the transformation in the energy sector by strengthening our investments in domestic and renewable energy resources with the aim of minimizing environmental and economic impacts.

We are proud to continue our commitment to building a more sustainable future together with you, our valued stakeholders. Thank you for accompanying us on this journey.



Nilay ÇUBUKÇU
Executive Board Member



ABOUT THE REPORT

With our second sustainability report, we aimed to present our organization's environmental, social and governance-oriented management approach to our stakeholders. We prepared our report based on the consolidated sustainability data of our production center located in İzmir for the operating year **January 1-December 31, 2022**.

Since this is our 2nd year report, you can see our targets comparatively in our report. Our report has been prepared in Turkish and English in accordance with the Global Reporting Initiative (GRI) standards. Our report, prepared by our sustainability team, has not been audited externally. In accordance with our sustainability strategy, our material issues were identified based on our analyses and the opinions of our stakeholders. We consider it appropriate to publish our sustainability reports every year.

In the coming years, we aim to conduct all our activities within the scope of environment, economic growth and social development, taking into account the resources and needs of future generations. All of our statements regarding the projects we intend to realize in the future are forward-looking statements that we believe in and are based on our long-term growth strategy. These statements are our forecasts that interact with the assessments made by our management and employees on the basis of cyclical factors, sectoral activities and strategic targets.

Our future performance may differ from forecasts due to developments in the business world, international initiatives to combat climate change, diversity in technological innovations.



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ABOUT ATEŞ WIND , POWER



*We produce with confidence
for wind energy...*

STAKEHOLDER'S VIEW

“

As we face the challenges and opportunities within the wind industry, our commitment to OHS remains steadfast. We continue to invest in developments that promote safety, reduce environmental impact and advance sustainable practices. Safe production and environmental protection create a future that sustainably directs the success of the wind industry.

”

Ali ALPTÜRK

Ateş Wind Power Executive Board Member





ATEŞ WIND POWER AT A GLANCE



40,000 m² of indoor space and 160,000 m² of outdoor space on a 225,000 m² campus



717 employees, of which 87 women and 630 men



1,500 MW annual tower production plant capacity, 650 MW generator production plant capacity



SPP with 880 kWe capacity



Architecture in harmony with the environment featured on ArchDaily



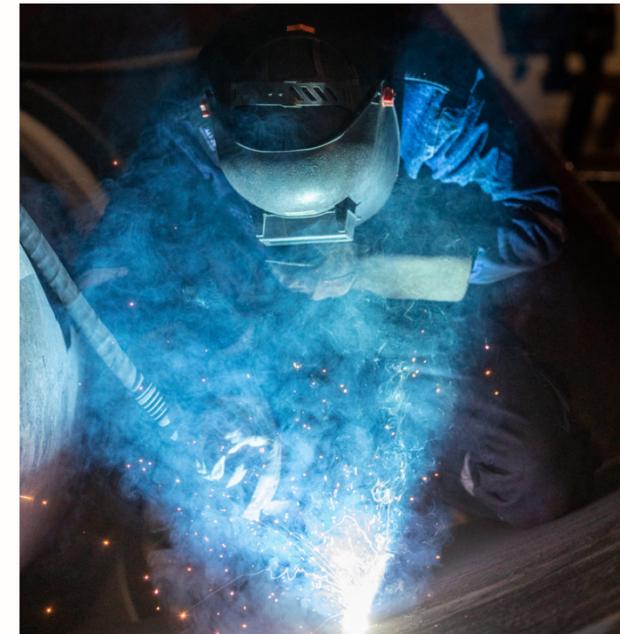
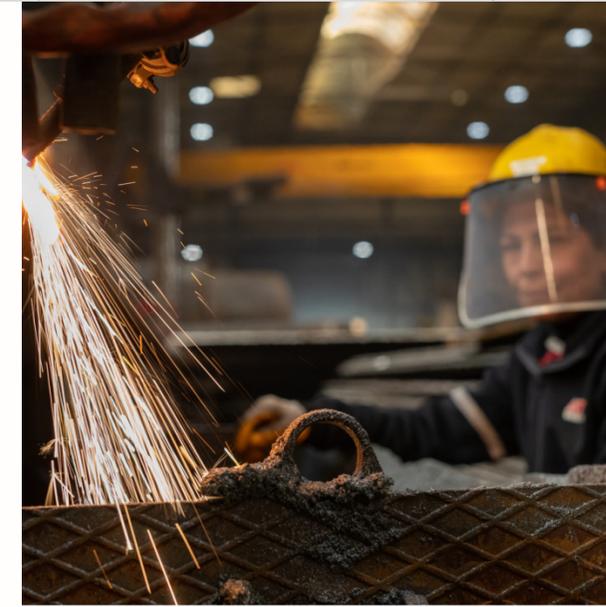
Türkiye's first and only generator plant with "Direct-Drive" technology



160,000 m² total storage area



Bronze Medal in Ecovadis evaluation



Our Mission



We work hard for a sustainable world by focusing on the success of our customers with our innovative and integrated solutions in the wind energy sector.

Our Vision



We aim to be the company that comes to mind first and is the most preferred company in our region with our products, services and solutions.

Our Values



Trust and Integrity



Respect for Human



Environmental Awareness



Customer Orientation





OUR MILESTONES



1

1989

Our journey started with the production of steel support sections of outdoor advertising products within Say Reklam.

2

2007

We started production under the name Ateş Wind Power by transferring the steel structure production line to a new factory.

3

2012

We moved to a new facility in Bergama, İzmir.

4

2013

We started tower production for wind power plants after 24 years of experience in steel structure production.

5

2019

Besides tower production, we launched Türkiye's first and only generator factory with the "direct-drive" technology.

6

2022

We have started the establishment of a second production facility in Bergama Organized Industrial Zone to produce parts for wind turbines.

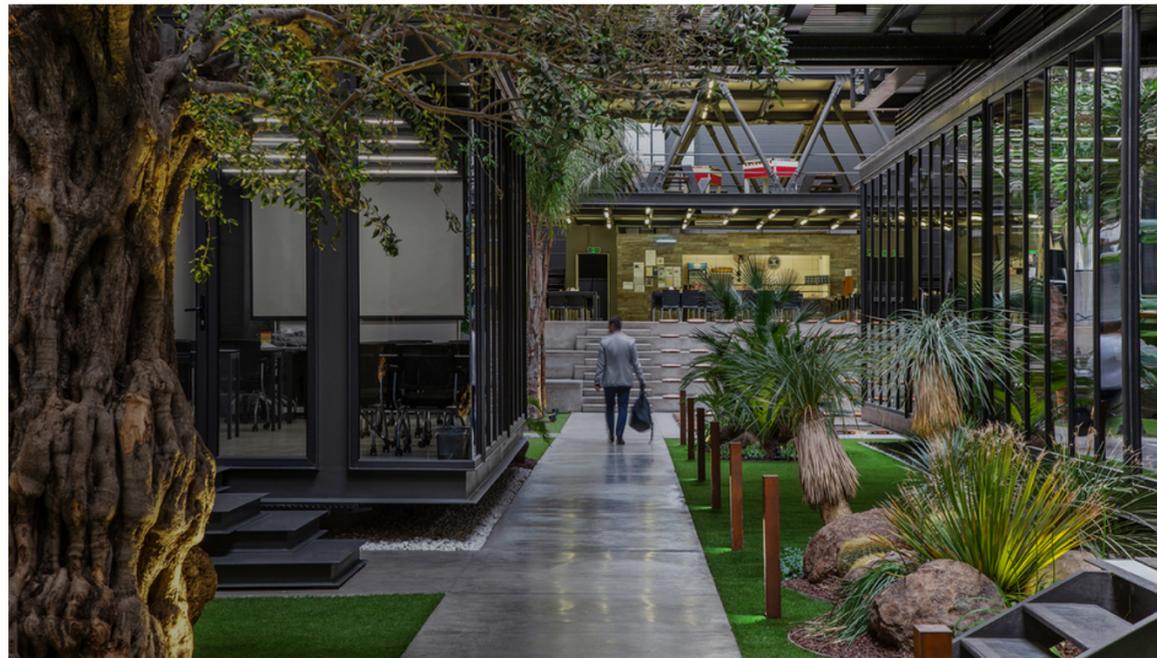


PRODUCT GROUPS

In 1989, we started our journey by producing steel carrier sections of outdoor advertising products within Say Reklam, and today we continue with the products and solutions we have developed for the wind energy sector.

In 2007, when Say Reklam transferred its steel structure production line to a new factory, we started production under the name "Ateş Wind Power". In 2013, we started tower production for wind power plants, taking our 24 years of steel structure experience behind us, developing and growing at every step. In 2019, in addition to tower production, we established Türkiye's first and only generator factory with "Direct-Drive" technology.

Today, at our facility in Çandarlı, we continue to produce with confidence for wind energy projects around the world. Our facilities are located on the Izmir-Çanakkale Highway, just 3 km away from the newly planned Çandarlı Port. In addition to our tower and generator factories, our campus includes office buildings and storage areas that reflect our sustainability approach.



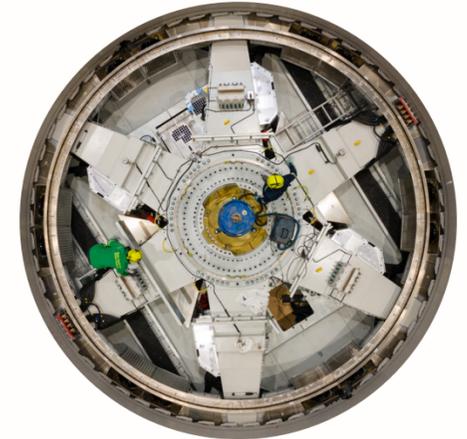
TOWER

In our facilities in Çandarlı, we produce tower parts up to 6 meters in diameter. The total length of the towers we produce varies between 80 and 155 meters. We use plates with thicknesses ranging from 12-13 mm to 105 mm, and we cut, bend and weld these plates carefully. We operate with an average capacity of approximately 1,500 MW per year without compromising our high quality standards. With the same quality approach, we also produce tower foundation ring, tower foundation cage, steel internal components and tower propulsion equipment.



GENERATOR

As a result of our cooperation with ENERCON, one of the world's leading renewable energy companies, we produce at international standards in the factory we established with ENERCON's extensive knowledge and expertise. We deliver the "Direct-Drive" generators we produce in Türkiye to projects both in our country and around the world such as Germany, the Netherlands, Portugal, Greece, Canada and Vietnam. We continue to produce with confidence for wind energy with our annual production volume of 150 sets of generators, which corresponds to an installed capacity of approximately 650 MW.



MECHANICAL COMPLEMENTS

We offer a wide range of adaptive products for wind power plants, from independent solutions for tower steel components to generator internals and large parts such as rotors and stators. We think proactively, propose and realize solutions that will make our customers' lives easier. We supply the appropriate materials in a fast, high quality and timely manner with our wide network of domestic and international suppliers. We produce metal components such as platforms, railings, support and connection plates used in tower interior assembly in our facilities affiliated to our company.





FIELDS OF ACTIVITY

LOGISTICS

We offer logistics support for both the projects we directly produce and the needs of our customers related to these projects, and we make a difference with our customized solutions for the transportation of wind turbine parts. We provide logistics services not only for towers but also for the shipment of blades.

Thanks to the fixtures we have developed for tower transportation, we ensure that steel tower parts are easily transported from the factory to the assembly point. In this way, we contribute to the safe, time and price effective completion of different stages of transportation such as stocking, loading and unloading without using special equipment. We can realize the delivery of our customers' products to the nearest port to the project site without interruption, especially in export projects that require overseas sea transportation.



PROJECT MANAGEMENT

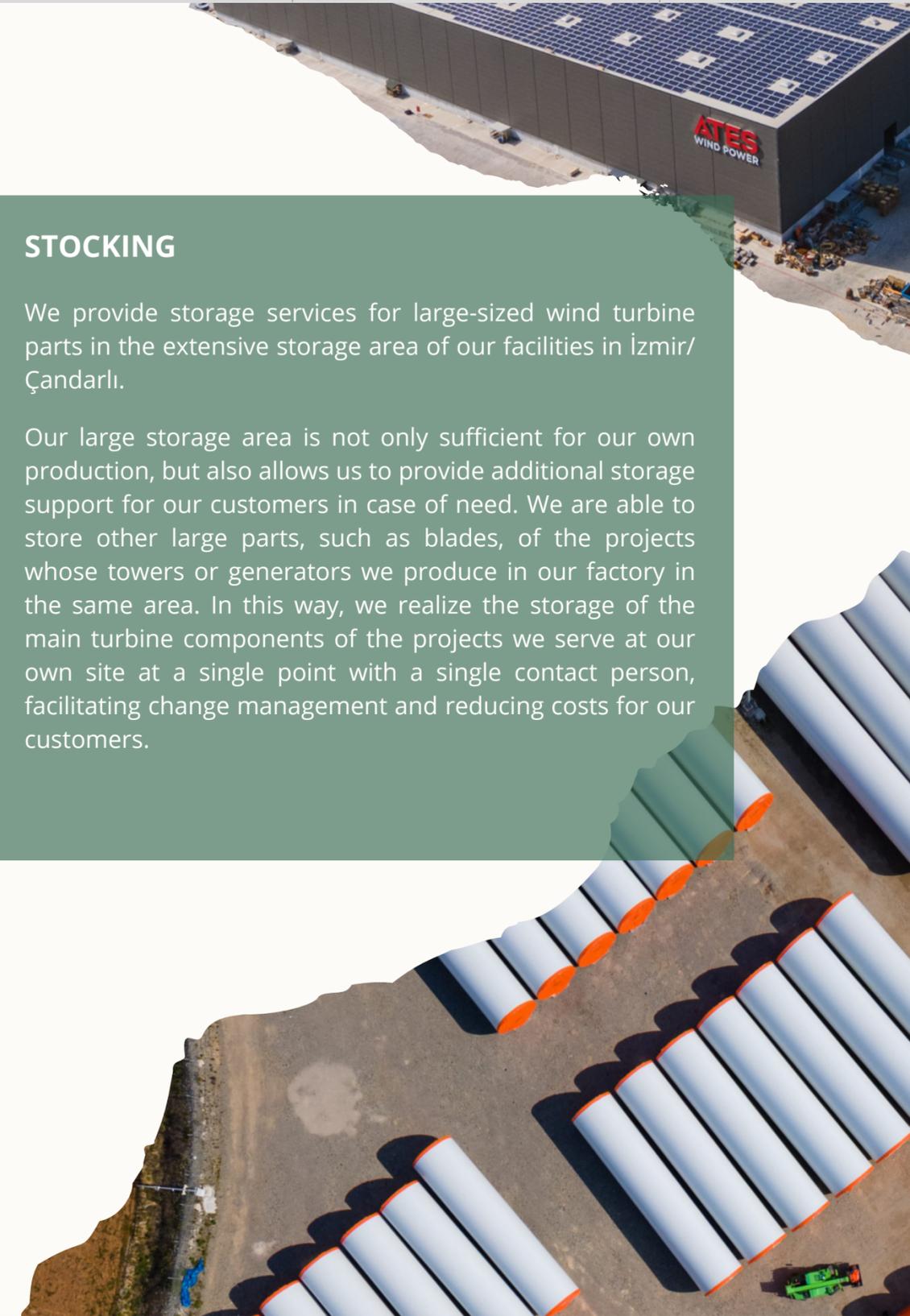
By acting as a solution partner for the companies we serve, we handle projects integrally and offer support to our customers in every aspect. We know the dynamics of the wind energy sector and follow developments closely. In this way, we stand by our customers with our engineering and technical knowledge, planning and organizational power in every aspect they need for the success of their projects.

We provide our customers with the comfort they need to carry out the entire project process safely with our infrastructure based on high quality and sustainability principles, and we offer all our experience to our customers through our integrated and proactive solutions.

STOCKING

We provide storage services for large-sized wind turbine parts in the extensive storage area of our facilities in İzmir/Çandarlı.

Our large storage area is not only sufficient for our own production, but also allows us to provide additional storage support for our customers in case of need. We are able to store other large parts, such as blades, of the projects whose towers or generators we produce in our factory in the same area. In this way, we realize the storage of the main turbine components of the projects we serve at our own site at a single point with a single contact person, facilitating change management and reducing costs for our customers.



GRI 2-1, 2-6




OUR APPROACH TO SUSTAINABILITY

We produce with confidence for the future...

STAKEHOLDER'S VIEW

“ Supply chain sustainability is a key factor in shaping the long-term success and social impact of businesses. In this regard, Ateş Wind Power adopts sustainability-oriented supply chain management instead of a solely profit-driven approach. We will continue to work together to build a future centered on sustainability and quality. ”



Fikret ŞAYAN
Ateş Wind Power Supply Chain Manager

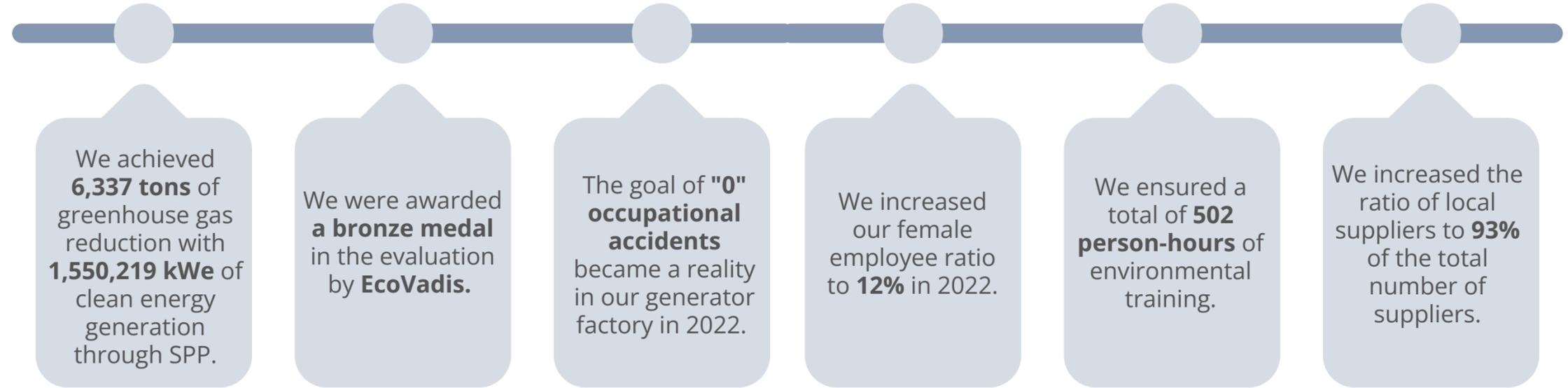


ATEŞ WIND POWER SUSTAINABILITY OUTLOOK

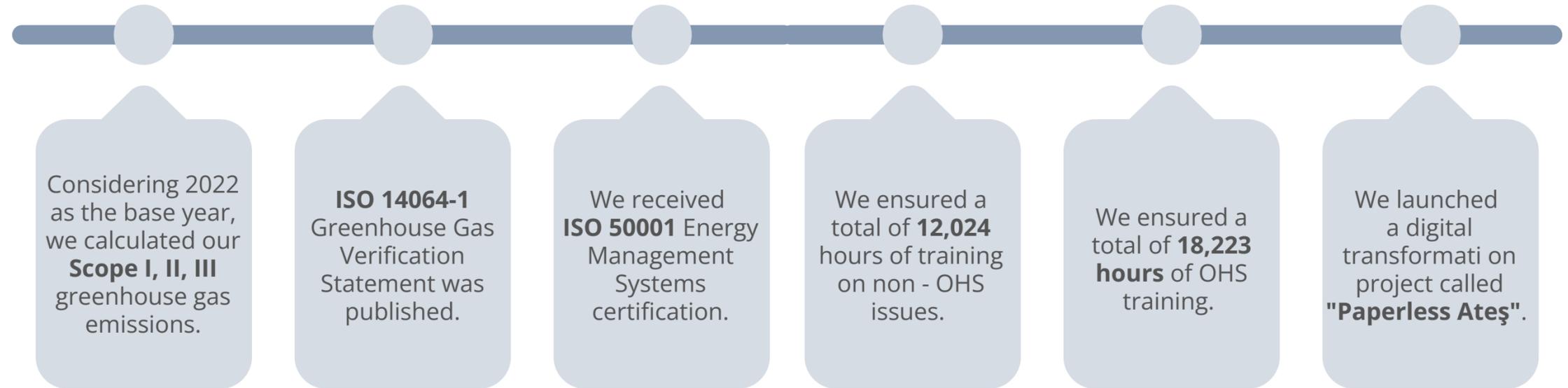


At Ateş Wind Power, we prioritize creating value for all stakeholders, especially our employees, through our Sustainability Policy. We are committed to environmentally conscious practices, fulfilling our responsibilities in the fight against climate change, adhering to the highest ethical standards, complying with regulations, and continuously improving our efforts in these areas.

The sustainability activities carried out at Ateş Wind Power for the year 2022 are summarized on the side.



We start changing ourselves for a sustainable life before it's too late.



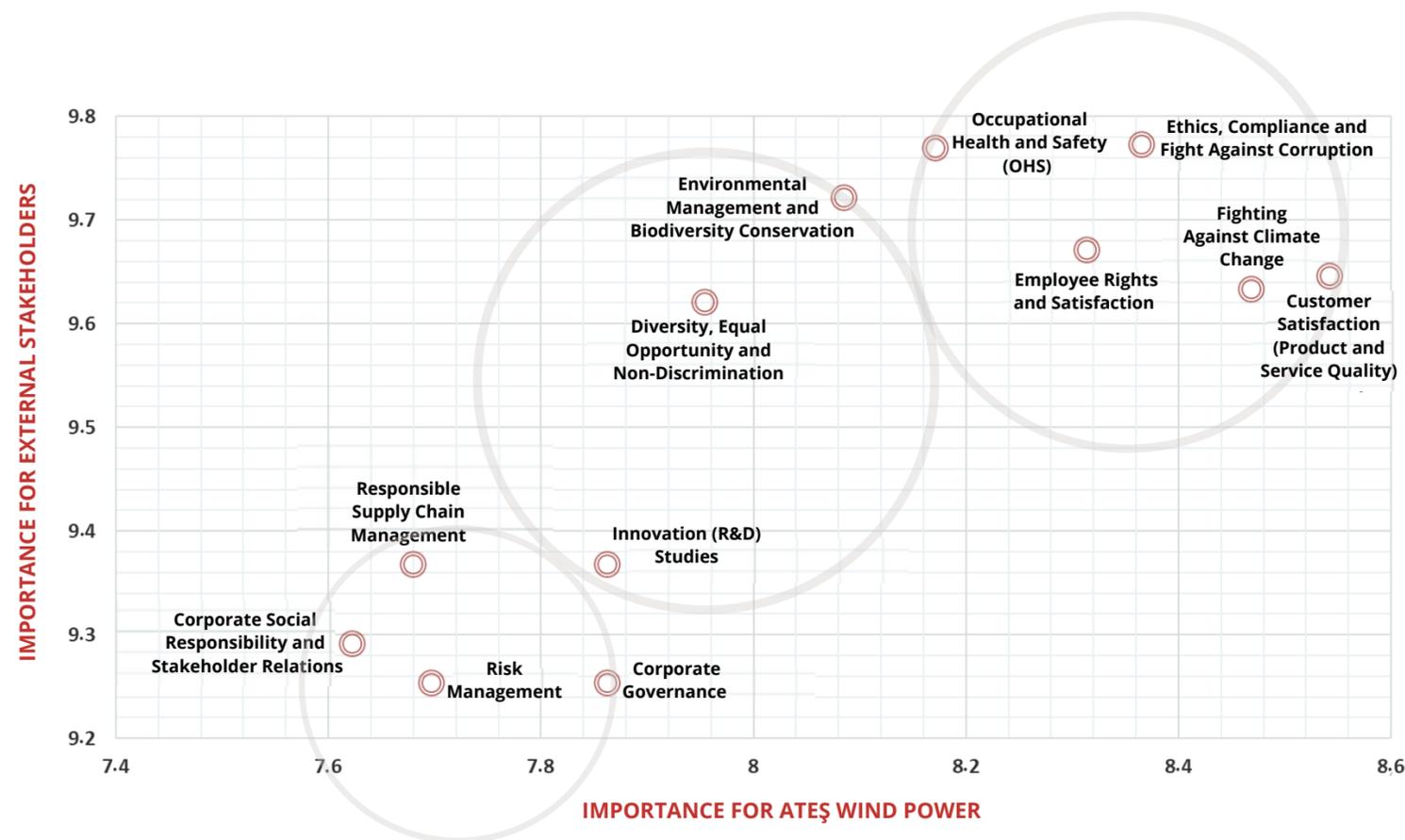


SUSTAINABILITY PRIORITIZATION ANALYSIS

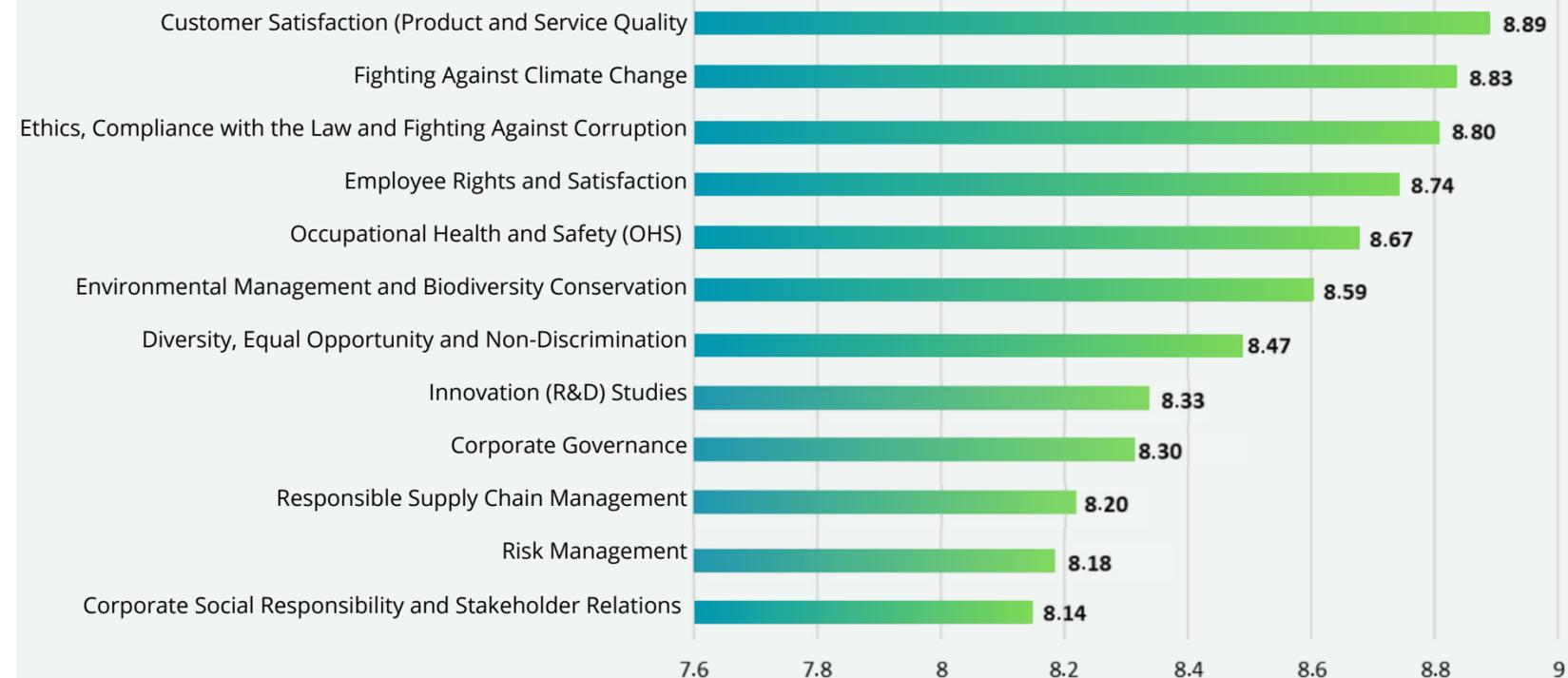
Along with a survey aimed at determining the priority order of sustainability issues for Ateş Wind Power, we aimed to understand how sustainability issues are assessed both within and outside the organization. We compiled the list of material issues identified for the survey from the material issues of competitors and industry sustainability leaders, as well as the material issues identified as material for the industry by various sustainability reporting steering groups.

In the surveys, we asked our stakeholders to rate the priority status of each identified issue for Ateş Wind Power on a scale of "1 - Least Priority" to "10 - Highest Priority". We received a total of 254 responses, including 175 from internal stakeholders and 79 from external stakeholders.

We reviewed the material sustainability issues identified as a result of the survey conducted in 2021 with our sustainability team for 2022 and determined that there was no need for any change.



ATEŞ WIND POWER SUSTAINABILITY PRIORITY ISSUES



VERY HIGH PRIORITY

- Customer Satisfaction (Product and Service Quality)
- Employee Rights and Satisfaction
- Occupational Health and Safety (OHS)
- Fighting Against Climate Change
- Ethics, Compliance with the Law and Fighting Against Corruption

HIGH PRIORITY

- Diversity, Equal Opportunity and Non-Discrimination
- Environmental Management and Conservation of Biodiversity
- Innovation (R&D) Studies

PRIORITY

- Responsible Supply Chain Management
- Risk Management
- Corporate Governance
- Corporate Social Responsibility and Stakeholder Relations



COMPLIANCE WITH SUSTAINABLE DEVELOPMENT GOALS

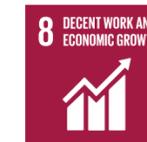
Our company shapes its strategy and business model based on the material issues identified based on valuable feedback from stakeholders. In this context, we have adopted our commitment to the Sustainable Development Goals (SDGs) as a principle, aiming to meet stakeholder expectations and achieve growth that respects society and the environment. The compliance of our material issues with the Sustainable Development Goals (SDG) map is as follows:



	1 NO POVERTY	2 ZERO HUNGER	3 GOOD HEALTH AND WELL-BEING	4 QUALITY EDUCATION	5 GENDER EQUALITY	6 CLEAN WATER AND SANITATION	7 AFFORDABLE AND CLEAN ENERGY	8 DECENT WORK AND ECONOMIC GROWTH	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	10 REDUCED INEQUALITIES	11 SUSTAINABLE CITIES AND COMMUNITIES	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	13 CLIMATE ACTION	14 LIFE BELOW WATER	15 LIFE ON LAND	16 PEACE, JUSTICE AND STRONG INSTITUTIONS	17 PARTNERSHIPS FOR THE GOALS
Employee Rights and Satisfaction				●	●			●		●							
Diversity, Equal Opportunity and Non-Discrimination			●		●			●		●							
Occupational Health and Safety (OHS)			●					●				●					
Environmental Management and Conservation of Biodiversity			●			●	●				●	●	●	●	●		
Fighting Against Climate Change							●				●		●				
Innovation (R&D) Studies							●	●	●		●	●					
Ethics, Compliance and Fight Against Corruption								●				●					
Customer Satisfaction (Product and Service Quality)							●	●	●		●		●	●	●		
Responsible Supply Chain Management						●	●	●	●	●	●	●	●	●	●		
Risk Management								●	●			●	●	●	●		
Corporate Governance								●								●	
Corporate Social Responsibility and Relations with Stakeholders	●	●	●	●	●					●		●	●	●	●		



The goal of accessible and clean energy is to provide affordable, reliable, sustainable, and modern energy access for everyone. At Ateş Wind Power, we initiated tower production for wind energy turbines in 2013 and expanded into generator production in 2018. Through the products and solutions we have developed, we contribute to the wind energy sector and play a role in achieving Sustainable Development Goal 7. Additionally, we installed a solar energy system on the roof of our generator factory building.



Sustainable Development Goal 8 aims to support inclusive and sustainable growth, as well as the creation of full, productive, and decent employment for everyone. At Ateş Wind Power, the industry in which we operate contributes significantly to both sustainable economic growth and employment goals. Ensuring the continuation of sustainable growth and creating employment under favorable conditions is a matter of importance for us.



For sustainable economic growth and development, industrial development and innovation are crucial factors. Additionally, the regular advancement of these factors is necessary for the development of new technologies and resource efficiency. Beyond the economy, we prioritize technology and innovation to develop solutions for environmental and social issues. At Ateş Wind Power, we support Sustainable Development Goal 9 through our investments in industrial sectors.



Sustainable Development Goal 12 aims to ensure the sustainability of production and consumption patterns. Achieving this goal requires the effective management of shared natural resources and the processing of generated hazardous and non-hazardous waste without causing harm to the environment and human health. At Ateş Wind Power, we contribute to the realization of SDG 12 by ensuring the recycling of our production-related waste.



Sustainable Development Goal 13 aims to take immediate action on climate change and its impacts, an issue on the agenda of nearly every country. Every sector, through its activities, has the potential to positively or negatively impact climate change. At Ateş Wind Power, we engage in activities to reduce greenhouse gas emissions resulting from energy use through our energy efficiency and renewable energy practices. Additionally, with the products and solutions we have developed, we contribute to both the wind energy sector and the achievement of SDG 13.



ATEŞ WIND POWER SUSTAINABILITY GOALS

OUR PRIORITY ISSUES	RELATED DEVELOPMENT GOAL	SUSTAINABILITY GOAL DISCLOSURE	PERFORMANCE INDICATOR	GOAL	DUE DATE
FIGHTING AGAINST CLIMATE CHANGE	 	Ensuring all of our electricity consumption from renewable energy sources	The percentage of green electricity usage.	%100	2025
	 	Reducing our Scope 1 and 2 greenhouse gas emissions	Rate of reduction in Scope I-II emissions compared to the base year	42% Reduction (Base year: 2022)	2030
	 	Reducing our Scope 3 greenhouse gas emissions	Rate of reduction in Scope III emissions compared to the base year	30% Reduction (Base year: 2022)	2032
OCCUPATIONAL HEALTH AND SAFETY		Reducing occupational accidents	Accident frequency rate, accident severity rate	10% Reduction (Base year: 2022)	2025
CUSTOMER SATISFACTION		Increasing the overall customer satisfaction rate	Customer satisfaction index rate	%95	2025
EMPLOYEE RIGHTS AND SATISFACTION	 	Ensuring inclusive and participatory decision making at all levels	Participation rate of blue and white collar employees in the individual suggestion system with at least 1 suggestion per month	%90	2025
DIVERSITY, EQUAL OPPORTUNITY AND NON-DISCRIMINATION	 	Increasing women employment	Rate of white-collar female employees	%40	2027
ENVIRONMENTAL MANAGEMENT AND BIODIVERSITY CONSERVATION	  	Reducing the amount of waste	Rate of reduction in total waste per unit sales tonnage	30% Reduction (Base year: 2022)	2025
INNOVATION AND R&D STUDIES	 	Increasing R&D studies	Rate of increase in the number of incentives and patents received compared to the base year	20% Boost (Base year: 2022)	2025
		Completing infrastructure projects and digitization processes within the scope of the "Digital Transformation Project".	Rate of completed activities in the digital transformation plan	%80	2025
RESPONSIBLE SUPPLY CHAIN MANAGEMENT	  	Creating a Sustainable Supply Chain Program	Rate of suppliers that have undergone sustainability assessment within the targeted supplier group	%85	2025
CORPORATE SOCIAL RESPONSIBILITY AND STAKEHOLDER RELATIONS	 	Increasing employee participation in social responsibility activities	Rate of increase in the number of volunteers in social responsibility projects compared to the base year	30% Boost (Base year: 2022)	2025



OUR VALUE-ADDING



BUSINESS APPROACH

We produce with confidence to add value to the economy...

STAKEHOLDER'S VIEW

“

As Ateş Wind Power, we produce with confidence for wind energy with our 100% domestic capital. Our ability to maintain and increase our financial strength increases our company's long-term competitiveness in the sector and serves our sustainable economy approach. We will continue to develop constantly in the wind energy sector for a sustainable world in the coming period.

”

Samet GÜLDOĞAN

Ateş Wind Power Executive Board Member





GOVERNANCE



At Ateş Wind Power, we reinforce our strong commitment to sustainability principles with effective governance and transparency. According to the 2021 Ordinary General Assembly Meeting of Ateş Wind Power held on 18/07/2022, the shareholders are Ercan GÜLDOĞAN and Mahmut GÜLDOĞAN in equal proportions.

We have built our corporate governance approach on transparent communication within the company and among stakeholders, respect for ethical values, and leadership focused on long-term sustainability goals. Our responsible management approach aligns with our corporate vision and mission shaped within the framework of global ethical values and corporate policies. We place great importance on all our stakeholders, especially our employees, embracing these principles.

We aim for a financial growth that respects the environment, makes a difference in the sector, befits human dignity, and focuses on diversity and inclusion with our sustainability approach shaped by the value we attach to nature and people. As a company, we adopt corporate practices that are the result of a responsible management approach, and we monitor and coordinate our activities with ISO 9001 Quality Management, ISO 14001 Environmental Management, ISO 45001 Occupational Health and Safety, ISO 50001 Energy Management systems.

We adopt an equal and equitable approach independent of individuals with a corporate governance approach, we take "Ateş Wind Power Ethical Principles" as a guide in our business process and shape our activities accordingly.

Corporate Governance Structure

Ateş Wind Power is managed through The Management Board consisting of our company shareholders, along with an Executive Board subordinate to this board. Our Executive Board consists of senior executives.

Our Executive Board has been meeting weekly and presenting operational scores to the Management Board with a focus on finance and projects since March 2022.

Our Company has 2 boards, a team and a working group that report to the Executive Board and continue their activities in various processes.

In accordance with Law No. 6331 on "Occupational Health and Safety", we have established an "Occupational Health and Safety Board" to evaluate possible risks and measures related to occupational health and safety, to determine measures and to report to the Executive Board. This board consists of the employer's representative, OHS experts, workplace physician, human resources manager, administrative affairs officer, employee representatives and relevant experts according to the agenda topics and meets every 2 months.

An Ethics Board has been established within our company for the purposes of evaluating consultation requests on ethical principles and auditing compliance with the ethical principles. Our Ethics Board consists of the Operations Director, Finance Director, Human Resources Manager and is chaired by the Operations Director. Our Ethics Board convenes as soon as possible upon consultation requests or complaints/notices received by at least one of its members via e-mail and upon the request of the chairman or a member of the Management Board.

We established our Energy Team to increase energy efficiency throughout our company and achieve our sustainability goals, manage various energy saving projects, analyze energy data and increase energy awareness within the organization. The team, which operates under the Executive Board, consists of 1 Energy Manager and 9 team members.

Ateş Wind Power's sustainability working group is an expert team that works together to identify, implement and monitor our company's sustainability goals. This group consists of representatives from different departments and carries out sustainability-related work. We aim to increase the scope of these studies in the future and establish a sustainability committee that will work under the Executive Board.

Membership and Initiatives

Our Company is a member of the Management Board of the Energy Industrialists and Businessmen's Association; a substitute member of the supervisory board of the Turkish Wind Energy Association; and a member of the Bergama Chamber of Commerce, the Turkish Exporters Association and the Aegean Region Chamber of Industry.



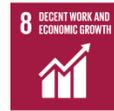
Stakeholder's View

We appreciate Ates Wind Power's understanding of timely and quality service that is expected by the customer by taking fast, effective and correct decisions with a coordinated team work in any problem experienced or likely to be experienced.

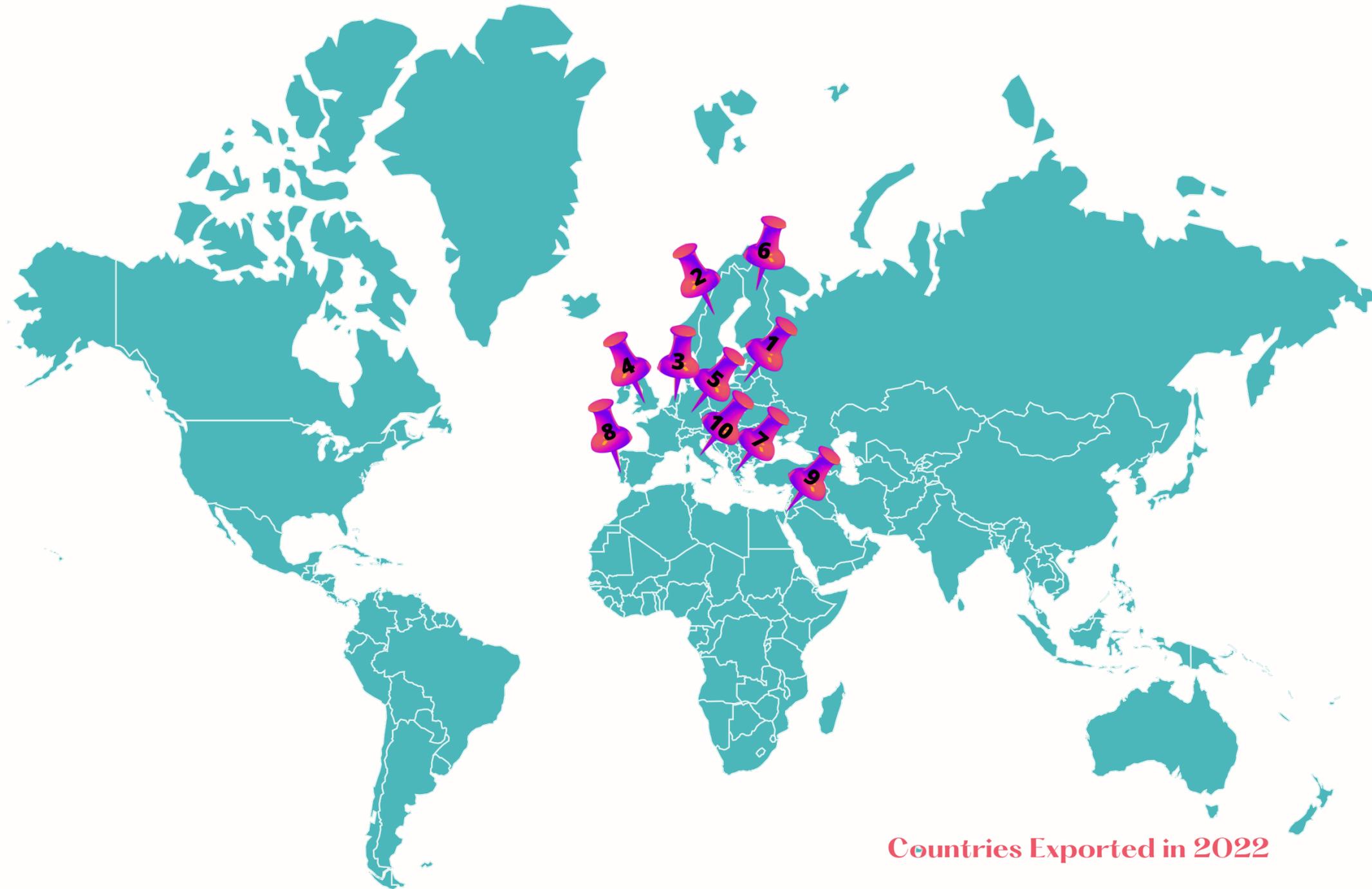
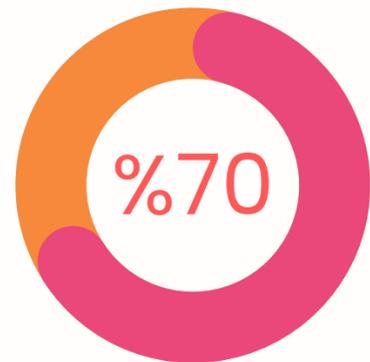
Samet KEMAHLI
ENERCON



ECONOMIC CONTRIBUTION



Our organization's financial statements have undergone independent auditing for the fiscal year ending on December 31, 2022. 2021-2022 Revenue Growth resulted as 69.55%.



Countries Exported in 2022

- | | | | | | | | | | |
|-----------|--------|-------------|---------|---------|---------|--------|----------|--------|-------|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| Lithuania | Sweden | Netherlands | England | Germany | Finland | Greece | Portugal | Israel | Italy |



INVESTMENTS AND INNOVATION



Since our establishment, our company has undergone a rapid growth process and achieved significant commercial successes. In the recent period, we are in the phase of developing a new facility with infrastructure and capacity expansion investments. The facility, which will be established in the Bergama Organized Industrial Zone and cover an area of 18,000 m², is planned to perform the following applications:

1. Machining
2. Welded Manufacturing
3. Surface Treatment

We aim to have the competence to produce the main connection parts in the assembled tribunes with the commissioning of this facility and to increase our technology capacity with a higher level of automation.



As Ateş Wind Power, we are also planning to build a hybrid renewable energy power plant to meet our factory electricity needs. In this plant, we will integrate a wind turbine, solar power plant and electricity storage systems.

While the current annual electricity consumption of our facilities is approximately 8,000,000 kWe, this consumption will increase with the 3rd facility being built in BOSBİ.

We anticipate a total electricity generation of 14,000,000 kWe per year with the Solar Power Plant (SPP) and Wind Power Plant (WPP) to be established.

It will also be possible to sell the excess electricity generated. With the realization of this project, our goal of reducing our carbon footprint to zero as well as green energy production will be realized.

Our plans include the installation of a 4.2 MW Enercon E138 wind turbine to meet the energy needs of our facilities. Permitting processes are ongoing and we aim to start construction of the turbine once the construction plan change is approved. We will also manufacture the tower and generator of the turbine to be used in the project in our own facilities.

This project is an important step for the future of the energy sector and will make a significant contribution to our environmental sustainability.

Through the “Paperless Ateş” project, we have taken significant steps in digitization and increased the impact of these initiatives on sustainability. To support our goal of monitoring our production processes entirely in a digital environment, we utilize a company software developed by our software experts called 'Windbox.' This integration adapted to Windbox enables us to efficiently manage a range of critical functions, from production progress to quality control and procurement processes.

In this project, we can perform many functions through Windbox, such as tracking production progress, analyzing man-hour data, monitoring the work between quality and production, and reliably observing purchasing processes. We effectively manage the flow of requests, orders, delivery notes and invoices thanks to the ability to monitor process automation from start to finish.

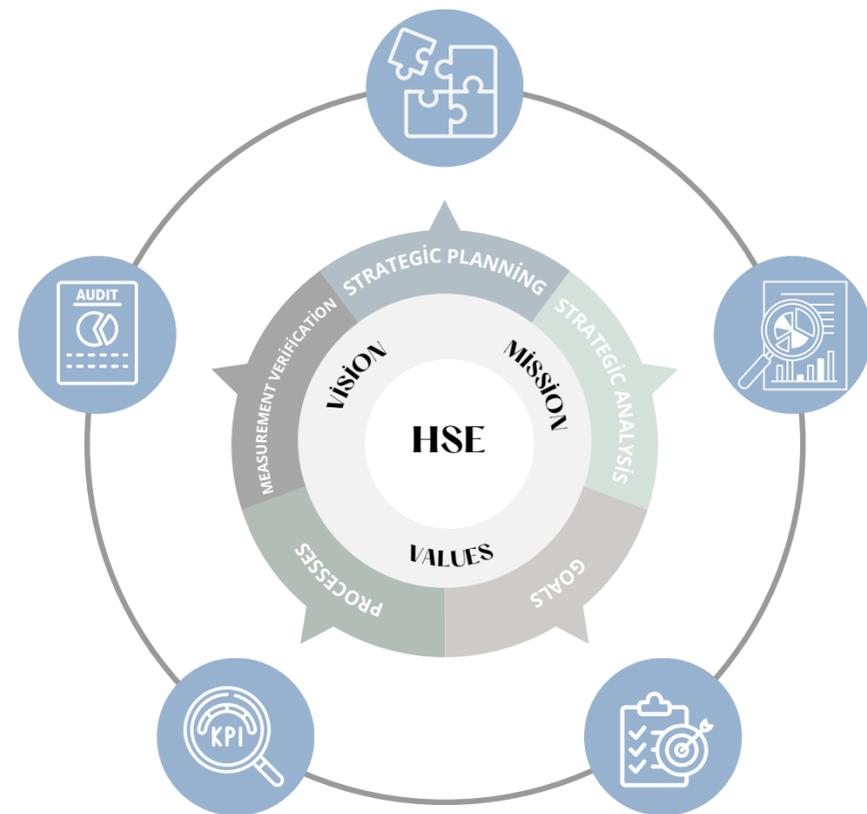
Through the “Paperless Ateş” Project, we successfully reduced the order processing time for a request from 26 days in 2021 to 8–10 days in 2022.

With this digitization project, we can also track daily personnel with leave, duty, and reservation modules, and follow quality nonconformity processes. It is also possible to monitor the invoice processes of finished products in the tower and generator, and digitize inspection and repair information of welds with the welding defect module. Additionally, through the accident tracking module, we can record real-time data of accidents or incidents in the system, assign actions to those responsible, and receive daily reports.

STRATEGIC MANAGEMENT MODEL

Our strategic management is a key element that forms the main framework for achieving the long-term goals of our company. It is a process designed to cope with factors such as changing market conditions, industry trends, and internal challenges, enabling us to address challenges, capitalize on opportunities, and ensure long-term sustainable success.

When initiating the strategic management process, we first analyze the environment and evaluate sectoral developments and the competitive environment. These analyses help our company emphasize its strengths, improve its weaknesses and make the best use of market opportunities. In addition, identifying existing threats and developing effective strategies to counter such threats are also part of our strategic management process.



One of the most important steps in our strategic management is to identify our strategic goals, define the resources required to achieve these goals and strengthen the commitment of all stakeholders involved in strategic planning to these goals. In this process, we evaluate the goals we set in both short-term and long-term perspectives, taking into account our company's mission and vision.

Our strategic management also includes an effective performance measurement system. This system is used to evaluate how close we are to achieving our strategic goals and to update strategic planning when necessary. Our strategic management process provides flexibility to strengthen our company's adaptability and quickly adjust to changing conditions.



- Quality First**
 - Quality Assurance & Control Applications
 - Quality Cost Analysis Error Resolution Data
 - Collection System Supplier Performance
 - Measurement Advanced Equipment and Machinery Infrastructure
- Technology and Digitalization**
 - Digital Technology Culture
 - Innovation and Innovation Project Initiatives
 - Automation machines
- Voice of Our Customers**
 - Customer Satisfaction Management
 - Meeting Customer Needs and Expectations
 - Effective Sales Operations
- Creating Value with Our Employees**
 - Performance Management System
 - Development, Change and Leadership Trainings
 - Recommendation System
- Our Investments**
 - Energy Resources Investments
 - Financial Investments
 - Sustainability Investments
 - New Factory Investments



ETHICS AND TRANSPARENCY



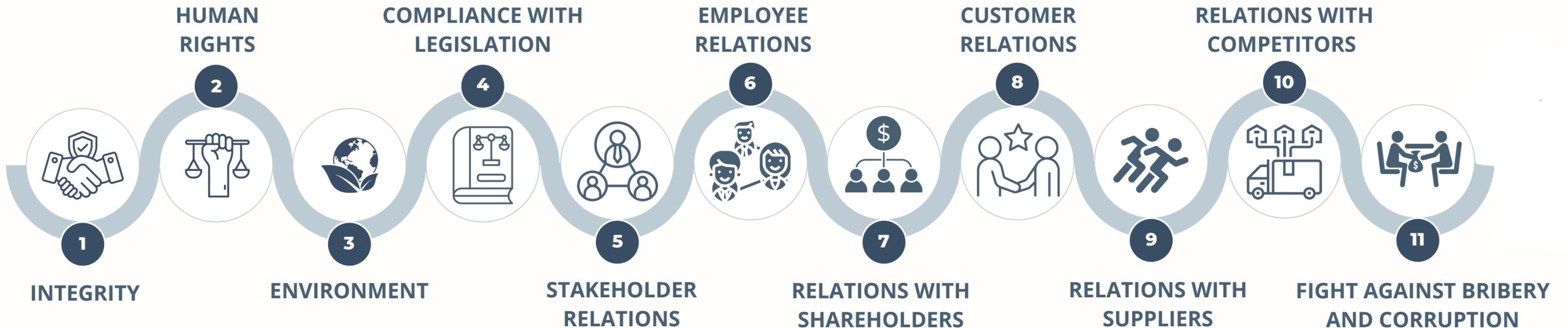
As Ateş Wind Power, our ethical approach includes responsible business practices centered around our company's core values. We are committed to creating a positive impact in business and society based on these values. We have adopted transparency and accountability as a fundamental principle in our business processes. We aim to create a trustworthy environment by adopting an open and honest approach from internal communication to stakeholder relations.

Our ethical approach is based on diversifying our workforce, drawing strength from different perspectives and offering equal opportunities to every individual. We strictly adhere to fair trade principles in our business relationships. This ethical approach guides us to steer our company in a sustainable way, build a strong corporate culture and leave a positive impact on society. This ethical approach forms the basis of Ateş Wind Power's vision to be a leading and reliable partner in the business world.

We continue our activities in compliance with laws and regulations while adhering to our core values. In order to inform our stakeholders about our ethical values based on honesty and equality principles within our processes, we have created the Ateş Wind Power Corporate Ethics Principles and Code of Conduct Guide.

With this guide we have prepared, we commit to providing equal opportunities to everyone in our organization, ensuring a discrimination-free working environment. Our guide includes rules on compliance with laws, regulations, and directives. We have prepared our Ethical Principles and Code of Conduct as a guide for all employees of Ateş Wind Power, from the Management to every level. Therefore, under the leadership of the Management and Executive Board, we hold all our employees responsible for implementing these principles. You can see the 11 ethical principles adopted by Ateş Wind Power below.

You can access our Corporate Ethical Principles and Code of Conduct Guide by clicking on the arrow below.



MANAGING RISKS AND OPPORTUNITIES

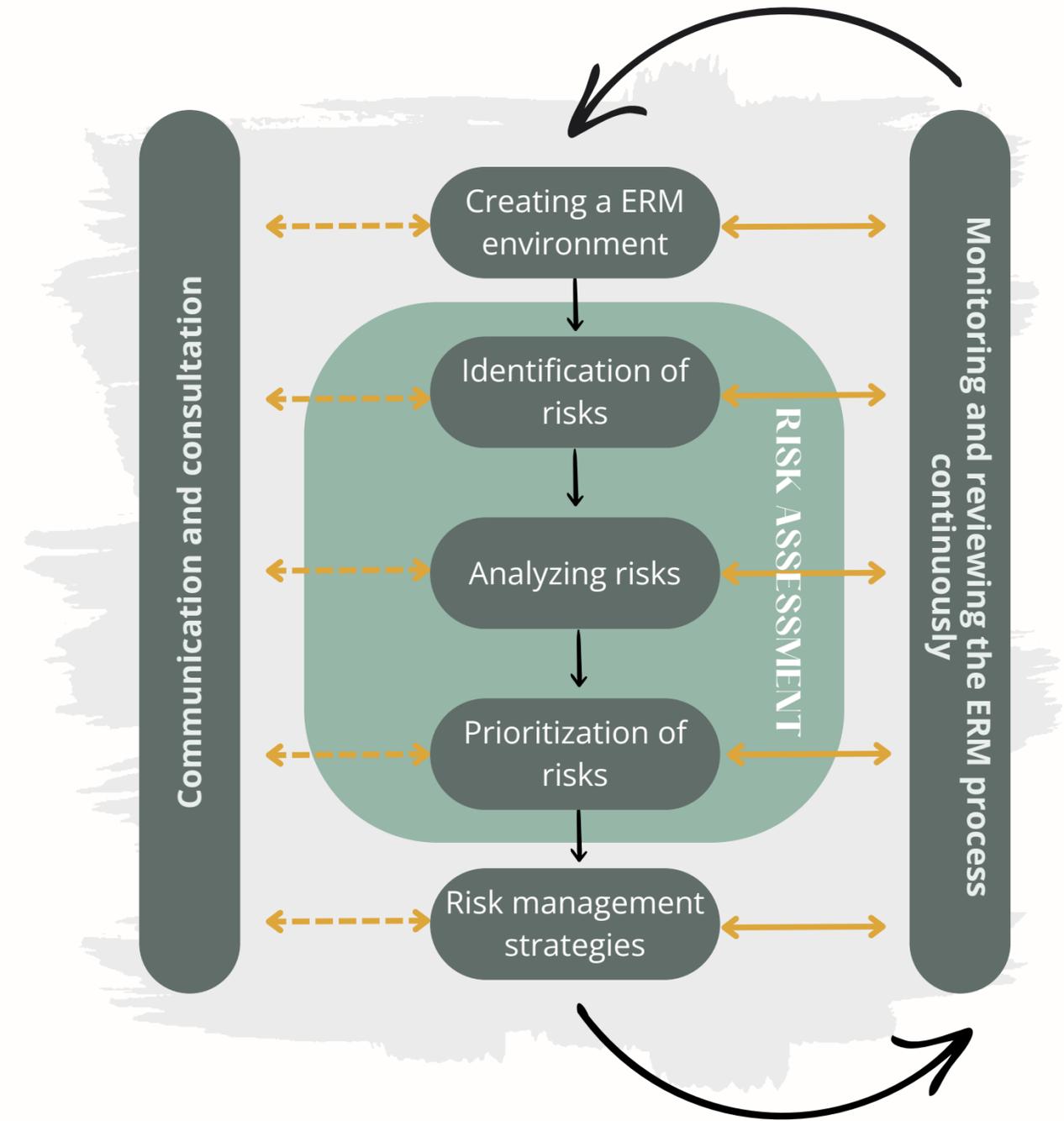
As Ateş Wind Power, we adopt an effective risk management strategy by taking into account various risks that may affect our business processes and activities. In this regard, we take strategic steps to minimize the cost and time pressure on our team and business processes due to the intensification of global competition in the industry. At the same time, we evaluate various scenarios and take appropriate measures against risks such as price competition and decreasing profit margins experienced by customers.

We follow technological developments closely and continue our efforts to adapt quickly to innovations in the sector. We try to overcome the challenges in the sector by establishing strategic collaborations to strengthen the supply ecosystem in and around İzmir. We are also evaluating opportunities to diversify and grow our business by evaluating offshore RES investments.

In terms of personnel mobility, we monitor changes in the job market and implement various incentives and career development programs to retain our talented staff. In this way, we manage critical success factors to improve our business continuity and performance.

As for our financial risks, while trying to ensure the continuity of our operations in capital management, we aim to increase our profitability by utilizing the debt and equity balance in the most efficient way.

We initiate our corporate risk management process by establishing an effective risk management environment. To create the foundation of this process, our Management Board determines a risk management strategy, which is then evaluated with our Executive Board. The developed risk management strategy serves as a framework to define our risk management approach, core principles, risk appetite, and fundamental duties and responsibilities. We regularly assess and, if necessary, update this strategy during management reviews. At Ateş Wind Power, we continually enhance the risk management process across the company, ensuring the ongoing improvement of our operations. You can see the schematic representation of the Enterprise Risk Management (ERM) process in the adjacent diagram.



MANAGING RISKS AND OPPORTUNITIES

As Ateş Wind Power, we follow various strategies to adapt to the dynamics in the sector and maintain our competitive advantage by adopting a business model focused on sustainability and success. However, as in every business activity, there are certain risk factors in the energy sector. We can list the risk groups that we manage in our company as follows:

- 

Strategic Risks: It contains structural risks that may prevent the company from achieving its short, medium or long term goals. Risks arising from fields such as planning, business model, business portfolio, corporate governance and market analysis are evaluated within the framework of strategic risks.
- 

Brand/Reputation Management Risks: Brand/reputation risks involve loss of value as a result of ineffective management of the Company's title and trademarks, or loss of demand for its products and services due to reputational damage caused by various events, loss of customers, decrease in profits and loss of competitiveness. Brand/reputation risks are monitored through a multi-disciplinary monitoring and management system and managed through necessary interventions.
- 

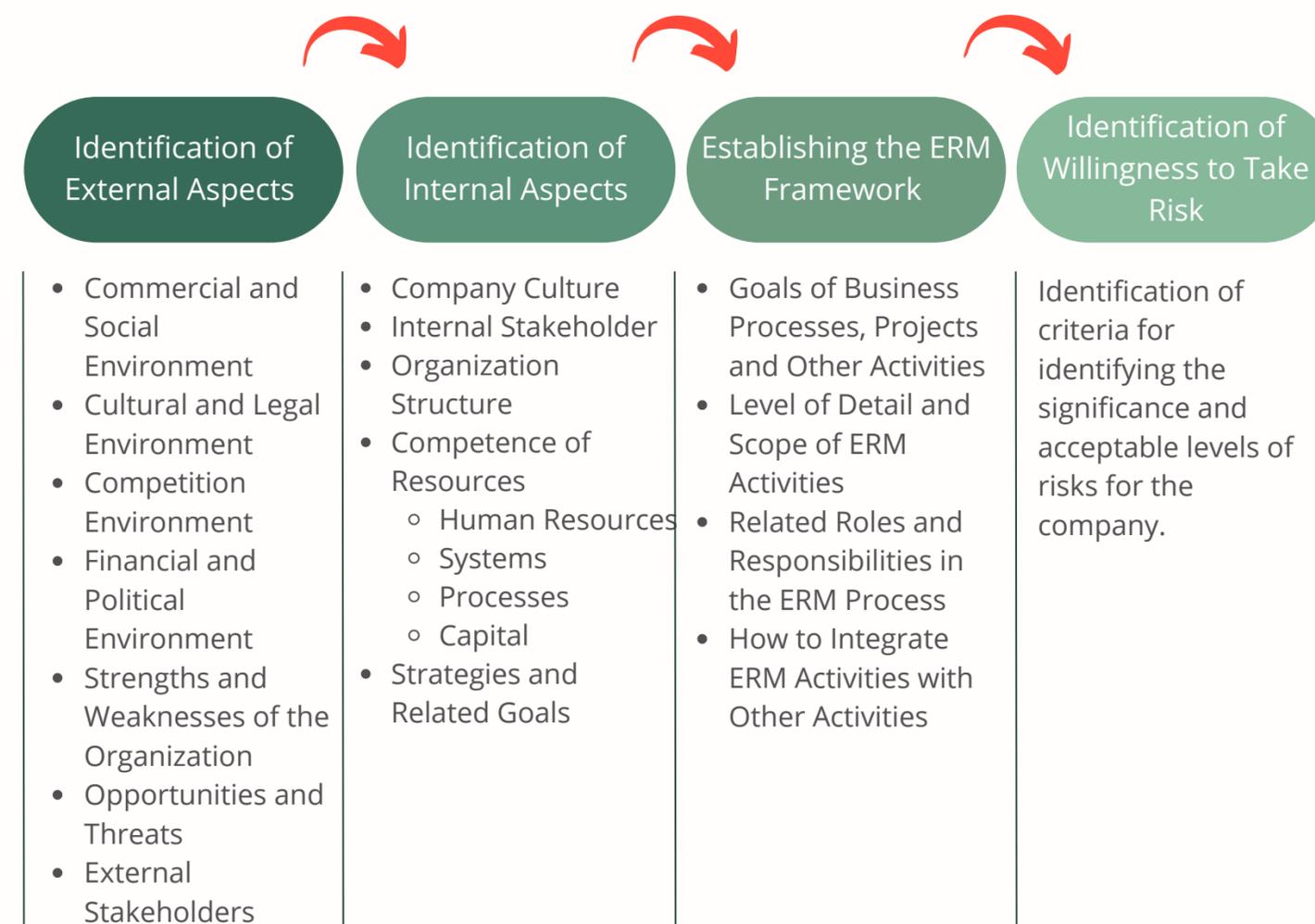
Operational Risks: It covers anticipated and/or unanticipated uncertainties that may prevent processes from achieving their expected outputs. It includes losses that may arise from factors such as management errors, errors and disruptions in information technology systems.
- 

Financial Risks: Internal and external factors that may affect the Company's financial expectations and preferences risks that may arise as a result of uncertainties. Financial risks can arise from factors such as credit, interest rates, exchange rates, cash management, commodity prices and information/documentation.
- 

External Environment Risks: It includes risks based on external factors that the Company cannot affect its own operations and management processes. The most appropriate measures are taken against risks that arise due to factors such as natural disasters, political and economic developments, regulations in the sectors.
- 

Information Management Risks: This category relates to the effective management and control of information resources, production, protection, transmission and disposal of information. It includes risks based on internal and external factors such as unauthorized use of personal data, intellectual property misuse, loss of power and competitive technology. It also includes internal factors such as system failures or the departure of key personnel.

These risk groups are taken into account in our corporate risk management process and evaluated within the framework of our strategic management strategy. As Ateş Wind Power, we adopt a proactive approach against these risks and proceed on our way by taking effective measures in line with our continuous improvement and sustainable growth targets. While evaluating these risks, we take into account the following factors and determine our road map.





SUPPLY CHAIN MANAGEMENT



We manage the activities aimed at delivering our products and services to our customers on time, in line with their needs and expectations, through the supply chain process. The proper planning of materials, along with the execution of procurement and storage dynamics, the conscious management of logistics with an awareness of risks and opportunities, and the execution of all information flow in pre-order and post-order processes through sales operations constitute our supply chain management model.

We consider it crucial to establish effective communication with our stakeholders in accordance with our management principles and to ensure that all supply processes are managed in a way that meets their expectations. This is vital for providing our customers with quality products and services. Throughout the product and service life cycle, we adopt environmentally friendly sourcing, just-in-time and energy-efficient production, sustainable logistics, product use, and safe disposal as integral stages in our supply chain.

Our supply chain process is structured to include sub-processes such as procurement, logistics operations, warehouse management, and supplier development. In this context, our supply chain activities, as part of the procurement approval chain, encompass all logistical processes from the purchase of materials used in production and operational processes to product acceptance, storage, internal and external shipments, warehouse management, and supplier improvement initiatives. We conduct these processes in accordance with our company's quality requirements and customer standards.

The rate of local suppliers in the total number of suppliers increased from 91% in 2021 to 93% in 2022.



Currently, our company does not have products that utilize recycled materials or involve recycling. You can view the supplier data for the past two years in the table below.

NUMBER OF SUPPLIERS BY YEAR	NUMBER OF RAW MATERIAL SUPPLIERS	NUMBER OF SUPPLIERS OTHER THAN RAW MATERIALS	NUMBER OF GLOBAL SUPPLIERS	NUMBER OF LOCAL SUPPLIERS
2021	1	406	27	380
2022	2	372	38	336

Supplier Selection and Evaluation

We conduct our supplier selection process through a two-stage audit plan. In the first stage, we approve our suppliers by evaluating them in terms of occupational safety, quality systems, and process applications. In this assessment process, we use a questionnaire regarding project management, system controls, material controls, and specifically the application processes related to the sourcing area. After scoring these evaluations, we proceed to on-site inspections and the project planning stage. In the second stage, by implementing the 100% inspection and approval process for the initial products, we add suppliers compliant with our integrated quality management system to our approved supplier list.

At present, we collaborate with more than 300 approved suppliers.

Stakeholder's View

Ateş Wind Power is not just a customer for us, but a long-term business partner. Your commitment to economic sustainability strengthens our cooperation. Your commitment to fair trade principles and transparency in the supply chain constitute the pillars of our business relationship.

Mert AKÇAYIĞIT
ERDEMİR



STAKEHOLDER RELATIONS

As Ateş Wind Power, when identifying our stakeholders, we define the stakeholders who directly and indirectly interact with our company. This comprises our internal and external stakeholders. We analyze our past, current and potential interactions with the stakeholders we have identified. We review and update our stakeholders and priorities regularly.

Stakeholder relations with our customers involve continuous communication to collect feedback on the products and services we offer, to understand their needs and to develop solutions accordingly. We organize regular customer meetings and surveys to maximize customer satisfaction and ensure continuous improvement.

Relations with our business partners are based on a transparent culture of cooperation. We establish effective cooperation on supply chain management and develop solutions in line with sustainability principles together with our partners. We communicate regularly with our suppliers and assess their compliance with sustainability standards.

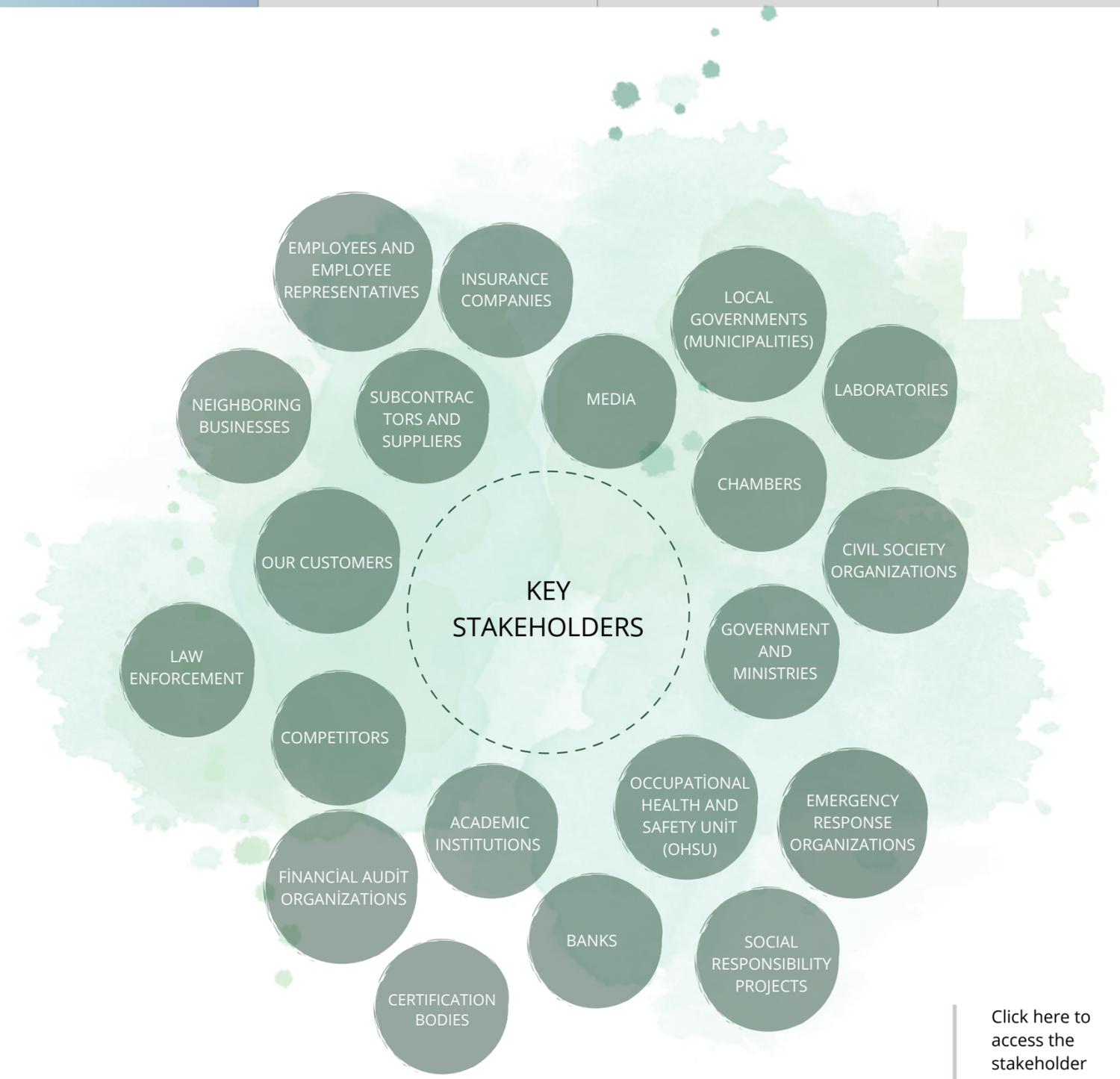
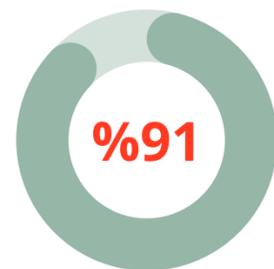
Stakeholder relations with our employees include open communication and participation within the company. We organize regular trainings on occupational health and safety issues, provide safe working conditions and organize various events to increase the satisfaction of our employees. We also value the opinions of our employees through regular surveys, suggestion, kaizen and feedback mechanisms.

Our stakeholder relations are an important tool for Ateş Wind Power to fulfill our sustainability commitments. Understanding our stakeholders' expectations and communicating effectively with them strengthens our company's sustainability vision.

Overall index score of customer satisfaction measured through surveys in 2022;



Out of the 3,085 suggestions provided by employees in 2022, 2,814 of them have been realized. Realization rate of suggestions;



Click here to access the stakeholder communication plan.





ENVIRONMENTAL

IMPACT



*We produce with confidence
for our nature...*

STAKEHOLDER'S VIEW

“

They promptly fulfill all their obligations under environmental regulations. Thanks to their vision that is open to continuous improvement, every project for improvement is successfully realized. Thanks to the importance they attach to environmental training, they continue to instill environmental awareness in their personnel. Developing day by day, it is a promising and model organization in terms of the environment, both as an institution and as the value they give to their employees.

”

Gülseren ZÜLKADİROĞLU

Denetim Çevre General Coordinator





OUR ENVIRONMENTAL APPROACH



We aim to achieve sustainable development goals in a way that preserves the balance between the environment, society and economy. Incorrect waste management, unconscious use of natural resources, and the changing climate have created negative pressure on the environment. The environment sends us a message every day that the needs of future generations are in danger.

As Ateş Wind Power; we develop environmentally sensitive business models in our operations. We build solid foundations to minimize our negative impacts on the environment with our energy management, water roadmap, conscious resource use and greenhouse gas emission reduction targets.

We observe the health, safety and welfare of all our stakeholders within the scope of the Environmental Management System we apply within the framework of the ISO 14001 Standard. Our system procedures provide guidance to our organization in compliance with laws and regulations. We apply our environmental management with a systematic approach more effectively and with commitment at all levels of our organization to achieve the intended outputs.

We perform internal audits once a year to ensure the sustainability of processes and control system effectiveness. We also evaluate potential environmental impacts and dimensions prior to each activity and take necessary precautions. During our operations, we evaluate various environmental factors ranging from the use of natural resources, air and water emissions, waste management, impacts on nature and living creatures, determine precautions, measure and monitor activities.

Since our production capacity increased by 55% in our capacity report, we entered the Environmental Permit renewal process again and renewed our Environmental Permit Certificate by completing the process on 12.09.2022.

Within this framework, we carry out various activities to identify, measure, prevent and minimize environmental impacts. Some of these activities include training programs for employees and related stakeholders. As Ateş Wind Power;



We provided a total of 502 person-hours of, environmental education in 2022.

We remain committed to raising environmental awareness and achieving our sustainability goals.

Water Management

As the unconscious use of water, our most important natural resource, increases day by day due to climate change, Ateş Wind Power is moving forward with the goal of improving our water management efforts. We monitor and report our water consumption in all our production and service processes on a monthly basis.

Since our production facility does not have access to mains water due to its location, well water is used in our facility. In order to increase the quality of the water used, we obtain clear water by installing liters per well, and we provide clean water supply by installing UV Disinfection and automatic chlorination device in the booster room. No industrial waste water is generated within our organization. We treat our generated domestic wastewater at our advanced biological wastewater treatment plant before discharging it.





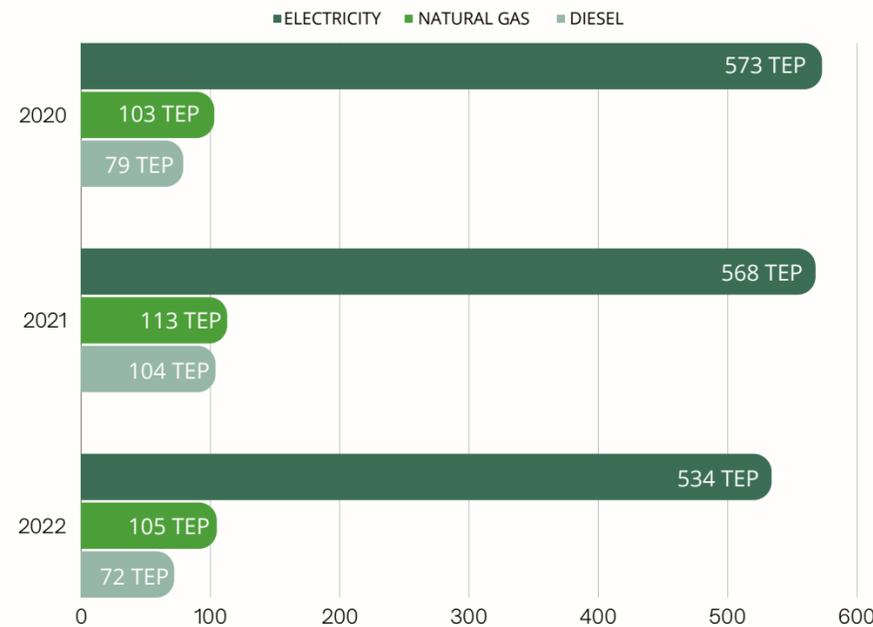
SUSTAINABLE ENERGY MANAGEMENT



Energy management and reducing greenhouse gas emissions are among the key issues we prioritize in the fight against climate change. In this regard, we emphasize energy efficiency for resource efficiency and emission reduction, and we strive to use clean energy sources.

We take energy consumption under control by providing benefits such as remote monitoring of consumption data with energy monitoring systems, preventing possible failures, reducing operating expenses and maintenance and repair costs. Additionally, we received our ISO 50001 Energy Management System certificate in 2022, which we plan to incorporate into our Integrated Management System.

The charts below depict the distribution of our energy consumption in terms of TEP (Thousand Equivalent Petajoules) over the years.

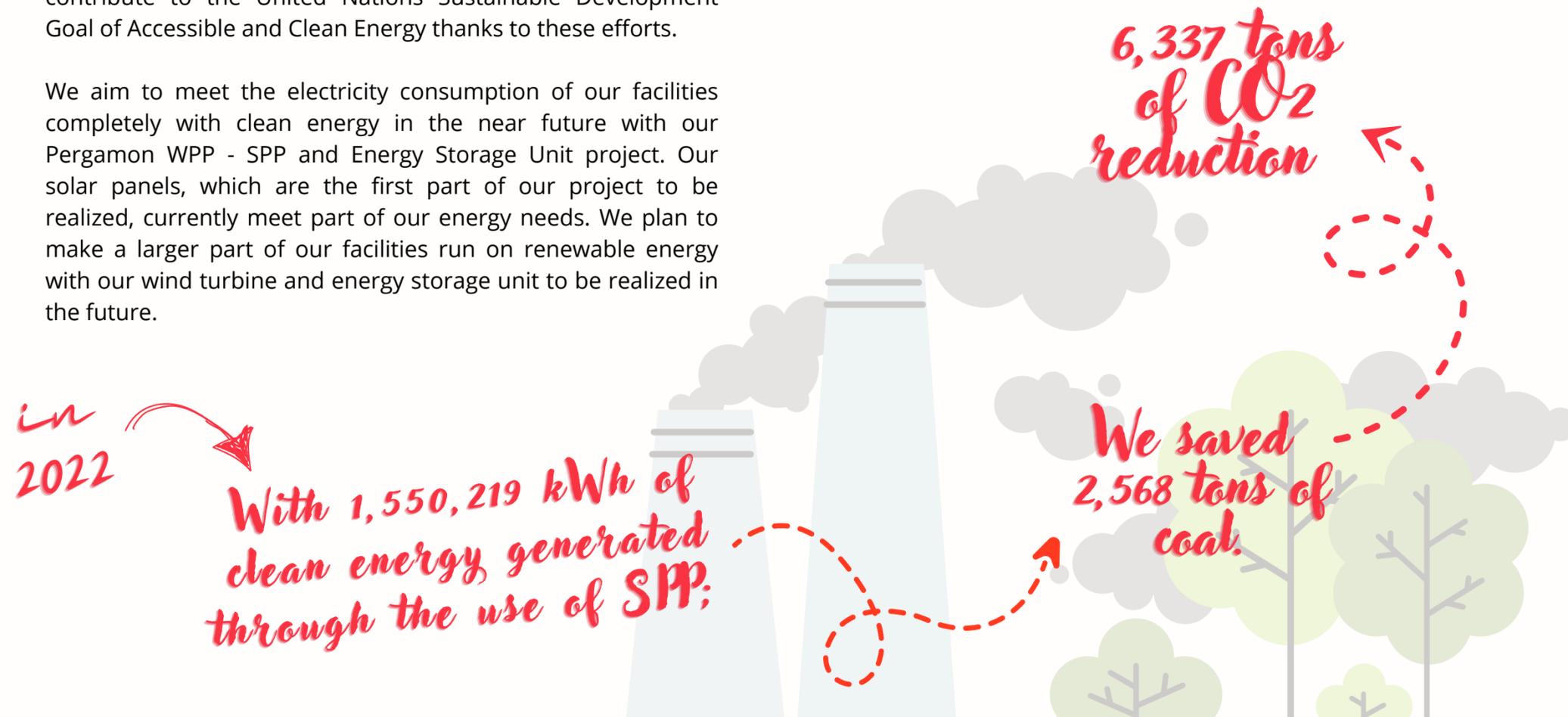


We started to take steps for sustainable energy management by making investments to provide the same products and services with less energy. Our energy consumption is recorded with performance indicators. Actions are taken in accordance with our energy policy with the monitoring and measurement data at the end of each year.

We started to monitor our energy consumption closely and implement efficiency-enhancing practices through analyzers in the electrical machines we use in our production facility. We contribute to the United Nations Sustainable Development Goal of Accessible and Clean Energy thanks to these efforts.

We aim to meet the electricity consumption of our facilities completely with clean energy in the near future with our Pergamon WPP - SPP and Energy Storage Unit project. Our solar panels, which are the first part of our project to be realized, currently meet part of our energy needs. We plan to make a larger part of our facilities run on renewable energy with our wind turbine and energy storage unit to be realized in the future.

Within the scope of our energy efficiency efforts, we plan to produce the energy we use ourselves by installing solar and wind power plants, and we continue our efforts in this field. In 2021, in line with our efforts to increase the use of renewable energy, we established a solar power plant (SPP) with a capacity of 880 kWe on the roof of our generator factory building. With this project, we achieved savings by generating 15% of the electricity we consume with solar energy as of 2021.





OUR CARBON FOOTPRINT



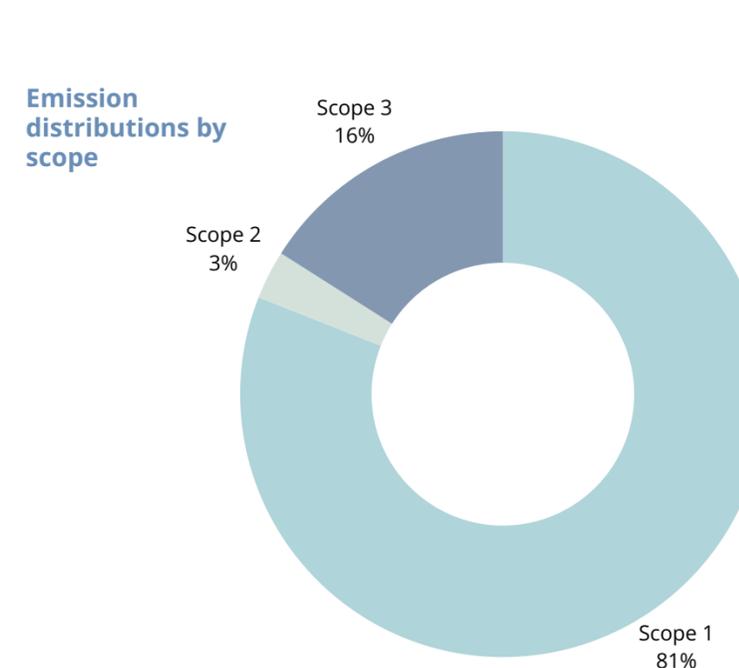
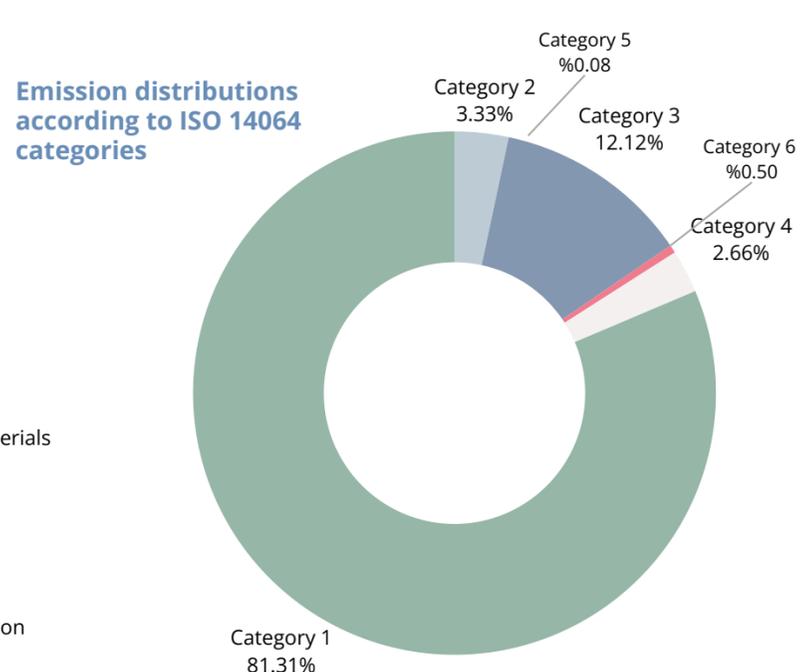
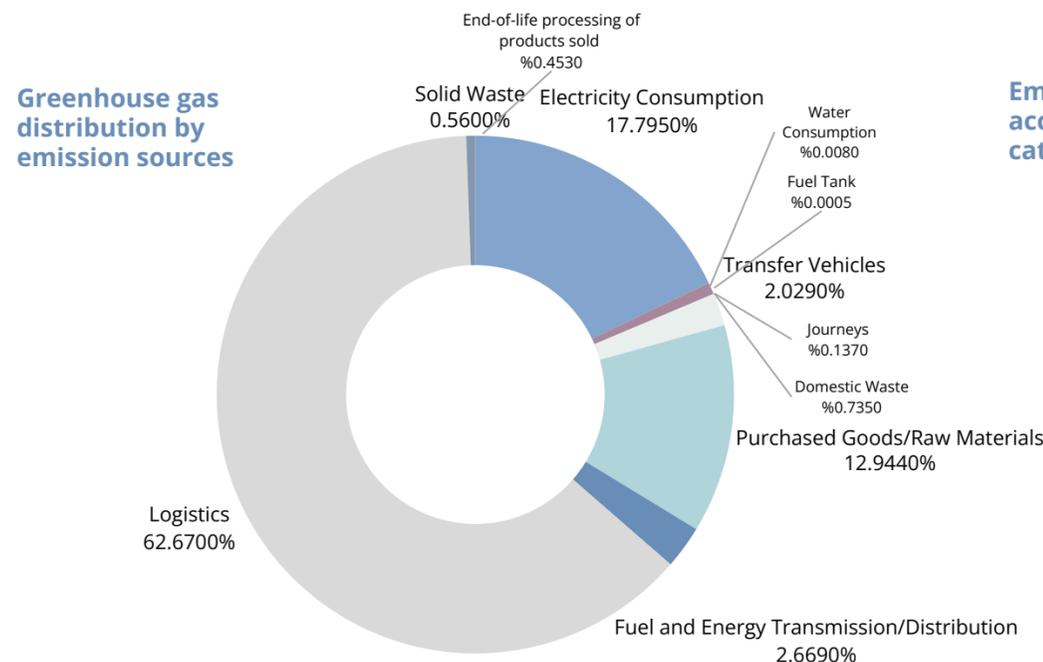
We closely follow the policies and practices within the scope of the EU Green Deal process by taking our place in the fight against the global climate crisis, and we continue our work in this field within the organization. We have taken 2022 as the base year in our carbon footprint calculation and emission reduction efforts regarding climate change.

We revealed our corporate carbon footprint in accordance with the ISO 14064-1 Standard, which includes requirements for the calculation, removal and reporting of Greenhouse Gas Emissions. In this regard, we received our Carbon Footprint Verification Statement approved by the Tuv Austria Hellas accredited organization in Athens with a reasonable confidence level of 96.1%. We continue our environmental investments by adopting the scenario of limiting global warming to 1.5 °C as a guide. We rapidly develop our sustainability action plan, which aims to reduce and eventually eliminate the negative effects of climate change in order to leave a cleaner world to future generations.

In our Carbon Footprint calculation, all categories are taken into account according to the 14064-1:2018 standard and all data is recorded in the inventory report. We can see the resource flows with the Monitoring Procedure we have created for carbon footprint calculation.

You can see our total emission values for 2022 according to emission sources in the table on the right.

ISO 14064 Category	Emission (Ton CO2e)
Category 1 - Direct greenhouse gas emissions and removals	62,620.07
Category 2 - Indirect greenhouse gas emissions from imported energy	2,562.04
Category 3 - Indirect greenhouse gas emissions from transportation	9,334.88
Category 4 - Indirect greenhouse gas emissions from products used by the organization	2,051.14
Category 5 - Indirect greenhouse gas emissions related to the use of products from the organization	65.17
Category 6 - Indirect greenhouse gas emissions from other sources	384.31



Click on the arrow to access our greenhouse gas verification statement in compliance with ISO 14064-1.





WASTE MANAGEMENT



As Ateş Wind Power, we adopt a comprehensive waste management strategy to minimize the impact of our business operations and fulfill our commitment to leave a clean environment.

In order to minimize waste generation, we aim to reduce waste generation at its source. We classify the waste generated in our facility and identify and separate those that are suitable for recycling, so that we contribute to the reuse of recyclable materials.

However, in order to ensure full compliance with legal regulations, we minimize environmental impacts by disposing of waste in cooperation with licensed organizations. We ensure that waste is safely managed and stored without harming the environment by organizing waste storage areas in accordance with environmental conditions, needs and expectations.

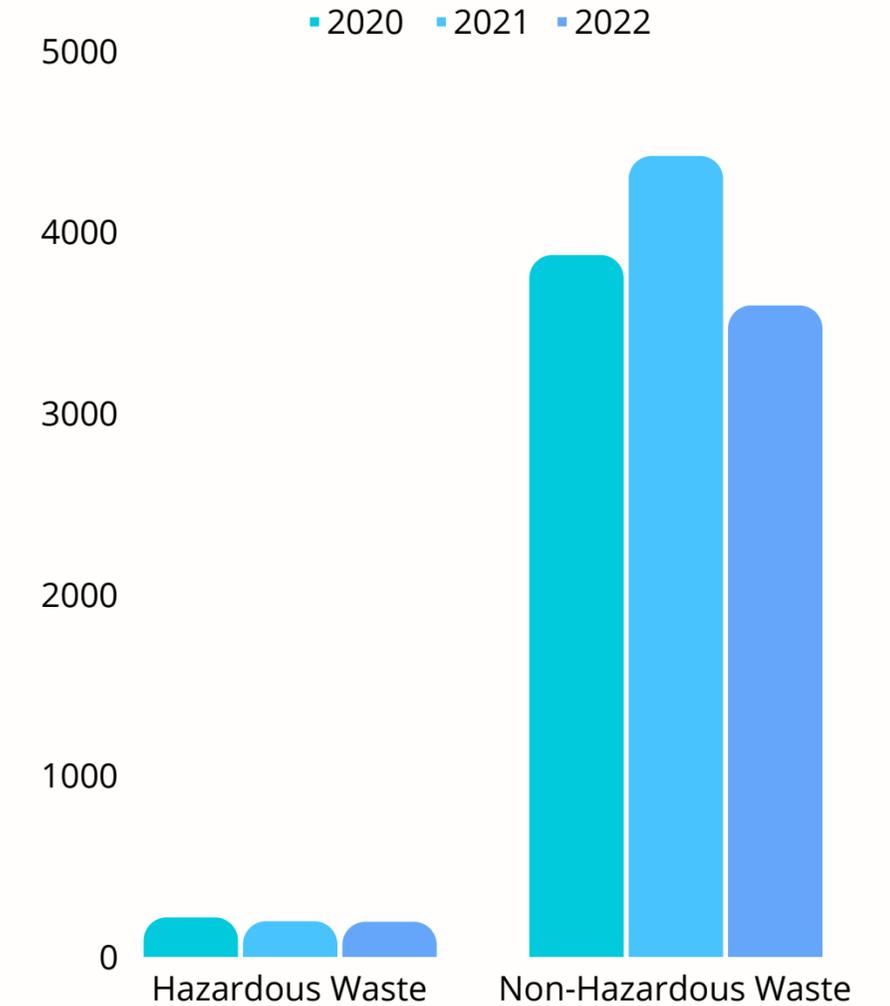
We are aware that the waste management system plays a critical role for our nature, and therefore, we raise awareness among our employees through the Recycling and Zero Waste Training Programs we organize every year and strengthen the culture of acting together for a sustainable future. We aim to leave a greener mark on our sustainability journey by continuously increasing the importance we attach to waste management for a clean environment we will leave for the future.

With the update to the Zero Waste Regulation on October 9, 2021, our company is obliged to establish 'Zero Waste Management' by December 31, 2021. In this context, we obtained our Zero Waste Certificate on January 12, 2022. You can compare our waste quantities generated in the last three years in the comparative table below and the adjacent graph.

BY WASTE TYPE, WASTE AMOUNTS BY YEAR	2020	2021	2022
HAZARDOUS WASTE, TONS	217	196	193
NON-HAZARDOUS WASTE, TONS	3,873	4,420	3,595



In 2022, we achieved a recycling rate of **94%** for all generated waste.





*We produce with confidence
for society...*

STAKEHOLDER'S VIEW

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Sustainability becomes its strongest when it is integrated with the principle of diversity and inclusion. Creating a workplace where every employee has equal opportunities and is evaluated in a fair environment is an important component of our sustainability journey. We will continue to support the well-being and development of our society, especially our employees.

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Didem ÜŞENMEZ

Ateş Wind Power Human Resources Manager



PRIORITY IS OUR EMPLOYEES

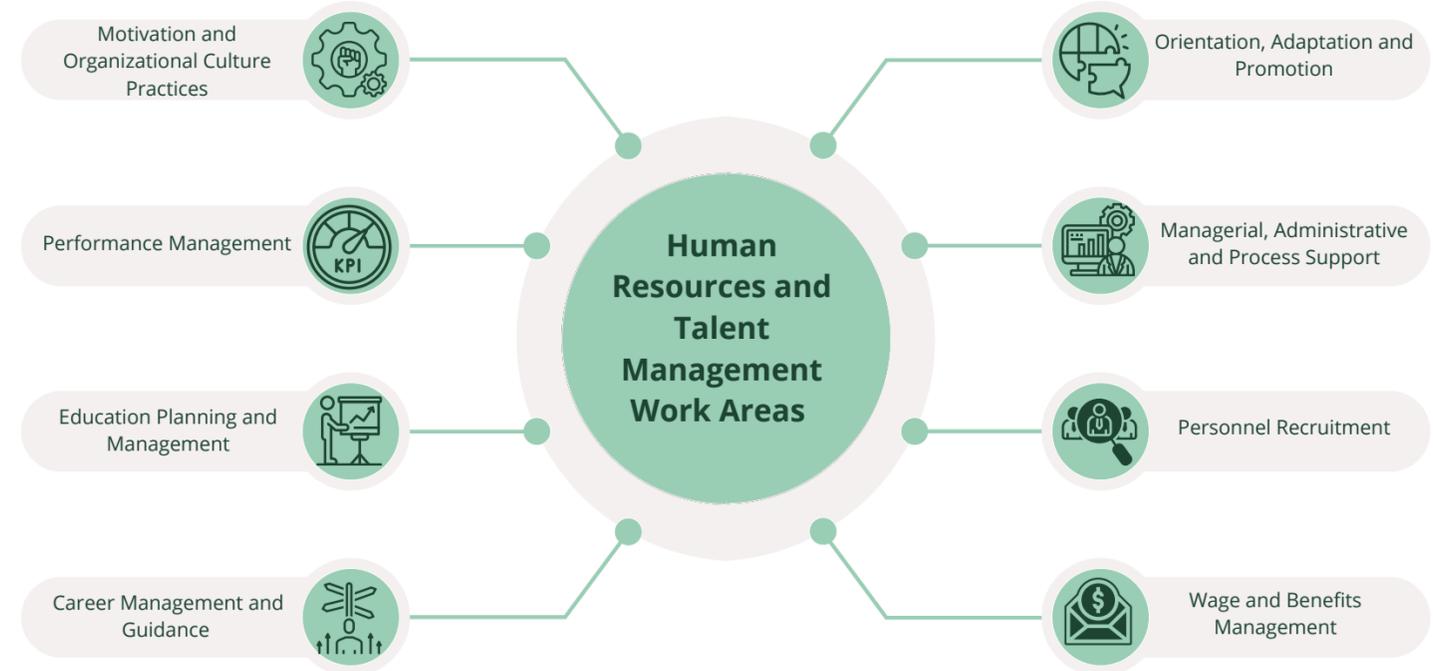
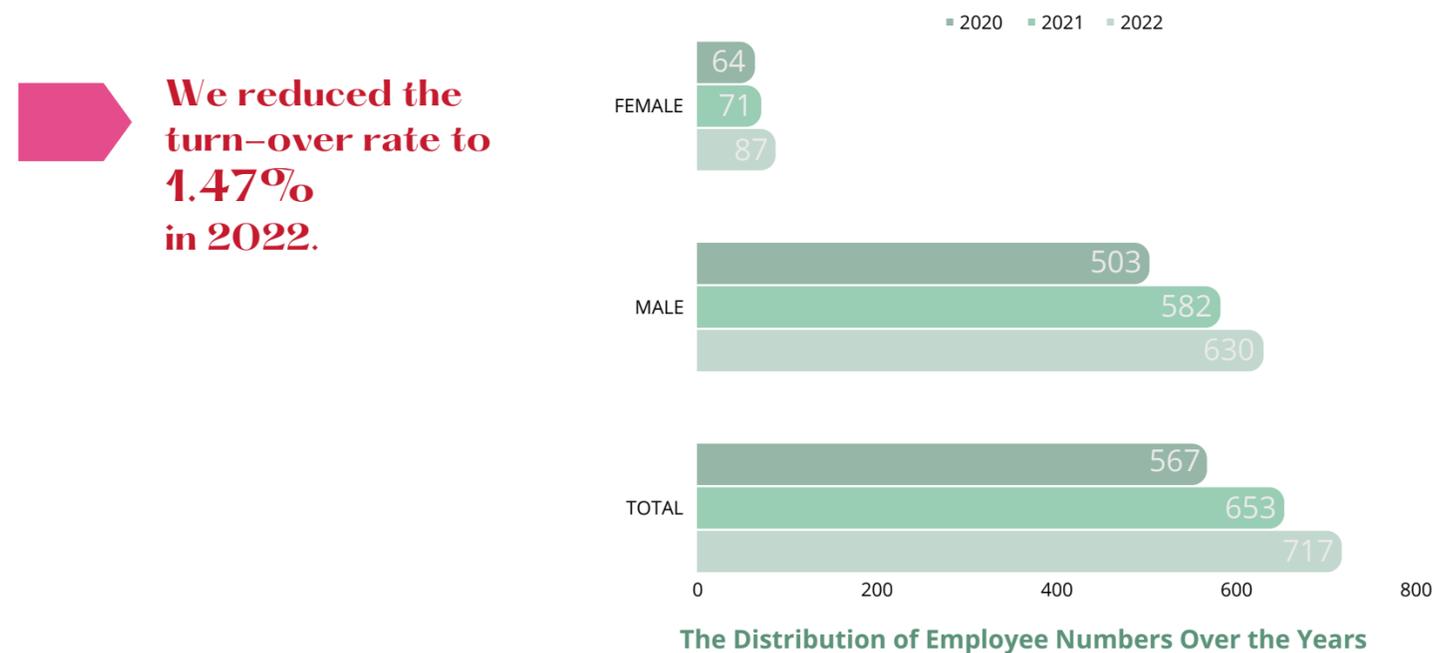


Our Human Resources Policy

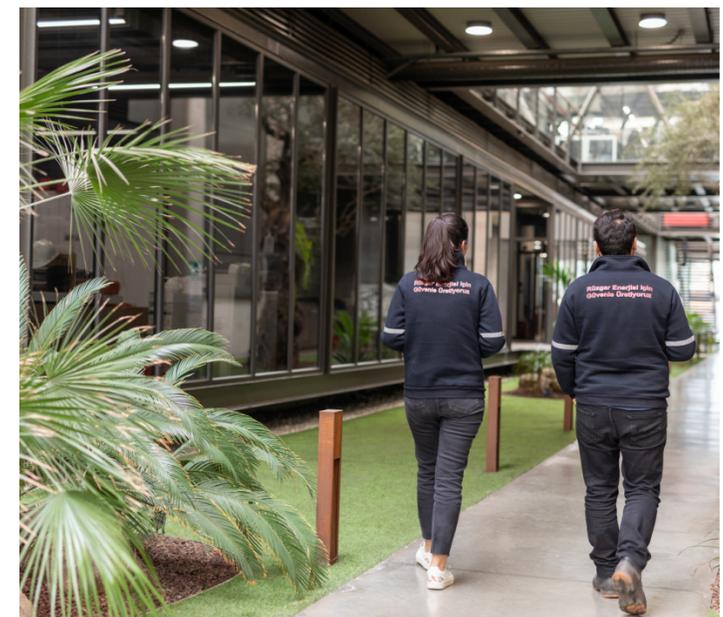
Our vision is to comply with all relevant standards, act in compliance with the legislation and continuously improve our work in these areas within the framework of a decent work approach for all our stakeholders, especially our employees, through our Human Rights Policy.

We act in compliance with the International Labor Organization (ILO) and the United Nations Convention on Human Rights, to which Türkiye is a party, within the scope of our Human Rights Policy. We continue our work by taking the necessary actions to provide a healthy and safe working environment for our employees. We have adopted a wage policy that will not create conflict among employees.

Respecting the rights of the communities in the geographies where we operate, we strive to reduce the negative impacts on their lives and carry out projects to provide them with better opportunities.



We consider equality elements without discrimination based on race, language, religion, religious beliefs, sect, ethnic origin, age, position, gender, gender identity, sexual orientation, color, physical characteristics, country of birth, marital status, pregnancy, dependents, disability, social class, political opinion in all processes concerning our employees, including recruitment, promotion, compensation, benefits, training, compulsory dismissal, and termination of employment. All avenues for issues such as the establishment of an unlawful working relationship, forced and child labor are closed, and openness and transparency constitute one of our most important criteria.



PRIORITY IS OUR EMPLOYEES



Trainings

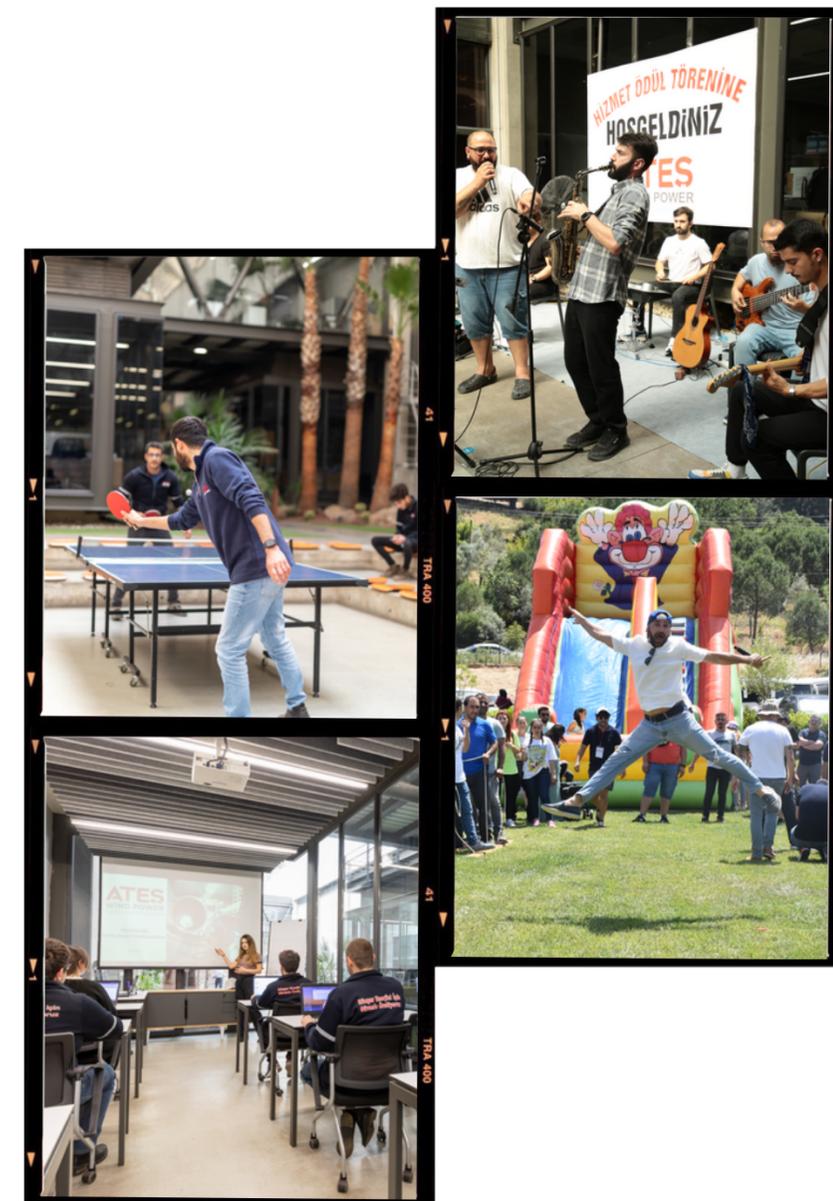
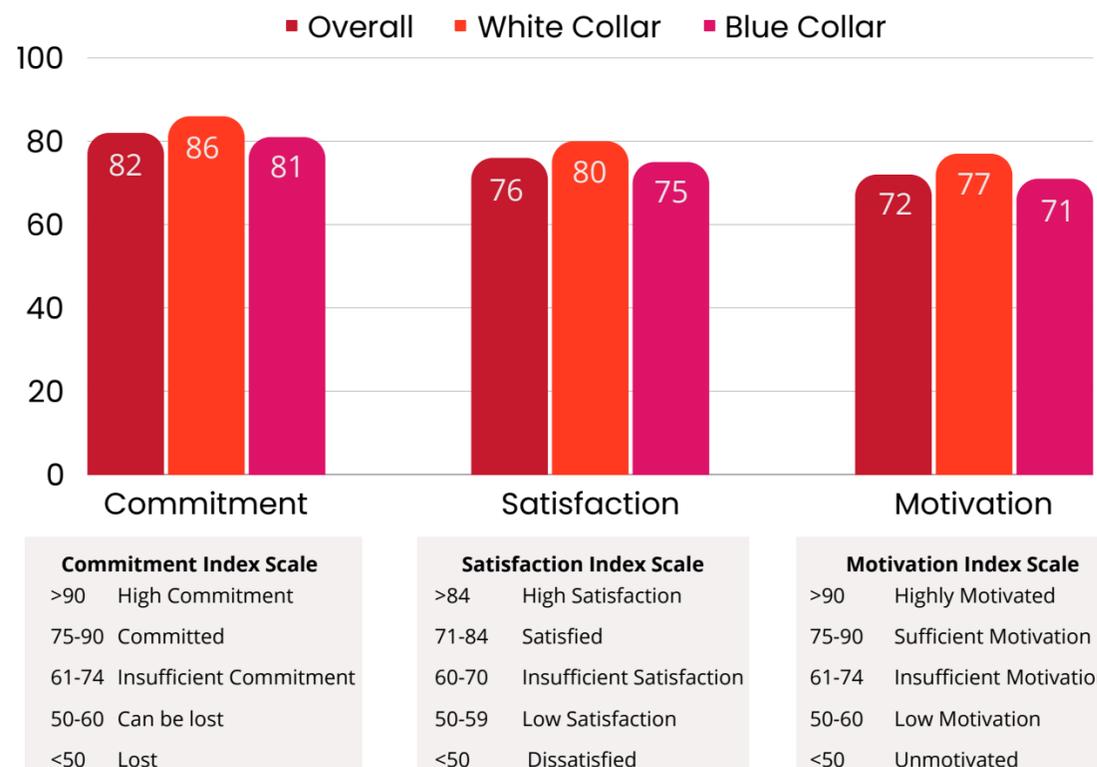
As Ateş Wind Power, we provide our employees with a working environment where they can develop themselves, be productive, and feel happy and healthy. In this regard, we meticulously follow global and sectoral developments, and take actions that allow our employees to continuously renew themselves accordingly. Through our Education Policy, we constantly monitor the development of our employees in line with the company's goals and objectives during their tenure. We make every investment necessary for determining the training needs, planning, and implementing training activities. We plan training sessions tailored to the needs of our employees in technical, professional development, and personal development areas that are suitable for their respective fields.

TOTAL HOURS OF TRAINING RECEIVED BY OUR EMPLOYEES	2020	2021	2022
BLUE COLLAR	15,784	8,202	10,322
WHITE COLLAR	984	1,283	1,702
FEMALE	1,820	975	1,355
MALE	14,948	8,510	10,669

Employee Satisfaction

The most important factor for the sustainability of our operations is our employees. We offer all our employees and subcontractors an equal and fair working environment that complies with the principles of diversity. As an organization that cares about employee loyalty, we create a respectful working environment, value human priority and take steps to improve working conditions.

The results of the survey we conducted to measure the satisfaction of our employees regarding working conditions are presented in the graphs below.



DIVERSITY AND INCLUSION



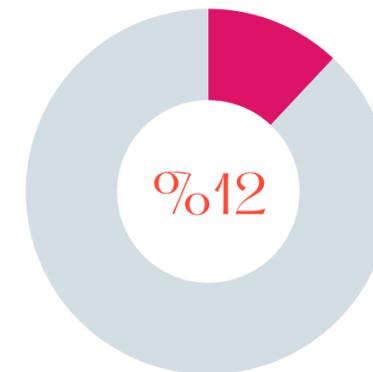
As Ateş Wind Power, we are committed to creating a working environment that prioritizes the principles of diversity and inclusion. We value the many individuals from different cultures, genders, age groups and talents in our workforce. We see diversity as a strength and believe that different perspectives foster creativity and encourage innovation. We ensure that every employee maintains their unique identity by creating an inclusive culture. We act on the principles of equal opportunities and fairness, respect diverse perspectives and work to maximize everyone's potential.

We believe in gender equality in working life and try to increase the rate of female employment within the organization. As an organization that supports gender equality, we know that professions have no gender. We believe in the value created by diversity and women. We implement our human resources policy on a basis that supports women's empowerment by taking part in the fight against inequalities of opportunity experienced by women in working life. We adopt the policy of equal wages for equal work in our Wage Management System.

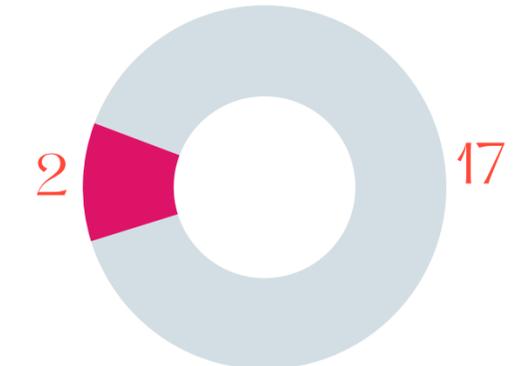
As Ateş Wind Power, we aim to build not only a company, but also a community that promotes equality and inclusion

DISTRIBUTION OF SENIOR-MIDDLE MANAGEMENT BY GENDER		2020	2021	2022
FEMALE	SENIOR MANAGEMENT	0	0	1
	MIDDLE MANAGEMENT	2	4	4
MALE	SENIOR MANAGEMENT	4	4	5
	MIDDLE MANAGEMENT	14	15	16

We increased our female employee ratio to 12% in 2022.



The number of disabled female employees is 2 and the number of disabled male employees is 17 in 2022.





OCCUPATIONAL HEALTH AND SAFETY



As Ateş Wind Power, we strategically prioritize occupational health and safety, placing specific emphasis on this matter in processes related to our core activities. Our decisions regarding workplace layout, machinery, equipment, design, and materials used are determined by various sources, including legal regulations, quality requirements, and workplace rules. Occupational safety activities concurrently serve as a key factor in the decision-making processes of our senior management.

We embrace the philosophy of 'continuous improvement' and 'zero accidents,' and apply it across all our employees and business processes. We support safety rules, criteria, and systems through regular training and innovative solutions. We monitor our activities in the field of occupational health and safety through our internal audit mechanism. We carry out planned internal audits at least once a year in order to review, control, improve and update the operability and effectiveness of the occupational health and safety management system. In the audits, we check both compliance with legal legislation and international conditions that we undertake to comply with and compliance with our OHS principles.

In audits conducted by our supervisors, who are OHS specialists, solutions and corrective actions are identified for areas where our company needs improvement in terms of OHS. We also strive to expand our strengths. All occupational accidents that occur despite the measures taken are examined in detail by our occupational safety experts and relevant unit representatives. After the evaluations, we implement the necessary preventive and corrective measures. Thanks to this approach;

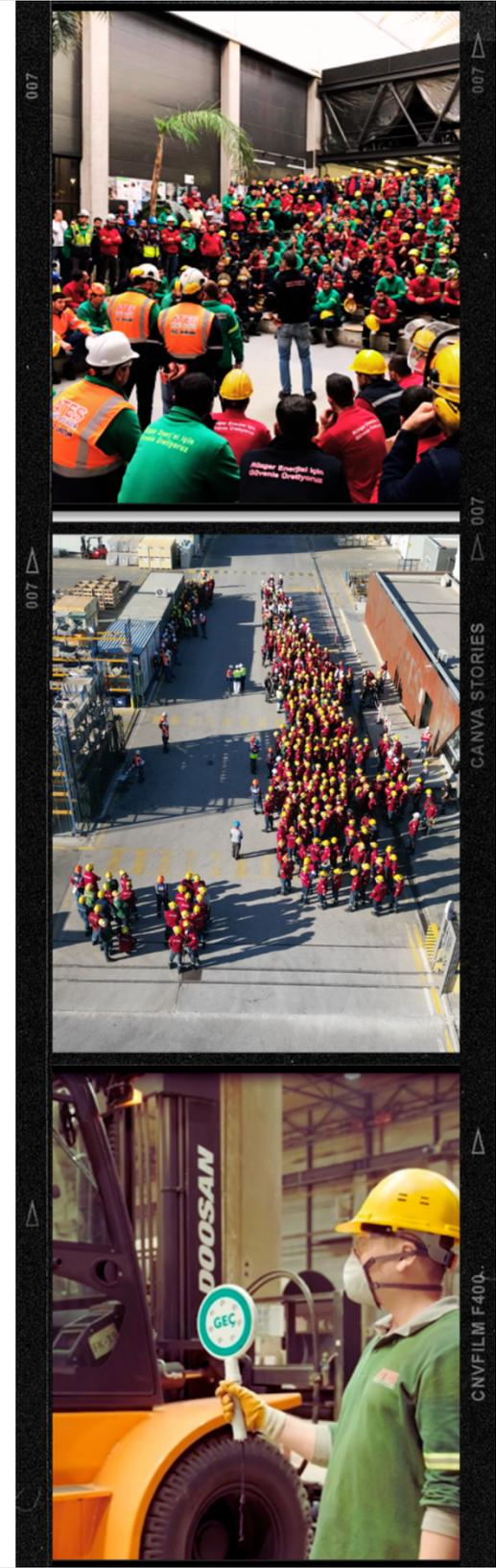
 In 2022, compared to the previous year, **26% improvement** was achieved in our accident frequency performance value and **92% improvement** was achieved in our accident severity rate **%26**.

Occupational health and safety is a high-priority issue at Ateş Wind Power due to both its importance for our stakeholders and the nature of our business. We consider providing a healthy and safe working environment for our employees among our biggest responsibilities. We are developing a strong occupational safety and health culture with the goal of zero occupational accidents and occupational diseases.

 No **fatal accidents and occupational diseases** occurred in 2022.

 In our generator factory, we achieved our goal of **“Zero Occupational Accidents”** for the year 2022.

In our company, we continue to work towards the goal of eliminating risks by identifying the risks arising from our activities and reducing them to acceptable levels within the framework of national and international standards. In Risk Assessment studies, we examine site-specific chemical, physical, biological, ergonomic and psychological factors in detail; we provide technical and administrative measures to eliminate or reduce the exposure of our employees to these factors within acceptable limits. We follow up the results obtained by monitoring them through periodic controls. We also consider and evaluate OHS issues for planned new projects, operations or changes.



CANVA STORIES
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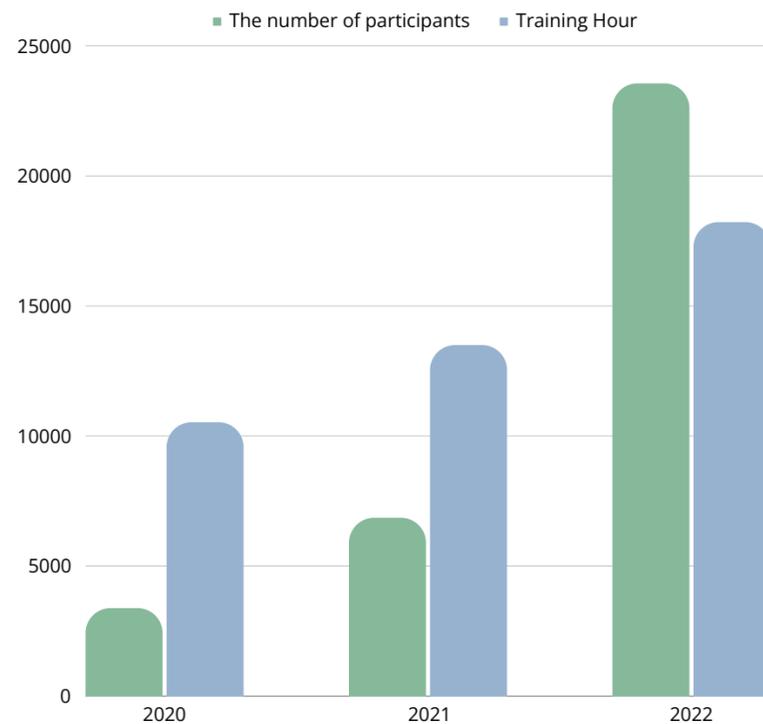


OCCUPATIONAL HEALTH AND SAFETY



We prioritize the health of our employees and take various measures to protect them from both occupational and general illnesses. From the time of recruitment, we subject all our employees to periodic health check-ups throughout their employment. Our on-site clinic and dedicated healthcare professionals provide various health services to our employees, and we implement preventive measures such as vaccinations. Alongside physical health, maintaining high morale and enhancing mental well-being are among our priorities.

We aim to increase the OHS awareness of our employees through health and safety training programs. Our occupational health and safety training programs cover a wide range of content, from basic safety principles to specific risk management strategies. In this context, in 2022, we provided our employees with a total of **18,223** hours of occupational health and safety training. You can see the annual distribution of the occupational health and safety training data we provided in the last three years in the chart below.



Additionally, we provide Occupational Health and Safety training to contractors and guests upon their entry to our facility to ensure that they do not encounter any adverse situations during their presence in our facility.

➔ We provided **720 hours** of training to the employees of our outsourced suppliers in 2022 with the principle of spreading the Occupational Health and Safety culture throughout our entire value chain.

➔ With the awareness of creating a sustainable occupational safety culture in our company, we provided employees with **3,285 hours** of toolbox training.



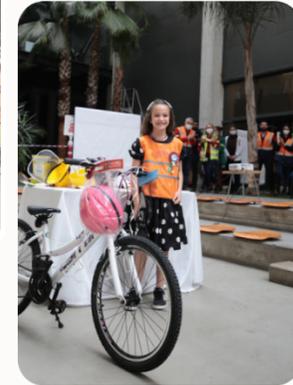


SOCIAL CONTRIBUTION

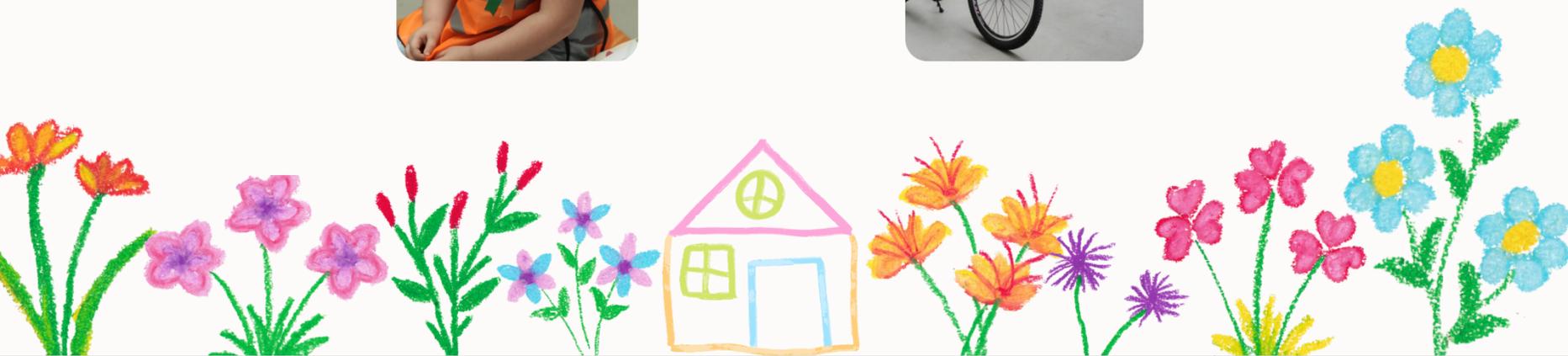


We take part in activities such as science, art and sports in order to support the culture, history, economic and social development of the lands we live in, and participate in organizations that will advance our talents.

The children of our Ateş Wind Power family colored our April 23rd drawing contest, which we organized with the theme "We produce with confidence for a green world", with their drawings. In the contest where 29 children participated, our children reflected their dreams of a green future through their own eyes. At the end of the contest, we met with our employees and children at a pleasant event. All participating drawings were exhibited at the event, where prizes were also awarded. We continue to work and produce to realize the future dreams of our children, and we aim to carry our prize-winning April 23rd painting contest into the coming years.



We stand by our women, whom we trust in office and production, on the volleyball field as well. We are happy to be the main sponsor of Bergama Municipality Youth and Sports Club, which will represent our district in the Turkish Volleyball Federation Women's 2nd League in the 2021-2022 season. We support our athletes wholeheartedly and wish success to our team!





ANNEXES





ANNEX-1 PERFORMANCE INDICATORS

SOCIAL PERFORMANCE INDICATORS

EMPLOYEE DISTRIBUTION BY YEARS		2020	2021	2022
NUMBER OF EMPLOYEES	FEMALE	64	71	87
	MALE	503	582	630
	TOTAL	567	653	717

TOTAL LABOR FORCE BY EDUCATION LEVEL		2020	2021	2022
NUMBER OF EMPLOYEES	Primary	215	223	225
	Education High School	208	250	285
	University and Above	79	180	207

NUMBER OF NEWLY HIRED PERSONNEL		2020	2021	2022
FEMALE		11	27	24
MALE		111	239	167

RETURN TO WORK AND RETENTION RATES AFTER MATERNITY LEAVE	2020	2021	2022
Number of Employees entitled to Maternity	1	-	-
Number of Employees Taking Maternity Leave	-	2	1
Number of Employees Returning to Work after Maternity Leave	1	1	-
The Total Number of Employees Returning to Work after Maternity Leave Ended and Still in Employment 12 Months after Their Return	-	0	-

TOTAL WORKFORCE BY AGE GROUPS		2020	2021	2022
FEMALE	18-30	15	20	23
	30-45	41	40	52
	45+	8	11	12
MALE	18-30	236	282	276
	30-45	215	258	306
	45+	24	42	48

HR GENERAL INDICATORS	2020	2021	2022
Personnel Rate of Turnover	0.38%	2.23%	1.47%
Rate Of Transition To Staff At The End Of Probationary Period	89.30%	87.60%	85.38%
Training Hours Per Person	2.25	2.06	2.99
Rate of Female Employees	11.3%	10.8%	12.1%

2022 OHS TRAININGS	THE NUMBER OF PARTICIPANTS	TRAINING DURATION (hours)
Induction Training	327	1,440
Basic Occupational Health Training	359	1,680
Toolbox Training	11,112	3,285
Basic Occupational Safety Training	561	4,320

NUMBER OF TRAINING PARTICIPANTS	2020	2021	2022
BLUE COLLAR	7,142	7,785	4,260
WHITE COLLAR	192	249	301
FEMALE	783	710	521
MALE	6,531	7,528	4,040

HOURS OF TRAINING (EXCLUDING OHS)	2020	2021	2022
BLUE COLLAR	15,784	8,202	10,322
WHITE COLLAR	984	1,283	1,702
FEMALE	1,820	975	1,355
MALE	14,948	8,510	10,669

DISTRIBUTION OF SENIOR-MIDDLE MANAGEMENT BY GENDER		2020	2021	2022
FEMALE	SENIOR MANAGEMENT	0	0	1
	MIDDLE MANAGEMENT	2	4	4
MALE	SENIOR MANAGEMENT	4	4	5
	MIDDLE MANAGEMENT	14	15	16

OHS PERFORMANCE INDICATORS	2020	2021	2022
Accident Frequency Rate**	42.28	124.33	91.63
Accident Weight Rate***	0.43	6.18	0.46

** Accident Frequency Rate = (Total Number of Accidents) / ((Total Work Days - Non-Working Days) x Daily Working Hours) x 1,000,000
 *** Accident Severity Rate = (Total Number of Lost Days) / (Total Work Days - Non-Working Days) x 1,000



ANNEX-1 PERFORMANCE INDICATORS

ENVIRONMENTAL PERFORMANCE INDICATORS

GREENHOUSE GAS DISTRIBUTION BY EMISSION SOURCES	Amounts (Ton CO2e)	Percentage Impacts
Electricity Consumption	2,562.04	17.795%
Fuel Tank (WTT)	0.07	0.0005%
Transfer Vehicles	292.06	2.029%
Logistics	9,022.89	62.670%
Journeys	19.70	0.137%
Accommodation	0.16	0.001%
Water Consumption	1.09	0.008%
Purchased Goods/Raw Materials	1,863.60	12.944%
Domestic Waste	105.84	0.735%
Solid Waste	80.61	0.560%
End-of-life Treatment Of Products Sold	65.17	0.453%
Fuel and Energy Transmission/Distribution	384.31	2.669%
Total	14,397.54	100%

GREENHOUSE GAS EMISSION DISTRIBUTION BY CATEGORY	Amounts	Percentage
Category 1 - Direct Greenhouse Gas Emissions and Removals	62,620.07	81.31%
Category 2 - Indirect Greenhouse Gas Emissions From Imported Energy	2,562.04	3.33%
Category 3 - Indirect Greenhouse Gas Emissions From Transportation	9,334.88	12.12%
Category 4 - Indirect Greenhouse Gas Emissions from Products Used by the Organization	2,051.14	2.66%
Category 5 - Indirect Greenhouse Gas Related to The Use Of Products From The Organization	65.17	0.08%
Category 6 - Indirect greenhouse gas emissions from other sources	384.31	0.50%
Total	77,017.62	100%

GREENHOUSE GAS EMISSION DISTRIBUTION BY SCOPE	Amounts	Percentage Impacts
SCOPE I	62,620.07	81.31%
SCOPE II	2,562.04	3.33%
SCOPE III	11,835.51	15.37%

ENERGY CONSUMPTION AND PRODUCTION VALUES		2020	2021	2022
NON-RENEWABLE RESOURCES (CONSUMPTION)	Natural Gas (m3)	124,785	136,559	127,614
	Electricity (kWh)	6,665,609	6,608,081	6,206,508
	Propane (tons)	40	54	65
	Diesel (tons)	94	122	71
RENEWABLE RESOURCES (PRODUCTION)	Solar (kWe)	--	1,032,748	1,550,219



ANNEX-2 STAKEHOLDER COMMUNICATION CHANNELS

Stakeholders	Communication Platform	Communication Period
Employees	Corporate Website	Continuous
	Social Media	Continuous
	News Bulletins, Human Resources, General Announcements	Continuous
	Windbox	Continuous
	Department Meetings, Executive Meetings	Continuous
	Education Studies	At Certain Intervals
	Performance Assessment	At Certain Intervals
	Employee Satisfaction Survey	At Certain Intervals
	Sustainability Report	Once a Year
	Audits	At Certain Intervals
	Volunteering Work	Continuous
	Suggestion Systems	Continuous
	Career Development Programs	Continuous
	Social Activities	Continuous
Customers	Corporate Website	Continuous
	Customer Satisfaction Survey	At Least Once a Year
	Meetings	At Certain Intervals
	Social Media	Continuous
	Sustainability Report	Once a Year
Business Partners	Corporate Website	Continuous
	Assessment Surveys	At least Once a Year
	Management Systems Audit	At Certain Intervals
	Meetings Within The Scope of Sectoral Association	Continuous
	Grievance Mechanisms	Continuous
	Meetings	At Certain Intervals
	Audits	At Certain Intervals
	Sustainability Report	Once a Year

Stakeholders	Communication Platform	Communication Period	
Social Stakeholders	Corporate Website	Continuous	
	Social Media	Continuous	
	Meetings	At Certain Intervals	
	Sustainability Report	Once a Year	
	Grievance Mechanisms	Continuous	
	Corporate Social Responsibility Projects	At Certain Intervals	
	Corporate Reputation and Perception Research	At Certain Intervals	
	Memberships	At Certain Intervals	
	Press Releases	At Certain Intervals	
	Interviews	At Certain Intervals	
	Public Institutions	Corporate Website	Continuous
		Meetings, Capacity Building Meetings	At Certain Intervals
Meetings		At Certain Intervals	
Official Correspondence		Continuous	
Audits		At Certain Intervals	
Regular Monitoring of Reporting Obligations and Other Information Flows Prescribed in Laws and Regulations		Continuous	
Career Days, Events of University Clubs and Societies		At Certain Intervals	
Memberships		At Certain Intervals	
Thematic Seminars, Conferences and Panels	At Certain Intervals		



ANNEX-3 GRI INDEX

GRI Standard	Disclosures	Explanations	Page Numbers and References
GRI 1: FOUNDATION 2021			
GRI 2: General Disclosures 2021			
Establishment and Reporting Practices	2-1 Organizational Details	About Ateş Wind Power	5-10
	2-2 Entities Included in The Organization's Sustainability Reporting	About the Report	4
	2-3 Reporting Period, Frequency, and Contact Point	About the Report	4
Activities and workers	2-6 Activities, Value Chain and Other Business Relationships	Fields of Activity	10
		Governance	17
	2-7 Employees	Priority is Our Employees	32-33
Governance	2-9 Governance Structure and Composition	Governance	17
	2-10 Nomination and Selection of The Highest Governance Body	Governance	17
	2-11 Chair of The Highest Governance Body	Governance	17
	2-12 Role of The Highest Governance Body in Overseeing The Management of Impacts	Governance	17
	2-13 Delegation of Responsibility for Managing Impacts	Governance	17
	2-14 Role of The Highest Governance Body in Sustainability Reporting	Governance	17
	2-15 Conflicts of Interest	Ethics and Transparency	21
	2-16 Communication of Critical Concerns	Ethics and Transparency	21
	2-19 Remuneration Policies	Diversity and Inclusion	34
	2-22 Statement on Sustainable Development Strategy	Our Approach To Sustainability	11-15
	2-23 Policy Commitments	Strategic Management Model	20
	2-24 Embedding Policy Commitments	Our Environmental Approach	27
		Our Human Resources Policy	32
Occupational Health and Safety		35	
2-25 Processes to Remediate Negative Impacts	Managing Risks and Opportunities	22-23	

GRI Standard	Disclosures	Explanations	Page Numbers and References
GRI 1: FOUNDATION 2021			
GRI 2: General Disclosures 2021			
Governance	2-26 Mechanisms for Seeking Advice and Raising Concerns	Ethics and Transparency	21
	2-27 Compliance with Laws and Regulations	Ethics and Transparency	21
	2-28 Membership Associations	Membership and Initiatives	17
	2-29 Approach to Stakeholder Engagement	Our Stakeholder Relations	25
GRI 3: Material Topics 2021			
Disclosures on Material Topics	3-1 Process to Determine material topics	Sustainability Prioritization Analysis	13
	3-2 List of Material Topics	Sustainability Prioritization Analysis	13
	3-3 Management of Material Topics	Compliance with Sustainability Development Goals	14
AWP Sustainability Goals		15	
GRI 200: Economic Standards Series			
GRI 3: Material Topics 2021	3-1 Process to Determine Material Topics	Sustainability Prioritization Analysis	13-14
	3-2 List of Material Topics	Our Value-Adding Business Approach	16-25
	3-3 Management of Material Topics	Our Value-Adding Business Approach	16-25
GRI 201: Economic Performance 2016	201-1 Direct Economic Value Generated and Distributed	Our Value-Adding Business Approach	16-19
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and Services Supported	Investments and Innovation	19
	203-2 Significant Indirect Economic Impacts	Managing Risks and Opportunities	22-23
GRI 204: Procurement Practices 2016	204-1 Proportion of Spending on Local Suppliers	Supply Chain Management	24
GRI 205: Anti-Corruption 2016	205-2 Communication and Training About Anti-corruption Policies and Procedures	Ethics and Transparency	21



ANNEX-3 GRI INDEX

GRI Standard	Disclosures	Explanations	Page Numbers and References
GRI 300: Environmental Standards Series			
GRI 3: Material Topics 2021	3-1 Process to Determine Material Topics	Sustainability Prioritization Analysis	13-14
	3-2 List of Material Topics	Environmental Impact	26-30
	3-3 Management of Material Topics	Environmental Impact	26-30
GRI 302: Energy 2016	302-1 Energy Consumption Within The Organization	Sustainable Energy Management	28
	302-4 Reduction of Energy Consumption	Sustainable Energy Management	28
	302-5 Reductions in Energy Requirements of Products and Services	Sustainable Energy Management	28
GRI 303: Water and Effluents 2018	303-1 Interactions With Water As A Shared Resource	Our Environmental Approach	27
	303-3 Water Withdrawal	Our Environmental Approach	27
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG Emissions	Our Carbon Footprint	29
	305-2 Energy Indirect (Scope 2) GHG Emissions	Our Carbon Footprint	29
	305-3 Other Indirect (Scope 3) GHG Emissions	Our Carbon Footprint	29
	305-4 GHG Emissions Intensity	Our Carbon Footprint	29
	305-5 Reduction of GHG Emissions	Our Carbon Footprint	29
GRI 306: Waste 2020	306-3 Waste Generated	Waste Management	30
	306-5 Waste Directed to Disposal	Waste Management	30
GRI 400: Social Standards Series			
GRI 3: Material Topics 2021	3-1 Process to Determine Material Topics	Sustainability Prioritization Analysis	13-14
	3-2 List of Material Topics	Social Responsibility	31-36
	3-3 Management of Material Topics	Social Responsibility	31-36

GRI Standard	Disclosures	Explanations	Page Numbers and References
GRI 400: Social Standards Series			
GRI 401: Employment 2016	401-1 New Employee Hires and Employee Turnover	Annex-1 Performance Indicators	39
		Priority is Our Employees	32-33
		Diversity and Inclusion	34
GRI 401: Employment 2016	401-2 Benefits Provided to Full-time Employees That Are Not Provided to Temporary or Part-time Employees	There is no separate insurance for social benefits, life insurance, disability and incapacity insurance.	
		401-3 401-3 Parental Leave	Annex-1 Performance Indicators
GRI 403: Occupational Health and Safety 2018	403-1 Occupational Health and Safety Management System	Occupational Health and Safety	35
	403-2 Hazard Identification, Risk Assessment, and Incident Investigation	Occupational Health and Safety	35
		Annex-1 Performance Indicators	40
	403-3 Occupational Health Services	Occupational Health and Safety	35
	403-4 Worker Participation, Consultation, and Communication on Occupational Health and Safety	Occupational Health and Safety	35
	403-5 Worker Training on Occupational Health and Safety	Occupational Health and Safety	36
	403-6 Promotion of Worker Health	Occupational Health and Safety	36
	403-7 Prevention and Mitigation of Occupational Health and Safety Impacts Directly Linked by Business Relationships	Occupational Health and Safety	35
	403-9 Work-Related Injuries	Occupational Health and Safety	35
	403-10 Work-Related Ill Health	During the 2021-2022 reporting period, we do not have any employees who have received a diagnosis of occupational disease due to company activities.	
GRI 404: Training and Education 2016	404-1 Average Hours of Training per Year per Employee	Annex-1 Performance Indicators	39
	404-2 Programs for Upgrading Employee Skills and Transition Assistance Programs 10	Priority is Our Employees - Trainings	33



ANNEX-3 GRI INDEX

GRI Standard	Disclosures	Explanations	Page Numbers and References
GRI 400: Social Standards Series			
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of Governance Bodies and Employees	Priority is Our Employees	32
		Diversity and Inclusion	34
GRI 406: Non-discrimination 2016	405-2 Ratio of Basic Salary and Remuneration of Women to Men	Diversity and Inclusion	34
		406-1 Incidents of Discrimination and Corrective Actions Taken	<p>Priority is Our Employees</p> <p>No discrimination cases have been encountered during the reporting period.</p>
GRI 408: Child Labor 2016	408-1 Operations and Suppliers at Significant Risk for Incidents of Child Labor	Priority is Our Employees	32
		409-1 Operations and Suppliers at Significant Risk for Incidents of Forced or Compulsory Labor	<p>Priority is Our Employees</p> <p>Ethics and Transparency</p>
GRI 413: Local Communities 2016	413-1 Operations with Local Community Engagement, Impact Assessments, and Development Programs	Our Stakeholder Relations	25
		Priority is Our Employees	32
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the Health and Safety Impacts of Product and Service Categories	All operations undergo continuous occupational health and safety assessments in accordance with legal requirements.	
	416-2 Incidents of Non-Compliance Concerning the Health and Safety Impacts of Products and Services	During the reporting period, there have been no instances of non-compliance with laws related to the health and safety impacts of products and services.	



ACKNOWLEDGMENT

To learn more about Ateş Wind Power's Sustainability Report or to share your views and suggestions, please visit their official website or directly contact the company:

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