



ATES

WIND POWER

2023
SUSTAINABILITY
REPORT

ATES
WIND POWER
Integrated Innovative Sustainable Solutions

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About the Report

As a company operating in the renewable energy sector, we define our sustainability approach and priorities in our governance structure and environmental management and social responsibility approach considering the importance of human beings and nature.

This report assesses the sustainability performance of our company in terms of environment, employees, stakeholders and social responsibility. We have prepared this work based on interviews with our managers and analyses. As our third report in compliance with the Global Reporting Initiative (GRI) Standards, we disclose to our stakeholders the sustainability performance of our operations for the period of 1 January to 31 December 2023. We also explain our management philosophy, strategic priorities, sustainability approach, priorities, risks and opportunities in our report.

We aim to continue our reporting in the future, and improve it along the expectations of our stakeholders. We hereby submit, for your viewing, our Sustainability Report 2023 digitally produced to minimize environmental impact.

We highly value the views of our stakeholders for all of our business processes, and continue to further improve ourselves based on their feedback. Please communicate to info@atescelik.com your questions, views and suggestions relating to our Sustainability Report 2023.





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WIND POWER

CEO's Message

Dear stakeholders,

Substantial transformations occurred at global scale in the renewable energy sector in 2023. Efforts to combat climate change were accelerated and renewable energy investments reached new records across the world. As renewable energy capacities were augmented in line with the 2050 Net Zero target of the European Union (EU), The Inflation Reduction Act in the United States of America (USA) provided billions of dollars in incentives to the renewable energy sector. This new law offers comprehensive financing means for renewable power generation and technology development, and catapulted USA into the leading position in global renewable energy investments. Investments in solar and wind power accelerated in the support of energy transformation in China, India and other Asian countries.

Keeping up with the world, Türkiye made significant strides in the renewable energy sector. Our country achieved 56% of its total installed power as of 2023 to solidify its leading position in generation from renewable resources. New projects in wind and solar energy were commissioned while Renewable Energy Resource Areas (YEKA) projects increased domestic generation contributing to growth in the sector. In addition, companies started to invest more in low-carbon production processes in line with Türkiye's goal of becoming carbon-neutral.

In this age when the world and our country change and transform rapidly, we as a leading company prioritizing sustainability in the renewable energy sector continue our operations proudly. In 2023, we as Ateş Wind Power both achieved a significant growth and further advanced our responsibilities.

This year, we increased our capacity by our new production facility which we completed in Bergama Organized Industrial Zone (Bergama OIZ), and further developed our technological infrastructure. In this facility of 18,000 m² of closed space, we implemented innovative production processes that solidified



our competitiveness in the sector. We also partnered with Hamax Co.Ltd., a long-standing company of Japan, to build Hamax Europe factory which would have strategic importance for the European markets. Such initiatives highlight once more the importance we accord to global cooperation and technological innovation.

In 2023, we enhanced our presence in the global market by exporting towers, generators, foundation cages, and tower connection components for wind energy to numerous countries, including Greece, France, Scotland and Lithuania. At the same time, we took concrete steps to reduce our carbon footprint through projects prioritizing energy efficiency and investments aimed at minimizing environmental impacts. The solar panels, representing the first phase of our Pergamon Wind and Solar Energy projects, were commissioned, further strengthening our commitment to meeting our energy needs from renewable sources.

We developed, by our awareness of social responsibility, new policies to enhance the well-being of our employees and create an inclusive working environment. With our training and development programs, we continue to support the competencies of our teams. Further, by our projects towards achieving our goal of zero waste in environmental management, we optimized resource use to reinforce our sustainable production approach.

As we move into 2024, we focus on new projects that will solidify our lead in the sector and on developing solution-oriented approaches for a more sustainable world. We thank all of our stakeholders who have stood by us to date, and aim to work with you to build a more livable future.

Kindest regards,
Mahmut GÜLDOĞAN
CEO

Ateş Wind Power at a Glance

On our journey where we started by manufacturing steel carrying systems used for outdoor advertising, we expanded our operations and moved into the wind energy sector. In 2007, we moved Say Reklam's steel construction production line to a new facility, and entered the wind power solutions sector under “**Ateş Wind Power**” brand. In 2013, building on our experience of 24 years in the steel construction sector, we started to manufacture towers for wind power plants (WPPs). In addition to tower manufacturing, in 2019, we established the first and only direct-drive-technology-based generator factory in Türkiye.

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Currently we continue to produce safely at our production facility in Çandarlı for many wind power projects across the world. Our production facility is along the Izmir-Çanakkale Highway, and only 3 kilometers from Çandarlı Port which will soon commence operations. We have tower and generator factories as well as office buildings and storage areas at the facility.

At our company which has since founding been rapidly growing and achieved significant commercial feats, we are building a new facility through recent investments in infrastructure and capacity expansion. We will engage in the following practices at our prospective facility of 18,000 m² of closed space being built at Bergama OIZ:

**Metal
Form**

**Welded
Manufacturing**

Machining

**Surface
processing**

This facility will enable us to manufacture large-size, precision connection parts within turbines being assembled, and elevated our technology capacity to a higher level of automation.



We as Ateş Wind Power joined forces in 2019 with Hamax Co.Ltd., one of the oldest Japanese companies and also a top player in the US market. In 2023, by a 50-50% partnership of Ateş Wind Power and Hamax, we completed the installation of our new factory named Hamax Europe at Bergama OIZ.

The economic data in the following table present our company's financial standing, significant expenditures towards strategic objectives, investments and employee wages. It also depicts donations, contributions to our social responsibility projects aiming at social good. Such data demonstrate the good financial standing and well-discharged responsibility to society.



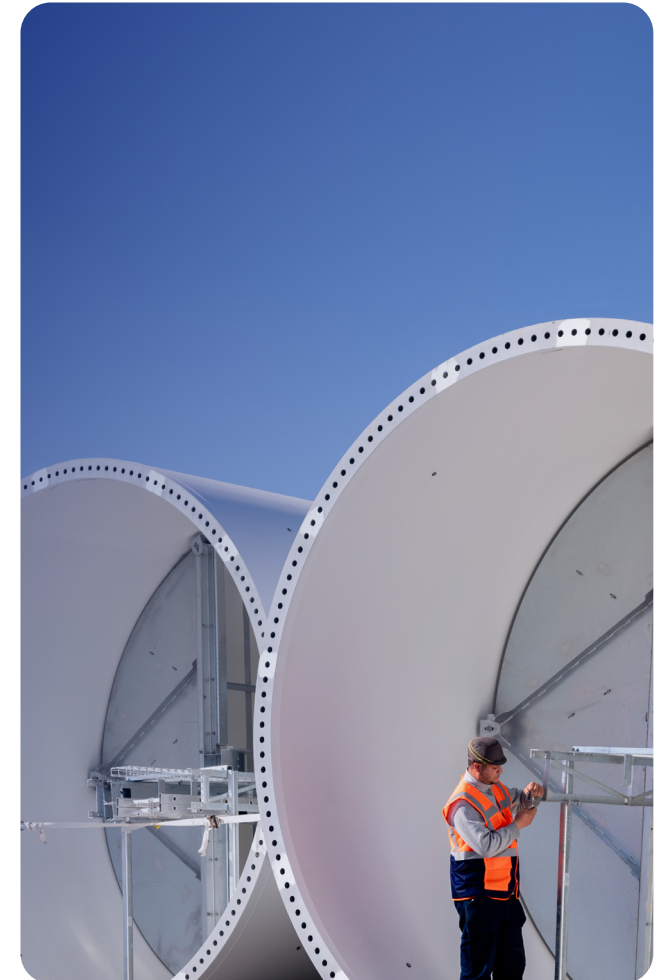
Economic Data	Currency	2021	2022	2023
Investment Expenditures	TRY	32,290,000.00	118,332,000.00	470,843,000.00
Wages Paid to Employees	TRY	45,303,000.00	94,452,485.00	192,930,492.00
Donations and Sponsorships	TRY	113,000.00	362,300.00	785,213.05
Environmentally-Oriented Investments (Wind Power Plant (WPP))	TRY	80,600.00	20,000.00	218,620.00

in 2023,

As Ateş Wind Power, of the 139 wind turbine towers in 2023, we sold 104 domestically and exported 35 to 4 countries namely Greece, France, Scotland and Lithuania.

We deliver all of turbine generators of our production to ENERCON as internal sales. Such items are used by ENERCON at overseas projects. The following table depicts sales quantities in the last 3 years.

Our Sales Quantities		Unit	2021	2022	2023
Wind Turbine Tower	Production	Piece	198	182	139
	Internal Sale	Piece	109	59	104
	Export	Piece	89	123	35
Wind Turbine Generator	Production	Piece	103	103	60
	Internal Sale	Piece	103	99	58
	Export	Piece	0	0	0



History and Milestones

1989

We started our journey within Say Reklam by manufacturing steel carrying systems used for outdoor advertising.

2007

We moved the steel construction production line to a new facility, and started manufacturing under "Ateş Wind Power" title.

2012

We moved to our new facility built in Bergama, Izmir.

2013

Building on our experience of 24 years in steel construction, we started to manufacture towers for WPPs.

2019

We established the first and only "direct-drive"-technology-based generator factory in Türkiye.

2022

We started the construction of a second production facility that will manufacture large-size, precision parts for wind turbines.

2023

We joined forces with Hamax Co.Ltd. and started to build Hamax Europe factory at Bergama OIZ.

Mission and Vision

We as Ateş Wind Power maintain our business modus operandi focused on customers and quality with unwavering respect for human and environment. By our attitude, we care to build strong, permanent collaboration. In line with our trust in our employees and our goal of developing together, we strive to grow and preserve our strong position in the sector.

Vision

We aspire to be the most recognized and preferred company by our products, services and solutions.



Mission

We work hard for a sustainable world, focus on our customers' success through provision of our innovative and integrated solutions in the wind energy sector.



Products and Services

Our Product Groups

Our journey, which started 35 years ago by manufacturing steel carrying systems used for outdoor advertising, continues today as Ateş Wind Power with products and solutions we develop for the wind energy sector.

Towers

We manufacture sections of towers up to 6 meters in diameter at our facilities in Bergama. The total length of the towers we manufacture varies between 80 and 155 meters. We handle plates with thicknesses from 12-13 up to 105 millimeters and execute cutting, beveling and bending and welding operations with precision. Our company continues to operate with an annual average capacity of approximately 1.500 MW without compromising our high quality standards.

We also manufacture tower foundation rings, tower foundation baskets, steel tower internals and tower transport equipment following the same quality approach. All these processes are managed by expert teams in line with top engineering and quality requirements in the sector, and strict inspection and control procedures are executed at every stage.



Generators

In addition to tower manufacturing, we established Türkiye's first and only direct-drive-technology-based generator factory in 2018. The Direct-Drive Wind Turbine Generator is a turbine system which conveys power to the generator without using any mechanical gearbox unlike traditional wind turbines. The wind turbine blade is directly connected to the generator's rotor. The turning movement of the wheel turns into electrical power here. On the other hand, the gearbox in traditional turbines accelerates the rotation speed to operate the generator. Direct-drive turbines however are designed to rotate at lower speeds, and utilize generators with high torque capacity. Direct-drive wind turbine generators are modern wind energy systems that require less maintenance and provide more efficient and safer power production.

This strategic initiative was a consequence of our cooperation with one of the world's leading renewable energy companies ENERCON. We successfully operate production processes to international standards in the factory which we established with ENERCON's extensive know-how and expertise.

The direct-drive generators which we produce in Türkiye are supplied not only domestically but also to overseas projects in many countries namely Germany, Netherlands, Greece, Canada and Vietnam. With an annual manufacturing volume of 150 sets of generators which corresponds to an installed power of approximately 650 Megawatts, we continue our safe and high-quality production for the wind energy sector.



Mechanical Components

We offer a wide range of products for WPPs, from independent solutions for steel tower internals to such large components as rotors and stators. We adopt a proactive approach to the needs of our customers, and develop innovative and integrated solutions that will boost their operational efficiency. When designing such solutions, we present and implement practical and sustainable products that make life comfortable for our customers.



Having a large supplier network domestically and overseas, we provide project-specific materials at high quality and timely. We manufacture, at high quality and in our facilities, such metal parts as platforms, guardrails, supports and connection plates required for tower internal installation. These processes are optimized to maximize both efficiency and customer satisfaction.

Our Service Areas

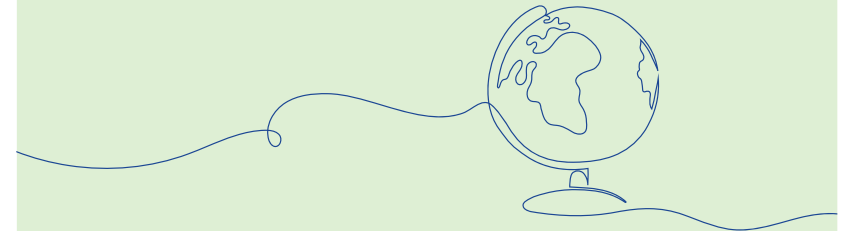
Logistics

We offer a range of services both for projects undertaken and project-related logistic requirements of our customers. We develop special solutions to transporting wind turbine parts adding value to logistics processes in the sector. In this context, we undertake transportation of not only towers but also of such large and precision parts as rotor blades.

Using the fixtures, we developed for tower sections, we ensure that steel tower parts are transported smoothly from the factory to the installation site.

Through such solutions, we are able to manage safely and time-efficiently all phases of transport such as storing, loading and unloading without requiring any other special equipment. Thereby, we improve the cost-effectiveness of logistics processes and operational efficiency.

Particularly, in export projects that require maritime transportation, we are able to deliver our customers' products to the nearest port without interruption. Thereby, we overcome international logistics challenges to offer guarantee of safe and timely delivery to our customers. As our approach reinforce our logistics effectiveness in global projects, we ensure customer confidence and satisfaction at all stages.

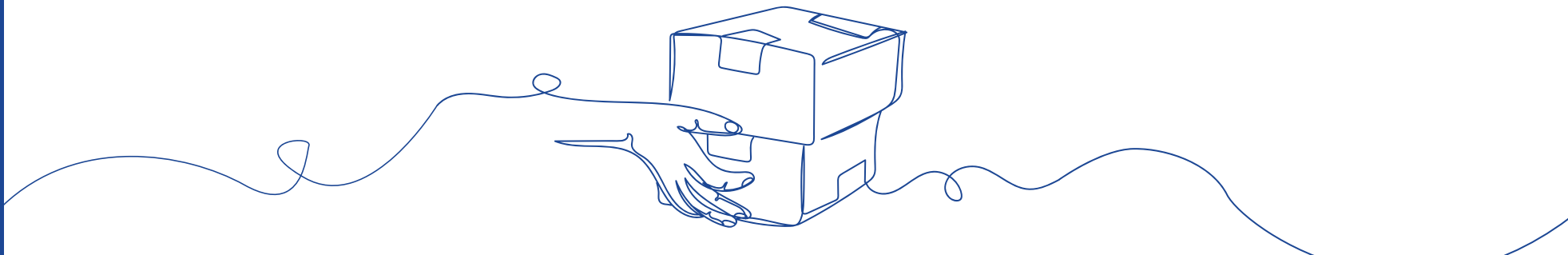


Storage

We provide a large storage site for large wind turbine parts at our facilities in Bergama, Izmir.

Our large storage site is sufficient for our own products as well as allowing us to provide additional storage support for our customers if required. This site is used for storing our manufactured items such as towers and generators as well as other large components such as rotor blades for projects.

This storage solution makes it possible to store all main components of turbines at a single location through a single point of contact for projects that we serve. Thereby, we simplify the change management processes for projects, and offer cost advantage to our customers in logistics and inventory management. Such central storage approach enhances operational efficiency as well as the flexibility and speed of our customers' supply chain.



Project Management

We build solution partnerships with companies that we serve, address their projects comprehensively and support them at every stage of their projects. We deeply grasp the dynamics of the wind energy sector, monitor developments closely and, relying on such knowledge, deliver effective guidance at all stages of projects. By our engineering and technical know-how, planning and organizational competencies, we deliver all support necessary for successful progress of projects.



Relying on our infrastructure based on principles of high quality and sustainability, we provide all necessary conditions so that our customers safely execute their project processes. Through integrated and proactive solutions approach, we offer our experience and expertise to our customers to contribute to efficient completion of projects. This approach not only secures project success but also plays a critical role in building long-term collaborative relations.

For more information on our product groups and services: www.ateswindpower.com | www.hamaxeurope.com

Membership Associations and Collaborations

We as Ateş Wind Power have memberships in the following associations and societies:



Seat at the Board of
Directors of Energy
Industrialists and
Business Association
(ENSIA)



Alternate seat at the Audit
Committee of Turkish
Wind Energy Association
(TÜREB)



Türkiye
Exporter
Assembly



Aegean Region
Chamber of Industry



Bergama Chamber
of Commerce

Governance Structure and Composition

As Ateş Wind Power, we adopt a strong corporate governance structure to achieve our goals in line with our sustainability principles. When building our governance structure, we aimed to run a business model compliant with transparency, accountability and ethical values.

Our Board of Directors functions as the top body that directs the strategic management and decision-making processes of the company, and is composed of Chair, Vice-Chair and two members. Board members contribute to corporate objectives by their sectoral experience, strategic thinking and expertise.

The Board of Directors convenes ordinarily at specific times of the year, or extraordinarily when needed. Meetings address such corporate matters as overall performance, strategic planning and investments, and material decisions are made by unanimous vote.

The Board of Directors undertakes to function in line with corporate ethical values and management principles, and makes all strategic decisions and manages accordingly.

As Ateş Wind Power, we care that our corporate vision and mission that we set in line with our responsible management philosophy are in concert with global ethical values and company policies. We encourage all of our stakeholders including particularly our employees to act in line with such principles, and accord importance to promoting a business culture based on the said principles.



Corporate Policies

As Ateş Wind Power, we develop comprehensive corporate policies that guide our company's activities. Said policies lay down a strategic framework to achieve our sustainability goals as well as enabling us to adopt a business philosophy based on **transparency, fairness and accountability** to our stakeholders. Effective implementation of such policies contributes to strengthening our sustainability approach and achieving our long-term goals.

By our Integrated Management System Policy, we undertake to grow and develop continuously in our success in quality, environment and Occupational Health and Safety (OHS). The policy draws a framework with contributions from all of our employees and enhances the attainability of our strategic objectives. In this context we monitor system effectiveness by internal audit results, risk assessments, change management, corporate risk management, and management review. In addition, we measure performance by regular monitoring and assessment processes and rapidly implement any arrangements as necessary.

In line with our approach of integrating sustainability into our business models, we consider a multitude of dimensions such as procurement, production, consumption, human

resources, social relations etc. Our sustainability approach identified accordingly enable us to develop more efficient and responsible business conduct in every area.

Our Sustainability Policy guides us in achieving our strategic objectives, and we share such stance transparently with our stakeholders.

We as Ateş Wind Power highly value corporate information and deem information a resource as important as financial capital. In this context, we consider information management as a fundamental aspect that boosts our competitiveness. In line with our Integrated Management System approach, we manage information in a systematic, sustainable, monitorable and analyzable process and seize opportunities to improve continuously. To ensure that corporate information is managed effectively and become a learning organization, we construct the functions of information systems and security in the context of Integrated Management System, and perform such functions in line with our Information Systems and Security Policy.

Ethics and Compliance

Our Ethical Principles and Code of Conduct have been prepared as a guide for our employees at all levels of the company, including particularly the management. Therefore, led by the Board of Directors and our colleagues who have signature authority, we are all responsible for the implementation of these principles.

» Integrity and Good Faith

We conduct all our business following the rules of integrity and act in good faith toward all of our internal and external stakeholders. This is the central tenet of our activities, and we aim to establish honesty and trust at all stages of our business processes.

» Respect for Human Rights

We ensure that our operations comply with the internationally recognized human rights instruments, and protect the rights of our employees and stakeholders. Human rights and justice is the most important foundation of our company's activities.

» Environmental Responsibility

It is one of our priorities to protect the environment, adopt and develop environmentally-friendly technologies and practices. We aim to minimize our environmental impact by increasing the use of renewable energy resources for a sustainable future.

» Complying with Laws and Regulations

We strive to comply with relevant laws and regulations in all our internal and external business. We exercise due diligence in protecting intellectual and industrial property rights, and build our legal, financial and technical competencies accordingly. We keep all corporate books and records in full compliance with relevant standards and regulations, and ensure transparency through external audit assurance.

» Relations with Stakeholders

We conduct relations with our stakeholders in line with principles of transparency and integrity, and remain open to criticism and suggestions. We actively engage in public decision-making processes, and always care to hold our corporate reputation intact.

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» **Relations with Employees**

We ensure equal opportunities in recruitment focusing only on qualifications for the job without discrimination on any other grounds. We highly value the individual development of our employees, and provide a safe, healthy and productive working environment. We adopt a fair and objective approach to performance assessment and remuneration, and take necessary measures to maintain labor peace. We encourage our employees to actively engage, and supervise that our subcontractors also subscribe to the same.

» **Relations with Shareholders**

We respect the rights of our shareholders, and conduct our relations in the framework of laws. We make decisions significant for the company's future transparently and fairly, and always care for the interests of our shareholders.

» **Relations with Customers**

We always build quality, honest, professional relations with our customers, and provide reliable and accurate information. We respect our customers' confidentiality, and take all necessary measures to protect their personal and corporate information.

» **Relations with Competitors**

We pursue competition fairly and within the bounds of ethics, and avoid situations that would create unfair competition. We remain open to cooperation with sectoral rivals to contribute to the development of the renewable energy sector.

» **Relations with Suppliers**

We choose our suppliers based on objective criteria, and build relations on the basis of trust and mutual respect. We conduct necessary audits to ensure that our suppliers also comply with our ethical principles.

» **Fighting Against Bribery and Corruption**

We take all necessary action to combat bribery and corruption, and prevent unethical conduct in our relations. Accordingly, we act in line with principles of transparency and accountability.

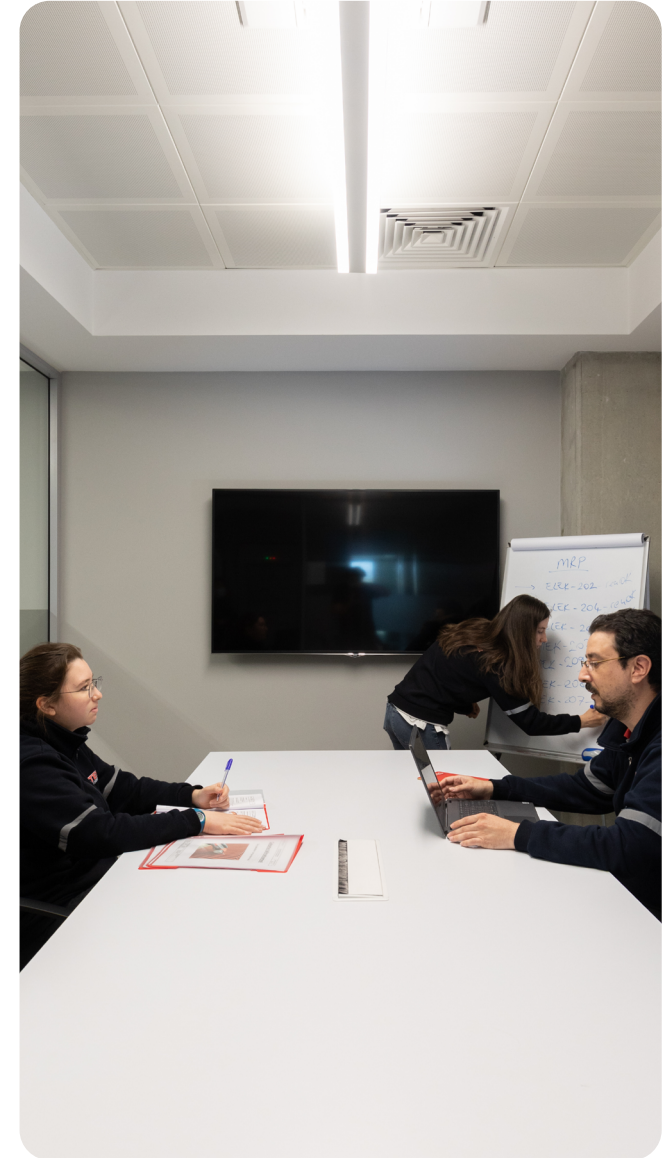
As Ateş Wind Power, we act in line with our ethical principles to create a sustainable and reliable business environment, and establish healthy, long-term relations with all of our stakeholders.

We established an **Ethics Committee** within our company to ensure compliance with ethical rules and establish whether a certain act is in compliance with ethical standards. The composition of the Ethics Committee and its decision-making process were organized in the framework of the Ethical Principles Procedure.

As a token of importance, we accord to ethical compliance, the Procedure requires that the views and recommendations of the Ethics Committee be complied, but there shall arise no personal liability.

In addition, when someone notices a violation of, or a suspicious act that may violate, ethical rules, we have a communication channel etik@atescelik.com to notify. We undertake to treat all notifications confidentially and protect informant's rights. Where such notification involves any member of the Ethics Committee, the notification is made to other members of the Ethics Committee or directly to the Board of Directors.

In order to immediately intervene in the case of a violation of ethical rules, we regularly provide training on ethical rules to our employees. In addition, Ates Wind **Power Ethical Principles and Code of Conduct** which constitute the foundations of our corporate decision-making processes are shared with all employees, and we ensure that they discharge their ethical responsibilities accordingly.



Risk Management

As Ateş Wind Power, we adopt a sustainability- and achievement-centered business model, and implement various strategies to adapt to sectoral dynamics and maintain our competitive advantage. However, we face certain risks in the energy sector as is likely in any business activity. We define our company's process to identify sustainability risks and opportunities as follows:

1

Identifying relevant parties

We identify Ateş Wind Power's internal and external stakeholders such as employees, customers, suppliers, regulatory authorities, and assess their expectations, requirements and impact on the company.

2

Identifying risks and opportunities

We identify risks and opportunities considering Ateş Wind Power's operations, market dynamics, technology, legislation and environmental factors. We employ such analytical methods as Strengths-Weaknesses-Opportunities-Threats (SWOT), or Political-Economic-Social-Technological-Legal-Environmental (PESTLE) to identify risks. For example, new regulations concerning climate change may be an opportunity to switch to renewable energy while it may be a risk for high-carbon-footprint production processes.

3

Assessing risks and opportunities

We grade or rate the risks and opportunities identified in the previous step by estimating each risk's probability of occurrence and impact that will give us a risk rating for each. In this rating process, we consider financial, environmental and social dimensions.

4

Prioritization

We rank-order the ratings obtained through risk assessment. Each process leader and/or the Risk Assessment Team formulates the risk attitude and performs prioritization accordingly. Risks are not always assessed according to ratings. The management may assign higher priority to risks which have low probability of occurrence due to legal requirements or strategic requirements but may have very high impact even if lower rated. In other words, prioritization is performed considering risks that may directly impact goals.

5

Formulating risk management strategies

This step involves identifying alternatives for risk mitigation actions, selecting the most suitable alternative, preparing and executing the implementation plans all of which can be summarily called formulating risk management strategies. There are six distinct methods of risk management strategies:

• *Avoiding the risk* | • *Taking the risk* | • *Eliminating the source of risk* | • *Mitigating the risk* | • *Sharing the risk* | • *Accepting the risk*

6

Taking actions to mitigate risks

At the end of risk assessment, we design controls for risks, set deadlines for mitigation actions, and appoint responsible agents. Following the risk assessments, we initiate responses to the prioritized risks and mitigation actions. Once the risk occurs, we timely start corrective action before the impact of risk goes away. We assess whether the risk at hand may lead to a new opportunity but also estimate the probability whether the same risk and/or consecutive risk or any unforeseen risks and opportunities may arise in other processes.

Management Systems and Certifications

As Ateş Wind Power, we execute all of our operational processes in the framework of a comprehensive Integrated Management System (IMS). Under IMS, we successfully built and integrated ISO 9001 Quality Management Systems, ISO 14001 Environmental Management Systems and ISO 45001 Occupational Health and Safety Management Systems. In addition, we hold certificates of ISO 3834-2 Quality requirements for fusion welding of metallic materials - Part 2: Comprehensive quality requirements as well as EN 1090-1, EN 1090-2 EXC3 and EN 1090-3 EXC3 certifications of EN 1090 standard which must be complied with steel and aluminum structural components destined to EU markets.

The following table presents all of our certifications.

CERTIFICATE	DESCRIPTION
TS EN ISO 9001:2015	Quality Management Systems
TS EN ISO 14001:2015	Environmental Management Systems
TS EN ISO 45001:2018	Occupational Health and Safety Management Systems
TS EN ISO 50001:2018	Energy Management Systems
TS EN ISO 14064-1:2018	Greenhouse gases - Part 1: Specification with guidance at the organization level for quantification and reporting of greenhouse gas emissions and removals
EN 1090-1	Execution of steel structures and aluminum structures - Part 1: Requirements for conformity assessment of structural components
EN 1090-2	Execution of steel structures and aluminum structures - Part 2: Technical requirements for steel structures
EN 1090-3	Execution of steel structures and aluminum structures - Part 3: Technical requirements for aluminum structures
TS EN ISO 3834-2	Quality requirements for fusion welding of metallic materials - Part 2: Comprehensive quality requirements
TPG (Welding) Certificate	Welding Qualification Certificate

Sustainability Approach

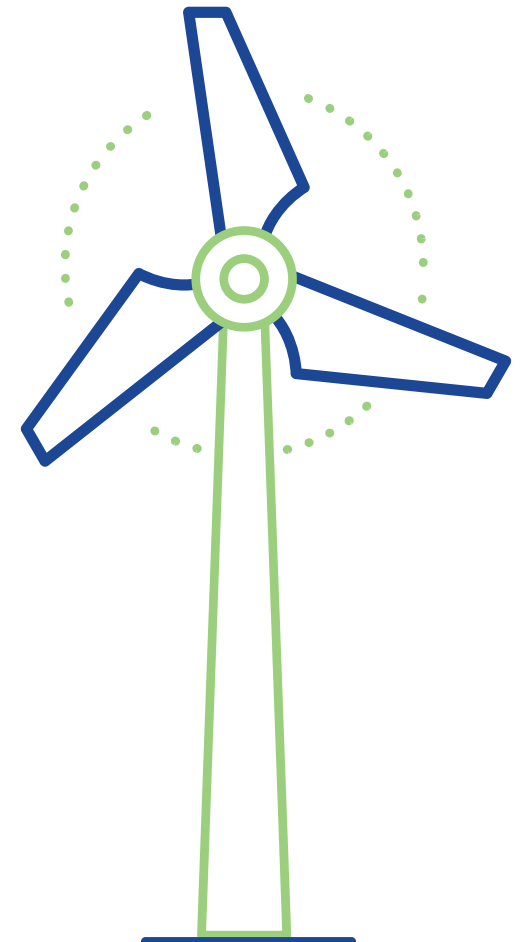
Sustainability is an integral part of our corporate culture and modus operandi. This approach takes shape in a wide spectrum ranging from our production processes to supply chain, from our human resources practices to our social responsibility projects. Our vision of supporting sustainable development is further strengthened at all stages by goals of protecting the environment, using resources efficiently and contributing to society.

As a company operating in the renewable energy sector, we aspire to build a sustainable future by our products that encourage wind power generation. Offering high efficiency and resilience, our wind turbines present an environmentally-friendly solution to global energy demand. Thereby we both contribute to environmental sustainability and support economic development.

The quality standards featured by our products are in line with our principle of sustainability. We prioritize energy efficiency and waste minimization in our production processes and we support regional development by employment opportunities that we offer to our employees. Additionally, we contribute to sustainable energy transformation at global scale by our exports to international markets.

Combining environmentally-sensitive production and innovation, we adopt a business model that serves not only today but also the future. We tap the wind energy potential at maximum level, and continue to manage our resources in such a way to hand over a more livable planet to the posterity.

Thereby we both contribute to **environmental sustainability** and support **economic** development.



Sustainability Risks and Opportunities

For Ateş Wind Power, identifying sustainability risks and opportunities is a critical step to our success today and tomorrow. As sustainability is a concept that encompasses environmental, social and economic dimensions, we as Ateş Wind Power consider risks and opportunities in such dimensions.

Considering the importance accorded by consumers and investors to sustainability, we too care about assessing risks and opportunities in this area. Thereby, we discharge our environmental and social responsibilities while creating economic benefits. We systematically assess sustainability risks and opportunities and integrate them in our strategic planning. This boosts our resilience to crises, and enable us to develop innovative approaches. In this context, we define and execute the process of identifying sustainability risks and opportunities fundamentally in accordance with our risk management procedures.

As a result of assessments and studies, we as Ateş Wind Power identified the following risks and opportunities:

Risks Identified	Description	Impact Assessment	Time Horizon
Carbon footprint and climate change risks	Increasing legal regulations and compliance requirements to combat climate change (e.g. carbon regulations such as Carbon Border Adjustment Mechanism (CBAM)) may increase costs or require change of operational processes. Difficulties in adapting to sector-specific regulations may incur penal sanctions or loss of reputation.	High	Short
	Extreme weather events (storms, floods, droughts) may disrupt operational processes including particularly logistics, and directly impact production processes.	Medium	Medium
	Climate change and environmental stress may adversely impact the health and safety of employees. For example, health risks may arise for employees who work under extreme temperatures.	High	Short
	Using fossil fuels such as LNG may enlarge carbon footprint, and create vulnerability vis-à-vis carbon taxes or regulations.	High	Near
Technological risks	Failure to integrate energy efficiency or low-carbon technologies into production processes, lagging in automation and digitalization may lead to lag behind the sector and lose competitive advantage.	High	Medium
Supply chain risks	Disruptions may occur in the supply chain due to climate change or other environmental factors, which may in turn adversely impact production processes. Fluctuations particularly in the prices of critical materials or working with unsustainable suppliers may create long-term supply problems.	High	Near
	Challenges or cost increases that may occur in the supply of environmentally-friendly materials may push up production costs. Particularly, the scarcity of recyclable materials may affect production processes.	Medium	Medium
Competition and reputation risks	Companies with mediocre environmental performance may lose reputation vis-à-vis consumers and investors, which may in turn lead to eroding customer loyalty.	High	Near

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Opportunities Identified	Description
Transition to low-carbon economy	Increasing demand for solutions in renewable energy such as wind energy presents opportunities for Ateş Wind Power to enter new markets. Developing solutions for carbon management and reduction targets may make us a preferred supplier to customers.
Green financing and incentives	Access to government incentives and green financing for projects aiming to reduce carbon footprint may lower company's financing costs. Markets such as EU may offer various aids and advantages to companies with high sustainability performance.
Energy efficiency and cost savings	Investments to improve energy efficiency at production facilities both reduce energy consumption and provide cost advantage. Such projects improve sustainability performance and competitiveness of companies. Replacing LNG with more sustainable energy resources may create long-term cost advantage.
Carbon emission reduction targets	Achieving the carbon reduction targets may help us become a preferred supplier by sustainability performance particularly in Europe. Such mechanisms as CBAM may offer competitive advantage to early-moving companies.



Material Topics

In line with our sustainability approach and goals, we accord great importance to consulting the views of our stakeholders and integrating them into our work processes. In this context, we identified the focal topics through a prioritization analysis and consulting the views of our stakeholders.

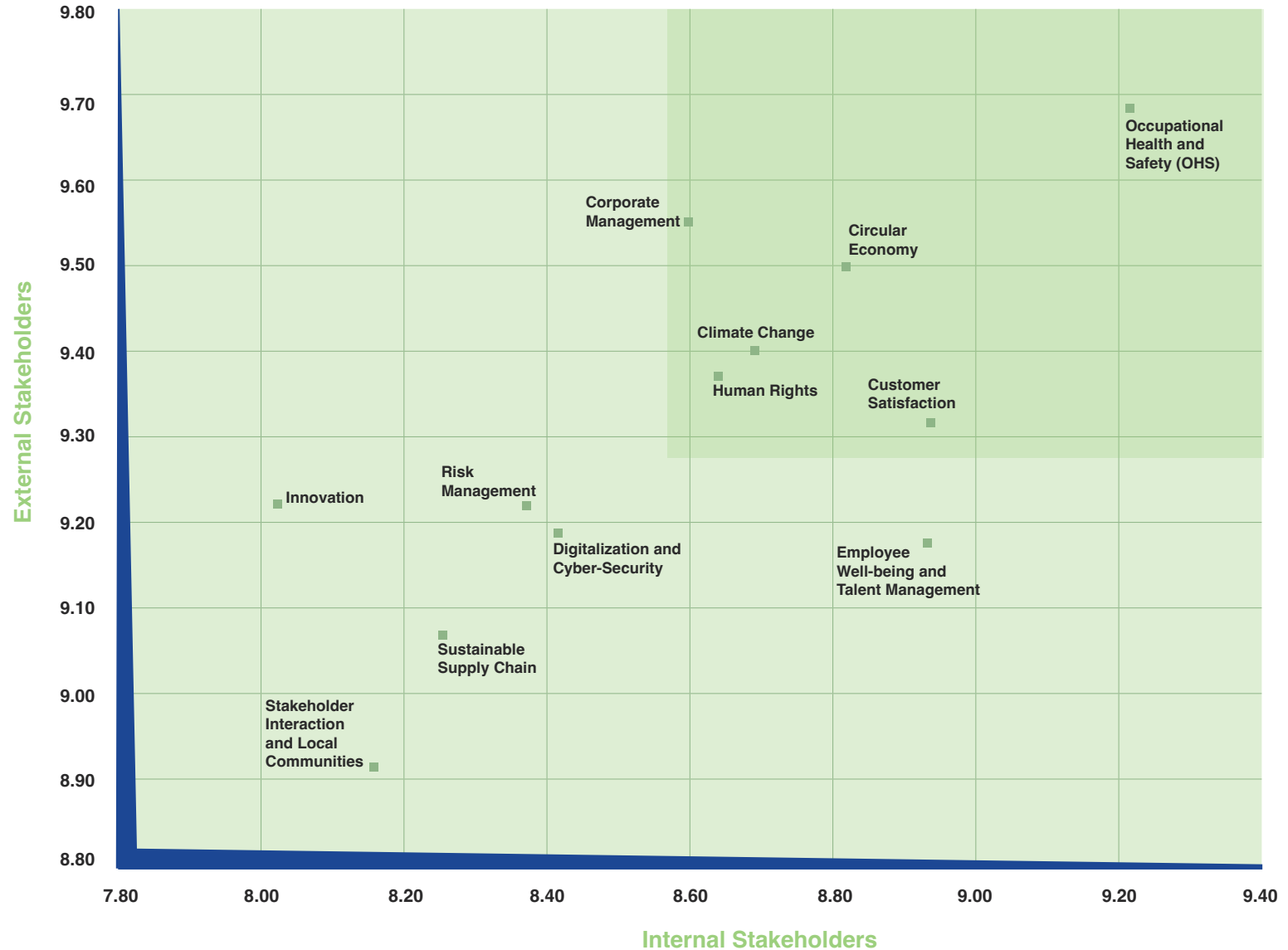
In this study which we conducted with the participation of our internal and external stakeholders, we first established a population of topics considering the priorities of other entities in the sector. To identify the priorities, we administered a survey questionnaire to our stakeholders and received responses from 184 respondents.

As a consequence, we identified our material topics as follows:

Top Priority					
Occupational Health and Safety	Circular Economy and Environmental Management	Customer Satisfaction	Corporate Governance	Combating Climate Change, Compliance and Emission Reduction	Human Rights (Equality, Diversity, Inclusion)

Priority					
Employee Well-being and Talent Management	Digitalization and Cyber-Security	Innovation	Sustainable Supply Chain	Stakeholder Interaction and Local Communities	Risk Management

And we created our prioritization matrix from the study as follows:



Sustainable Development Goals (SDG) Mapping

The Sustainable Development Goals (SDGs) adopted by the United Nations present a significant framework that deals with environmental, social and economic issues to enhance the impact of our company in this area. Adopting SDGs not only improves our environmental sustainability but also promotes social equality and economic growth. Working towards these goals increases our positive impact on society and enables us to use natural resources more efficiently. In this context, we conducted a mapping study to grasp and demonstrate which SDG related to which material topic we identified.

We matched the 6 top-priority topics identified through the study with the SDGs to which they were related so that we could see our impact more clearly.

	SDG 3 advocates that every individual has the right to a healthy life. Access to health services is a critical issue in the context of human rights. Human rights and occupational health and safety relate to this SDG.		SDG 13 covers steps of combating climate change and climate adaptation. Conducting work supporting national mitigation objectives, energy efficiency and renewable energy projects, and climate policies relates to this SDG.
	SDG 5 aims to prevent gender discrimination. It has been proven time and again that women's empowerment in the business world creates a multiplier effect, and accelerates economic growth and development in all areas. Work on human rights relates to this SDG.		SDG 14 aims to conserve and ensure sustainable use of oceans, seas and marine resources for sustainable development. It involves prevention of marine litter of terrestrial origin including particularly plastics pollution, and prevent and alleviate any pollution that will harm life in water. This relates to circular economy, combating climate change.
	SDG 7 aims to ensure affordable, reliable, sustainable and modern energy for all. Renewable Energy and Energy Efficiency Practices focus on this SDG. It relates to combating climate change, adaptation and emission reduction.		SDG 15 advocates that conservation of natural resources and economic activities in harmony with environment are fundamental factors that ensure sustainability of life on land. This goal draws attention to the importance of ecosystems for humanity, and calls for urgent action to keep environmental equilibrium. This SDG relates to climate change and circular economy.
	SDG 8 promotes stable, inclusive and sustainable economic growth, full and productive employment and decent work for all. This SDG relates directly to occupational health and safety, customer satisfaction and corporate management.		SDG 16 aims to build peaceful and inclusive communities, and accountable, transparent, inclusive institutions. Human rights and corporate governance relate to this SDG.
	SDG 12 aims to create and plan sustainable production and consumption patterns. It focuses on work that pursues the targets of sustainable management and effective use of natural resources, increasing waste recycling rates, increasing the number of companies engaged in sustainability reporting.		SDG 17 is associated with the alignment of corporate governance structures with legal regulations, the principle of transparency, and policies and procedures developed by companies on issues such as ethics and anti-corruption. It also relates to their interactions with government institutions and the transparency of sustainability reporting.

Through this exercise, we not only set our corporate objectives, but also identified more clearly the steps that we must take for a more sustainable future. We will keep our commitment to creating a more livable world by resolutely continuing our work to achieve those goals today and tomorrow.

Environmental Management

We as Ateş Wind Power accord great importance since our founding to environmental management both for ensuring sustainability of our company, and increasing our positive impact on the nature. In this context, environmental management, conservation of natural resources, sustainability of ecosystems and combating climate change constitute the basis of our efforts. In addition, effective environmental management will reinforce our reputation as an enterprise beyond merely complying with legal requirements. Consumers and investors accord higher value to entities with environmental responsibility. Therefore, we adopt environmentally-friendly practices to earn the trust of our customers and stakeholders.

Our Management Systems Unit within the Quality Department conducts activities relating to environmental matters. The following are among the fundamental functions and responsibilities of this unit in the context of environmental management:

- » Ensure that our companies activities comply with local, national and international environmental legislation;
- » Ensure that the system operates in accordance with ISO 14001 standard;
- » Conduct work won waste management and energy management in cooperation with relevant people;
- » Manage environmental impact processes of other processes and projects;
- » Monitor and report greenhouse gas (GHG) emissions;
- » Organize training courses on environment;
- » Lead and implement sustainability projects

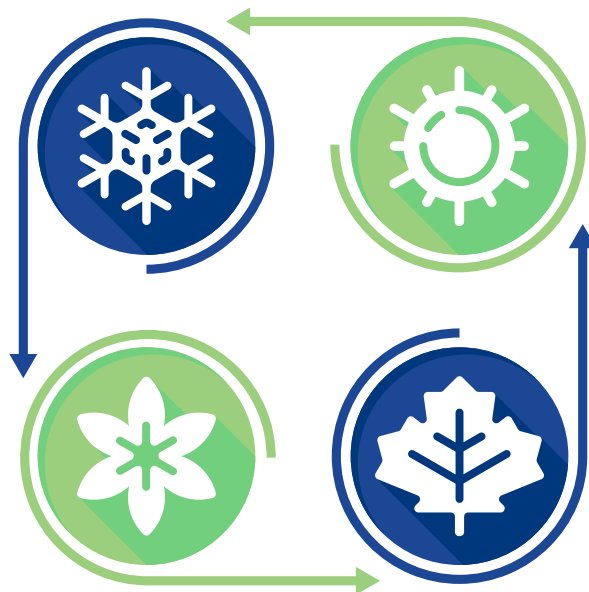
We execute processes on legal compliance by outsourced environmental consulting services. In this context, an environmental expert assigned to our company by an environmental consulting firm visits us twice a month and provides support according to the requirements of environmental legislation.

As Ateş Wind Power, we aim that all of our employees have high awareness on environmental matters. In this context, we regularly organize mandatory environmental training both at initial recruitment and during the year for all of our employees. Through such training that addresses such topics as compliance with environmental legislation, waste management, energy efficiency, water saving, carbon emission reduction, we aim to reinforce the belief that every individual can contribute to alleviating environmental impact.

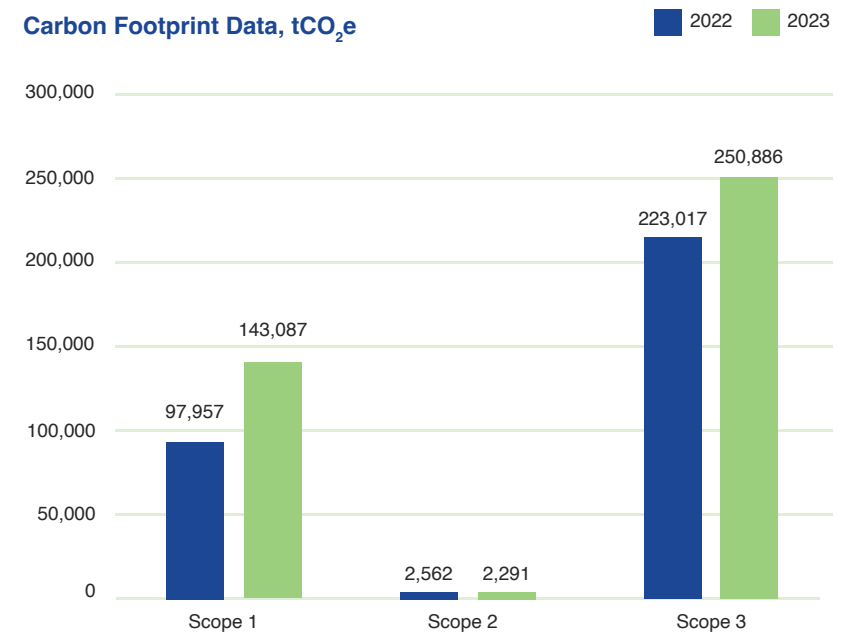
Combating Climate Change

The impact of climate change is becoming increasingly obvious; we experience such problems as extreme weather events, rising sea levels, ecosystem degradation etc. Therefore, combating climate change is not only a responsibility for us, but also a long-term strategic requirement. In this framework, we aim both to support the sustainability of our company and make positive contributions to society by our steps to mitigate the impact of climate change.

As Ateş Wind Power, we adopt climate-friendly practices to comply with legal requirements while responding to the environmental expectations of society. We regularly calculate and monitor carbon emissions arising from our production processes. In this context, we undertake GHG inventory-making according to ISO 14064 standards. We also engage in product-based work with our overseas customers by EU CBAM requirements. Additionally, we have a current commitment made in 2023 to reduce our GHG Scope 1, 2 and 3 emissions through the Science-Based Target Initiative (SBTi).



Carbon Footprint Data, tCO₂e



Risks

We accord major importance to identifying the risks and opportunities to re-adjust our processes accordingly. The following are the risks and opportunities identified through our study in this context:

! Carbon Emission Regulations

- We have customers who import our products into Europe in the scope of CBAM. Where, by such regulations as CBAM, embedded emissions in our products appear higher than those of rivals, we may risk losing our preferability.

! Climate Events and Disruptions in Supply Chains

- Such impacts as rising temperatures, water scarcity, extreme weather events associated with climate change may adversely impact our supply chain and production capacity.

! Energy Costs

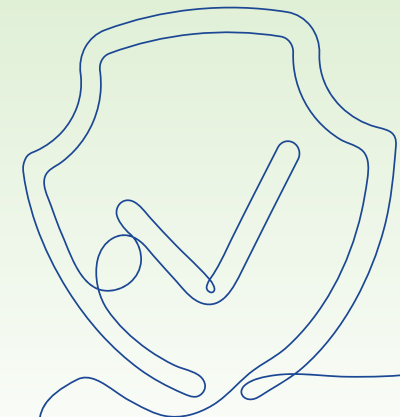
- Changes in energy policies in Europe and Türkiye in the context of combating climate change may make using fossil-fuel-based energy more expensive.

! Regulatory Uncertainty

- Potential new regulations and stricter policies on carbon emissions in the future may encumber our export processes with unforeseen liabilities. Regulatory uncertainty may challenge our planning and strategizing processes.

! Certification and Compliance Costs

- The need for environmental management and carbon footprint certifications such as ISO 14001, ISO 14064 will be higher for the sustainability of our company. Obtaining such certification may increase operational costs introducing additional burden on our company's operations.



Opportunities

✓ Renewable Energy Investments

The growing renewable energy sector presents a significant opportunity to our company which produces steel towers for wind turbines.

✓ Competitive Advantage Based on Carbon Reduction

Our steps to reduce carbon emissions in our production processes make us more preferable to customers who place a premium on production processes.

✓ Green Financing Opportunities

Our work for sustainability and low-carbon production processes makes us eligible for green financing opportunities. This expands investments and loan facilities to environmentally-friendly, thus offering financing cost advantages.

The importance of combating climate change arises from its deep impacts not only on nature and ecosystems but also on human health, economy and society. We assume this responsibility and work resolutely for a more sustainable world in the future.



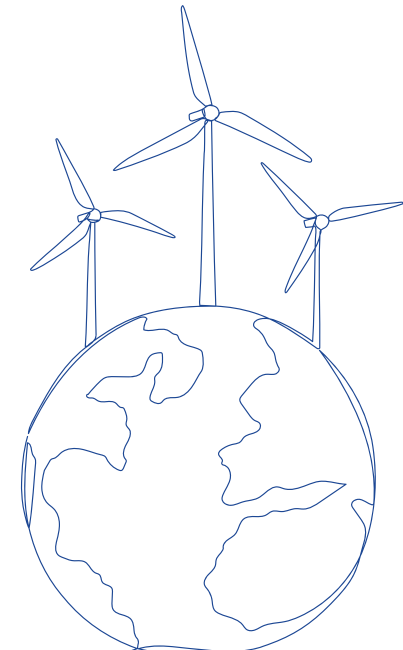
Energy Efficiency

Energy management plays an important role in combating climate change as well. Furthermore, increasing energy costs and limited natural resources make it compulsory to have effective management. Our investments in energy efficiency projects lowers our costs while creating economic and environmental benefits for our business processes as we use resources more effectively.

We as Ateş Wind Power use energy monitoring systems to remotely monitor consumption data, prevent potential failures, and secure such benefits as reducing operational and maintenance costs, and keep our energy consumption under control. We carry out our work in this area under our **ISO 50001 Energy Management Systems** certification which incorporated our Integrated Management System in 2022.

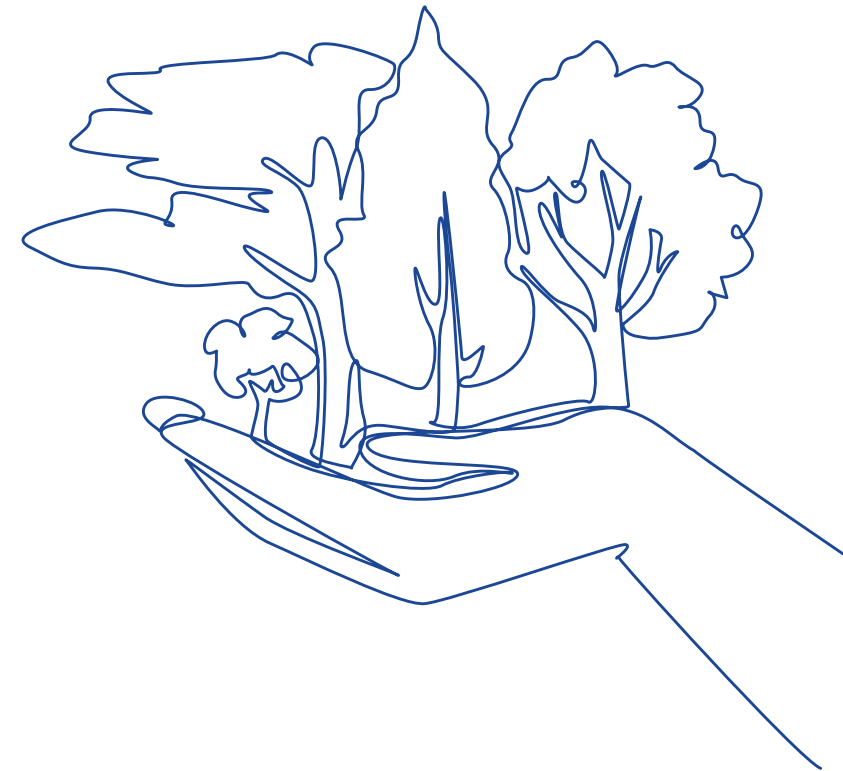
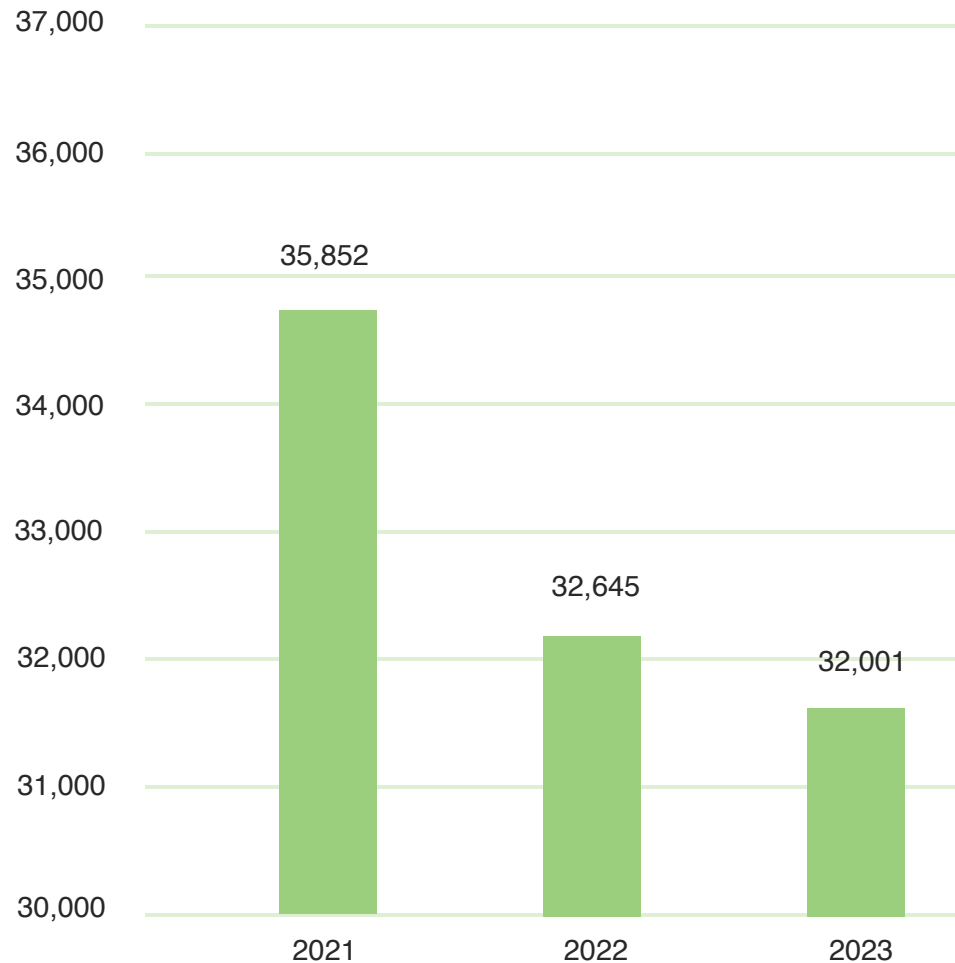


By our project “**Pergamon Wind Power Plant (WPP), Solar Power Plant (SPP) and Energy Storage Unit**”, we plan to supply clean energy to cover the entire electricity consumption of our facilities in the near future. The solar panels commissioned as the first phase of our project now provides for a portion of our energy needs. Along with the wind turbine and energy storage unit that are soon to commission, we will have a larger part of our facilities powered by renewable energy. In addition, we increase the number of electric vehicles in our fleet to reduce our fossil fuel consumption, thus reducing our environmental impact.



We see energy management not only as a means to control costs, but also an important step towards a sustainable future. In this context, we aim to improve energy efficiency, reduce our environmental impact, and hand over a more livable world to the posterity.

Total Energy Consumption, GJ

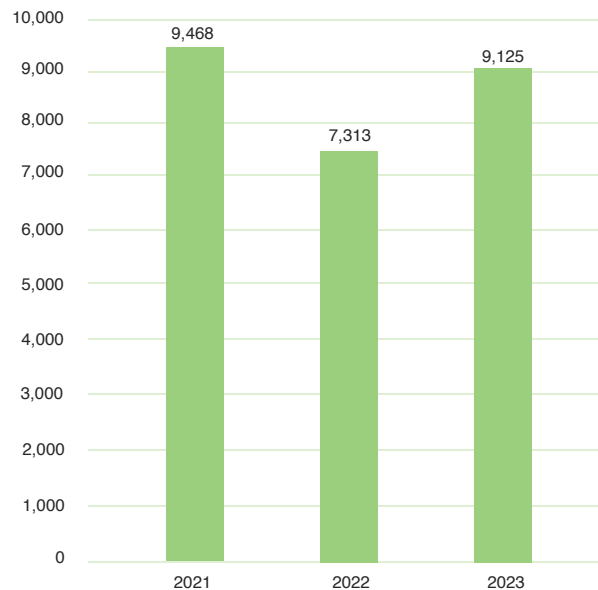


Water Management

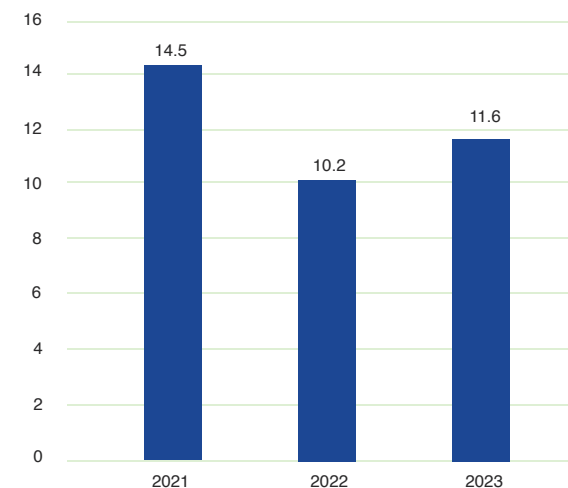
As water is an essential element of daily life, we are aware that it must be managed effectively both for the sake of economic sustainability and environmental protection. The impact of growing population and climate change further increases the pressure on water resources. Water scarcity is already causing serious challenges in many regions which impacts many areas ranging from food security to healthcare services. Therefore, we believe that managing water resources effectively is one of the most important ways to cope with this crisis.

Since our production facilities have no access to urban water network for its location, we use well water at our facilities. To increase the quality of water, we install filters at the wellhead to produce clear water, and UV disinfection and automatic chlorination devices at the hydro pump room, thus obtaining clean water. Our facilities do not produce industrial wastewater. The domestic wastewater produced at our premises is treated at our advanced biological wastewater treatment plant, then discharged.

Total Water Consumption, m³



Per Capita Water Consumption, m³

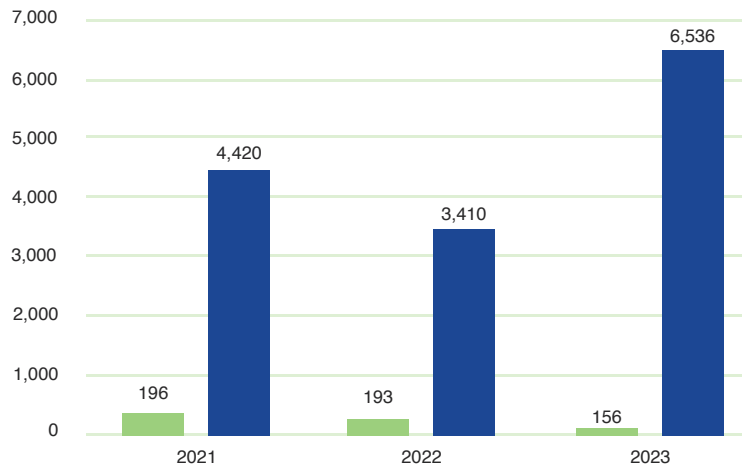


Waste Management

Irregular accumulation of waste causes environmental pollution, ecosystem degradation and adverse impact on human health. Therefore, we treat the development of waste management strategies as a necessary step to conserve our resources as well as minimizing our environmental impact. Effective waste management allows us to use natural resources more effectively. Our recycling and re-use practices enable us to put waste back into good use without returning to nature. Such practices reduce needs for new raw materials as well as saving energy and minimizing carbon emissions.

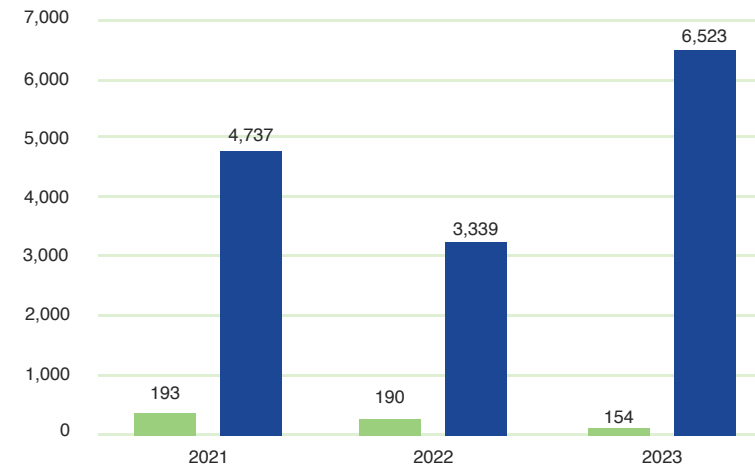
As an entity which earned the Zero Waste Certificate, we ensure that all waste is sorted at source and minimized. We classify our waste arising from production processes as hazardous and non-hazardous, and accordingly collect them separately.

Waste Quantity, ton



Quantity of Hazardous Waste Quantity of Non-Hazardous Waste

Incinerated and Recycled Waste, ton



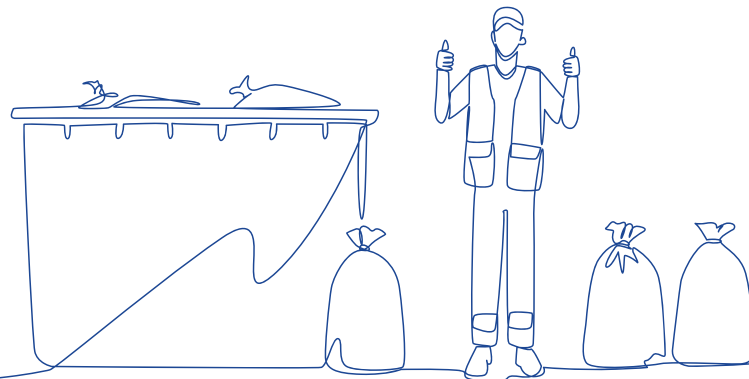
Incinerated Recycled

We developed various projects that help us reduce waste quantity. We procured a wire stripping machine to sort out copper and plastic sections of wires that become waste as a result of our production processes. Thereby, we strip dumped cables to recover and earn additional revenue on sorted materials.

We no longer discard the used-up diamond mould bits, drill bits and magnetic drill bits long with metal scraps. Instead, we sort out these materials, re-sharpen them for a prolonged useful life. Thereby, we both prevent material waste and reduce our waste in this area.

Additionally, we remove the humidity from grinding stones and cutting stones by a special method to increase their useful life by 58%. This method enhances the physical resilience and enables longer useful life. Similarly, we reduced the diameters of Cubitron™ sandstones and started to reuse them, reducing their waste quantity.

Furthermore, we care to regularly train all of our employees on waste management and recycling. We place waste sorting units and recycling boxes in the factory, and encourage our employees to actively participate. By training, we support instilling awareness of zero waste in our employees, and ensure that they incorporate their knowledge into our operational processes.



Our Human Resources Approach

The competency and continuous success of our employees are the guarantee for our corporate power and sustainable success. Therefore, we adopt the principle of continuous investment in our human resources, our most valuable asset. We advance at every step in a team spirit, reinforce individual and collective achievements, and build a culture based on continuous learning and innovative thinking. Accordingly, we support the individual development of our team members as well as managing a process of strategic growth that will enable our company to achieve its goals. Thereby, we as Ateş Wind Power further solidify our corporate strength that focuses on growing and achieving together.

Deriving our strength from our Human Rights Policy focuses on fundamental principles and rules laid down by **Ateş Wind Power** in the domain of human rights. Where necessary, specific documents are drafted and shared with all relevant parties.

Through our Human Rights Policy, we undertake to provide decent working conditions to all of our stakeholders including particularly our employees. In this framework, we fully comply with international human rights standards and local legislation. In addition, we adopt as our fundamental vision to continuously improve our practices in our area, and protect the rights of our employees and other stakeholders.

- For all available positions, we first hold interviews to select candidates from among the current employees of Ateş Wind Power, and develop and place them for trial period. Where it is concluded that the internal potential does not meet the need, then we start recruiting externally.
- While training opportunities are offered equally to all employees, we provide all means to our employees committed to our vision and values and motivated to further develop.
- We form online feedback platforms where employees may freely voice their views and suggestions



Among such platforms are the 6-seater-round-table with CEO and Ethics Committee sessions.

Number of Employees	2021		2022		2023	
	Blue Collar	White Collar	Blue Collar	White Collar	Blue Collar	White Collar
Total number of employees	564	89	603	114	652	133
	653		717		785	
	Male	Female	Male	Female	Male	Female
Number of white-collar employees	62	27	72	42	86	47
	89		114		133	
	Male	Female	Male	Female	Male	Female
Number of blue-collar employees	520	44	559	44	595	57
	564		603		652	
	Male	Female	Male	Female	Male	Female
Number of persons at management bodies and board	19	4	21	5	23	7
	23		26		30	
	Male	Female	Male	Female	Male	Female
Number of employees excluding management bodies	563	67	582	109	629	126
	630		691		755	
	Male	Female	Male	Female	Male	Female
Number of employees under 30 years of age	282	20	276	23	290	28
	302		299		318	
	Male	Female	Male	Female	Male	Female
Number of employees at 30 to 50 years of age	258	40	306	52	371	73
	298		358		444	
	Male	Female	Male	Female	Male	Female
Number of employees above 50 years of age	42	11	48	12	50	3
			60		53	

Employee Commitment and Development

Sustainability at Ateş Wind Power is first shaped by our corporate values. Our most important objective is to achieve social and educational sustainability for our entire team. We know that enhanced quality of life of our employees will directly improve our work quality, and accordingly we aim to offer every individual of our family an enjoyable working environment.

As an indication of the importance we accord to continuous development and improvement, we regularly administer survey questionnaires, and analyze the feedback from our internal stakeholders with great care. Through the annual employee satisfaction survey, we identify areas that have room to improve, and work with our employees in focus group discussions to design and implement improvements. This process ensures that everyone embraces the transformation in our company as well as contributing collectively to our growth. Further, we pay special attention to organizing events to boost employee morale and motivation.

In line with such philosophy, we conduct employee satisfaction surveys. The survey questionnaire is designed in three major dimensions namely **Commitment, Satisfaction and Motivation, and includes** the following topics to be measured:

- **Commitment**
- **Immediate Supervisor**
- **Second Supervisor**
- **Working Conditions and Environment**
- **Teamwork**
- **Nature and Organization of Work and Satisfaction**
- **Training, Development and Performance Assessment**
- **Internal Communications**
- **Perceptions of Company**
- **Wages and Benefits**
- **Corporate Management and Policies**
- **Employee Motivation**

We conduct employee satisfaction surveys every other year. According to the results of our most recent survey in 2022, employee commitment rate was 82%, satisfaction 76%, and motivation 72%; and we strive to maintain such high rates. In the future, we intend to administer the survey annually, and plan to make our action plan accordingly.

As Ateş Wind Power, we stand by our employees, support their development and grow together. We place our human-centered approach at the heart of our business strategy, and build the future together with our employees. By our training procedures, we aim to provide an efficient, peaceful and healthy working environment where our employees develop themselves.

Under our training procedures, we pursue the goal that all of our employees in Ateş Wind Power

- Have awareness on quality, environment and Occupational Health and Safety matters;
- Reflect their individual performance onto corporate goals;
- Develop their technical and behavioral competencies through legally mandatory training;
- Support their vocational and personal development.

Our training programs are classified into two categories: internal training and external training. We in consultation with department/section heads identify the needs for training to be provided, and incorporate them into the annual training plan. We also evaluate and act upon requests for training topics which are not in the annual training plan but become necessary upon changes in legislation, technical/vocational or social conditions.

Our training programs cover the following categories:

- Induction Training: Human Resources, OHS, Health, Quality
- Legal/Mandatory Training
- Vocational/Technical Training
- Personal Development Training
- Management Systems Training.

We award certification at the end of training to our participating employees (quality training, welding training, forklift operation, training participation certificate etc.), and archive such information.



We engage in training effectiveness study for all training programs to identify whether a training program has achieved its objectives, and receive feedback from our employees. We treat such feedback as references for the training programs to be procured from the same training firm or trainer.

Training Data	2021		2022		2023	
Total Number of Training Recipients	Blue Collar	White Collar	Blue Collar	White Collar	Blue Collar	White Collar
	7,785	249	4,260	301	9,471	182
	8,034		4,561		9,653	
Total Training Time (hour)	Blue Collar	White Collar	Blue Collar	White Collar	Blue Collar	White Collar
	8,202	1,283	10,322	1,702	9,688	1,208
	9,485		12,024		10,896	
Total Training (person*hour)*	Blue Collar	White Collar	Blue Collar	White Collar	Blue Collar	White Collar
	63,852,570	319,467	43,971,720	512,302	91,756,626	219,929
	64,172,037		44,484,022		91,976,555	

*As any employee may receive more than one training course, total training hours are indicated as person*hour.

Sustainability Training	2022		2023	
Total Number of Training Recipients	Blue Collar	White Collar	Blue Collar	White Collar
	379	81	158	11
	460		169	
Total Training Time (hour)	381		144	

Further, we also organize awareness-raising training to provide equal opportunities in employment without gender discrimination and increase women's participation in the labor force. Thereby, we integrate the principle of social equality and diversity into our corporate culture, and enable our employees to deploy their potential in the most productive way.

Inclusion, Equal Opportunity and Diversity

As Ateş Wind Power, we never accept any discrimination against our employees, and support diversity and inclusion in all areas of our work life. In line with our anti-discrimination mindset, we have female employees in all production processes including office, welding, surface processing, assembly etc. As described in Our Human Resources Approach section, our sole criterion in recruitment is that a candidate has qualifications for the job. We take great care to ensure equal opportunities and prevent discrimination. At our workplace, we never allow or tolerate any form of work not complying with national and international legislation. Such unethical and unlawful practices as child labor, forced labor, discrimination, uninsured work or abuse are matters of zero tolerance by Ateş Wind Power.

2013

We founded the **Ateş Wind Power Welding School** in 2013 in cooperation with the T.R. Ministry of National Education and Turkish Employment Agency (ISKUR), and provided vocational training to women living in the locality.

Through such training, women were certified and equipped with skills to be employed in such production processes as welding, plasm cutting, grinding and painting etc. Our initiative marked a significant step towards creating a more egalitarian working environment.

We are making a strong progress towards our objectives of increasing women's employment in all departments including managing positions. In addition, it is also a priority objective for us to step up efforts to women in areas where currently no woman is employed. In the context of this objective, through "Employing Women in Production Project", we provide training to women in the locality who have never been in employment or worked informally in agriculture, and support their employment. In addition, under a protocol executed with the District Governorship and District Directorate of National Education, we organize vocational skilling courses, and include the graduates in priority in the employment process.

We regularly monitor monthly indicators of women's employment by Key Performance Indicators (KPIs) formulated by the Human Resources Department.

As an entity which promotes gender equality and equal opportunities, we:

Have target-based practices to increase the ratio of female employees

Focus on competencies, not gender, in promotions and changes of positions

Provide an equal package of benefits to all employees without discriminating blue or white collar in respect of remunerative rights

Keep continuous contact with employment agencies for employing persons with disabilities to employ such people in our available job positions. We cooperate with non-governmental organizations working on persons with disabilities

Assess job applicants by their competencies regardless of gender

Offer opportunities to foreign workers for appropriate positions in our approach of equal opportunities in job applications



Occupational Health and Safety

Occupational Health and Safety is a top priority both for our internal and external stakeholders. We undertake to provide a safe, healthy and supportive working environment, and diligently comply with all legal requirements and international standards on Occupational Health and Safety.

Under ISO 45001 Occupational Health and Safety Management Systems for which we are certified, we minimize risks to create a sustainable safety culture. In our risk assessment processes, we conduct detailed analyses of chemical, physical, biological, ergonomic and psychological factors and groups requiring special policies such as persons with disabilities, and take measures to eliminate risks or reduce them to acceptable levels. We systematically conduct periodic monitoring, performance assessment and continuous improvement activities to ensure effectiveness of our processes. In line with the principles of “zero accident” and “continuous improvement”, we conduct scheduled annual internal audits to monitor and improve the effectiveness of our Occupational Health and Safety Management System. We deem providing our employees with a safe and healthy working environment as one of our top responsibilities. We measure and control the physical conditions of working

environment such as temperature, light, humidity, hygiene, noise, and execute regular maintenance servicing to all equipment in our processes.

By our Occupational Health and Safety training programs, we aim to increase the awareness of our employees on these matters. We design our training programs to encompass a wide spectrum ranging from basic safety principles to risk management strategies, and custom-tailor them according to the needs of our employees. We require all of our employees to participate minimum 12 hours of mandatory OHS training, and ensure the safety of subcontractors and guests visiting our facilities by providing OHS training at entry.



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Consolidated	2021		2022		2023	
Total number of recipients of OHS training*	Employee	Subcontractor	Employee	Subcontractor	Employee	Subcontractor
	8,228	355	23,559	1,896	32,265	1,190
	8,583		25,455		33,455	
Total OHS training time (person*hour)	Employee	Subcontractor	Employee	Subcontractor	Employee	Subcontractor
	16,131	1,002	18,223	948	20,590	2,358
	17,133		19,171		22,948	
Number of Accidents	Employee	Subcontractor	Employee	Subcontractor	Employee	Subcontractor
	170	0	185	0	106	0
	170		185		106	
Number of Fatal Accidents	Employee	Subcontractor	Employee	Subcontractor	Employee	Subcontractor
	1	0	0	0	0	0
	1		0		0	
Days lost due to accidents	8,454		665		377	
Accident Frequency Rate**	-		3.03		2.66	

*The total number of recipients of training is given as the total training hours calculated as an employee receiving more than one training course and receiving the same training course more than once.

** Accident Frequency Rate = (Number of Lost-Time Cases) / x 200.000 / (Total Number of Employees)

R&D and Innovation Work

In line with our mission to produce innovative and integrated solutions, we as Ateş Wind Power monitor digital and technological developments in the sector, and continue to provide effective support in this area.

Established in 2021, our R&D Department assesses mechanical designs and analyses, adaptation of innovative ideas to our company, and suggestions for improvement collected from employees; and identifies needs for year-around orientation work, system integration and software & hardware, and ensures that shortages are remedied.

Our R&D Department at Ateş Wind Power consists of two units namely Mechanical Design and System Design. The Mechanical Design Team executes design and analysis projects specific to the internal needs of the factory while the System Design Team is in charge of establishing the R&D Center, and work on R&D and innovation project incentives and projects with international partners.

Towards the objectives we set for R&D and innovation, we continue our work to develop innovative solutions and produce projects that will make a difference in the sector.



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Team	Topic	Target for 2023	Actualized in 2023	Target for 2024
System Design Team	Number of project applications and rate of success (approval)	Submit at least 1 national and 1 international project application per year	2 national and 2 international project applications filed. 1 international project approved, success rate 25%	Submit at least 2 national and 1 international project application per year
	Budget approval	Obtain approval for at least 20,000€ per year in approved projects	–	Obtain approval for at least 20,000€ per year in approved projects
	New product development and innovation	Develop and/or improve at least 1 new product per year	1 product/system developed; thermal camera system	Develop and/or improve at least 1 new product per year
	Project completion time	Complete 80% of projects by the scheduled deadline	90% completion rate achieved	Complete 90% of projects by the scheduled deadline
	Patent applications	Submit at least 1 patent application per year	None	Submit at least 1 patent or 1 utility model application per year
	Collaboration	Build at least 2 national collaborations per year	1 national and 1 international collaboration built	Build at least 2 national and 1 international collaboration per year
	Digitalization (Windbox use)	–	–	Manage R&D projects for 2025 on Windbox; assign staff and calculate man-month digitally and obtain automatic reporting. Achieve 70% error-free rate in projects and reporting on Windbox
	Employee satisfaction and training	Ensure participation in at least 3 training events per year and achieve 75% satisfaction rate in participants	1 training (2 personnel) and 90% satisfaction rate	Ensure participation in at least 3 training events per year and achieve 75% satisfaction rate in participants

Team	Topic	Target for 2023	Actualized in 2023	Target for 2024
Mechanical Design Team	Product development and improvement	Develop at least 35 products per year for factory needs	49 new products developed	Develop at least 35 products per year for factory needs
	Project completion time	Complete 75% of R&D projects by the scheduled deadline	80% completion rate achieved	Complete 75% of R&D projects by the scheduled deadline
	Structural analyses	Conduct at least 20 structural analyses and write reports per year	5 analysis projects developed	Conduct at least 20 structural analyses and write reports per year
	Digitalization (Windbox use)	Track 100% of factory projects on Windbox	100% rate achieved	Track 100% of factory projects on Windbox
	Cost reduction and productivity	Reduce factory costs by at least 10% per year through products developed	10% cost reduction achieved	Improve factory productivity by 15% per year

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Starting next year is the HORIZON project titled SEISMEC supported under the “HORIZON-CL4-2023-HUMAN-01-51” call of EU Commission which pursues the primary goal of developing human-centered technologies in industry and strengthening technology-to-human link. Encompassing 14 distinct sectors from 14 countries and featuring 17 pilot studies, the project has Ateş Wind Power as the only participant from Türkiye in the “Renewable Energy Industry” as the Pilot Partner in the SEISMEC consortium. The project focuses on applying emerging technologies to industry, developing technologies in a human-centered approach, and strengthening the bond of people working in the sector with technology. It additionally aims to empower the labor force with human-centered technologies, enhance industrial competition capability, and accelerate the transition from the technology-centered industry 4.0 to the human-centered industry 5.0.



Digitalization and Data Security

Personnel training and tests which we organize for welding operations pose serious physical risks particularly in the case of welding training and working at height. Under our SEISMEC project, we will start to use VR (Virtual Reality) technology instead of traditional methods in order to prevent potential accidents and likely psychological stress on our personnel.

Our VR software presents training and testing processes together. The two-stage testing process that immediately comes after training features a transition to accident simulation in case of committing a critical error at the last stage which will then require the re-run of training. Where the process is completed with no critical mistake at the last testing stage, the training will have concluded successfully.

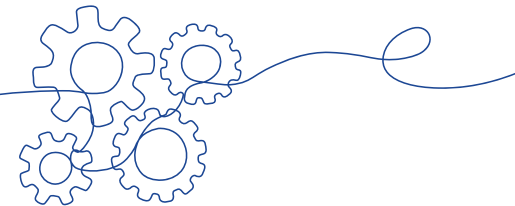
Our accident simulations features cases which may lead to major work accidents if they occur in real-life physical conditions. Such simulations will show our personnel in video and audio and in a safe environment the risks which cannot be tested under normal conditions

Our training and testing processes will not only be provided in the inception phase but also be regularly applied as competency refreshing and improving tool.

Traditional training and testing processes rely on the subjective assessments of trainers and proctors. This prevents training and testing results having an objective and standardized structure. We aim to create a fully objective and standardized assessment process by analyzing data using VR technology.

In this process, it is of great importance to protect the confidentiality of personal information and take necessary measures under the Law on Protection of Personal Data (KVKK). It is among our priorities to securely analyze the data using VR technology and obtain objective results.

By this innovative approach, we aim both to enhance occupational safety and make our training processes more effective.



Stakeholder Relations



We as Ateş Wind Power maintain uninterrupted interaction with our stakeholders as a part of business processes. The expectations and requirements of our stakeholders give us important guidance in setting our strategies and goals.

By strong communications we have with our customers, we receive feedback on our products and services, and focus on developing products custom-tailored to their needs. To respond to the expectations of our changing customer profile, we are keen to increase our quality, grow and provide answers in the best manner to customer requests.

Through transparent cooperation with our business partners, we build sustainable supply chain solutions, and regularly assess our suppliers for their compliance with sustainability standards. Promoting clear communications and engagement with our employees, we aim to provide safe working conditions and increase their satisfaction.

Stakeholders	Interaction Medium/Method	Frequency
Employees	E-mail, telephone, face-to-face Meetings and training events Digital communication tools Employee satisfaction surveys Blue collar report card meetings Departmental targets and KPI meetings Announcements and notices In-house publications Overall performance assessment Lean progress meetings	Continuous Continuous Continuous Once a year Once a month Once a month Continuous Continuous Once a year Once a month
Customers	Customer satisfaction surveys E-mail, telephone, face-to-face Customer visits and meetings Exhibitions, conferences, fairs Website News Social media Grievance mechanisms	At project end Continuous Continuous Continuous Continuous Continuous Continuous Continuous
Suppliers	E-mail, telephone, face-to-face Meetings Supplier audits Supplier portals	Continuous Continuous By Audit Plan Continuous
Public Institutions and Legislative / Regulatory Bodies	Periodic reporting Meetings and conferences E-mail, telephone, face-to-face Audits and inspections Official correspondence	By legislation Continuous Continuous Minimum once a year Continuous

Our key stakeholders				
EMPLOYEES AND EMPLOYEE REPRESENTATIVES	MEDIA	NON-GOVERNMENTAL ORGANIZATIONS	OUR SOCIAL RESPONSIBILITY PROJECTS	FINANCIAL AUDIT ORGANIZATIONS
SUBCONTRACTORS AND SUPPLIERS	LOCAL ADMINISTRATIONS (MUNICIPALITIES)	GOVERNMENT AND MINISTRIES	BANKS	RIVALS
INSURANCE COMPANIES	CHAMBERS	EMERGENCY RESPONSE ORGANIZATIONS	ACADEMIC INSTITUTIONS	LAW ENFORCEMENT
NEIGHBORING ENTERPRISES	LABORATORY	ORGANIZED INDUSTRY ZONES	CERTIFYING BODIES	CUSTOMERS

Our Responsible Supply Chain Approach

We manage our supply chain processes in an integrative manner in order to deliver our products and services to our customers on time, in good quality and responding to their needs. In this context, we harmoniously execute such processes as material planning, procurement, storing, logistics management and pre- and post-sales information flow. We build effective communications with all of our stakeholders in the supply chain, continuously improve such these processes and manage in the framework of our quality standards.

When selecting suppliers for the requisitioned products or services, we evaluate prospective suppliers by the following main topics:

- ✔ Motivation
- ✔ Project management & work schedule
- ✔ Technical qualifications/ competency
- ✔ Inspection
- ✔ Laboratory
- ✔ Quality system
- ✔ Material control
- ✔ General business practice
- ✔ Raw material
- ✔ Process quality controls
- ✔ Assembly & branding
- ✔ Packaging
- ✔ Sustainability controls

By the assessment questions, we examine the approach of prospective suppliers under the heading “sustainability” to include the following matters: human rights, fair wages, fair trade, working conditions, compliance with United Nations Global Code of Conduct.

We continue our infrastructural work to include the environmental impact of products in the assessment questions. We plan to integrate into our system the criteria of manufacturing the products based on steel as raw material by green steel process, and of considering transport distances in order to reduce emissions in the supply chain.

We diligently execute our supplier selection process in two stages. At the first stage, we assess and approve prospective suppliers in terms of occupational safety, quality systems and process applications. During such assessment, we administer a comprehensive questionnaire relating to project management, system controls, material controls and particularly welding practices. We score those assessments, then move onto the stage of on-site audit and project planning. At the second stage, we conduct 100% inspection and approval of initial products, and add those suppliers who are compliant with our integrated quality system to our list of approved suppliers.

We categorize our suppliers into three classes:

Class A Suppliers

These are designated as critical suppliers, and may usually be a sole supplier.

They are those suppliers where failure to work with them inhibits production capability, who produce by special technologies and develop sophisticated products.

Class B Suppliers

They are less special than Class A, but have alternatives.

They produce to the specifications and deliver project-specific products.

Class C Suppliers

They supply products ordinarily available in the market and do not engage in project-specific production.

Where our suppliers deliver products and services complying with the required criteria and where it is necessary to conduct on-site audits, we do such on-site audits once a year for domestic suppliers, and once in three years for international suppliers.

Corporate Social Responsibility

By the projects which we implement in the areas of social responsibility, environmental awareness and contribution to society, we intend to leave a positive mark not only in the business world, but also in society and environment. Through our activities, we care to reach out every segment of society to create long-term value, and encourage environmental and social sustainability. In this context, we actively engage in various social responsibility areas such as promoting local employment, education and environment projects, sports and disaster assistance. With projects which we develop in various areas, we aim to create social good, and contribute to local and national development.

By the **Employing Women in Production Project**, we contribute to gender equality by encouraging women's participation in the labor force. In addition, through our sponsorship of **Bergama Women's Volleyball Team**, we support female athletes to strengthen gender equality in sports.

We raise qualified workforce for the sector through the Welding School which we established to support training and vocational development. We also support the education of future generations by donating to significant educational institutions/foundations such as **ITU Alumni Education**

Foundation, Sabancı University Earthquake Scholarship Fund, Izmir Institute of Technology, and Darüşşafaka Society.

In the context of our environmental responsibility, we contribute to conserving the nature by donating young trees through **TEMA Foundation**. Considering the importance of tree planting in combating climate change, we donated 678 young trees to TEMA Foundation in 2023. We also intend to increase awareness about renewable energy by our sponsorship for **Turkish Wind Energy Association (TUREB)**.

For recruitment into our company, we always refer to local human resources and prioritize local employment except for those positions which require special competencies. We care to stand by our fellow citizens affected by the February 2023 Earthquake by providing assistance in cash and in kind. We also make donations to various non-governmental organizations and energy platforms such as **Energy Industrialists and Business Association (ENSIA)** to contribute to local economy and promote solidarity.

2023

we donated **678 young trees**
to TEMA Foundation in 2023

We take action to promote the participation of our employees in social responsibility projects and the awareness for social responsibility across our company. We regularly share information on our social responsibility projects through e-mails and bulletins, thus informing our employees of the projects which we implement. We provide transport assistance to our employees who want to participate in the announced projects to facilitate their participation.

We recognize, through in-house announcements, our employees who lead or contribute to social responsibility projects, thereby encouraging other employees and motivating voluntary participation.

We plan to establish a “**Sustainable Life Club**” to engage our employees more actively in social responsibility projects. We aim to implement the following projects in the context of the club:

- ✓ Awareness-raising and volunteering for animal shelters
- ✓ Awareness-raising and volunteering against forest fires
- ✓ Solidarity with and awareness-raising about elderly nursing homes
- ✓ Support and awareness-raising for children protection institutions
- ✓ Twinning village schools project
- ✓ Awareness-raising and volunteering for environmental cleanliness
- ✓ Blood donation campaign
- ✓ Delivering unused domestic goods to persons in need
- ✓ Tree planting events
- ✓ Wheelchair support for persons with disabilities
- ✓ Organizing circumcision events
- ✓ 5S training at primary education level.

Donation Recipient Institution/ Project	Currency	Amount in 2023
Bergama Municipality Sports Club - Sponsorship	TRY	200,000.00
Turkish Wind Energy Association - Sponsorship	TRY	187,230.55
Bergama Bakırçay MTAL Parent-Teacher Association - Donation	TRY	15,000.00
Bergama Vocational Training Centre - Donation	TRY	57,500.00
Darüşşafaka Society - Donation	TRY	22,000.00
TEMA Foundation - Donation	TRY	28,282.50
Sabancı University Earthquake Scholarship Fund - Donation	TRY	15,000.00
Izmir Institute of Technology - Donation	TRY	7,500.00
Izmir Helps (earthquake recovery campaign) - Donation	TRY	215,500.00
ITU Alumni Education Foundation - Donation	TRY	32,000.00
ENSIA, Board of Directors - Donation	TRY	5,000.00
Total	TRY	785,213.05

Social Performance Indicators

Rate of Leaving Job Voluntarily (where employees resign by own will for various reasons)

	2021	2022	2023
Rate of Leaving Job Voluntarily	17.9%	9.07%	15.4%

Rate of Leaving Job Involuntarily (retirement, death, inability to work, dismissal, end-of-contract, termination by employer)

	2021	2022	2023
Rate of Leaving Job Involuntarily	7.8%	7.2%	12.3%



Environmental Performance Indicators

Carbon Footprint Data

Carbon Footprint Data	Calculation Standard	Unit	2022	2023
Scope 1	ISO 14064-1	tCO ₂ e	97.957	143.087
Scope 2	ISO 14064-1	tCO ₂ e	2.562	2.291
Scope 3	ISO 14064-1	tCO ₂ e	223.017	250.886
Total	ISO 14064-1	tCO ₂ e	323.536	396.264

Emission Density Data	Unit	2021	2022	2023
Total Greenhouse Gas Emission Density (Scope 1 and 2) (Tower Factory)	tCO ₂ e / ton of product	N/A	2.621	2.234
Total Greenhouse Gas Emission Density (Scope 1 and 2) (Generator Factory)	tCO ₂ e / unit generator	N/A	359.84	749.54

Emission Reduction Targets	Unit	Reference Year	Target Year	Reduction Rate
Scope 1	%	2022	2032	50.4
Scope 2	%	2022	2032	50.4
Scope 3	%	2022	2032	30

Waste Data

Waste Data	Unit	2021	2022	2023
Waste paint and varnish containing organic solvents or other hazardous substances	ton	64.16	77.17	73.62
Ferrous metal filings and turnings	ton	--	73.20	71.68
Ferrous metal dust and particles	ton	109.94	57.70	21.68
Non-ferrous metal dust and particles	ton	1,154.22	627.82	314.52
Machining emulsions and solutions not containing halogens	ton	1.80	0.45	0.20
Other hydraulic oils	ton	1.46	3.05	1.40
Packaging containing residues of or contaminated by hazardous substances	ton	79.08	65.94	50.04
Metallic packaging containing a hazardous solid porous matrix (for example asbestos), including empty pressure containers	ton	2.20	3.56	0.30
Absorbents, filter materials (including oil filters not otherwise specified), wiping cloths, protective clothing contaminated by hazardous substances	ton	40.96	41.76	29.54
Inorganic wastes containing hazardous substances	ton	6.70	1.20	0.30
Copper, bronze, brass	ton	27.56	11.36	13.65
Wastes whose collection and disposal is subject to special requirements in order to prevent infection	ton	0.03	0.07	0.03
Paper and cardboard	ton	49.24	55.06	40.93
Glass	ton	3.60	5.60	8.30
Fluorescent tubes and other mercury-containing waste	ton	--	0.10	0.10
Plastics	ton	40.95	52.05	37.27
Metals	ton	3,377.86	2,526.56	2,717.1
Total	ton	4,959.76	3,602.65	3,380.66

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Hazardous and Non-Hazardous Waste Quantities	Unit	2021	2022	2023
Hazardous Waste Quantity	ton	196	193	156
Non-Hazardous Waste Quantity	ton	4,420	3,410	6,536
Total	ton	4,616	3,603	6,692

Waste Disposal Methods	Unit	2021	2022	2023
Incineration	ton	192,73	190,25	153,77
Recycling	ton	4,737.25	3,339.20	6,522.60
Total	ton	4,929.98	3,529.45	6,676.37

Water Data

Water Data	Unit	2021	2022	2023
Groundwater Consumption	m ³	9,468.50	7,313.40	9,125.00
Discharged Water Quantity	m ³	8,066.00	6,570.00	7,300.00
Water Consumption Per Capita	m ³ /person	14.50	10.20	11.60

Energy Data

Energy Consumption Data	Unit	2021	2022	2023
Electricity Consumption*	MWh	6,608.081	6,206.508	5,342.208
Natural Gas Consumption	Sm ³	136,559	127,614	110,686
Other (LPG)	Ton	54	65	98
Diesel	Ton	122	71	117
Consumption of Electricity from Renewable Resources	kWh	1,032.748	1,550.219	1,457.019
Total Energy Consumption	GJ	35,852	32,645	32,001
Energy Density	GJ/ton of product	0.64	0.66	1.10

*Consumption of electricity from solar power is not included in Total Electricity Consumption.

GRI Content Index

Ateş Wind Power has reported the information cited in this GRI content index for the period of January-December 2023 with reference to the GRI Standards.

GRI Standard	Disclosure	Page no and/or Explanations	Omission
GRI 1: Foundation 2021			
GRI 2: General Disclosures 2021			
GRI 2: General Disclosures 2021	2-1 Organizational details	About the Report, p.3 Ateş Wind Power at a Glance, p.6	-
	2-2 Entities included in the organization's sustainability reporting	About the Report, p.3	-
	2-3 Reporting period, frequency and contact point	About the Report, p.3	-
	2-4 Restatements of information	No change of information vis-à-vis the last year's sustainability report.	-
	2-5 External assurance	No external assurance audit has been commissioned in the context of this sustainability report.	-
	2-6 Activities, value chain and other business relationships	Ateş Wind Power at a Glance, p.6 Products and Services, p.11 Membership Associations and Collaborations, p.17 Stakeholder Relations, p.53	-
	2-7 Employees	Our Human Resources Approach, p.40	-
	2-8 Workers who are not employees	Occupational Health and Safety, p.47	-
	2-9 Governance structure and composition	Governance Structure and Composition, p.18	-
	2-10 Nomination and selection of the highest governance body	Governance Structure and Composition, p.18	-
	2-11 Chair of the highest governance body	CEO's Message, p.5 Governance Structure and Composition, p.18	-
	2-12 Role of the highest governance body in overseeing the management of impacts	CEO's Message, p.5 Governance Structure and Composition, p.18	-
	2-13 Delegation of responsibility for managing impacts	Governance Structure and Composition, p.18 Sustainability Approach, p.25	-
	2-14 Role of the highest governance body in sustainability reporting	Governance Structure and Composition, p.18 Sustainability Approach, p.25	-
	2-15 Conflicts of interest	Ethics and Compliance, p.20	-

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GRI Standard	Disclosure	Page no and/or Explanations	Omission
GRI 1: Foundation 2021			
GRI 2: General Disclosures 2021			
GRI 2: General Disclosures 2021	2-16 Communication of critical concerns	Ethics and Compliance, p.20 Risk Management, p.23 No critical issue has been communicated to Ateş Wind Power during the reporting period.	-
	2-17 Collective knowledge of the highest governance body	Governance Structure and Composition, p.18	-
	2-18 Evaluation of the performance of the highest governance body	Governance Structure and Composition, p.18	-
	2-19 Remuneration policies	Our Human Resources Approach, p.40	-
	2-20 Process to determine remuneration	Our Human Resources Approach, p.40	-
	2-21 Annual total compensation ratio	Confidentiality restrictions Due to confidentiality policy, Ateş Wind Power does not disclose such data to the public.	-
	2-22 Statement on sustainable development strategy	Sustainability Approach, p.25 Sustainability Risks and Opportunities, p.26	-
	2-23 Policy commitments	Corporate Policies, p.19	-
	2-24 Embedding policy commitments	Corporate Policies, p.19	-
	2-25 Processes to remediate negative impacts	Environmental Management, p.31	-
	2-26 Mechanisms for seeking advice and raising concerns	Ethics and Compliance, p.20	-
	2-27 Compliance with laws and regulations	Ethics and Compliance, p.20	-
	2-28 Membership associations	Membership Associations and Collaborations, p.17	-
	2-29 Approach to stakeholder engagement	Stakeholder Relations, p.53	-
	2-30 Collective bargaining agreements	Ateş Wind Power has no employees covered by collective labour agreement.	-

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Material Topics			
GRI Standard	Disclosure	Page no and/or Explanations	Omission
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Material Topics, p.28	-
	3-2 List of material topics	Material Topics, p.28 • Occupational Health and Safety • Circular Economy and Environmental Management • Customer Satisfaction • Corporate Governance • Combating Climate Change, Compliance and Emission Reduction • Human Rights (Equality, Diversity, Inclusion) • Employee Well-being and Talent Management • Digitalization and Cyber-Security • Innovation • Sustainable Supply Chain • Stakeholder Interaction and Local Communities • Risk Management	-
	3-3 Management of material topics	Material Topics, p.28	-
	Occupational Health and Safety		
GRI 3: Material Topics 2021	3-3 Management of material topics	Occupational Health and Safety, p.47	-
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Occupational Health and Safety, p.47	
	403-2 Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety, p.47 Social Performance Indicators, p.58	
	403-5 Worker training on occupational health and safety	Occupational Health and Safety, p.47	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health and Safety, p.47	
	403-9 Work-related injuries	Occupational Health and Safety, p.47 Social Performance Indicators, p.58	
Digitalization and Cyber-Security			
GRI 3: Material Topics 2021	3-3 Management of material topics	Digitalization and Data Security, p.52	-

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GRI Standard	Disclosure	Page no and/or Explanations	Omission
Combating Climate Change, Compliance and Emission Reduction			
GRI 3: Material Topics 2021	3-3 Management of material topics	Combating Climate Change, p.32 Energy Efficiency, p.35	-
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Energy Efficiency, p.35 Environmental Performance Indicators, p.59	-
	302-4 Reduction of energy consumption	Energy Efficiency, p.35 Environmental Performance Indicators, p.59	-
	302-5 Reductions in energy requirements of products and services	Products and Services, p.11 Energy Efficiency, p.35 Environmental Performance Indicators, p.59	-
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Combating Climate Change, p.32 Environmental Performance Indicators, p.59	-
	305-2 Energy indirect (Scope 2) GHG emissions	Combating Climate Change, p.32 Environmental Performance Indicators, p.59	-
	305-3 Other indirect (Scope 3) GHG emissions	Combating Climate Change, p.32 Environmental Performance Indicators, p.59	-
	305-4 GHG emissions intensity	Combating Climate Change, p.32 Environmental Performance Indicators, p.59	-
	305-5 Reduction of GHG emissions	Combating Climate Change, p.32	-
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Combating Climate Change, p.32 Environmental Performance Indicators, p.59	-
Customer Satisfaction			
GRI 3: Material Topics 2021	3-3 Management of material topics	Products and Services, p.11 Stakeholder Relations, p.53	-
Human Rights (Equality, Diversity, Inclusion)			
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Human Resources Approach, p.40 Inclusion, Equal Opportunity and Diversity, p.45	-
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Our Human Resources Approach, p.40 Social Performance Indicators, p.58	-
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Our Human Resources Approach, p.40	-
	401-3 Parental leave	Our Human Resources Approach, p.40	-
GRI 405: Equal Opportunity and Diversity 2016	405-1 Diversity of governance bodies and employees	Our Human Resources Approach, p.40 Inclusion, Equal Opportunity and Diversity, p.45	-
GRI 406: Prevention of Discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Our Human Resources Approach, p.40 Inclusion, Equal Opportunity and Diversity, p.45	-

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Material Topics			
GRI Standard	Disclosure	Page no and/or Explanations	Omission
Employee Well-being and Talent Management			
GRI 3: Material Topics 2021	3-3 Management of material topics	Employee Commitment and Development, p.42	-
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Our Human Resources Approach, p.40 Employee Commitment and Development, p.42	-
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Employee Commitment and Development, p.42 Social Performance Indicators, p.58	-
	404-2 Programs for upgrading employee skills and transition assistance programs	Employee Commitment and Development, p.42	-
Innovation			
GRI 3: Material Topics 2021	3-3 Management of material topics	R&D and Innovation Work, p.49	-
Circular Economy and Environmental Management			
GRI 3: Material Topics 2021	3-3 Management of material topics	Environmental Management, p.31 Waste Management, p.38	-
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Waste Management, p.38 Environmental Performance Indicators, p.59	-
	306-3 Waste generated	Waste Management, p.38 Environmental Performance Indicators, p.59	-
	306-5 Waste directed to disposal	Waste Management, p.38 Environmental Performance Indicators, p.59	-
GRI 303: Water and Effluents 2018	303-2 Management of water discharge-related impacts	Water Management, p.37	-
	303-3 Water withdrawal	Water Management, p.37 Environmental Performance Indicators, p.59	-
	303-4 Water discharge	Water Management, p.37 Environmental Performance Indicators, p.59	-
	303-5 Water consumption	Water Management, p.37 Environmental Performance Indicators, p.59	-

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Material Topics			
GRI Standard	Disclosure	Page no and/or Explanations	Omission
Risk Management			
GRI 3: Material Topics 2021	3-3 Management of material topics	Risk Management, p.23	-
Stakeholder Interaction and Local Communities			
GRI 3: Material Topics 2021	3-3 Management of material topics	Stakeholder Relations, p.53 Corporate Social Responsibility, p.56	-
Sustainable Supply Chain			
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Responsible Supply Chain Approach, p.54	-
Corporate Governance			
GRI 3: Material Topics 2021	3-3 Management of material topics	Corporate Governance, p.18	-