ATEŞ
WIND POWER
Entegre Yenilikçi Sürdürülebilir Çözümler

ATES WIND POWER

SUSTAINABILITY REPORT
2024

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ABOUT THE REPORT

With the publication of our fourth Sustainability Report, Ateş Wind Power aims to present its environmental, social, and governance (ESG) performance to stakeholders in a transparent, consistent, and comparable manner.
This report is based on the consolidated sustainability data of our production facilities located in Çandarlı and Bergama Organized Industrial Zone (OIZ), as well as our affiliated operations, covering the period from **January 1 to December 31, 2024.**

The report outlines our material sustainability topics identified in line with our sustainability strategy, the progress made toward our targets, and our overall performance outcomes.

It has been prepared in both Turkish and English, with reference to the **Global Reporting Initiative (GRI)** Standards.
All data included in this report have undergone internal control and verification processes; however, no external assurance has been conducted within the scope of this edition.

Sustainability reporting is an integral component of Ateş Wind Power's corporate governance approach.
Through the annual publication of these reports, we aim to minimize our environmental impacts, foster employee development, strengthen stakeholder relationships, and enhance our contribution to society.

The forward-looking statements presented herein are based on our company's long-term growth strategy.
Actual future performance may vary due to changes in the business environment, international climate-action initiatives, or technological advancements.

For any questions, feedback, or suggestions regarding the 2024 Sustainability Report, please contact us at **sustainability@atescelik.com** .

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MESSAGE FROM THE MANAGEMENT

Dear Stakeholders,

Climate change and sustainability are no longer confined to the environmental agenda—they now stand at the very core of the business world's strategic priorities. Rising global temperatures, the accelerating energy transition, and emerging carbon regulations are creating not only new risks but also significant opportunities across all industries. Initiatives such as the European Green Deal and the Carbon Border Adjustment Mechanism (CBAM) are reshaping production and supply chains, while the 2050 net-zero vision has become a shared objective for the global business community.

At Ateş Wind Power, we view these developments not merely as external pressures but as strategic turning points that will shape and future-proof our business model.Our solar power plant, which currently meets a substantial portion of our electricity needs, and our wind power plant, now in the installation phase, are concrete demonstrations of our firm commitment to reducing our carbon footprint. The global regulatory landscape and market expectations are defining new parameters of competitiveness. Accordingly, we are strengthening our carbon management and reporting infrastructure while implementing programs that elevate ethical, environmental, and occupational safety standards across our entire value chain, starting with our suppliers.

Our approach to customer satisfaction and quality progresses in full integration with ISO management systems, advanced traceability practices, and rapid feedback mechanisms. Another key strategic focus for us is to build a competent and safe working environment. While reinforcing a zero-accident culture, we continuously support employee development through training and skills programs. We prioritize not only the occupational safety but also the well-being of our employees, embracing diversity, inclusion, and equal opportunity as core pillars of our corporate culture.

At this point, it is evident that sustainability is no longer a choice, but a prerequisite for long-term competitiveness and stakeholder trust. At Ateş Wind Power, together with all our employees, customers, suppliers, and business partners, we remain determined to take bold steps toward a greener, fairer, and more sustainable future.

Sincerly,
Management Coordination Director
Samet GÜLDOĞAN

CORPORATE PROFILE

ABOUT ATES WIND POWER

As Ateş Wind Power (AWP), we are a strong manufacturer offering global-scale solutions in the renewable energy sector, with roots dating back to 1989 in steel structure engineering. Our journey began with the production of steel fabrications required by our group, under our former group subsidiary, Say Reklam. Over time, the experience and know-how we gained guided us toward the wind energy sector—a strategic and environmentally friendly industry.

In 2007, we relocated Say Reklam's steel structure production line to a new facility and began operating under the Ateş Wind Power brand. This milestone represented not only a sectoral transformation, but also our commitment to sustainability. In 2013, we crowned our 24 years of experience in steel structure manufacturing with the production of towers for wind power plants.

Driven by our focus on innovation and local manufacturing, we established Turkey's first and only generator factory equipped with Direct-Drive technology in 2019. This pioneering investment stands as a technological benchmark, not only for our country but also for the wider region.

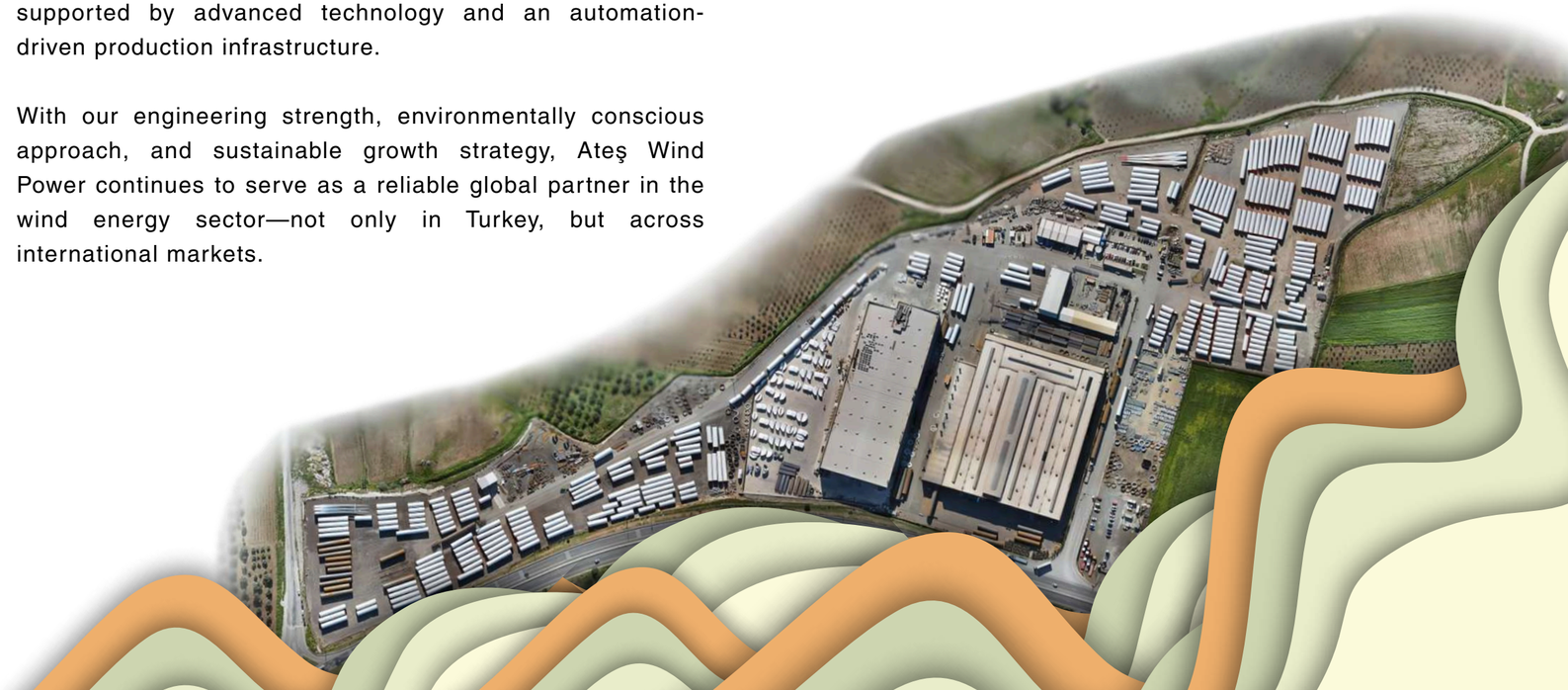
Located along the Izmir–Çanakkale highway, just a few kilometers from Çandarlı Port, our Çandarlı campus hosts our tower and generator production facilities, sustainably designed workspaces, modern offices, and extensive storage areas—continuing to provide reliable solutions for global wind energy projects.

In line with our continuous improvement approach, our Precision Manufacturing Facility—whose construction has been completed as part of our new investment in the Bergama Organized Industrial Zone—is planned to commence production in the near future. With this facility, we aim to strengthen domestic manufacturing capacity in our country's wind energy industry and provide a strategic contribution to the sector.

This modern facility, encompassing 24,500 m² of indoor space, has been designed to operate across metal forming, welded manufacturing, machining, and surface treatment areas. Through this investment, we gain the capability to domestically manufacture key welded and machined components that form the main structures of wind turbines, supported by advanced technology and an automation-driven production infrastructure.

With our engineering strength, environmentally conscious approach, and sustainable growth strategy, Ateş Wind Power continues to serve as a reliable global partner in the wind energy sector—not only in Turkey, but across international markets.

In line with our strategic goals, we entered into a strategic partnership in 2019 with Hamax Co. Ltd., one of Japan's well-established companies and a leading manufacturer in the U.S. market. Through the joint venture "Hamax Europe," founded on equal partnership between Ateş Wind Power and Hamax in the Bergama OIZ, we will soon commence production activities, marking another milestone in our global growth journey.



MILESTONES

1989

Our journey began with the production of steel fabrications required by our group, under our former group subsidiary, Say Reklam.

2007

With the transfer of the steel structure production line to a new facility, we commenced operations under the Ateş Wind Power brand.

2012

We relocated to our new facility in Bergama, Izmir.

2013

After 24 years of experience in steel structure manufacturing, we commenced tower production for wind power plants.

2019

In addition to tower production, we launched Türkiye's first and only generator factory equipped with "Direct-Drive" technology.

2022

In the Bergama OIZ, we have initiated the establishment of a manufacturing facility capable of domestically producing key welded and machined components that form the main structures of wind turbines, supported by advanced technology and an automation-driven infrastructure.

2024

We completed the establishment of our Hamax Europe and Precision Manufacturing facilities in Bergama OIZ.

MISSION, VISION, VALUES

OUR MISSION

In the wind energy sector, we work with full dedication to contribute to our customers' success through our innovative and integrated solutions, striving for a more sustainable world.

OUR VISION

We aim to be the first company that comes to mind and the preferred choice of our stakeholders through our products, services, and solutions.

OUR VALUES

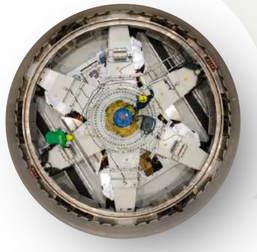
- Respect for people and the environment, safety, and quality are non-negotiable for us.
- We create innovative, competitive, and sustainable solutions with a team that best meets our customers' expectations.
- We solve problems at their source and build strong and lasting collaborations based on honesty and trust with our stakeholders.
- We trust in people and continuously grow together. We provide all opportunities to our employees who are open to development.
- We work with goal-oriented processes.
- As proactive leaders, we embrace a culture of continuous improvement in the face of problems.
- We follow all kinds of developments and work with the flexible ATES MANAGEMENT MODEL that can adapt quickly to changes.

PRODUCT GROUPS

TOWER

- Production of wind turbine tower sections and components in a wide range of types and sizes.
- Use of steel plates with thicknesses ranging from 12 mm to 105 mm
- Annual average production capacity of 1,500 MW
- Manufacturing of tower foundation rings, anchor cages, internal steel structures, and transport equipment

GENERATOR



- Türkiye's first and only **Direct-Drive** wind turbine generator manufacturing facility
- Lower speed, higher efficiency, reduced maintenance requirements
- Annual production capacity of 150 sets
- Approximately 650 MW installed power
- Collaboration with Enercon

MECHANICAL COMPLEMENTS

- Internal steel structures of towers, internal generator parts, and large structural components such as rotors and stators
- Platforms, guardrails, support systems, and connection plates used in tower internal assembly
- Ease of installation, durability, and safety as a priority

OUR AREAS OF SERVICE

1. LOGISTICS

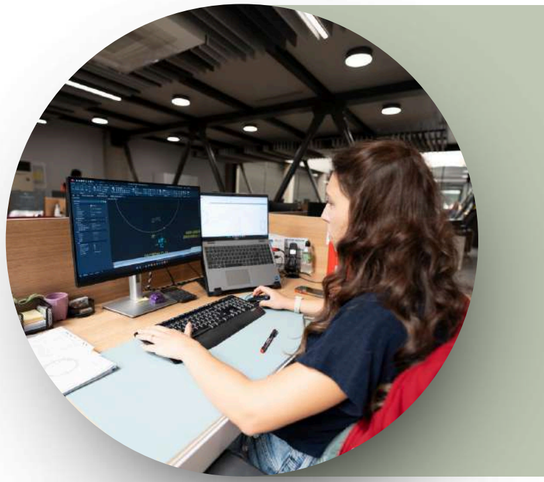
We offer a wide range of services based on the projects we directly produce and the logistics needs of our customers related to these projects. Through our collaborative approach, we develop solution-oriented strategies for challenges; with the solutions we provide, we support our customers' renewable energy projects, help them increase resource efficiency, and contribute to reducing their environmental impact.

In the field of project transportation, we provide solution-focused support at every stage of the process.
Through the special fixtures we have developed, we simplify the transportation of steel tower components from the factory to the installation site, eliminating the need for additional equipment while reducing energy and resource consumption.
By ensuring that all stages — including storage, loading, and unloading — are carried out safely and efficiently, we enhance operational efficiency across the logistics process.

In international projects, particularly those requiring overseas maritime transportation, we stand out with our effective logistics organization capabilities.
We deliver products seamlessly to the ports closest to project sites, ensuring speed and cost efficiency in the delivery process.
In this way, we increase customer satisfaction and promote sustainability in logistics on a global scale.

OUR AREAS OF SERVICE

2. PROJECT MANAGEMENT



As a team with a deep understanding of the dynamics of the wind energy sector, we establish strategic solution partnerships with our customers and manage projects through a holistic approach from start to finish. We provide comprehensive engineering and technical expertise to support our clients in every aspect necessary for the success of their projects.

Our planning and organizational capabilities, strengthened by lessons learned and best practices, ensure the smooth progress of projects and help prevent potential disruptions. With an infrastructure grounded in high quality and sustainability principles, we manage project processes in a way that minimizes environmental impacts. This approach creates the conditions our clients need to carry out their projects with confidence.

Through our integrated and proactive solutions, we enable the realization of projects that address not only today's needs but also those of the future, laying the foundation for long-term partnerships built on sustainability principles.

3. STORAGE

At our modern production facilities in Izmir–Bergama, we offer comprehensive storage space for large-scale wind turbine components.
Through this integrated system, we not only meet our in-house production needs but also provide additional warehousing support in line with customer demands.
This area allows the safe storage of components such as towers and generators, as well as, when needed, turbine blades and other large components belonging to customer projects.

This approach facilitates easier management of project modifications, streamlines logistics and inventory processes, and enhances cost efficiency and operational performance.

In addition:

- The centralized storage model shortens transportation times and distances.
- This contributes to reducing energy consumption and lowering the carbon footprint.
- Thus, we minimize the environmental impact of the supply chain while offering our customers more flexible and faster solutions.

GLOBAL OPERATIONS

1. Germany
2. Greece
3. People's Republic of China
4. India
5. United Kingdom
6. Spain
7. Austria
8. Lithuania
9. Poland

*Countries exported to in 2024.

MEMBERSHIPS, COLLABORATIONS AND CERTIFICATIONS

OUR MEMBERSHIPS

In line with our sustainability focus, our memberships in organizations we collaborate with are listed below:

- Board Membership at the Energy Industrialists and Businessmen's Association
- Substitute Audit Board Membership at the Turkish Wind Energy Association
- Türkiye Exporters Assembly
- Aegean Region Chamber of Industry
- Lebib Yalkin
- Ecovadis
- EİB (Aegean Exporters' Association)
- Bergama Chamber of Commerce
- German-Turkish Chamber of Industry and Commerce
- Green Growth

OUR CERTIFICATIONS

Our sustainability approach is supported by management systems built on systematic and continuous improvement. Accordingly, we conduct our operations in compliance with internationally recognized standards.

- ISO 9001 Quality Management System
- ISO 45001 Occupational Health and Safety Management System
- ISO 14001 Environmental Management System
- ISO 50001 Energy Management System
- ISO 14064-1 Corporate Greenhouse Gas Verification
- EN 1090-1 Requirements for conformity assessment for structural components
- EN 1090-2 Technical requirements for steel structures
- EN 1090-3 Technical requirements for aluminum structures
- EN 3834-2 Quality Conformity for Fusion Welding of Metallic Materials
- TPG-PRI Welding Qualification

GOVERNANCE

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

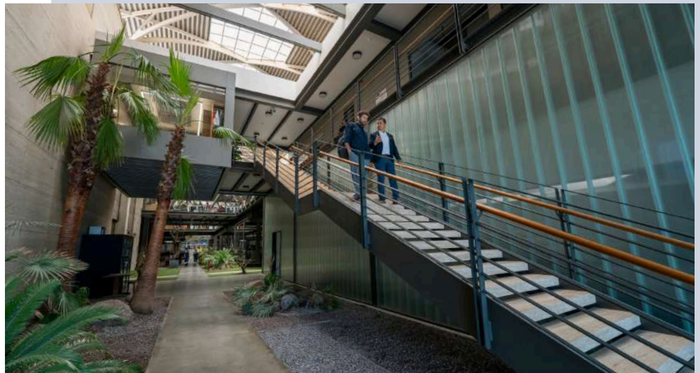
16 PEACE, JUSTICE AND STRONG INSTITUTIONS

17 PARTNERSHIPS FOR THE GOALS

CORPORATE GOVERNANCE STRUCTURE

As Ateş Wind Power, we adopt a strong corporate governance structure based on transparency, accountability, and ethical values to achieve our sustainability goals.In this context, our governance model is built on an approach that supports our long-term strategic objectives and strengthens the trust of our stakeholders.

Our **Board of Directors**, which serves as the company's highest decision-making and strategic steering body, consists of two members under the leadership of the Chairperson and the Vice Chairperson.With their sectoral experience and expertise, our Board members make significant contributions to the realization of the company's vision and objectives.Board meetings are held regularly at predetermined intervals throughout the year and, when necessary, are supplemented by extraordinary meetings. During these meetings, the company's overall performance, strategic plans, and investment decisions are discussed, and all resolutions are adopted unanimously.



In accordance with Law No. 6331 on Occupational Health and Safety, we have established an **Occupational Health and Safety (OHS) Committee** to assess potential risks and preventive measures related to occupational health and safety, determine necessary actions, and report to the Board of Directors.This committee consists of the employer's representative, OHS specialists, the workplace physician, department managers, the administrative affairs specialist, employee representatives, and other relevant experts depending on the agenda items. The committee convenes regularly every two months.

Within our company, an **Ethics Committee** has been established to evaluate requests for consultation regarding ethical principles and to monitor compliance with our Code of Ethics.Our Ethics Committee is composed of the Director of Management Coordination, the Finance Director, and the Human Resources Manager, and is chaired by the Director of Management Coordination.The Committee convenes as soon as possible upon receiving consultation requests, complaints, or notifications. Meetings are called by at least one member via e-mail and held at the request of the Chairperson or a member of the Board of Directors.

A **Digitalization Committee** has been established within our company to steer our digital transformation journey and to implement projects focused on efficiency and sustainability. The Committee works to enhance business processes through digital technologies, strengthen a data-driven decision-making culture, and promote practices that contribute to resource efficiency. The Digitalization Committee is chaired by our Management Coordination Director and is composed of four members in total.

An **Energy Team** has been established within our company to enhance energy efficiency, achieve our sustainability goals, manage energy-saving projects, analyze energy data, and raise energy awareness across the organization. Operating under the Factory Director, the team is composed of one Energy Lead and nine members.

In addition, a **Sustainability Team** has been established within our company to enhance our environmental, social, and governance performance, achieve our sustainability goals, and ensure alignment with international standards. Operating under the leadership of the Management Systems Unit, the team collaborates with departments such as Occupational Health and Safety, Human Resources, Production, Supply Chain, and Finance on implementing our sustainability strategy, identifying priority issues, managing reporting processes, and strengthening communication with our stakeholders.

ETHICS PRINCIPLES AND COMPLIANCE

As Ateş Wind Power, we adopt a management approach that is based on ethical values and legal compliance at every stage of our operations. Our business ethics principles are founded on transparency, integrity, fairness, and responsibility, aiming to create the necessary awareness for all our employees, business partners, and stakeholders to act in line with these values.

Our compliance policies are not limited to fulfilling legal obligations; they also aim to assume ethical leadership within our sector. In every area — from our supply chain to our production processes, from occupational health and safety to data protection practices — we adhere strictly to ethical principles. Through regular ethics and compliance training provided to our employees, we continuously strengthen a culture of ethical conduct.

To systematize the implementation of ethical rules, we have structured an Ethics Committee chaired by our Management Coordination Director. Through this committee, we carry out consultation, evaluation, and oversight processes related to ethics. We confidentially receive all applications from our stakeholders via **etik@atescelik.com**, carefully examine potential violations, and, when necessary, initiate disciplin procedures.

The full text of our Corporate Ethical Principles and Code of Conduct Guide can be accessed here.

ETHICS AND COMPLIANCE IN SUPPLIERS

As Ateş Wind Power, we attach importance to adherence to ethical principles not only within our own organization but also throughout our entire business network. For this reason, we evaluate our suppliers not only based on the quality of their products and services but also on the extent to which they align with ethical values.

For suppliers belonging to a specific group, we provide the **Supplier Code of Conduct** document, which clearly sets out our fundamental ethical principles and expectations. This document is incorporated into the relevant contracts, ensuring that ethical standards are also reinforced through contractual obligation.

At every stage of our supply chain, we expect fundamental principles such as respect for human rights, occupational health and safety, environmental responsibility, anti-corruption, and fair working conditions to be upheld. We monitor compliance with these principles and, when necessary, implement audit mechanisms.

ANTI-BRIBERY AND CORRUPTION

We pursue a zero-tolerance policy against bribery, corruption, and conflicts of interest in all our business processes. In line with the principles of transparency and accountability, we establish all necessary internal control mechanisms and provide awareness training programs to ensure that our employees, suppliers, and business partners do not engage in such unethical behavior, thereby continuously reinforcing this culture. We take immediate action in the event of any misconduct and ensure that our ethical standards are maintained without exception.

The number of complaints reported and resolved regarding anti-corruption and bribery was recorded as zero.

Policies

Anti-Bribery and Corruption Policy
Human Rights Policy

ATES WIND POWER
Ethical Principles
Key Focus Areas

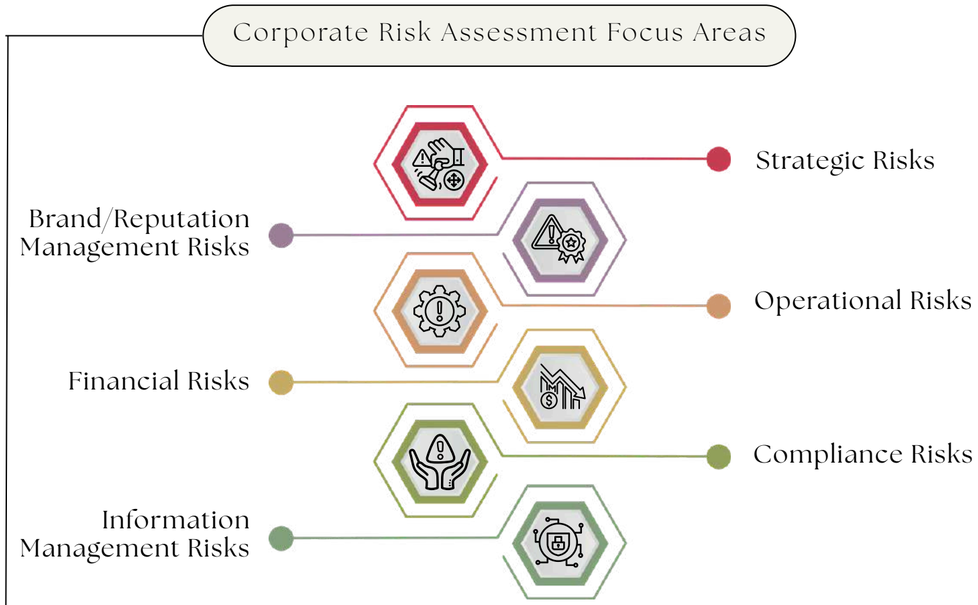
- Integrity
- Human Rights
- Environment
- Regulatory Compliance
- Stakeholder Relations
- Employee Relations
- Shareholder Relations
- Customer Relations
- Supplier Relations
- Competitor Relations
- Anti-Bribery and Anti-Corruption

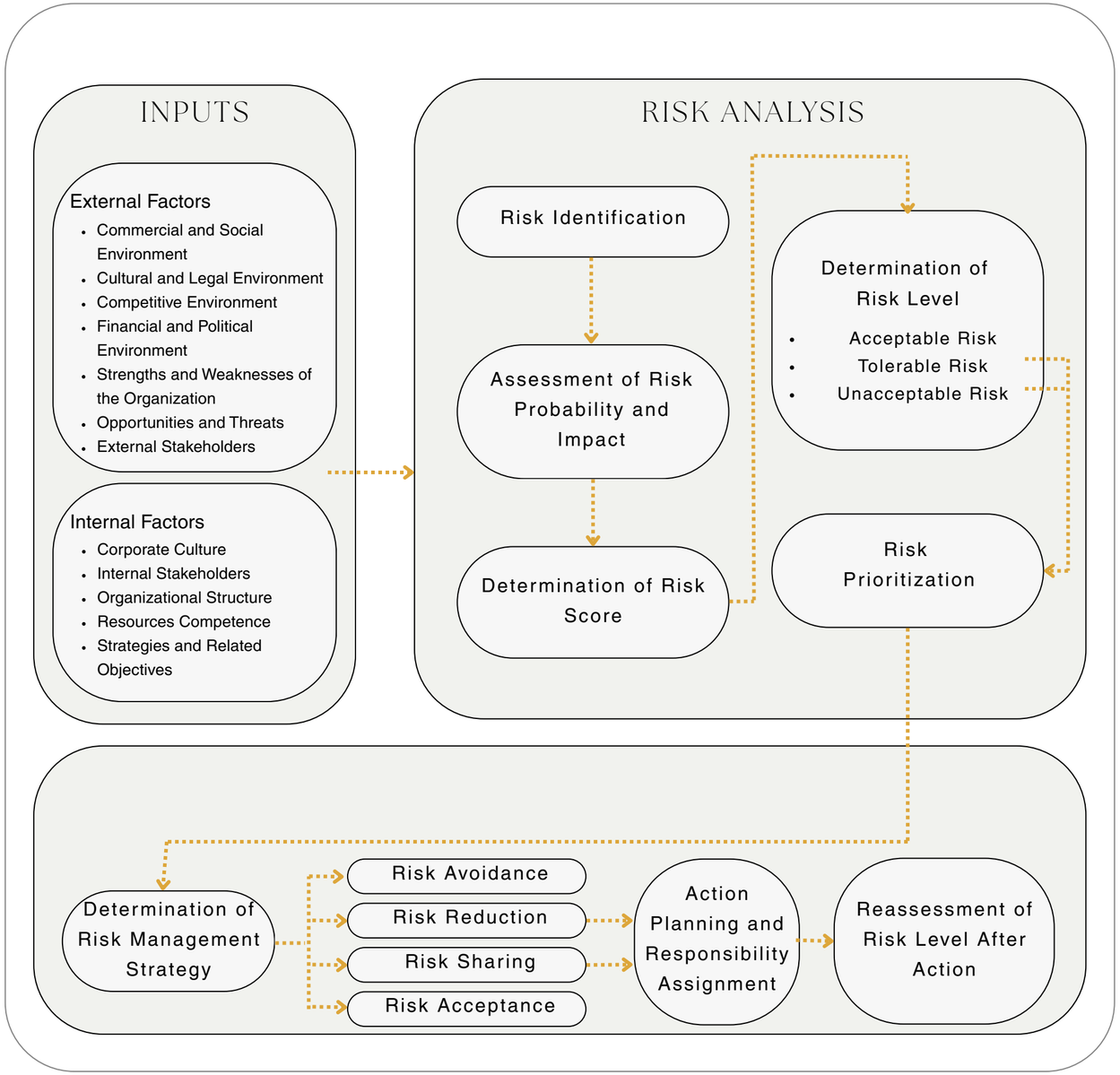
RISK MANAGEMENT

CORPORATE RISK MANAGEMENT APPROACH

We regard risk management as a strategic imperative that is essential to our sustainable success. We continuously evaluate the operational, financial, environmental, legal, and reputational risks inherent in our activities and implement control mechanisms to manage these risks effectively. Our risk management processes are designed not only to safeguard the company against potential threats but also to seize opportunities and strengthen business continuity.

We assess our strategic, operational, financial, environmental, and legal risks at least once a year, employing an enterprise risk management (ERM) framework and methodologies aligned with international standards to evaluate their potential impact.





RISK MANAGEMENT

AUDIT AND CONTROL MECHANISMS

Our audit and control mechanisms, organized within the framework of corporate governance principles, legal mandates, and international standards, guarantee effective risk management, ongoing process enhancement, and the maintenance of stakeholder trust.

We have developed a robust control network encompassing financial, operational, environmental, and information security, facilitated by internal audit teams functioning under the oversight of senior management, established internal control practices, independent and objective audits, and digital monitoring tools.

We enhance our internal control framework through the segregation of duties, authorization and approval mechanisms, process-oriented control points, and digital monitoring systems. We adopt a comprehensive approach to monitor financial, operational, environmental, and information security risks.

In 2024;

- We successfully completed 14 independent audits.
- We conducted 21 internal audits across our operations.

INTERNAL AUDIT AND CONTROL MECHANISMS

- Internal audits conducted within the scope of ISO 9001, ISO 45001, ISO 14001, and ISO 50001
- COSO-aligned internal control framework
- Oversight by Top Management and the Ethics Committee

FINANCIAL CONTROL MECHANISMS

- Auditing of financial statements in accordance with international accounting standards
- Regular internal monitoring and reporting for cash management, credit, and foreign exchange positions

ENVIRONMENT, HEALTH AND SAFETY AUDITS

- Independent audits of the Environmental Management System within the scope of ISO 14001
- Independent audits of the Occupational Health and Safety Management System within the scope of ISO 45001
- Legal compliance audits conducted by the relevant ministries

SUPPLIER AUDITS

- Comprehensive supplier site audits, including sustainability topics
- Compliance monitoring with the Supplier Code of Conduct.

INFORMATION SECURITY CONTROL MECHANISMS

- Information security assurance systems
- Regular monitoring of technical and administrative measures for the protection of personal data in compliance with Personal Data Protection Law (KVKK)

INFORMATION SECURITY AND DIGITALIZATION

We regard digital transformation as a catalyst that enhances efficiency, optimizes resource utilization, and fortifies stakeholder trust. Information security serves as the essential foundation of this transformation. We manage our processes in conjunction with our internal platforms (e.g. Windbox) and enterprise applications (ERP, warehouse management, etc.), adhering to the principles of data integrity, confidentiality, and accessibility, while systematically mitigating information security risks.

Our Digitalization Journey: Systematic Steps through SIRI

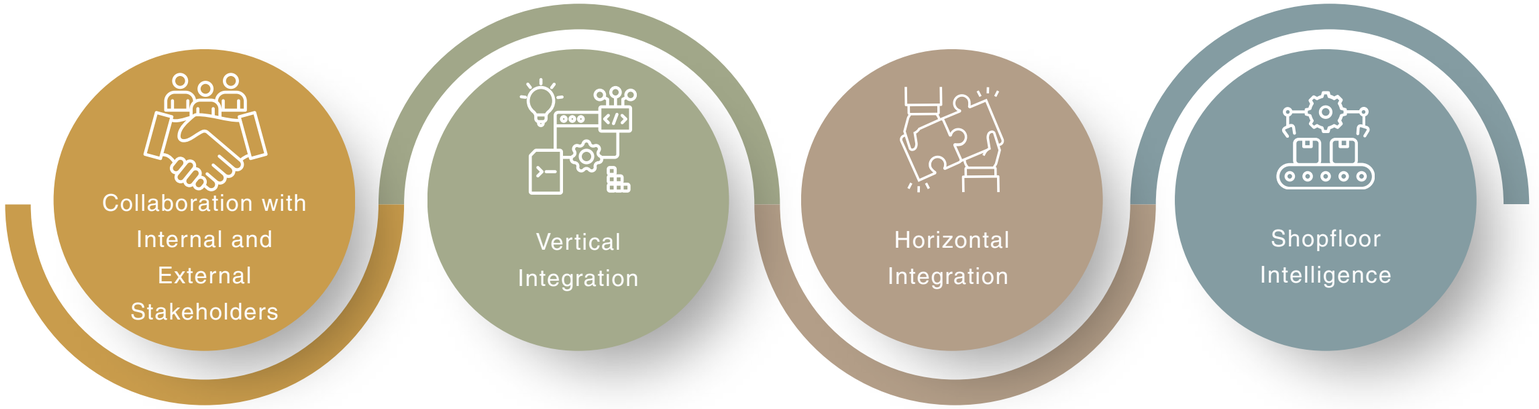
As Ateş Wind Power, we have systematized our digitalization journey through the SIRI Industry 4.0 Digital Maturity Assessment conducted by the MEXT Technology Center. This assessment identified our strengths, revealed areas for improvement, and created a roadmap aligned with our sustainable growth objectives.

The full text of our Information Systems and Security Policy can be accessed here.

OUR DIGITALIZATION ROADMAP

The development areas identified through the SIRI assessment are prioritized by our Digitalization Committee, and improvement initiatives in these areas are implemented in line with the established plan.

The key issues that we will focus on as part of our ongoing efforts are outlined below.



- Agile Project Management Methodology
- Digital Learning Management Systems (LMS)

Lessons Learned Implementation

- Product Lifecycle Management (PLM)
- Digital Portfolio Administration
- Real-time inventory monitoring
- Advanced Planning and Scheduling
- Data Governance Platform (Single Source of Truth)
- Predictive Quality through Advanced Analytics
- Facility Management System
- Dynamic Resource Allocation through Enhanced Planning
- Sales and Operations Planning System (S&OP)
- Chatbot for Maintenance Operations
- Supplier Portal
- EDI for Clients in the Tower Production Process
- Supply Chain Management Hub
- Advanced Logistics Administration
- Demand Forecasting Utilizing Advanced Analytics
- Fleet Management Utilizing Automated Guided Vehicles
- Digital MRP in the Tower Manufacturing Process
- Digital Standard Operating Procedure in Generator Production Process
- Robotic Process Automation
- Manufacturing Execution System (MES)
- Self-Service Business Intelligence Reporting Solutions
- Digital Root Cause Analysis (RCPS)
- Condition-Based Monitoring for Essential Machinery
- Process Cost Analysis
- Image Processing for the Management of Personal Protective Equipment (PPE)

STAKEHOLDER DIALOGUE

We establish transparent, trust-based, and continuous communication with our stakeholders. By regularly gathering feedback from our customers, we develop solutions that meet their expectations, continuously enhance quality, and support sustainable growth. We build long-term partnerships with our business partners and suppliers in accordance with sustainability standards and evaluate their environmental and social performance as part of our corporate responsibility.

We consider our employees as one of our most important stakeholders and focus on increasing their satisfaction by providing a safe working environment, open communication, and development opportunities.

We ensure that all our stakeholders receive accurate and timely information, strengthening our interactions through various communication channels and advancing our sustainability goals together. In this context, we are also implementing the process for developing our Stakeholder Engagement Plan to establish a systematic approach.

Strong Ties with Local Stakeholders

We hold regular meetings with local households, village heads, farmers, and other affected parties. During these meetings, we discuss facility operations, environmental and social impacts, water usage, employment opportunities, and contributions to the local community.

- Employees and Employee Representatives
- Government and Ministries
- Media
- Business Partners
- Non-Governmental Organizations
- Local Communities
- Customers
- Contractors and Suppliers
- Financial Institutions
- Local Authorities
- Neighboring Businesses
- Academic Institutions

SUSTAINABILITY APPROACH

ATES WIND POWER SUSTAINABILITY BY THE NUMBERS

We donated **845** saplings through the TEMA Foundation.

1.434.655 TRY We made an environmentally oriented investment.

Water consumption per capita **%6** reduction.

With **%13** female ratio, we are among the leading production facilities in Turkey.

Number of blue-collar women employees **%17** increase.

Electricity Consumption **%18** supplied from renewable energy sources (Solar Power Plant).

Pergamon WPP Project's pre-construction phase has been successfully completed.

3. Greenhouse Gas Verification Certificate obtained.

SMART INDUSTRY READINESS INDEX

SIRI Industry 4.0 Maturity Assessment completed.

In 2024, **%87** of our procurement requests were met through local suppliers.

Training per Employee **19,83** Hours

BRONZE | Top 35% ecovadis Sustainability Rating FEB 2024

Ranked in the top **%35** in EcoVadis assessment and awarded the Bronze Medal..

Within the scope of Occupational Health and Safety **25.970** hour of training provided.

500 ISO

We have been listed in the Istanbul Chamber of Industry's Top 500 Industrial Enterprises.

SCIENCE BASED TARGETS

We committed to SBTi.

SUSTAINABILITY STRATEGY

At Ateş Wind Power, we view sustainability not merely as an environmental responsibility, but as an integral part of our business model, grounded in respect for people and the environment, safety, and quality.

These three core values form the backbone of our approach to sustainability and guide all our activities.
Under our Respect for People focus, we prioritize protecting the health and safety of our employees, unconditionally upholding human rights, and building strong collaborations with the communities in which we operate.

We believe in growing together and strive to create a fair, inclusive, and safe working environment that enables every individual to reach their full potential.

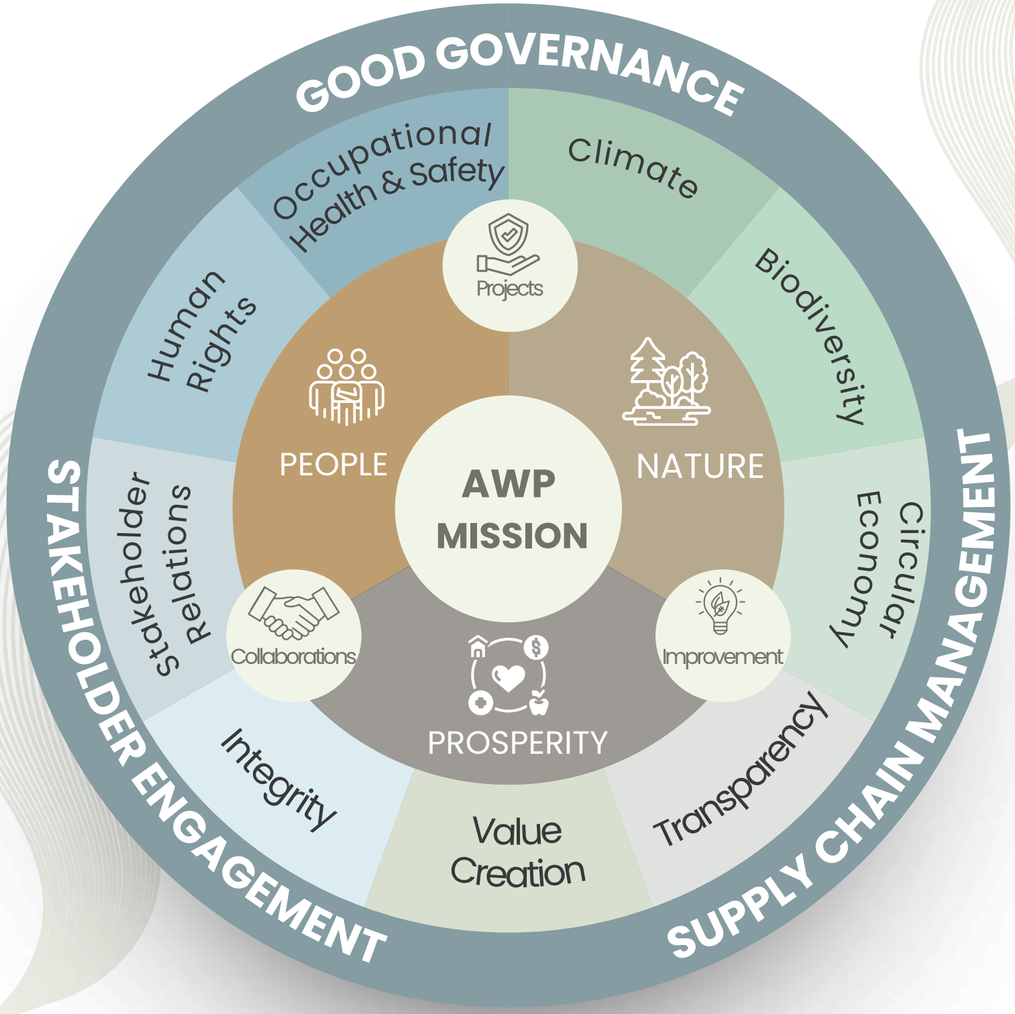
Under our Respect for the Environment focus, we combat climate change, preserve biodiversity, and integrate circular economy principles across all our processes.

Under our Safety focus, we conduct all operations with a “people first, safety first” approach. We consider it our fundamental responsibility to continuously develop a high-awareness work culture and enhance it through ongoing improvement.

The full text of our Sustainability Policy can be accessed here.

This foundational structure is concretized through nine strategic focus areas. Health and Safety, Human Rights, Community Engagement, Climate, Biodiversity, Circular Economy, Value Creation, Transparency, and Integrity define the scope of our strategy and serve as guiding principles in our daily operations. In this way, we transform sustainability into a measurable, traceable, and reportable management model.

Supporting elements located on the periphery of our strategy—Good Governance, Stakeholder Engagement, and Supply Chain Management—reinforce this holistic approach. Through good governance, we embed transparency and accountability into the core of our corporate culture; through stakeholder engagement, we strengthen open communication and trust; and within our supply chain, we create value together with our partners while upholding the same ethical and sustainability standards.

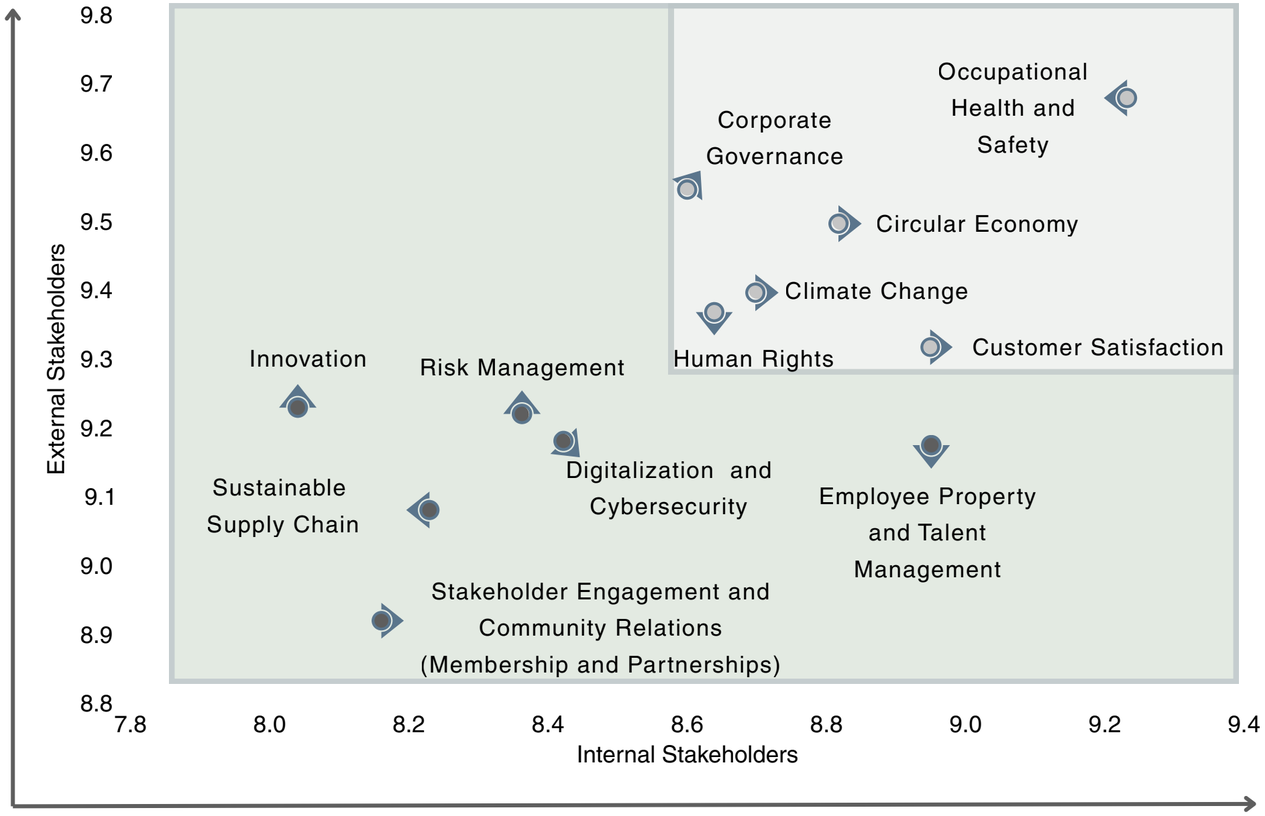


SUSTAINABILITY PRIORITIES

PRIORITIZATION ANALYSIS

To identify the key focus areas for our sustainability initiatives, we conducted a stakeholder survey in 2024. The survey aimed to capture the perspectives of both our internal and external stakeholders on sustainability-related issues. Priority topics were determined by evaluating industry best practices, competitor approaches, and relevant international reporting standards.

Stakeholders were asked to rate the importance of each issue to Ateş Wind Power on a scale from 1 (Lowest Priority) to 10 (Highest Priority). We received a total of 184 responses, including 151 from internal stakeholders and 33 from external stakeholders. Based on these results, we identified our top sustainability priorities.



Priority Topics

- Employee Property and Talent Management
- Digitalization and Cybersecurity
- Risk Management
- Sustainable Supply Chain
- Stakeholder Engagement and Community Relations (Membership and Partnerships)
- Innovation

High-Priority Topics

- Occupational Health and Safety
- Climate Change
- Human Rights
- Customer Satisfaction
- Corporate Governance
- Circular Economy

The six high-priority issues identified in the survey results were evaluated individually for their alignment with the UN Sustainable Development Goals (SDGs). Consequently, the SDGs that correspond with the priority issues were connected.

SUSTAINABILITY TARGETS

PRIORITY TOPIC	TARGET	2024 PERFORMANCE	DUE DATE	SDGS CONTRIBUTION
OCCUPATIONAL HEALTH AND SAFETY	Reducing the accident frequency rate by 10% compared to the 2022 baseline year.	33% reduction	2025	3 GOOD HEALTH AND WELL-BEING; 12 RESPONSIBLE CONSUMPTION AND PRODUCTION; 8 DECENT WORK AND ECONOMIC GROWTH
COMBATING CLIMATE CHANGE	Reducing the waste generation per unit of production by 30% compared to the 2022 baseline year.	32.8% reduction	2025	12 RESPONSIBLE CONSUMPTION AND PRODUCTION
	Reducing per capita water consumption by 10% compared to the 2023 baseline year.	% 6,06 reduction	2026	6 TEMİZ SU VE SANITASYON; 12 RESPONSIBLE CONSUMPTION AND PRODUCTION
	Sourcing our electricity consumption from renewable energy sources.	18% SPP utilization	2025	7 AFFORDABLE AND CLEAN ENERGY; 13 CLIMATE ACTION; 12 RESPONSIBLE CONSUMPTION AND PRODUCTION
HUMAN RIGHTS	Increasing the proportion of female employees to 16%.	%13	2025	5 GENDER EQUALITY; 8 DECENT WORK AND ECONOMIC GROWTH
CUSTOMER SATISFACTION	Increasing overall customer satisfaction to above 95%.	% 91,5	2025	9 SANAYİ, YENİLİKÇİLİK VE ALTYAPI; 12 RESPONSIBLE CONSUMPTION AND PRODUCTION
CORPORATE GOVERNANCE	Increasing the rate of timely closure of audit non-conformities to above 70%.	%45	2026	16 PEACE, JUSTICE AND STRONG INSTITUTIONS; 8 DECENT WORK AND ECONOMIC GROWTH
CIRCULAR ECONOMY	Achieving a water savings rate of 10%.	% 0	2027	6 CLEAN WATER AND SANITATION; 13 CLIMATE ACTION; 12 RESPONSIBLE CONSUMPTION AND PRODUCTION

ENVIRONMENTAL PERFORMANCE

CLIMATE ACTION

Our approach to climate action is based on the principles of managing risks, evaluation opportunities, ensuring compliance with national and international regulations, and creating shared value in collaboration with our stakeholders.

In this context, we first assess the impacts of climate change on our business continuity and develop strategic plans regarding physical and transition risks. At the same time, we integrate the opportunities offered by the transition to a low-carbon economy into our business model; expanding our renewable energy investments and investing in energy efficiency and innovative technologies.

We continue our compliance efforts within the framework of international regulations such as the World Bank, the EU Green Deal, and the CBAM, while enhancing our accountability through transparent carbon reporting and verification processes in line with standards such as ISO 14064. In addition, we aim to create shared value with all our stakeholders, from employees to suppliers, customers to local communities; acting together for a fair, inclusive, and transparent climate transition.

CLIMATE ACTION

GREENHOUSE GAS EMISSIONS

We recognize the critical role of emissions management in combating climate change and achieving sustainable development goals. At Ateş Wind Power, we regularly monitor, calculate, and independently verify our corporate carbon footprint. In this context, we systematically conduct greenhouse gas inventory studies in accordance with the ISO 14064-1 standard.

With the aim of minimizing the environmental impact of our operations, we regularly measure and monitor our flue gas emissions and periodically report the data we obtain to the Ministry of Environment, Urbanization and Climate Change and the Provincial Directorates within the framework of the relevant legislation.

CBAM Reporting

To support our customers in the European Union with their CBAM (Carbon Border Adjustment Mechanism) obligations, we calculate product-level emissions. According to 2024 data, the total embedded emissions of our tower product under CBAM amount to 0.054 t CO_2e per ton, of which 0.003 t CO_2e per ton are direct emissions and 0.051 t CO_2e per ton are indirect emissions.

Data Revision and Verification Process

As part of our continuous improvement efforts to ensure data accuracy and methodological consistency in our corporate carbon footprint calculations, our company has implemented and maintained ISO 14064-1 processes since 2022. We have reviewed and updated our emissions calculation methodology through a comprehensive assessment process. In this context, historical data have been revised, and independent verification processes have been successfully completed. All years presented in this report reflect the revised values. These updates have enabled more accurate and reliable monitoring of our performance, while reinforcing the alignment of our reporting system with the principles of transparency, accountability, and continuous improvement.

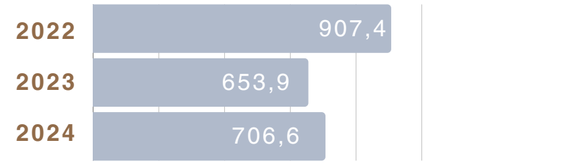
In 2024

Through sustainability-focused improvements implemented across our supply chain, we contributed to the reduction of indirect emissions arising from our production activities. As a result of these efforts, we achieved a **24,5%** reduction in our Scope 3 emissions.

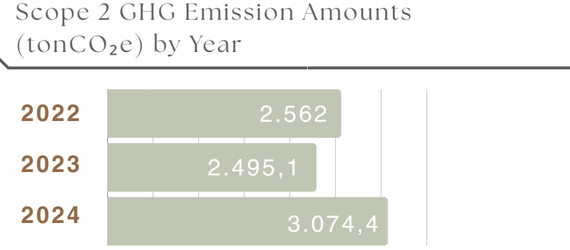
2024 Emission Amounts by ISO 14064-1 Categories

Category	Amounts (Tonnes of Co2e)	Percentage Effects
Category 1 - Direct greenhouse gas emissions and removals	706,6	0,4%
Category 2 - Indirect greenhouse gas emissions from imported energy	3.074,4	1,6%
Category 3 - Indirect greenhouse gas emissions from transportation	15.249,8	7,9%
Category 4 - Indirect greenhouse gas emissions from products used by the organization	173.362,4	89,8%
Category 5 - Indirect greenhouse gas emissions associated with the use of products from the organization	397,7	0,2%
Category 6 - Indirect greenhouse gas emissions from other sources	338,2	0,2%
Total	193.129,1	100,0%

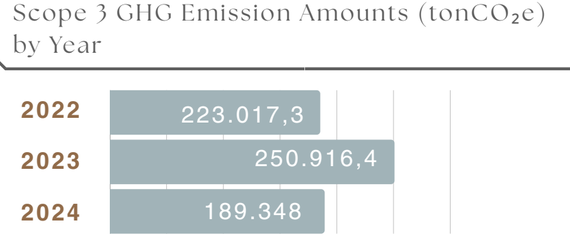
Scope 1 GHG Emission Amounts ($tonCO_2e$) by Year



Scope 2 GHG Emission Amounts ($tonCO_2e$) by Year

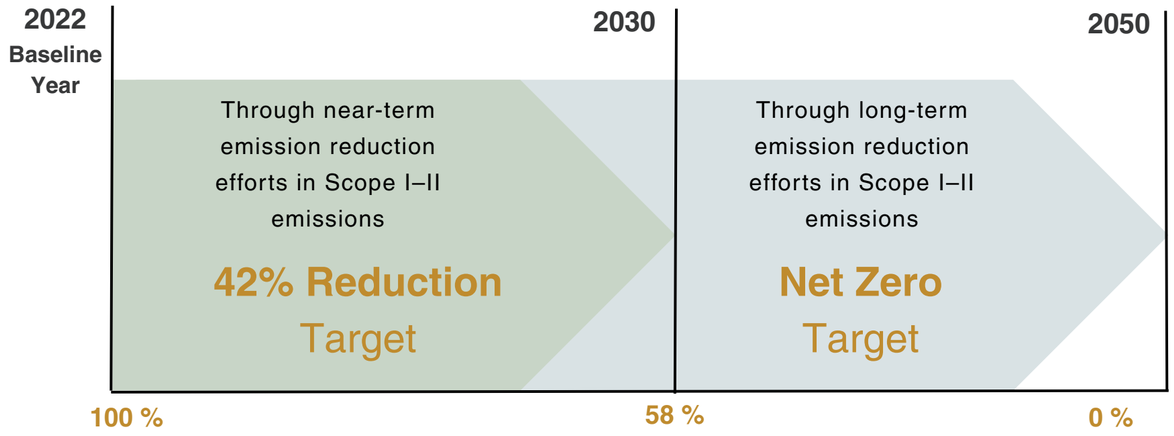


Scope 3 GHG Emission Amounts ($tonCO_2e$) by Year



CLIMATE ACTION

CLIMATE TRANSITION ROADMAP



Near-Term Climate Transition Actions

- Measurement and verification of Scope 1 and Scope 2 greenhouse gas emissions in accordance with ISO 14064
- Energy efficiency projects
- Transition to electric vehicles and forklifts
- Wind Power Plant installation
- Water recovery projects
- Social impact management

Long-Term Climate Transition Actions

- Establishment of a hydrogen storage facility and utilization of green hydrogen
- Implementation of projects supported by the Responsible Project
- Expansion of lower-emission logistics alternatives
- Procurement of green steel

At Ateş Wind Power, we regard combating climate change as both an environmental responsibility and a necessity for our collective future.
For this reason, we have developed a roadmap to achieve net-zero emissions by 2050.

The first step on this journey is to measure and transparently report the greenhouse gas (GHG) emissions resulting from our operations.

In the short term, we aim to increase our energy efficiency, source the majority of our electricity consumption from renewable resources, and ensure compliance with carbon regulations in our export markets. Currently, approximately 18% of our electricity needs are met through renewable energy generated by our installed solar power plant (SPP). Additionally, the installation of our wind power plant (WPP)—which will play a critical role in our energy transition—is ongoing. Once these two investments are completed, we aim to supply all of our electricity consumption from renewable sources, thereby significantly reducing our carbon footprint.
At the same time, we are working to reduce the carbon impact of our supply chain by encouraging our steel suppliers to adopt lower-carbon production methods.

In the long term, we plan to establish an energy storage system and a pilot hydrogen production facility to make our renewable energy generation more reliable and sustainable.Throughout this transformation, we focus not only on our own investments but also on engaging with international support mechanisms. Furthermore, through our application to the Responsible Project, we believe that our roadmap will be further strengthened and supported by international best practices.

CLIMATE ACTION

CLIMATE-RELATED OPPORTUNITIES

Risk	Category	Definition	Time Horizon	Probability	Impact	Approach / Mitigation Measures
Extreme weather events	Physical (Acute)	Climate-related sudden events such as storms, floods, or extreme temperatures disrupting production.	Short – Medium term (1–2 years)	High	Physical damage to infrastructure, production losses, increased maintenance costs, higher insurance costs, business continuity interruptions.	Early warning systems, meteorological monitoring, emergency plans, expansion of insurance coverage, strategic stock management.
Long-term climate change	Physical (Chronic)	Decline in energy generation efficiency due to shifts in wind regimes and temperature changes.	Medium-term (2–5 years)	Medium	Reduction in energy generation capacity, increase in electricity consumption costs.	Developing diversification strategies in electricity consumption, long-term climate modeling for solar and wind energy power plant investments.
Carbon regulations	Transition (Policy)	Carbon taxes, emission reporting obligations, and renewable energy certification requirements.	Short term (1 year)	Very High	Increase in compliance costs, penalties, loss of competitive advantage, weakening customer trust.	Establishing ESG compliance systems, continuous control through internal and external audits, periodic compliance training for employees, full integration with EU and national regulations.
Technological transformation	Transition (Technology)	High investment costs and asset devaluation during the transition to low-carbon technologies.	Medium-term (2–5 years)	Medium	Increase in investment costs, early phase-out of outdated technologies, operational transition challenges.	R&D investments, investment in high-efficiency turbines and energy storage systems, collaboration with technology providers, digitalization and automation investments.
Water scarcity	Physical (Chronic)	Decline in water resources due to climate change, decrease in groundwater levels in the Bergama region.	Short term (1 year)	Very High	Inability to meet water demand, tension with local communities, increasing water supply costs.	Water efficiency technologies, alternative water sources, water recovery investments, implementation of water management policies.
Stakeholder trust and reputation	Transition (Reputation)	Decline in stakeholder trust in case of insufficient ESG performance or failure to achieve sustainability targets.	Continuous	Low	Reputational damage, reduced investor or customer interest, decline in employee engagement, weakening of social license to operate.	Transparent sustainability reporting, regular communication with stakeholders, clear carbon neutrality targets, integration into international sustainability indices.
Increasing demand for low-carbon products	Transition (Market)	Rising global demand for low-carbon products and declining preference for carbon-intensive products.	Short – Medium term (1–2 years)	High	Decline in demand for steel products purchased from carbon-intensive suppliers, loss of competitiveness in exports under CBAM, cost increases.	Working with certified low-carbon steel suppliers, measurement and reporting of embedded emissions in products, emission reduction investments.
Workforce factors	Physical (Chronic)	Adverse impacts of global warming-induced temperature increases on worker health and labor productivity.	Short term (1 year)	Very High	Health issues and heat stress among employees, increased risk of work accidents, productivity decline and production disruptions, higher workforce turnover.	Improving climate control and ventilation systems in production facilities, rescheduling working hours according to heat waves, training programs on heat stress and occupational health & safety.

Very Low Low Medium High Very High

CLIMATE ACTION

CLIMATE-RELATED OPPORTUNITIES

Opportunity	Category	Definition	Time Horizon	Probability	Impact	Approach / Mitigation Measures
Renewable energy investments	Energy Source	Meeting electricity needs and reducing energy costs with our own solar and wind power plants investments.	Short term (1 year)	🔴	Reduced energy costs, emission reduction, increased energy independence.	Increasing solar and wind power plant capacity, integrating storage solutions, selling green energy certificates.
Green financing opportunities	Market / Finance	Access to green loans, green bonds, and project incentive supports dedicated to sustainable projects.	Short term (1 year)	🔴	Reduced financing costs, increased investor interest, new investment opportunities.	ESG compliance reporting, partnerships with green finance institutions, participation in carbon certification programs.
Circular economy practices	Resource Efficiency	Recovery of scrap in production processes and reintegration of waste into the economy.	Continuous	🟠	Reduced raw material costs, lower waste disposal costs, strengthened environmental performance.	Increasing scrap steel recycling rates, establishing waste management systems, partnerships on circular economy.
Carbon credits and trading	Market / Regulation	Generating carbon credits from surplus renewable energy production and selling them on the market.	Medium-term (2–5 years)	🟡	Additional revenue generation, contribution to carbon-neutral targets, green competitive advantage in exports.	Production and sale of I-REC certificates, carbon market memberships, transactions in voluntary carbon markets.
Collaboration with local communities	Reputation / Social	Creating a positive brand perception through social responsibility and environmental projects with local communities.	Continuous	🟠	Enhanced reputation, strengthened employee engagement, preservation of social license to operate.	Supporting education, employment, and environmental protection projects, cooperation with local NGOs, transparent communication.
Digitalization and Industry 4.0	Resource Efficiency / Resilience	Increasing efficiency in production processes through digital monitoring and automation.	Short – Medium term (1–2 years)	🟠	Operational efficiency, energy savings, reduced workplace accidents.	Smart sensors, data analytics, ERP-based sustainability modules.

🟢 Very Low 🟢 Low 🟡 Medium 🟠 High 🔴 Very High

ENERGY MANAGEMENT

As we meet our energy needs through safe, sustainable, and cost-effective methods, we also continue to develop projects aimed at reducing greenhouse gas emissions.

Within the scope of our ISO 50001 Energy Management System certification, we remotely monitor and manage our energy consumption, minimize failure risks, and reduce maintenance and operating costs through our monitoring and control processes.

With the launch of our Solar Power Plant project in 2022, we began meeting the electricity needs of some of our facilities from clean energy sources. Supported by our investments in a Wind Power Plant and energy storage units, we aim to meet all of our energy requirements from renewable sources in the future.

In addition, by increasing the number of electric vehicles in our fleet, we are reducing fossil fuel consumption, thereby lessening our environmental impact and taking concrete steps toward a sustainable future resilient to the climate crisis. As of 2024, 63% of our fleet consists of hybrid, 31% of diesel, and 6% of electric vehicles.

With this holistic approach to energy management, we continue to create value both environmentally and economically.

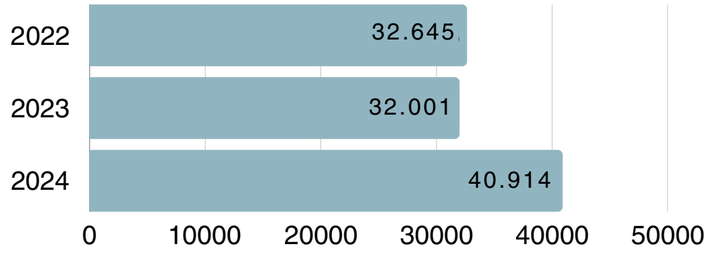
In 2024, we advanced sustainable energy production by generating 1,378,323 kWh of electricity from our solar energy panels.

620,229.56 TRY annual revenue

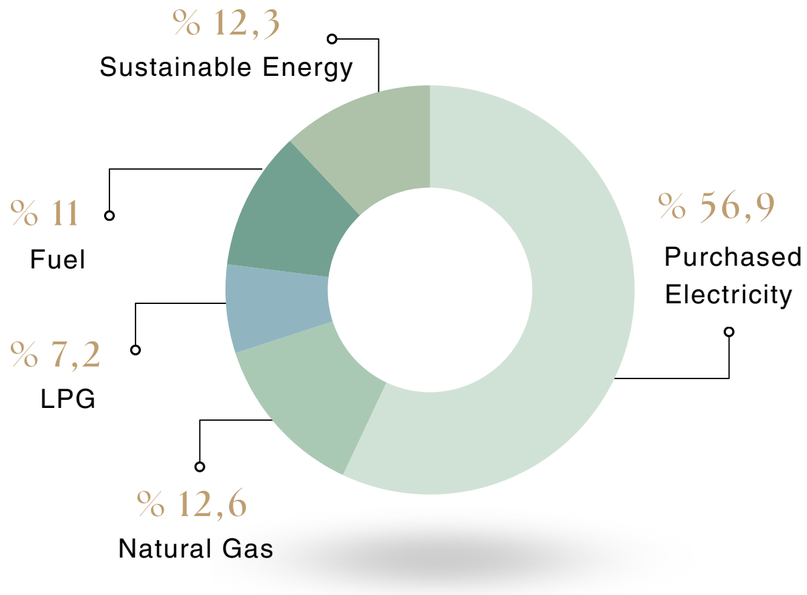
1,374 Tons of CO_2 emissions reduction

The full text of our Energy Policy can be accessed here.

Total Energy Consumption per Annum (GJ)



Energy Consumption Distribution for 2024



WATER MANAGEMENT

As Ateş Wind Power, we place the vital importance of water at the heart of our operations and regard its efficient and responsible management as one of the cornerstones of our sustainability strategy.

We value every drop of water and focus on reducing our consumption while enhancing our water recovery practices. We monitor critical points with meters and regularly track and report our consumption trends.

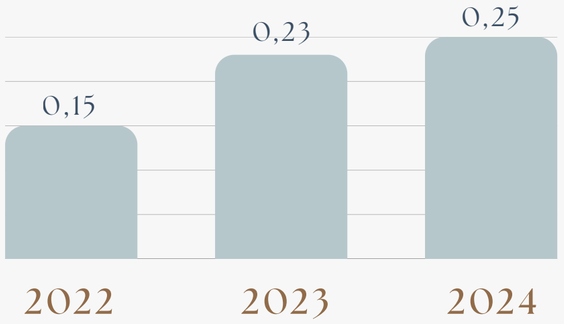
Currently, we prevent losses through low-flow fixtures and regular maintenance activities, while managing our wastewater in full compliance with applicable regulations. Looking ahead, we aim to further improve water efficiency by installing rainwater harvesting systems in our facilities and implementing automatic drip irrigation systems in our landscape areas.

In 2024, due to the increase in the number of employees, we renewed our Package Wastewater Treatment Plant.

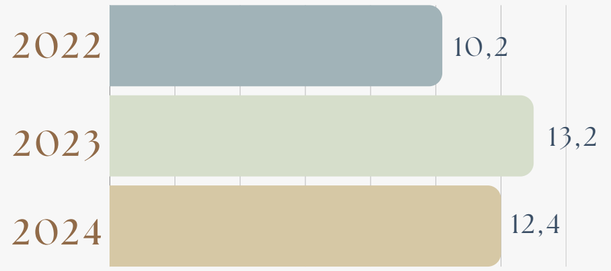
By addressing water management with transparency and a principle of continuous improvement—through consistent monitoring, analysis, and reporting—we aim to meet today's needs while ensuring a livable environment for future generations.

Water consumption per capita **%6** reduced.

Water Consumption per Ton of Production (m³/ton)



Water Consumption per Capita (m³/person)



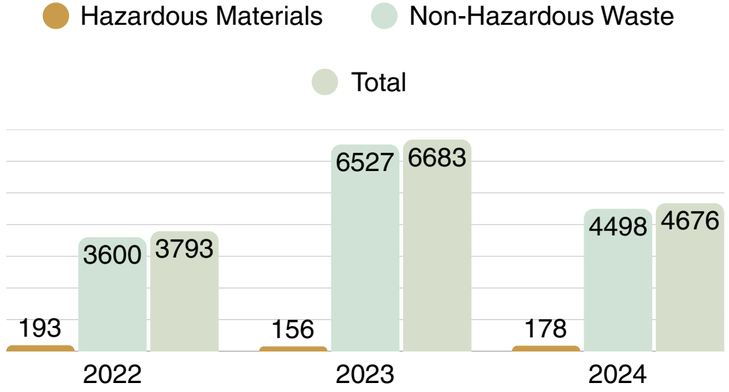
WASTE MANAGEMENT AND CIRCULAR ECONOMY

At Ateş Wind Power, our waste management system is founded on minimizing waste generation through preventive measures and ensuring the segregation and recycling of waste at its source. As stated in our Environmental Policy, reducing waste, increasing recycling rates, and minimizing the use of natural resources are among our top priorities.

Our Environmental Policy, along with Environmental Aspect and Impact Assessment studies, guides all our activities and forms the basis of our waste management processes. Through effective waste management practices, we use natural resources more efficiently and return waste to the economy through recycling and reuse before it impacts the natural environment. This approach helps us reduce the demand for new raw materials while achieving energy savings and lowering carbon emissions.

As a certified Zero Waste organization, we focus on segregating, minimizing, and reintegrating all waste into the value chain. The initiatives carried out in line with our zero waste objectives constitute a significant part of our sustainability journey.

Waste Quantities by Year (Tonnes)



The full text of our Environmental Policy can be accessed here.

In 2024

In addition to minimizing waste generation, the initial step of our waste management strategy, we also advocate for the recycling of the waste produced.

%99 We have successfully recovered the luk component.

WASTE MANAGEMENT AND CIRCULAR ECONOMY

In today's world, where the pressure on natural resources is increasing, the circular economy approach has become one of the most influential models guiding the business world. At Ateş Wind Power, we place the circular economy at the core of our business processes, aiming not only to reduce our environmental impacts but also to create long-term and sustainable value.

All our operations are conducted in line with local environmental regulations and our Environmental Policy. We develop projects based on the principles of waste segregation at source, reuse, and maximum recovery. We regularly monitor our recycling performance and continuously improve practices designed to reduce single-use plastics and increase material efficiency.

Furthermore, our commitment goes beyond our own facilities — together with our suppliers, customers, and business partners, we develop innovative solutions across the entire value chain to reduce our carbon footprint and minimize the environmental impact of the materials we use.

"At Ateş Wind Power, we implement a continuously evolving waste management strategy to minimize the environmental impacts of waste generated from our operations."

We collect valuable hard metals such as taps and dies, and diamond-tipped tools separately, and reuse them at their fair market value.

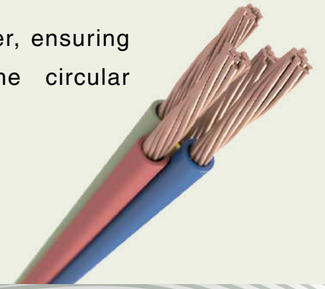
390.000 TRY ANNUAL SAVING

After using only the 15–20 mm edge sections of 180 mm diameter Cubitron grinding discs, we resize them to 150 mm –125 mm–115 mm and enable their reuse.

1.500.000 TRY ANNUAL SAVING

We strip waste cables to recover pure copper, ensuring resource savings and contributing to the circular economy.

300.000 TRY ANNUAL SAVING



BIODIVERSITY

We systematically assess the impacts of our operations on natural ecosystems and fulfill our environmental responsibilities through concrete actions aimed at protecting biodiversity. When planning our operations, our primary principle is to avoid any harm to protected areas or habitats of high ecological value. In this regard, we conduct comprehensive Environmental Impact Assessments (EIA) for the location and design of our facilities and energy investments.

A significant portion of our Bergama facility area is intertwined with natural olive groves. We consider the protection of these groves not only a legal obligation, but also an ecological and cultural responsibility. Since our establishment, no harm has ever been caused to the olive groves; on the contrary, we ensure their preservation through special care and monitoring practices. The olives harvested from our own lands are collected by our employees, and the olive oil produced is consumed in our company cafeteria. This approach unites our commitment to preserving natural capital with our philosophy of creating social value.

SOCIAL PERFORMANCE

OUR WORKFORCE STRUCTURE

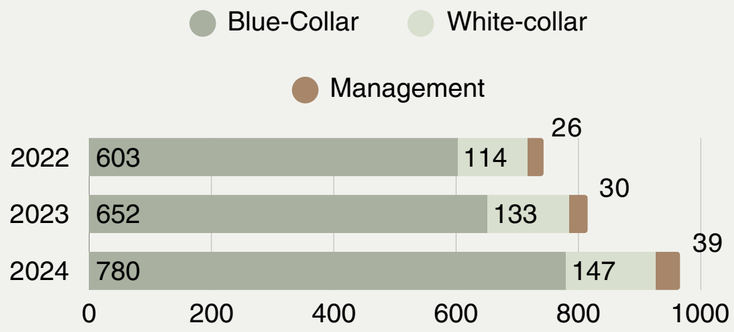
Our workforce consists of highly competent professionals who carry out all operational and support activities of our company.

We place great importance on maintaining gender balance and aim to increase female representation in both management and technical positions.

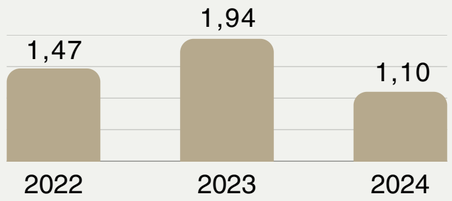
Our seniority distribution reflects a balanced combination of experienced employees who have served for many years and young talents, allowing us to transfer institutional knowledge while integrating innovative perspectives into our processes.

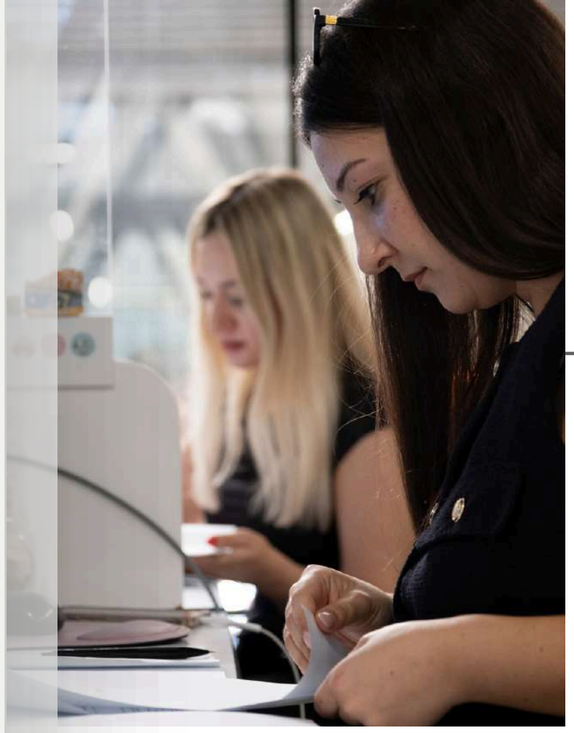
The majority of our workforce is full-time and permanent, and we support their technical competencies, leadership skills, and personal development through our continuous improvement programs and our in-house training platform, Ateş Academy.

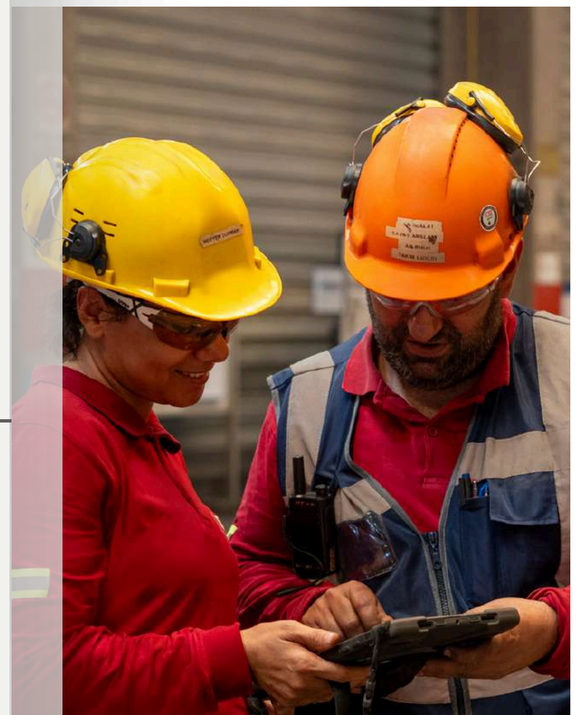
Position-Based Distribution Number



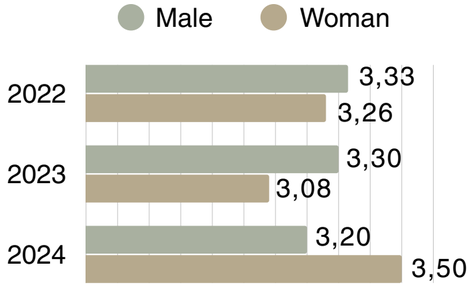
Employee Turnover Rate (%)



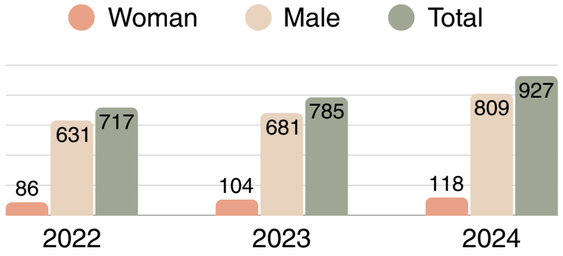




Average Employee Tenure (Year)



Distribution of Employees by Year



EQUALITY, DIVERSITY, INCLUSION

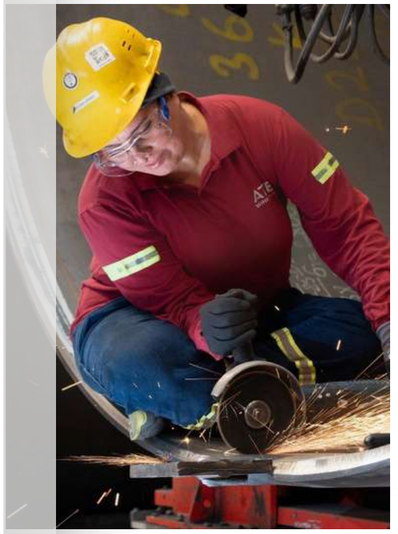
At Ateş Wind Power, we embrace an employment approach based on respect for human rights, equal opportunities, and fair working conditions. In all our recruitment and employment processes, we ensure non-discrimination, promote equal opportunity, and prioritize providing a safe and healthy working environment.

We are fully compliant with national labor legislation and the relevant International Labour Organization (ILO) conventions, and we strictly prohibit all forms of child labor and forced labor. It is our fundamental principle to employ our people based on their free will, within the framework of fair wages and social rights. We believe that diversity adds value, and we act together with all our employees to create an inclusive, respectful, and collaborative workplace culture.

We provide the necessary conditions to ensure that all employees can participate equally in working life. We set targets to increase the representation of women, and we provide equal additional benefits to all employees, regardless of whether they are blue-collar or white-collar.
In recruitment, promotion, and position changes, we rely solely on competence and performance, without any discrimination based on gender, age, or any other factor.

Our compensation processes are conducted based on job descriptions, position levels, areas of responsibility, experience, and performance criteria. Compensation practices are periodically reviewed by Human Resources, potential pay disparities are monitored in line with the principle of equal pay for equal work, and corrective actions are taken when deemed necessary.

We support the employment of persons with disabilities through accessibility arrangements, and we provide flexible working opportunities for our pregnant and female employees to help them maintain their health, safety, and work–life balance after childbirth.
Through these practices, we foster a diverse and inclusive workplace culture.



EMPLOYEE COMMITMENT AND DEVELOPMENT

TRAINING AND DEVELOPMENT

We attach importance to improving the knowledge, skills, and competencies of our employees; we strengthen occupational health and safety awareness and support their professional and personal development. Through our training programs, we aim to increase the efficiency of our employees in work processes, ensure that they embrace our corporate culture, and contribute to sustainable success.

We inform our newly recruited employees about our company, occupational safety, health services, quality systems, and departmental operations through our orientation programs.

We plan our trainings under the categories of orientation, legal/mandatory, professional/technical, personal development, and management systems.

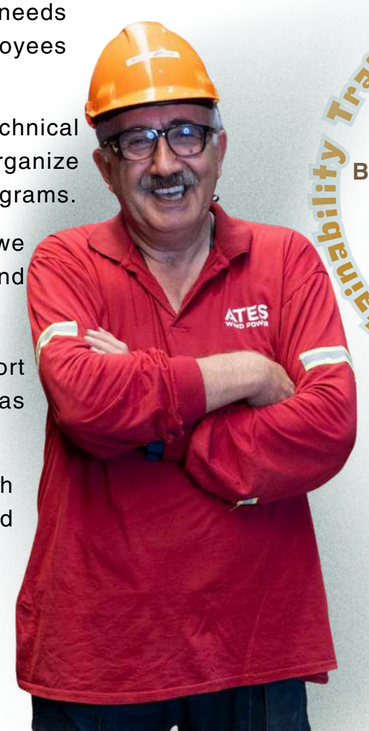
We determine and update our training needs annually based on the feedback of our employees and managers.

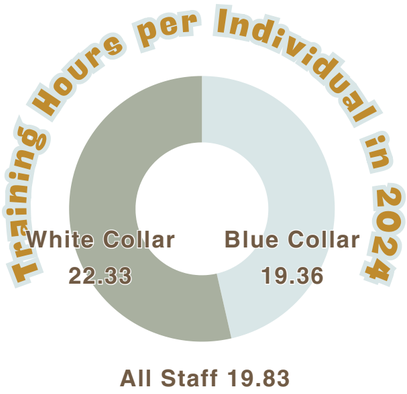
To support the professional and technical development of our employees, we organize internal and external specialized training programs.

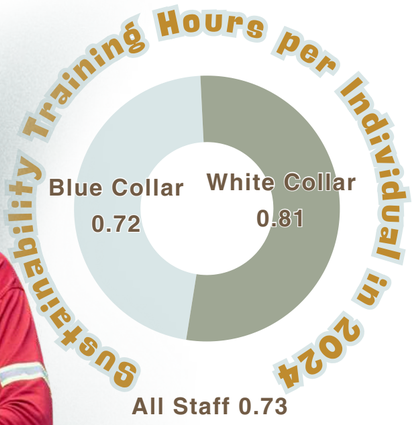
Within the scope of legal requirements, we regularly conduct occupational health and safety, environmental, and quality trainings.

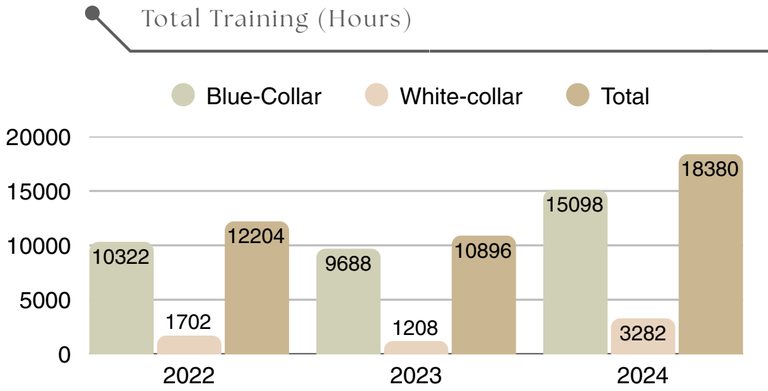
Through personal development trainings, we support our employees' behavioral competencies such as communication, leadership, and problem-solving.

We measure the effectiveness of our trainings through forms, exams, surveys, and managerial evaluations, and continuously improve them based on employee feedback.









Occupational Safety training is not included.

EMPLOYEE COMMITMENT AND DEVELOPMENT

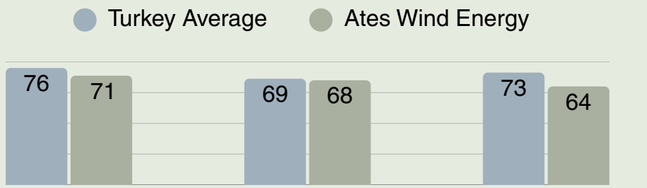
EMPLOYEE ENGAGEMENT AND SATISFACTION

Increasing our employees' commitment to the workplace and supporting their personal and professional development are among our top priorities. For this purpose, we conduct surveys, operate suggestion systems, organize social events, and implement mechanisms that strengthen dialogue.

Employee Satisfaction Surveys

Through the surveys we conduct with all our employees, we identify job satisfaction, motivation, and areas for improvement; we analyze the results with managerial evaluations and feedback, and create our action plans accordingly.

In 2024, with a participation rate of 88%, our employee satisfaction survey results are as follows:



Loyalty Index Scale		Satisfaction Index Scale		Motivation Index Scale	
>90	Highly Loyal	>84	Highly Satisfied	>87	Highly Motivated
75-90	Loyal	71-84	Satisfied	72-87	Sufficiently Motivated
61-74	Insufficiently Loyal	60-70	Insufficiently Satisfied	60-71	Insufficiently Motivated
50-60	At Risk	50-59	Low Satisfaction	50-59	Low Motivation
<50	Lost	<50	Dissatisfied	<50	Unmotivated

Social Activities

We carry out various social activities and club events to increase employee engagement, satisfaction, and loyalty. Our prominent social activities include:

- On 23 April, National Sovereignty and Children's Day, we invite the children of our employees to our factory, where we exhibit their paintings and models on environmental themes, and celebrate the day together with food offerings and concert and theater performances. This initiative promotes employee engagement and fosters environmental awareness among children.
- On special occasions such as New Year's, we organize celebrations for our employees and create an enjoyable atmosphere of togetherness through various events and treats.
- We organize healthy living seminars to raise awareness and improve the quality of life of our employees.
- We organize awareness and information seminars on important health topics such as breast cancer.
- On 8 March International Women's Day, we organize various workshops and celebration events for our employees.
- Every year, we hold a "Seniority Award Ceremony" to honor the dedication and contributions of our employees to the company.

EMPLOYEE COMMITMENT AND DEVELOPMENT

EMPLOYEE ENGAGEMENT AND SATISFACTION

Suggestion System and Continuous Improvement

We consider our employees not merely as executors of business processes but as key drivers of development and innovation. With this understanding, we draw strength from their knowledge, experience, and ideas, and carry out our continuous improvement efforts together.

In order to increase employee participation in 2024;

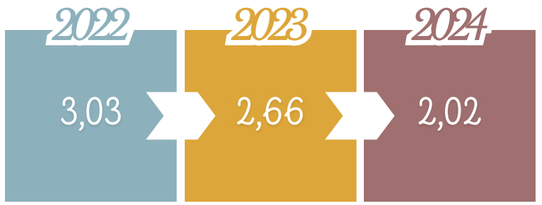
- We collected **6,000** suggestions and implemented **84%** of them.
- Through the “Best Suggestion of the Month” and “Participation Incentive” programs, we rewarded 252 employees.
- We encourage employees to **submit their suggestions** directly.
- We expanded the implementation of Kaizen practices and completed **8 Kobetsu Kaizen** projects.
- By strengthening **autonomous maintenance**, we enhanced the effectiveness of inspections.
- We started monitoring processes via tablets through a digital portal.

OCCUPATIONAL HEALTH AND SAFETY

ACCIDENT DATA AND INCIDENT MANAGEMENT

We systematically record all work-related accidents and near-miss incidents, conduct root cause analyses, and implement corrective and preventive actions (CAPAs) based on these analyses. Through our data-driven approach, we prevent the recurrence of incidents and foster a proactive risk management culture.

Accident Frequency Rate Data by Year



*OSHA standards were used in calculating the accident frequency rate data.

Lost Time Incident Rate (LTIR): (Number of Lost Time Cases × 200,000) / Total Hours Worked

Over the past three years, we have calculated our accident frequency rates in accordance with OSHA standards and have demonstrated a continuously improving occupational safety performance.

Our data indicate that we are performing below the industry average and reinforce our commitment to providing an increasingly safe working environment each year.

Employee Health and Safety Basic Data	2022	2023	2024
Fatal Work Accidents Number	0	0	0
Reported Occupational Diseases Number	0	0	0
Total Working Hours	1.504.038,00	1.527.147,00	1.858.720,11

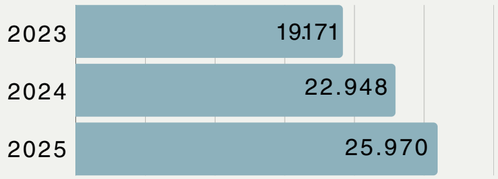
OHS TRAINING ACTIVITIES

To enhance our employees' knowledge and awareness of Occupational Health and Safety (OHS), we organize both theoretical and practical trainings. In line with our annual plans, we conduct needs analyses, provide trainings enriched with up-to-date content, and monitor participation and development processes through digital systems.

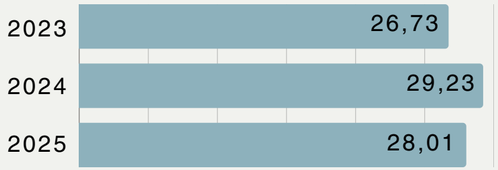
We conduct comprehensive and multi-faceted training activities to strengthen our Occupational Health and Safety (OHS) culture.
In 2024, we began delivering Basic OHS Trainings, Refresher Trainings, and Working at Heights Trainings in-house. In addition, we aim to increase employee awareness through post-incident return-to-work trainings, technical trainings addressing specific risks, and toolbox trainings held every Monday.
The steady increase in our training data demonstrates that:

- It demonstrates that our training activities go beyond legal requirements,
- That we implement need-specific trainings with a risk-based and field-oriented approach,
- And that we follow a sustainable policy aimed at increasing employee awareness.

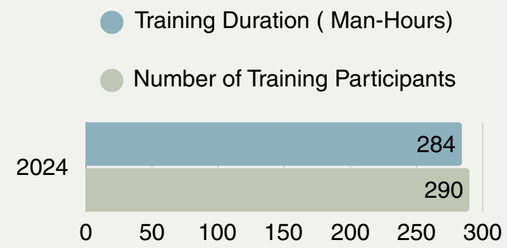
AWP Employee Participation and Training Hours



AWP Employee Training Hours Per Person



External Service Providers Employee Participation and Training Hours



OCCUPATIONAL HEALTH AND SAFETY

COMMITTEE MEETINGS

To ensure the sustainability of our occupational health and safety culture, we hold our Occupational Health and Safety Committee Meetings regularly every two months, in accordance with the relevant legislation, and manage the process in a planned and systematic manner.

In these meetings, we ensure the active participation of all committee members, particularly employee representatives, and provide an environment where they can freely express their opinions. In this way, we bring feedback from the field directly to the committee agenda, ensuring that the decisions taken are more inclusive and practically applicable.

OCCUPATIONAL SAFETY WEEK EVENTS

To enhance our occupational health and safety culture and raise awareness, we organize various events with the participation of different companies as part of Occupational Safety Week.

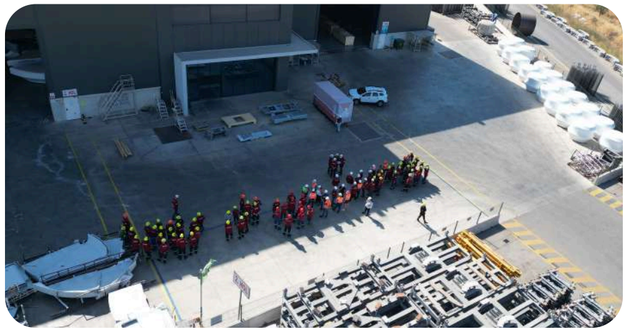
DIGITALIZATION PROCESSES

In line with our corporate development goals and technological transformation vision, we focus on digitalization in our training processes. To facilitate employees' access to information and enhance their learning experiences, we have implemented the following digital applications:

Training with VR: Using virtual reality (VR) headsets in occupational health and safety (OHS) trainings, we increase risk awareness through real-life scenarios and ensure knowledge retention. Efforts to further integrate VR into our training programs are ongoing.

E-Learning Platforms: Our platforms provide the opportunity to learn independently of time and location, enabling instant access to information and supporting sustainable learning processes. We develop modules tailored to the profiles of all employees.

Digital Process Tracking with Windbox: Through the Windbox software, we digitally manage work permits, incident/accident records, field observations, KRK notifications, and trainings. We also share OHS bulletins with our employees via this platform.



EMERGENCY DRILLS

To ensure compliance with occupational health and safety (OHS) regulations and to be prepared for potential emergencies, we plan different scenarios each year and successfully conduct emergency drills covering all three shifts.

These drills are designed to assess employees' mastery of emergency procedures and to enhance their coordination skills. They are implemented across the 1st, 2nd, and 3rd shifts. Each drill is carefully monitored and recorded to ensure that all teams perform their duties accurately and on time.

SOCIAL RESPONSIBILITY

As Ateş Wind Power, we execute social projects in various fields to contribute to society and fulfill our responsibilities for a sustainable future. These initiatives not only strengthen our social relations but also reinforce our commitment to social responsibility.

Sponsorship of Bergama Motorcycle Club (U14) and the Women's Volleyball Team

We provide sponsorship support to promote the athletic and social development of young people.

Sponsorship Support for the Bergama Theatre Festival

We contribute to social relations by supporting regional culture and art events.

Education Support

We provide support to Darussafaka Society, Sabanci University Earthquake Scholarship Fund, IYTE and ITU Alumni Education Foundations, and also offer stationery assistance to our employees at the beginning of the school term.

Women's Participation in Production through Ateş Academy

Within Ateş Academy, we carry out various training and support programs to increase women's participation in the workforce and production.

Tree Festival Events

As part of our environmental awareness and sustainability efforts during Tree Festival Week, we carried out tree planting activities.

SOCIAL RESPONSIBILITY

Local Employment Promotion

In our recruitment processes, we always prioritize local employment and evaluate local human resources, except for positions requiring special qualifications.

Collaborating with TEMA for Environmental Impact

Together with our employees, we participate in the Izmir Marathon with the support of TEMA and make regular sapling donations to the TEMA Foundation, thereby supporting both social participation and environmental sustainability.

Preventing Food Waste and Feeding Our Friends

We separate our food leftovers and deliver them to animal shelters, thus preventing waste and feeding our friends.

"LSV Shop" Event for LOSEV

We support LOSEV by organizing donation and awareness events with the participation of our employees.

University/High School Career Days

We participate in university and high school career days to raise students' professional awareness.

ECONOMIC PERFORMANCE

SUPPLY CHAIN MANAGEMENT

In 2024, we are managing our supply chain processes with a comprehensive approach that considers not only operational efficiency but also our environmental and social responsibilities. Our goal is to deliver products and services to our customers on time, with high quality, and in line with their needs, while reducing our environmental impact, supporting fair and ethical trade principles, and ensuring sustainable growth.

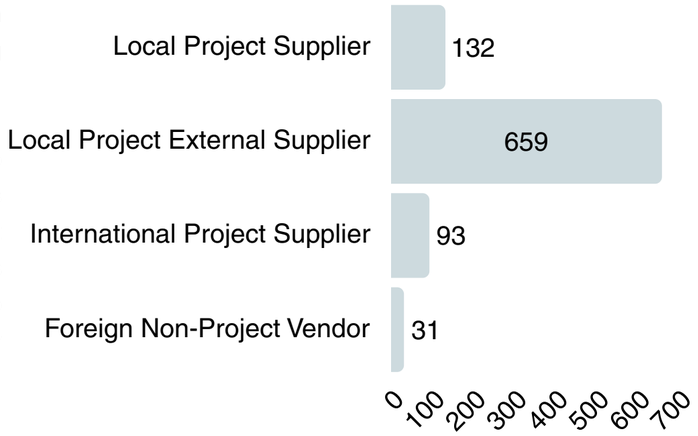
From raw material procurement to production, and from warehousing to logistics, we take into account the risks posed by the climate crisis throughout our entire value chain. In particular, for our largest procurement category—steel-based products—transitioning to green steel processes has become one of our top priorities in 2024. Additionally, we aim to reduce our carbon footprint through logistics optimization and by shortening transportation distances.

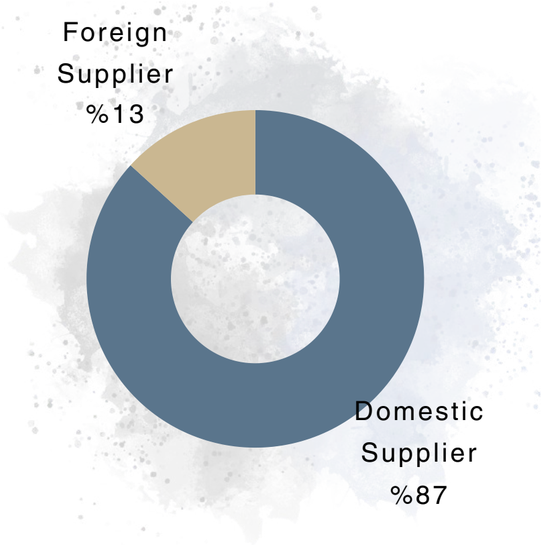
Our suppliers are regularly audited in line with our sustainability principles, provided they supply products and services that meet the established criteria. These audits are conducted based on supplier classification: **annually for domestic suppliers and once every three years for international suppliers.** This approach ensures compliance not only with our quality standards but also with our environmental and social responsibility principles.

Our Criteria for Supplier Evaluation

- Sustainability
- Project Management & Work Schedule
- Technical Competence
- Audit
- Laboratory
- Quality System
- General Business Practice
- Raw Material
- Process Quality
- Installation & Labeling
- Packaging
- Motivation
- Material Control

Supplier Distributions





In 2024

- All procurement activities were conducted through **915 suppliers**.
- The supplier list was expanded with **35 new suppliers.**
- Of the procurement requests over the past year, **87% by value were fulfilled by domestic suppliers.**
- On-site audits were conducted for **28 suppliers** out of a total of 225 project suppliers.
- Compared to the previous year, the proportion of audited suppliers **increased by 17%.**

The full text of our Supply Chain Policy can be accessed here.

R&D AND INNOVATION

In line with our mission to develop innovative and integrated solutions, Ateş Wind Power closely monitors digital and technological advancements in the sector and provides effective, sustainable support in these areas. We carry out our R&D and innovation activities with the goals of enhancing resource efficiency, reducing environmental impacts, strengthening renewable energy technologies, and accelerating digital transformation.

Our R&D Department, established in 2021, consists of two main units:

Mechanical Design: Carries out design and analysis projects to meet internal factory needs and provides technical support for product and process improvements.

System Design: Responsible for the establishment of the R&D Center, management of R&D and innovation project incentives, coordination of international partnership projects, and development of technologies that create differentiation within the sector.

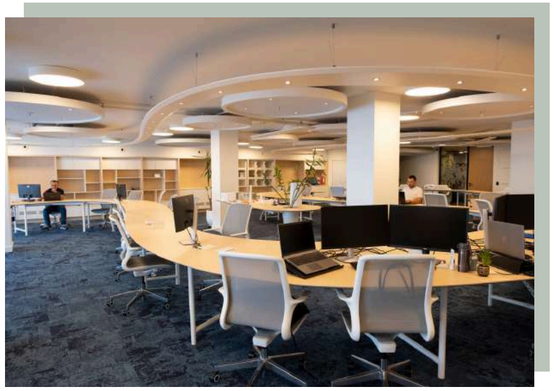
The scope of our R&D activities spans a broad range — from mechanical design and analysis to the evaluation of improvement suggestions from our employees, as well as orientation programs, system integrations, and the identification and fulfillment of software and hardware requirements.

R&D AND INNOVATION

PROJECT PORTFOLIO AND INVESTMENTS

As Ateş Wind Power, we relentlessly continue our R&D efforts to develop innovative technologies and create value-added solutions for the sector. Through projects supported by both our own resources and international funds, we aim to enhance Türkiye's technological capacity and strengthen its global competitiveness.

In line with our mission to develop innovative and integrated solutions, we launched three different projects in 2024, each exceeding a value of
11.000.000 TRY



SEISMEC Project

We are participating as the only representative of Turkey in the "SEISMEC" project, supported by the European Commission. Through this project, we are developing VR-based training programs for "underwater welding" and "working at heights," aiming to reduce training costs by 30%, shorten training duration by 40%, and decrease occupational accident risks. By applying emerging technologies with a human-centered approach in the industry, we seek to enhance the competencies of our workforce and accelerate the transition from Industry 4.0 to Industry 5.0.

PREDICT-ARC Project

We aim to enhance safety in steel welding operations by developing an image processing and visual warning system. Using OpenCV-based algorithms, the system will monitor surface color changes in real time during welding and detect critical temperature and amperage fluctuations to alert operators. The system is designed to be at least 60% more cost-effective compared to industrial thermal camera solutions.

This approach will minimize welding defects and explosion risks, reduce workforce losses, and lower additional costs. By implementing this system for the first time in Turkey, we will offer a scalable technology that can also be applied across different industries.

ViscoLink-Wind Project

We aim to develop viscoelastic damping components that mitigate vibrations caused by wind and wave loads through the design of tower-integrated vibration dampers, thereby extending the lifespan of welded wind turbine towers.

The ViscoLink-Wind, mounted at multiple strategic points along the tower structure, is designed to simultaneously reduce lateral and fore-aft vibrations by up to 15%, prolong tower life, and enable use in both onshore and offshore turbines. With this solution, we also aim to gain a competitive advantage in the global TMD (Tuned Mass Damper) market and capture a market share of 10 million USD.

CUSTOMER SATISFACTION AND QUALITY

QUALITY MANAGEMENT APPROACH

At Ateş Wind Power, we adopt quality as a fundamental principle not only in our products and services but also across all our business processes. Within the scope of our Integrated Management Systems, our Quality Policy aims to ensure customer satisfaction, reliability, and continuity. This policy provides a framework for maintaining the level of quality that meets industry requirements, preventing errors, leveraging opportunities, and fostering a culture of continuous improvement throughout the organization.

DIGITAL QUALITY MANAGEMENT

For the digitalization of our quality processes, we utilize the Windbox interface developed by our in-house software team.
Through this platform, **Control Record Entry and Reporting, Control Request Management, Nonconformity Management, Calibration, and Welding Processes** are digitally monitored and managed in a transparent manner.

CUSTOMER SATISFACTION

Customer feedback is at the heart of our quality philosophy. We measure customer satisfaction through regular surveys and complaint management processes and turn the insights gained into opportunities for improvement.

Factory-Driven Customer Satisfaction Rates (%)

QUALITY PERFORMANCE

We constantly monitor, measure and report our quality performance.

In 2024, we successfully closed 78% of the 41 findings identified during 15 audits, while improvement efforts for the remaining 22% are still ongoing.

QUALITY PROCESSES

Our core processes implemented to ensure quality assurance include:

- Project Risk and Requirement Checklist
- Kick-off Meeting (Quality Assessments)
- Inspection and Test Plan with Forms
- Establishment of Quality Control Steps in the Windbox Module
- Quality Inspections
- NCRs (Nonconformity Reports), Welding Performance, CTQ (Critical to Quality Characteristics), and Measurement System Analysis
- Customer Relationship Management and Complaint Analysis

The full text of our Quality Policy can be accessed here.

APPENDICES

APPENDICE-1 PERFORMANCE INDICATORS

SOCIAL PERFORMANCE INDICATORS

Distribution of Employees by Year	2022		2023		2024	
Total number of employees	Blue-Collar	White-Collar	Blue-Collar	White-Collar	Blue-Collar	White-Collar
	603	114	652	133	780	147
	717		785		927	
Number of white-collar employees	Male	Female	Male	Female	Male	Female
	72	42	86	47	97	50
	114		133		147	
Number of blue-collar employees	Male	Female	Male	Female	Male	Female
	559	44	595	57	712	68
	603		652		780	
Number of people on the Management Bodies and the Board of Management	Male	Female	Male	Female	Male	Female
	21	5	23	7	30	9
	26		30		39	
Number of employees under 30 years of age	Male	Female	Male	Female	Male	Female
	276	23	290	28	312	24
	299		318		336	

Distribution of Employees by Year	2022		2023		2024	
Number of employees between the ages of 30-50	Male	Female	Male	Female	Male	Female
	306	52	371	73	466	88
	358		444		554	
Number of employees over 50 years of age	Male	Female	Male	Female	Male	Female
	48	12	50	3	31	6
	60		53		37	
Number of employees by employment type	Permanent contract	Temporary contract	Permanent contract	Temporary contract	Permanent contract	Temporary contract
	556	161	644	141	742	185
Number of employees with disabilities	Male	Female	Male	Female	Male	Female
	17	2	15	3	14	6
	19		18		20	
Employees with disabilities ratio (%)	Male	Female	Male	Female	Male	Female
	2,37%	0,28%	1,91%	0,38%	1,51%	0,65%
	2,65%		2,29%		2,16%	
Employee ratio by gender (%)	Male	Female	Male	Female	Male	Female
	84,00%	16,00%	83,00%	17,00%	87,00%	13,00%

APPENDICE-1 PERFORMANCE INDICATORS

SOCIAL PERFORMANCE INDICATORS

Distribution of Employees by Year	2022		2023		2024	
Number of new hires	Male	Female	Male	Female	Male	Female
	167	24	225	40	253	29
	191		265		282	
Number of female employees on maternity/parental leave	1		3		3	
Ratio of local employees to total workforce	89%		82%		70%	
Number of female employees returning after maternity / parental leave	1		1		1	
Return rate of female employees after maternity / parental leave (%)	100%		33%		33%	
Turnover rate (%)	1,47%		1,94%		1,10%	
Average employee tenure (year)	Male	Female	Male	Female	Male	Female
	3,33	3,26	3,30	3,08	3,33	3,33
Number of employees with high school or lower education (Including Board of Management)	Male	Female	Male	Female	Male	Female
	476	42	514	62	636	68
	518		576		704	
Number of Employees with Bachelor's Degree (Including Board of Management)	Male	Female	Male	Female	Male	Female
	157	41	159	39	156	44
	198		198		200	
Number of Employees with Postgraduate Education (Including Board of Management)	Male	Female	Male	Female	Male	Female
	4	4	8	6	17	6
	8		14		23	

Percentage of Senior Management Hired from the Local Community												
2022				2023				2024				
Local		Foreign		Local		Foreign		Local		Foreign		
Number	Ratio	Number	Ratio	Number	Ratio	Number	Ratio	Number	Ratio	Number	Ratio	
1	8%	11	92%	1	6%	15	94%	1	5,90%	16	94,10%	

Training Data	2022		2023		2024	
Total training (hours)	Blue-Collar	White-Collar	Blue-Collar	White-Collar	Blue-Collar	White-Collar
	10.322	1.702	9.688	1.208	15.098	3.282
	12204		10896		18380	
Training hours per person (hour/person)	Blue-Collar	White-Collar	Blue-Collar	White-Collar	Blue-Collar	White-Collar
	17,12	14,92	14,85	9,08	19,36	22,33
	17,02		13,88		19,83	

OHS Data	2022	2023	2024
Total OHS training (hours)	19171	22948	26254
Fatal accidents number	0	0	0
Accident frequency rate*	3,03	2,66	2,02

*OSHA standards were used in calculating the accident frequency rate data.
Lost Time Incident Rate (LTIR): (Number of Lost Time Cases × 200,000) / Total Hours Worked

APPENDICE-1 PERFORMANCE INDICATORS

ENVIRONMENTAL PERFORMANCE INDICATORS

Carbon Footprint Data	Calculation Standard	Unit	2022	2023	2024
Scope 1	ISO 14064-1	tCO2 e	907,41	653,94	706,60
Scope 2	ISO 14064-1	tCO2 e	2.562,04	2.495,07	3.074,45
Scope 3	ISO 14064-1	tCO2 e	223.017,31	250.916,45	189.347,92
Total	**ISO 14064-1**	**tCO2 e**	**226.486,75**	**254.065,46**	**193.128,97**

Distribution of Greenhouse Gas Emissions by Source (2024)	Amounts (Ton CO2e)	Percent Effects
Electricity Consumption	3.074,45	1,598%
Fuel Tank (WTT)	73,99	0,039%
Transfer Vehicles	341,69	0,178%
Logistics	14.791,08	7,687%
Travels	34,27	0,018%
Accommodation	8,62	0,004%
Water Consumption	1,48	0,001%
Purchased Goods/Raw Materials	173.212,18	90,017%
Wastewater-Domestic Waste	119,05	0,062%
Solid Waste	29,65	0,015%
End-of-life Treatment of Sold Products	397,72	0,207%
Fuel and Energy Transmission/Distribution	338,19	0,176%
Total	**192.422,37**	**100%**

Water Consumption Data	Unit	2022	2023	2024
Groundwater Consumption	m^3	7.313,4	10.350,0	11.502,0
Discharged Water Volume	m^3	6.570,0	9.315,0	10.350,0
Water Consumption per Capita	m^3/kişi	10,2	13,2	12,8

Energy Consumption & Generation Data	Unit	2022	2023	2024
Electricity Consumption*	MWh	6.207	5.342	6.465
Natural Gas Consumption	Sm^3	127.614	110.686	134.784
LPG	Ton	65	98	69
Diesel	Ton	71	117	121
Renewable Electricity Generation	MWh	1.550	1.457	1.378
Total Energy Consumption	GJ	32.645	32.001	35.874
Energy Intensity	GJ/ton ürün	0,66	0,72	0,77

*The electricity consumption from the solar power plant (SPP) is not included in the total electricity consumption.

APPENDICE-1 PERFORMANCE INDICATORS

ENVIRONMENTAL PERFORMANCE INDICATORS

Waste Data	Unit	2022	2023	2024
Waste paints and varnishes containing organic solvents or other hazardous substances	ton	77,17	73,62	68,38
Ferrous metal filings and turnings	ton	73,20	71,68	253,20
Ferrous metal dust and particles	ton	57,70	21,68	106,20
Non-ferrous metal dust and particles	ton	627,82	314,52	199,52
Machining emulsions and solutions free of halogens	ton	0,20	0,00	0,00
Other hydraulic oils	ton	2.800,00	1,40	0,00
Spent waxes and fats	ton	0,25	0,24	0,00
Packaging containing residues of or contaminated by hazardous substances	ton	65,94	50,04	62,02
Metallic packaging containing a hazardous solid porous matrix (for example asbestos), including empty pressure containers	ton	3,56	0,30	3,04
Absorbents, filter materials (including oil filters not otherwise specified), wiping cloths, protective clothing contaminated	ton	41,76	29,54	30,82
Inorganic wastes containing hazardous substances	ton	1,20	0,30	13,86
Copper, bronze, brass	ton	9,69	13,65	5,22
Aluminium	ton	1,67	0,00	0,27
Wastes whose collection and disposal is subject to special requirements in order to prevent infection	ton	0,07	0,03	22,00
Paper and cardboard	ton	55,06	40,93	51,70
Glass	ton	5,62	0,00	4,90
Fluorescent tubes and other mercury-containing waste	ton	0,10	0,10	0,00
Plastics	ton	52,05	37,27	50,26
Metallics	ton	2.717,97	6.028,26	3.827,01
Total	**ton**	**3.793,81**	**6.683,56**	**4.676,57**

APPENDICE-1 PERFORMANCE INDICATORS

ENVIRONMENTAL PERFORMANCE INDICATORS

Waste Data	Birim	2022	2023	2024
HAZARDOUS WASTE	**Ton**	**193,05**	**155,57**	**178,14**
Reuse	Ton	0,00	0,00	0,00
Recycle	Ton	0,00	0,00	0,00
Recovery	Ton	192,98	155,54	178,12
Incineration	Ton	0,68	0,03	0,02
Landfilling	Ton	0,00	0,00	0,00
NON-HAZARDOUS WASTE	**Ton**	**3.793,81**	**6.528,00**	**4.498,43**
Reuse	Ton	0,00	0,00	0,00
Recycle	Ton	0,00	0,00	0,00
Recovery	Ton	3.600,76	6.528,00	4.498,43
Landfilling	Ton	0,00	0,00	0,00
RECYCLED/TOTAL WASTE AMOUNT RATIO	%	**%99,99**	**%99,99**	**%99,99**

APPENDICE-2 GRI INDEX

GRI Standard	Notifications	Explanations	Page Numbers and References
GRI 1: FOUNDATION 2021			
GRI 2: GENERAL DISCLOSURES 2021			
The organization and reporting practices	2-1 Organizational details	About Ateş Wind Power	6
	2-2 Entities included in the organization's sustainability reporting	About the Report	3
	2-3 Reporting period, frequency and contact point	About the Report	3
	2-4 Restatements of information	Climate Action - 1 Data Revision and Verification Process	28
	2-5 External assurance	About the Report, Climate Action	3, 27
Activities and workers	2-6 Activities, value chain and other business relationships	Fields of Activity	10, 11
	2-7 Employees	Our Workforce Structure	38
	2-8 Workers who are not employees	Occupational Health and Safety	43
Governance	2-9 Governance structure and composition	Govarnance	14-20
	2-10 Nomination and selection of the highest governance body	Corporate Governance Structure	15
	2-11 Chair of the highest governance body	Corporate Governance Structure	15
	2-12 Role of the highest governance body in overseeing the management of impacts	Corporate Governance Structure	15
	2-13 Delegation of responsibility for managing impacts	Corporate Governance Structure	15
	2-14 Role of the highest governance body in sustainability reporting	Corporate Governance Structure	15
	2-15 Conflicts of interest	Ethics Principles and Compliance	16
	2-16 Communication of critical concerns	Ethics Principles and Compliance	16
	2-19 Remuneration policies	Equality, Diversity, Inclusion	39
	2-20 Process to determine remuneration	Equality, Diversity, Inclusion	39

GRI Standard	Notifications	Explanations	Page Numbers and References
GRI 1: FOUNDATION 2021			
GRI 2: GENERAL DISCLOSURES 2021			
Strategy, policies and practices	2-22 Statement on sustainable development strategy	Sustainability Strategy	23
	2-23 Policy commitments	Ethics Principles and Compliance	16
	2-25 Processes to remediate negative impacts	Ethics Principles and Compliance	16
	2-26 Mechanisms for seeking advice and raising concerns	Ethics Principles and Compliance	16
	2-27 Compliance with laws and regulations	Ethics Principles and Compliance	16
	2-28 Membership associations	Memberships, Collaborations and Certifications	13
Stakeholder engagement	2-29 Approach to stakeholder engagement	Stakeholder Dialogue	20
	2-30 Collective bargaining agreements	Equality, Diversity, Inclusion	39
GRI 3: MATERIAL TOPICS 2021			
Disclosures on material topics	3-1 Process to determine material topics	Sustainability Priorities	24
	3-2 List of material topics	Sustainability Priorities	24
	3-3 Management of material topics	Sustainability Priorities	24
GRI 101: BIODIVERSITY 2024			
Topic management disclosures	101-2 Management of biodiversity impacts	Biodiversity	36
Topic disclosures	101-4 Identification of biodiversity impacts	Biodiversity	36
	101-5 Locations with biodiversity impacts	Biodiversity	36

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CORPORATE PROFILE
GOVERNANCE
SUSTAINABILITY APPROACH
ENVIRONMENTAL PERFORMANCE
SOCIAL PERFORMANCE
ECONOMIC PERFORMANCE
APPENDICES

GRI Standard	Notifications	Explanations	Page Numbers and References
GRI 200: ECONOMIC STANDARDS SERIES			
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Economic Performance, Financial Performance Indicators	47, 60
	201-2 Financial implications and other risks and opportunities due to climate change	Climate Action	30, 31
GRI 202: Market Presence 2016	202-2 Proportion of senior management hired from the local community	Social Performance Indicators	55
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Supply Chain Management	48
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Ethics Principles and Compliance	16
	205-2 Communication and training about anti-corruption policies and procedures	Ethics Principles and Compliance	16
	205-3 Confirmed incidents of corruption and actions taken	Ethics Principles and Compliance	16
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	There was no legal action during the reporting period.	

GRI Standard	Notifications	Explanations	Page Numbers and References
GRI 300: ECONOMIC STANDARDS SERIES			
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Supply Chain Management	49
	301-2 Recycled input materials used		
	301-3 Reclaimed products and their packaging materials	Waste Management and Circular Economy	34-35
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Energy Management	32
	302-4 Reduction of energy consumption	Energy Management	32
	302-5 Reductions in energy requirements of products and services	Energy Management	32
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Water Management	33
	303-2 Management of water dischargerelated impacts	Water Management	33
	303-3 Water withdrawal	Water Management	33
	303-4 Water discharge	Water Management	33
	303-5 Water consumption	Water Management	33
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Greenhouse Gas Emissions	28
	305-2 Energy indirect (Scope 2) GHG emissions	Greenhouse Gas Emissions	28
	305-3 Other indirect (Scope 3) GHG emissions	Greenhouse Gas Emissions	28
	305-4 GHG emissions intensity	Greenhouse Gas Emissions	28
	305-5 Reduction of GHG emissions	Greenhouse Gas Emissions	28
GRI 306: Effluents and Waste 2016	306-1 Water discharge by quality and destination	Waste Management and Circular Economy	34
	306-2 Waste by type and disposal method	Waste Management and Circular Economy	34
	306-3 Significant spills	Waste Management and Circular Economy	34
	306-5 Water bodies affected by water discharges and/or runoff	Environmental Performance Indicators	57

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GRI Standard	Notifications	Explanations	Page Numbers and References
GRI 400: SOCIAL STANDARDS SERIES			
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Appendices-1 Performance Indicators	53
		Our Workforce Structure	38
		Equality, Diversity, Inclusion	39
	401-2 Benefits provided to full-time employees that are not provided to temporary or parttime employees	There is no separate insurance for social rights, life insurance, or disability and disability insurance.	
	401-3 Parental leave	Appendices-1 Performance Indicators	54
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Occupational Health and Safety	43, 44
	403-2 Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety	43, 44
		Appendices-1 Performance Indicators	54
	403-3 Occupational health services	Occupational Health and Safety	43, 44
	403-4 Worker participation, consultation, and communication on occupational health and safety	Occupational Health and Safety	43, 44
	403-5 Worker training on occupational health and safety	Occupational Health and Safety	43, 44
	403-6 Promotion of worker health	Occupational Health and Safety	43, 44
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health and Safety	43, 44
	403-9 Work-related injuries	Occupational Health and Safety	43, 44
	403-10 Work-related ill health	There were no employees diagnosed with an occupational disease due to company activities during the 2024–2025 reporting period.	
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Training and Development	40
	404-2 Programs for upgrading employee skills and transition assistance programs	Training and Development	40

GRI Standard	Notifications	Explanations	Page Numbers and References
GRI 400: SOCIAL STANDARDS SERIES			
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Equality, Diversity, Inclusion	39
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Equality, Diversity, Inclusion	39
		No incidents of discrimination were identified during the reporting period.	
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Equality, Diversity, Inclusion	39
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Equality, Diversity, Inclusion	39
		Ethics Principles and Compliance	16
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Stakeholder Dialogue	20
		Employee Commitment and Development	40
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Supply Chain Management	49
	414-2 Negative social impacts in the supply chain and actions taken	Supply Chain Management	49
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	All occupational health and safety (OHS) assessments of operations are carried out continuously and in accordance with legal requirements.	
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	No incidents of non-compliance with laws concerning the health and safety impacts of products and services occurred during the reporting period.	
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	No verified complaints regarding breaches of customer privacy or loss of customer data were received during the reporting period.	

IMPRINT

For more detailed information regarding the Ateş Wind Power Sustainability Report, please contact us. We appreciate your feedback and suggestions.

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