Sustainability Report 2025

TRUSTED ENERGY. LASTING VALUE.



GALATAWIND

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ABOUT OUR REPORT



ABOUT OUR REPORT

As Galata Wind Enerji A.Ş., we prepared this report in line with our vision of “Resilient Growth through Responsible Energy Transition” **and our sustainability commitment, “Trusted Energy. Lasting Value.”** to share our sustainability performance for 2025, our corporate and sustainability strategy, and our approach to managing future risks and opportunities with all our stakeholders transparently.

This report is our Company’s first Sustainability Report prepared entirely through an end-to-end digital platform. As of the 2025 reporting period, we digitalized our sustainability management, and used the T4earth digital environmental, social and governance (ESG) and Sustainability Platform to conduct every stage of the process from the collection, verification, prioritization and analysis of our ESG data to our double materiality assessment, key performance indicator (KPI) monitoring and report preparation. By moving our ESG and sustainability governance structure onto this platform, we started to manage our decision-making mechanisms, prioritization processes and performance indicators from a single source in a traceable and auditable way. As in previous periods, this report has been made available to our stakeholders in PDF format as a direct output of that digital infrastructure. The single-source data management capability enabled by the platform has enhanced the accuracy, comparability and transparency of our reporting processes, and allowed us to present our data readily prepared for assurance.

We publish our Sustainability Reports annually. This report covers the 12-month financial year between 1 January 2025 and 31 December 2025 and was disclosed to the public after being approved by our Board of Directors, and our Sustainability Committee.

We took the following frameworks as reference while preparing Galata Wind’s Sustainability Report for 2025:

We derived the financial data used to disclose any indicators in this report from our consolidated financial statements. In cases when the data disclosed in this Sustainability Report was not included in our financial reports or we used different methodologies to calculate such data, we provided necessary explanations to our stakeholders in the footnotes.

We prepared our sustainability or ESG disclosures in compliance with the legislation of the Republic of Türkiye and the relevant regulations of the Capital Markets Board of Türkiye, by meeting the sustainability requirements and taking the Sustainability Reporting Standards as the basis. We provided detailed information on all indices and reference tables used in the report in the Annexes section.

We have been preparing our Sustainability Reports in accordance with the Global Reporting Initiative (GRI) Standards 2021 since 2022 (including this report for 2025), and reinforcing our commitment to sustainability principles. When applicable, we present comparative data for 2025, 2024 and 2023 in our reports to ensure transparency, measurability and comparability. In addition, we also publish an ESRS (European Sustainability Reporting Standards) Index as part of our 2025 report to meet the expectations of the Corporate Sustainability Reporting Directive (CSRD). We closely monitor all draft studies by the European Commission and incorporate a related risk and opportunity assessment into our reports.

Within the scope of Turkish Sustainability Reporting Standards (TSRS), we published our first report in August 2025, covering 2024 data and complying with TSRS 1 and TSRS 2. Our second TSRS-compliant Sustainability Reportcovering the 2025 reporting period was prepared and published as a separate document from this Sustainability Report, as required by the Public Oversight, Accounting and Auditing Standards Authority. We also made the relevant disclosure on Public Disclosure Platform (PDP) separately within the same scope. We obtained a separate limited assurance statement for our TSRS-Compliant Sustainability Report and included it in the report for our stakeholders’ review.

Galata Wind 2025 Sustainability Report covers all our subsidiaries operating in Türkiye and included in our consolidated financial statements as of 31 December 2025 (Sunflower Solar Güneş Enerjisi Sistemleri Ticaret A.Ş., Gökova Elektrik Üretim ve Ticaret A.Ş.) No operational sites have been excluded from the reporting scope. Established in the Netherlands in 2024 in line with our international expansion strategy, our wholly owned subsidiary Galata Wind Energy Global B.V. has been excluded from the scope of this report as it has not yet commenced operations as of the 2025 reporting period. In addition, consumption and emission information related to construction activities has not been included in our report as our new investments are still in progress. We hold 100% ownership in all of our subsidiaries; therefore, no adjustments related to non-controlling interests have been applied to the entities included in the reporting scope. There were no significant mergers, acquisitions or divestments in 2025 reporting period.



Area of Activity	Commercial Title	Country of Registry	Effective Ownership (%)
Energy	Sunflower Solar Güneş Enerjisi Sistemleri Ticaret A.Ş. (“Sunflower”)	Türkiye	100
Energy	Gökova Elektrik Üretim ve Ticaret A.Ş. (“Gökova Elektrik”)	Türkiye	100
Energy	Galata Wind Energy Global B.V. (“Galata Wind Global”)	The Netherlands	100

We believe that the exclusions from the scope of this report do not materially affect our consolidated indicators (as they are non-material/excluded in accordance with the principle of materiality) and therefore do not influence stakeholders’ assessment of our performance. Accordingly, we conclude that this report reflects Galata Wind’s economic, environmental and social performance in a fair and balanced manner. In cases when a specific indicator could not be compiled in accordance with the reporting scope, we added explanatory footnotes.

The quantitative and qualitative information and data presented in this report were collected through a systematic data management process on the T4earth Digital ESG and Sustainability Platform, coordinated by our Sustainability Department and supported by our Sustainability Working Group, which consists of representatives from all relevant functions including Human Resources, Finance and HSE (Health, Safety and Environment). During the process, each data point was reviewed by relevant data owners with consistency and traceability checks, as well as final consolidation and assessment for quality assurance by our Sustainability Department.

In 2025, we adopted a digital and systematic approach to the collection, verification and reporting of data on energy generation, resource use, emissions, social impacts and other relevant ESG indicators. Therefore, we generated comparable and traceable data for each indicator, aligned with our management approaches and strategic priorities. The disclosures and indicators presented in our report were selected and reported in line with internationally recognized reporting standards that are widely adopted in our sector, especially the GRI Standards and the ESRS. The content indices for the referenced standards are given in the relevant annexes of our report.

Our 2025 Sustainability Report was subject to independent assurance. The relevant reporting principles and the assurance statement are included in the annexes of our report. Definitions of the technical terms and abbreviations we use throughout our report can be found in the Glossary section in the annexes.

THIS REPORT, MARKS A FIRST FOR OUR COMPANY, AS IT IS OUR FIRST SUSTAINABILITY REPORT IN WHICH WE CONDUCTED THE ENTIRE PREPARATION PROCESS END-TO-END ON A DIGITAL PLATFORM.



MESSAGES FROM THE MANAGEMENT



MESSAGE FROM THE CHAIRMAN



Esteemed Stakeholders,

Global macroeconomic balances were reshaped by deep uncertainties, geopolitical tensions intensified, and the international agenda centered around energy security in 2025, which showed once again that renewable energy is not only an environmental choice but a strategic economic necessity. Accelerated by artificial intelligence applications, data centers and cloud technologies, the uninterrupted increase in electricity demand across the world has reinforced the role of clean energy sources within the global energy system. In addition to this global trend supporting our sector's long-term growth potential, Türkiye's target of increasing its installed wind and solar capacity to 120,000 MW under the 2035 National Energy Plan confirms the country's concrete commitment to this transformation at the national level and a strategic roadmap for the future.

As Galata Wind, we remain committed to generating electricity exclusively from renewable sources and playing an integral role in the global energy transition. We continue to deliver sustainable value to our stakeholders with our portfolio of three wind power plants one is hybrid and three solar power plants located in regions of Türkiye with strong renewable energy potential. We crown sustainable financial growth with operational excellence, as well as placing corporate resilience at the core of our long-term business model.

Strategic Growth, Operational Excellence and the Vision of Becoming a Global Player

Driven by our investments and capacity expansions in 2025, our total installed capacity reached 354.2 MW by year-end. This capacity enables the avoidance of approximately **530,000** tonnes of CO_2 emissions annually.

In line with our selective approach to capital management, 97% of our total investments consisted of sustainability-focused investments, all our revenues (100%) were generated from sustainable activities. Every new project we develop plays a critical role in strengthening Türkiye's energy supply security, supporting its energy independence, and advancing the transition to a low-carbon economy.

In line with our vision of becoming a global player, we expanded our portfolio in Europe to 132 MW in total, comprising 72 MW of solar power and 60 MW of Battery Energy Storage Systems (BESS) with the development activities carried out in Germany and Italy under our Netherlands-based subsidiary, Galata Wind Energy Global B.V. We aim to reinforce our regional leadership by increasing our total installed capacity in line with our 2030 targets and in full alignment with operational excellence and European Green Deal standards.

Building a Resilient and Responsible Value Chain

Building a more resilient, proactive, transparent and sustainable value chain together with our suppliers and business partners is one of our highest strategic priorities at a time of intensifying global risks and supply chain vulnerabilities. We strengthen our long-term business continuity by promoting ESG criteria across every link of our value chain. As one of the most significant steps towards this vision, we launched the digital ESG and sustainability platform. Thanks to this innovative platform, we elevated our data monitoring capabilities, transparency, and the agility of our decision-making processes by transforming our sustainability governance structure into integrated digital governance framework.

Furthermore, we conducted a "Double Materiality" assessment in 2025 in full alignment with international standards, enabling us to redefine our sustainability topics with a multidimensional and forward-looking perspective. Based on these analyses, which incorporated stakeholder expectations, industry dynamics, and global trends, we identified "Energy Management" and "Physical Climate Risks" were identified as the highest-priority strategic topics according to the findings of our stakeholder survey.

"Greenhouse Gas Emissions & Energy Resource Planning" and "Grid Resiliency"were found to be areas of highest significance in terms of financial materiality and regulatory compliance according to the results of our sectoral analysis. "Extreme Weather Events", "Cyber Insecurity" and "Biodiversity Loss" were identified as the issues with the greatest potential of impact on our Company, according to the assessments in the World Economic Forum's (WEF) 2026 Global Risks Report. The interconnected insights from these three analyses constitute the basis of our strategic decision-making processes that focus on portfolio management and long-term business resilience.

Transparent Governance, Proactive Climate Risk and Carbon Management

As the global community and the business world have reached a broad consensus today, the private sector's responsibility in combating climate change is not limited to the reduction of emissions. Identifying physical and transition risks proactively, modeling and assessing their potential financial impacts, and shaping corporate macro strategies with a focus on climate change adaptation have become key requirements of modern corporate governance and regulatory compliance. We consider this approach as a fundamental component of long-term sustainable value creation, global competitiveness, operational agility, and corporate resilience. Accordingly, each facility within our portfolio was assessed under the SSP2-4.5 (Medium Emissions) and SSP5-8.5 (High Emissions) climate scenarios. To mitigate the potential impacts of risks that exceed the financial materiality threshold, such as wildfires and changes in storm/wind regimes, we rapidly implemented concrete, technology-intensive investment decisions to strengthen our adaptive capacity and operational sustainability. We evaluated the resilience of our strategy under a 1.5°C-aligned scenario and consider it an important element of our approach. Prepared in accordance with the TSRS, our report reflects the quantified financial impacts of these climate-related risks and provides our stakeholders with transparent, traceable and comparable information, while making limited use of the transitional reliefs permitted under the applicable legislation. As a company taking into consideration the impacts of our renewable energy activities on the natural environment, we embrace a "Nature-Positive" approach across our value chain, thanks to our biodiversity monitoring activities and local stakeholder engagement programs.

Our Scope 1 (direct) emissions declined to 419.85 tCO_2e as a result of our operational efficiency efforts, while our Scope 2 (indirect) emissions matched with I-REC Renewable Energy Certificates and reported as zero. In 2025, the calculation boundary of our Scope 3 emissions was expanded, and our carbon credit generation under the VCS–VERRA and Gold Standard systems reached 529,532 tCO_2e, with an increase of 12.4% compared to the previous year. The strategic value of this capability is further reinforced by the Emissions Trading System (ETS), which is expected to begin pilot implementation in Türkiye in the second half of 2026, as well as global developments such as the Carbon Border Adjustment Mechanism (CBAM).

ESG Leadership on International Platforms

Our digital and strategic transformation in sustainability performance, transparency and corporate governance was recognized by leading international independent rating agencies in 2025, further reinforcing our global leadership. Within this scope, Galata Wind maintained its leadership in Türkiye and strengthened its position as a "pure-player" in the EMEA region by achieving a score of 78 in the Sustainable Fitch assessment. In the same period, our Sustainalytics ESG Risk Rating was updated to 13.3, placing us 16th among 631 companies assessed globally in the electric utilities sector and within the top 3% worldwide. We directly achieved an "AA" rating in the MSCI Provisional ESG Rating that we were included for the first time, and improved our LSEG ESG Combined Score from A- to A in consequence of our transparent data infrastructure. We also reached 85 out of 100 and ranked 4th among 346 companies in the Electric Utilities & Independent Power Producers category under the Refinitiv Business Classification (TRBC) classification. Our Company also made its first disclosure within the scope of CDP Climate Change program in 2025, submitting its response to the 2024 Climate Change questionnaire. Finally, our S&P Global ESG Score CSA (Corporate Sustainability Assessment) reached 65/100 with an increase of 13 points compared to the previous year, making us the second-highest scoring electricity generation company in Türkiye.

Our Most Valuable Capital: Our Human Resources and Our Culture of Shared Values

Galata Wind's sustainable achievements, innovation capability and corporate resilience are built on the expertise, intellectual capital and dedication of our human resources, which is our most valuable asset. We adopt the holistic well-being, development and work-life balance of our employees as a top priority. For us, people investments are not a short-term cost, but indispensable investments for the future. In line with our corporate culture embracing unconditionally ethical business conduct, respect for universal human rights and diversity, we see supporting equal opportunity and proactively preventing discrimination across all our operations as corporate responsibilities, and aim to always create safe, fair and inclusive working environments for all employees.
We continuously improve our operational performance as we move closer to our zero-accident target by strengthening our occupational health and safety (OHS) culture with technological investments, proactive inspections and uninterrupted trainings. Our visionary approach to human rights and responsible business practices is not limited to our own operations. We adopt the strategic objective of extending these high standards to all our business partners, contractors and suppliers across every link of our value chain and ensuring their participation in this improvement process.

Confident Steps Towards the Future

Beyond being a company that generates clean electricity, Galata Wind is a global solutions partner that operates harmoniously with the environment in all the geographies we operate, and continuously strengthens business resilience with digitalization and innovative solutions. Our corporate vision encompasses far more than capacity-driven growth. We also aim to rank among the sector's leading companies in sustainability performance, transparency, accountability and ethical governance on a global scale. I would like to express my sincere gratitude to our valued employees, who are the driving force behind this remarkable success and who bring our vision to life, as well as to our Board of Directors, our investors who place their trust in us, and our business partners. We will continue, with the same determination, to carry forward the clean power of nature to future generations through a responsible, ethical, transparent, digital and high-performing business model.

Kind Regards,
Çağlar Göğüş
Chairman of the Board

MESSAGE FROM THE CHIEF EXECUTIVE OFFICER



Esteemed Stakeholders,

For Galata Wind, 2025 was not only a year of growth and investment but also a period in which our sustainability approach, financial resilience and leading role in the energy transition were further strengthened. In a period of global economic uncertainties, geopolitical risks and transformation of energy markets, we successfully concluded the year thanks to our strong operational performance, disciplined management approach and determined investment strategy.

Our generation portfolio consisting entirely of renewable energy sources allowed us to maintain our strong position against changing market conditions. In 2025, we generated revenue of TRY 2,940 million and EBITDA of TRY 2,011 million, achieving an EBITDA margin of 68.43% and maintaining our position above industry averages. We provided our investors with sustainable returns by paying a total gross dividend of TRY 346 million, corresponding to 64% of our issued share capital, in line with our **Dividend Distribution Policy.**

2025 was also marked by significant operational and technological transformations. Mersin Wind Power Plants (WPP's) final installed capacity reached 99.9 MW with the commissioning of six Vestas V162 turbines, while Taşpınar Hybrid Solar Power Plant (SPP) became operational at its full capacity of 36.2 MW, demonstrating the effectiveness of our hybrid generation model that optimizes wind and solar resources together. These investments strengthened the continuity of our generation and the resilience of our operations, as well as increasing our portfolio's durability resilience to seasonal variability.

During the year, we generated 880,971 MWh of electricity in total, comprising 826,844.8 MWh from wind energy and 54,126 MWh from solar energy. With an increase of 8.7% compared to the previous year, this performance was a tangible demonstration of our contribution to Türkiye's energy transition and energy independence. Our generation target of 950,000–1,000,000 MWh and investment plan of TRY 6.8 billion for 2026 are also important indicators of our commitment to growth.

We acquired project rights for approximately 62 MW of agricultural photovoltaic (Agri-PV) and 60 MW of battery energy storage system projects in Germany, as well as 10 MW of solar energy project rights in Italy, marking significant milestones in our growth targets in the European market. These investments will enhance our capacity to generate euro-denominated revenues, strengthen our revenue diversification, and contribute to the mitigation of foreign exchange risks.

In the field of sustainable finance, we have strengthened our funding structure to support our long-term growth targets. As of the end of the year, we fully utilized the green loan financing worth USD 25 million that we secured through an agreement with Proparco, a subsidiary of the French Development Agency. In addition, our target of reaching 410 MW of energy storage capacity during the 2026-2030 period, together with our energy storage-integrated power plant projects, is of strategic importance for enhancing grid stability, generation flexibility and climate change adaptation capacity.

We continued to strengthen operational excellence with digitalization and technology investments. We expanded the use of predictive maintenance practices by improving our Supervisory Control and Data Acquisition (SCADA) based monitoring infrastructure and began monitoring energy and wastewater consumption in real time with IoT (Internet of Things) systems. This data infrastructure both improves resource efficiency and maximizes transparency and reliability in reporting. We implemented QR code-based entry and exit systems to enhance site safety. In the field of cybersecurity, we successfully completed the audits by Energy Market Regulatory Authority (EMRA) and the Presidency of Digital Transformation (CBDDO) and renewed our ISO 27001 certification.

2025 also stood out as a period of accelerating regulatory transformation in climate change mitigation and sustainability. After Türkiye's first Climate Law entered into force as of July 2025 and the framework for the Emissions Trading System was shaped, the measurement, monitoring, reporting, and verification of emissions have become a strategic requirement for companies. We are well prepared for this transformation thanks to the monitoring, reporting, and verification (MRV) infrastructure we have developed over many years, our location-based climate risk assessments, and our carbon credit management practices.

We believe that the global agenda, which gained momentum under the themes of climate finance, adaptation, and just transition during COP30 held in Belém, will be further strengthened with COP31 to be hosted by Türkiye in 2026. These developments enhance Galata Wind's visibility on international sustainability platforms, while our net zero GHG targets and long-term climate vision create significant opportunities for our capacity to access sustainable finance.

We handle sustainability with a holistic perspective extending beyond environmental performance and encompassing corporate governance, economic value creation and social impact. Developed in line with the double materiality perspective and international reporting standards, this approach allows us to manage our financial and non-financial impacts from a comprehensive perspective and contributes to the creation of a more transparent and reliable value creation model for our stakeholders. We transparently disclosed the climate- and sustainability-related risks and opportunities arising and concentrated across Galata Wind's value chain, together with their impacts on the Company's financial structure, strategy and long-term value creation capacity in our TSRS-Compliant Sustainability Report for 2025, which has become an important indicator of our maturity in sustainability governance, data quality and transparent reporting. In the field of ESG, our performance was recognized by prominent rating agencies such as Fitch, Sustainalytics, LSEG, and MSCI, demonstrating that sustainability is strongly integrated into our corporate strategy and further reinforcing our leading position in the sector. We believe that sustainable growth is possible with strong collaborations. Established under the leadership of the Business Council for Sustainable Development (BCSD) Türkiye through the collaboration of Galata Wind, Rönesans Holding, and Zorlu Enerji, the RenewHub platform contributes to the deployment of renewable energy technologies and strengthens cross-sector knowledge sharing.

I would also like to emphasize that our human resources are the foundation of our success. We see employee engagement, development, and inclusion as strategic priorities. In 2025, we renewed our Great Place to Work certification with a score of 88%, increasing our employee satisfaction rate by 5% compared to the previous year, and achieved a score of 81 in our Values Survey. Our Diversity, Equity and Inclusion (DEI) score in the areas of employee experience and DEI increased to 81%. Our low employee turnover rate of 6% confirms our strong organizational commitment.

In 2025, we made our OHS management more integrated by appointing an Occupational Health and Safety Manager to the Sustainability Department in order to further strengthen our occupational health and safety culture. The independent audits at our power plants and the successful renewal of our ISO 45001 certification are tangible indicators of our commitment to the safety of our employees and our operations.

In addition, we take our sustainable business model beyond emissions reduction by developing nature-positive and biodiversity-focused programs that contribute to increasing social value. Tangible reflections of Galata Wind's commitment to society and nature include the Taşpınar WPP Biodiversity Monitoring Program, the support provided to the Ovakorusu Bear Sanctuary, and the 1,471 hours of volunteer activities completed through the Positive Energy Ambassadors platform. We not only generate clean energy with our renewable energy investments but also develop a business model that supports local development, creates employment, contributes to the sustainable well-being of society and creates long-term social value.

With the same understanding, we adopt building a more resilient, transparent and responsible value chain together with our suppliers and business partners as one of our strategic priorities. With the Digital Sustainable Supplier Assessment and Monitoring Mechanism we implemented for this purpose in 2025, we aim to strengthen our supply chain's sustainability performance and resilience to climate risks and expand the use of data-driven monitoring mechanisms.

Our priorities for the future include international expansion with a selective and sustainable growth approach, operational and financial resilience, and continuous improvement of our sustainability governance performance. The Alapınar WPP investment, the Şah WPP capacity expansion, and European projects advanced to the investment stage are among the key focus areas for the upcoming period. In addition, we remain committed to ensuring compliance with the European Green Deal, the Carbon Border Adjustment Mechanism and the ETS, as well as the evolving sustainability reporting standards. We will strengthen the resilience of our supply chain and also continue to enhance our digital infrastructure that supports data reliability, transparency and accountability.

I would like to extend my sincere thanks to our employees, investors, business partners, suppliers and all our stakeholders for their contributions to our achievements in 2025. As Galata Wind, we will continue to lead the sustainable energy transition while remaining committed to contributing to our country's green economy, energy independence and security, as well as global climate goals.

Kind Regards,
Burak Kuyan
Chief Executive Officer (CEO)

HIGHLIGHTS IN 2025



HIGHLIGHTS IN 2025

"TRUSTED ENERGY, LASTING VALUE", WHICH REFLECTS OUR COMPANY'S WAY OF DOING BUSINESS AND OUR APPROACH TO LONG-TERM VALUE CREATION, WE HAVE STRUCTURED OUR CORPORATE AND SUSTAINABILITY STRATEGY UNDER SEVEN STRATEGIC FOCUS AREAS.

STRATEGY

In 2025, we carried out comprehensive studies with the contribution of subject matter experts in order to address our corporate strategy and sustainability approach in a holistic structure. As a result of these studies, we structured our corporate and sustainability strategy around seven strategic focus areas in line with our motto, "Trusted Energy. Lasting Value" which embodies our Company's business conduct and long-term value creation approach.

1. **Climate Leadership and Energy Transformation**
2. **Nature-Positive Operations & Biodiversity**
3. **Responsible Value Chain and Shared Social Impact**
4. **People, Safety and Transformative Culture**
5. **Digitalization, Innovation and Data Management**
6. **Sustainable Finance and Resilient Growth**
7. **Transparent and Ethical Governance**

Structured around seven strategic focus areas, our integrated corporate and sustainability strategy also shaped the foundation of our 2025 Sustainability Report. We structured our report around these focus areas as well as integrating our sustainability governance framework in alignment with this strategic approach under the leadership of the Sustainability Committee.

You can find the details of our strategy in the "Our Corporate and Sustainability Strategy" section of this report.

In the upcoming period, we will continue to strengthen and enhance our strategy, transform our business processes with a sustainability perspective, and create long-term value by working in harmony with nature.

CORPORATE ORGANIZATION

- **Strengthening our Sustainability Department:** At the end of 2024, we turned our Sustainability unit into a separate department and appointed a Senior Sustainability Manager who directly reports to the CEO. In 2025, we expanded the responsibility area of our Sustainability Department by appointing a Sustainability Specialist and an OHS Manager responsible for OHS matters.

- **Appointment of an OHS Manager:** In 2025, we appointed an OHS Manager in order to ensure the highest standards of occupational health and safety across our power plants that are classified as "Very Hazardous Workplaces," thus strengthening our institutional approach to the periodic inspection of our power plants.

- **Corporate Governance and Compliance:** The year 2025 marked a period during which the policy framework of our corporate governance structure was strengthened. As part of this effort, we implemented our Diversity Policy in the Board of Directors and Information Security Policy within the Board of Directors; we also updated our Information and Public Disclosure Policy, Remuneration Policy, Donation, Aid and Sponsorship Policy. We updated our Sustainable Supply Chain Management Procedure, which we established in 2024, in 2025 in accordance with our digital sustainability governance system.

We aim to increase diversity within our Board of Directors, with particular emphasis on strengthening and sustainably maintaining women's representation in line with corporate governance principles.

- We established our Sustainable Supply Chain Policy and integrated a digital infrastructure to enable regular monitoring and assessment of our suppliers.

OUR OPERATIONS

We increased our total installed capacity to 354.2 MW with the commissioning of our Taşpınar Hybrid Solar Power Plant and Mersin Wind Power Plant investments in 2025. We fully commissioned our Taşpınar Hybrid SPP investment with an installed capacity of 36.2 MW with a total investment cost of approximately USD 30 million and also completed the capacity expansion of the Mersin WPP with an investment of approximately USD 45 million by commissioning six Vestas V162 (6.2 MW) turbines in May and June 2025. The final installed capacity of the Mersin WPP reached 99.9 MWm / 95.85 MWe with this increase. Within the year, our WPP generation reached 826,844.8 MWh with an increase of 9.1% compared to the previous year, our SPP generation increased by 3.6% to 54,126 MWh, and our total generation amounted to 880,971 MWh.

Our European portfolio reached 132 MW in total, including 72 MW of solar energy (Agri-PV) and 60 MW of BESS through the project development activities we carry out in Germany and Italy in line with our international expansion strategy.

OUR FINANCIAL PERFORMANCE

In 2025, our consolidated revenue amounted to TRY 2.94 billion, EBITDA to TRY 2.01 billion, our EBITDA margin to 68.43%, profit before tax to TRY 1.36 billion, and net profit to TRY 845.43 million. Our capital expenditure and green investments reached the level of TRY 1.61 billion and TRY 1.56 billion, respectively, while our net debt/EBITDA ratio at the end of the year remained at a solid level of 0.66x. The green loan of USD 25 million we signed with Proparco, a subsidiary of the French Development Agency (AFD), for our Taşpınar Hybrid SPP project in 2024, was fully utilized by the end of 2025.

OUR STAKEHOLDER RELATIONS

Established under the Employee Engagement Policy we introduced in 2024, our Employee Council actively commenced its operations in 2025. In 2025, it became actively operational and collected feedback on employee experience, internal communication, inclusion, and well-being by holding five meetings throughout the year. Relatively, we reached 140 domestic analysts and portfolio managers in total by organizing more than 40 buy and sell teleconferences, video conferences, and face-to-face meetings, including roadshow.

REPORTING

We strengthened our transparency towards stakeholders by publishing our first report in August 2025, covering 2024 data and complying with the TSRS. We published our 2025 TSRS-Compliant Sustainability Report on 26 February 2026, covering climate-related financial disclosures for the annual reporting period between 1 January 2025 and 31 December 2025. We continued our commitment to transparent reporting for our stakeholders by publishing our 2025 Sustainability Report that reflects our sustainability performance in a comprehensive way.

OUR INTERNATIONAL ESG RATING PERFORMANCE

The effectiveness of our sustainability approach is validated by independent assessments of leading global rating agencies. With the ESG scores and ESG risk ratings we received in 2025, We once again confirmed our sustainability achievements within our sector, both in Türkiye and globally.

- **Sustainable Fitch**

Thanks to our commitment to sustainable energy, we achieved an overall score of 78/100 from Sustainable Fitch in 2025, with an increase of 2 points compared to the previous year. We received an ESG Entity Rating of “2” (an Entity Rating of 1 is the highest and 5 is the lowest), maintaining our leading position in first place among 19 Turkish companies, followed by Akiş Gayrimenkul Yatırım Ortaklığı A.Ş. with an ESG score of 70 and Aydem Yenilenebilir Enerji A.Ş. with an ESG score of 69. Both companies have an Entity Rating of 2.

As a company generating entirely renewable energy, we maintained our position as the second company to hold the “pure player” designation in the EMEA region. We ranked 25th among 564 entities assessed in the EMEA region, placing us in the top 4.4%, and 14th among 88 entities in the Power & Utilities sector in the same region, placing us in the top 15.9%. On a global scale, we ranked in the top 15% among more than 160 companies in the energy sector and in the top 5% within Sustainable Fitch’s global rating universe of more than 850 companies. We received above-average scores across all subcategories, including Entity Rating, Business Activity Rating, ESG, and Strategy.

The Top 5%

We ranked among the top 5% of Sustainable Fitch’s global rating universe, which covers more than 850 companies.

14th Place

We ranked 14th among 88 organizations in the Power & Utilities sector.

25th Place

We ranked 25th among 564 organizations assessed in the EMEA region.

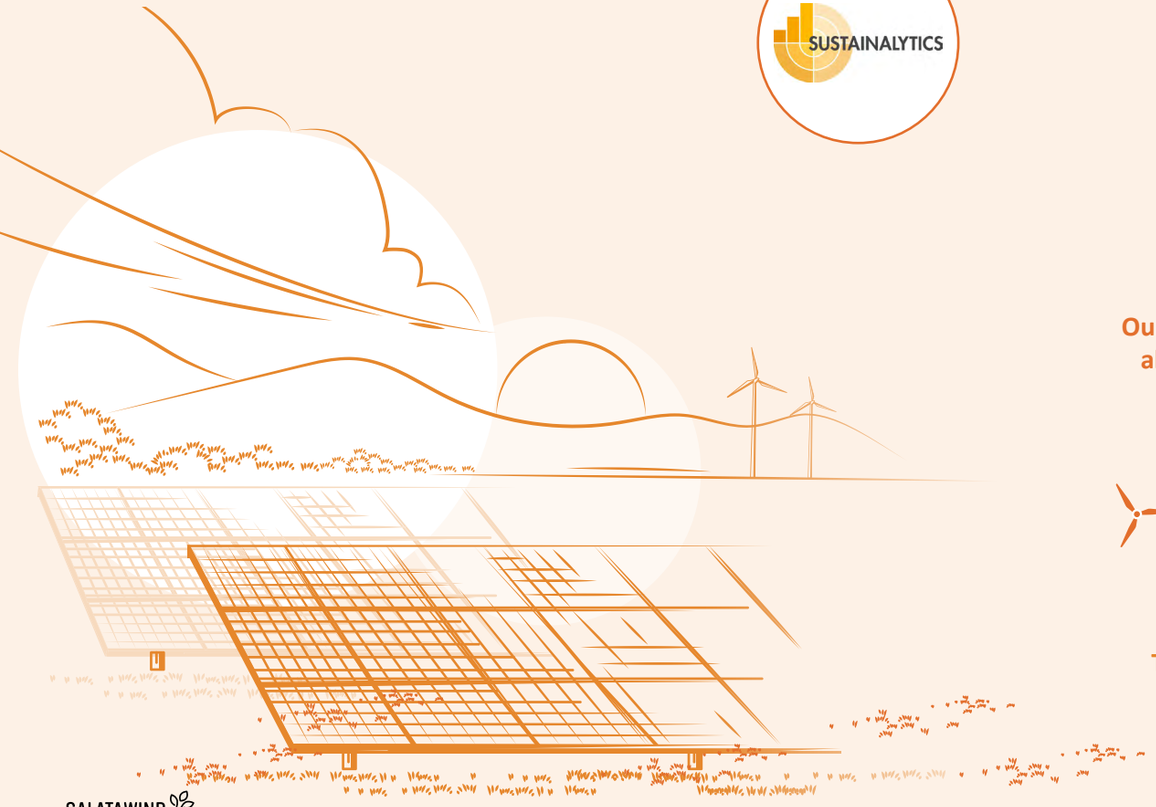
78/100

In 2025, we achieved an overall score of 78/100 from Sustainable Fitch, representing a 2-point increase compared to the previous year.

- **Sustainalytics**

According to the analysis conducted by Sustainalytics in December 2025, we were included in the "Low Risk" category with an ESG Risk Rating Score of 13.3, which is significantly below the global average of 26.7, the industry average of 32.4, and the renewable energy sector average of 22.0. Our ESG Management score of 65/100 is at the "Strong" level and underscores our capacity to manage ESG risks. Based on this score, Sustainalytics continued to classify our risk of being materially affected by financially significant ESG factors as "Low."

On a global scale, we ranked 16th among 631 companies assessed in the utilities sector, placing us in the top 3%, and 10th among 94 companies in the renewable energy subcategory, placing us in the top 11%. With these scores, we maintained our position as the second company to have the lowest ESG risk score among our peers in Türkiye and in the world.



65/100

Our ESG Management score, which reflects our ability to manage ESG risks, stands at 65/100, placing us at the "Strong" level.

Lowest ESG Risk Score

The second-lowest ESG risk score among our global and Türkiye-based peers.

- **MSCI**

As of 2025, we were assessed under MSCI ESG Research LLC's Provisional ESG Rating for the first time. Within this scope, our Industry-Adjusted Company Score was 8.2 out of 10, corresponding to an ESG Rating of "AA – Leader." In the MSCI ESG Ratings framework ranging from CCC to AAA, our weighted average score based on key topics was 7.1 out of 10, which is 18% above the industry average of 6.0.

"AA⁻ Leader"

Our Industry-Adjusted Company Score is 8.2 out of 10, corresponding to an "AA – Leader" ESG Rating.

8,2 Out of 10

Our weighted average score based on key issues in the MSCI ESG Ratings is 8.2 out of 10, which is 18% above the sector average of 6.0.

- **S&P Global (Sustainable1 / CSA)**

In the assessment conducted by S&P Global Sustainable1 in 2025, our Global ESG Score reached 65/100 with an increase of 13 points compared to the previous year; therefore, we became the second-highest scoring energy company in Türkiye's Electricity Generators sector. Our score exceeded the global average by 22%. Our disclosure-based S&P Global CSA Score was 63, with an increase of 14 points compared to the previous year, while 2 points were added to our overall score with the modeling contribution. Within the Global ESG Score breakdown, our Environmental dimension reached 72 with an increase of 47% compared to the previous year, while our Social and Governance & Economic dimensions were reported as 58 and 50, respectively. The highest-weight material topics were Product Stewardship, Climate Strategy, and Human Capital Management. Our data availability was at the "Medium" level according to the sector. We provided 84% of the mandatory public disclosures and 82% of the additional disclosures under the CSA. Our assessment score was not adversely affected by recent controversies.

- **LSEG (ESG Scores)**

In the ESG Scores assessment compiled by LSEG, we improved our ESG Combined Score to "A" with a score of 85/100 compared to A- in the previous year based on our self-reported 2024 data. Our Environmental performance was rated A (92/100; Emissions A+ 100, Resource Utilization A 86, Innovation A 88). Our Social performance was rated A (89/100; Human Rights B+ 73, Product Responsibility B+ 72, Workforce A+ 97, Community A+ 99). Our Governance performance was rated B+ (69; Management 68, Shareholders 63, CSR Strategy 87). In the TRBC, we ranked 4th among 346 companies in the Electric Utilities & Independent Power Producers (IPPs) category.

- **CSRHub**

In the 2025 assessment conducted by CSRHub, an independent global ESG rating and data platform, our ESG score was announced as 65. Our ESG performance is regularly updated by CSRHub, an independent ESG data and ratings platform, reflecting the latest publicly available ESG data and developments in our sustainability performance. Our current score can be tracked through our activity reports, which we disclose to the public on a quarterly basis.

65/100, An Increase of 13 Points

In the 2025 assessment conducted by S&P Global Sustainable, our Global ESG Score was 65/100, representing a 13-point increase compared to the previous year.

Our Score is 65

In the 2025 assessment conducted by CSRHub, an independent global ESG ratings and database provider, our ESG score was 65.

The Highest Score

We have risen to become the second-highest-rated energy company in Türkiye's electricity generation sector.

4th Place Among 346 Companies

We were ranked 4th place among the 346 companies in the "Electricity Generation Companies and Independent Power Producers" category.



CDP (Carbon Disclosure Project)

In 2025, we participated in the CDP Climate Change Program for the first time and submitted our Climate Change disclosure for the 2024 reporting period. We were exempted from the Water Security category following the assessment process.



First-Time Reporting

In 2025, we participated in the CDP Climate Change Program for the first time.

ESG Rating Agency	Score / Result	Rating
Sustainable Fitch	78/100, “2” ESG Entity Rating	1st in Türkiye (19 companies), top 4.4% in EMEA, top 5% within the global universe
Sustainalytics	13.3 (Low Risk); Management 65/100 (Strong)	Utilities 16/631 (3%); Renewable 10/94 (11%)
MSCI	AA – Leader (Provisional)	IAS 8.2/10; WAKIS 7.1 (sectoral avrg. +18%)
S&P Global CSA	65/100 (+13); disclosure-based 63	2nd in Türkiye, world avrg. +22%
LSEG	A, 85/100	Electric Utilities & IPPs 4/346
CSRHub	65 (Updated to 84 in 2026 Q1.)	The country average cannot be presented as CSRHub does not publish comparative data for the Türkiye average.
CDP	Climate Change Disclosure (exempt from water security)	First time reporting

INTERNATIONAL COMMITMENTS AND MEMBERSHIPS

- **UN WEPs Signatory:** As of 23 December 2025, we became a signatory to the Women’s Empowerment Principles (WEPs), established with the partnership between the United Nations Global Compact (UNGC) and UN Women. This step reinforced our commitment to Gender Equality [Sustainable Development Goal (SDG) 5] and Partnerships for the Goals (SDG 17) under our UNGC Türkiye commitments. Our CEO Statement of Support is publicly available on the WEPs platform.
- **First CDP Reporting:** In 2025, we made the transparency of our carbon governance visible on an international platform by reporting to the Carbon Disclosure Project (CDP) for the first time.
- **Certified B Corporation™ B Corp™ Certification:** We successfully went through the assessment process conducted by B Lab, an organization that develops the B Corp certification and promotes the creation of value not only for shareholders but also for employees, society and the environment
- **UNGC:** With our business model focused on renewable energy generation, we continue to carry out activities that make direct contributions particularly to SDG 5 (Gender Equality), SDG 7 (Affordable and Clean Energy), SDG 12 (Responsible Consumption and Production), SDG 13 (Climate Action), and SDG 17 (Partnerships for the Goals).

  In addition, we continue to carry out activities that support SDG 8 (Decent Work and Economic Growth), SDG 9 (Industry, Innovation and Infrastructure), and SDG 15 (Life on Land).

• Our Activities in Collaboration with BCSD Türkiye

Galata Wind actively participates in the member working groups and panels of BCSD in Türkiye, of which it is a member. In 2025, in collaboration with the Renewable Energy Sub-Working Group of BCSD Türkiye, we launched a webinar series covering topics such as renewable energy regulations and financing, e-mobility, energy storage, and battery technologies. As a result of these efforts, RenewHub was established in 2025 under the leadership of BCSD Türkiye and with the collaboration of Galata Wind, Rönesans Holding and Zorlu Enerji for the purpose of increasing awareness of renewable energy, strengthening knowledge and facilitating access to new technologies for the Turkish business community, and especially member companies of BCSD Türkiye. Ongoing works, news and best practices in the field of renewable energy have been made publicly available on the RenewHub website.

In 2025, Galata Wind also participated in BCSD Türkiye's Sector Connect – Endeavour program to recognize innovative startups working on climate technologies and CBAM, biodiversity and ESG-focused technologies and to establish potential collaborations. The Company aims to build concrete and effective partnerships in line with the Sustainable Development Goals.

ENVIRONMENTAL AND SOCIAL IMPACT PROGRAMS

- **Taşpınar Biodiversity Program – Doğan Value Award:** TThe Bird and Bat Houses Project we implemented as part of the **Wildlife Support, Biodiversity Conservation and Environmental Sustainability Program** carried out within the scope of our Taşpınar WPP/SPP Hybrid Power Plant, was deemed worthy of the "Value-Adding Sustainability Project of the Year" award at the 2025 Doğan Value Awards**.**

- **Wastespresso – Upcycling Collaboration:** In line with our decarbonization targets and our commitment to UNGC SDG 12 Responsible Consumption and Production, coffee filters and Turkish coffee grounds collected by our employees at the headquarters are picked up by Wastespresso every Friday, and transformed into products and raw materials through upcycling techniques at its production facility in Istanbul. The carbon footprint reduction report on the carbon emissions reduction impact of the process is shared with Galata Wind every month.

- In 2025, we prevented approximately 530,000 tonnes* of carbon emissions with our portfolio consisting of 100% renewable energy sources. Our certified carbon credit generation in the voluntary carbon markets reached 529,532 tCO_2e in 2025, and these credits are verified under the VCS–VERRA and Gold Standard systems. We also continue to implement our decarbonization roadmap in line with our commitment to achieving net-zero operational carbon emissions by 2040.

**Following the completed verification process, the figure has been revised to approximately 530,000 tonnes and therefore differs from the figure disclosed in the Annual Report.*

DEVELOPMENTS IN THE FIELD OF EMPLOYEE EXPERIENCE

- **Great Place to Work Certification and Awards:** We were entitled to receive the "Great Place to Work" certification with a score of 88% in the Great Place to Work Culture Survey. We were also deemed worthy of awards in the "Best Employers", "Best Employers – Manufacturing", "Best Employers – Social Responsibility and Volunteering", and "Best Workplaces for Women" categories.

- **Launch of the Flexible Benefits System** In 2025, we expanded the range of employee benefits offered to our workforce by introducing the "Flexible Benefits System".

- **Monthly Sustainability and OHS Bulletin:** To increase awareness among employees and create a workplace culture that embraces and promotes sustainability values, our OHS Manager began preparing and distributing a monthly bulletin covering major OHS and sustainability topics to all Galata Wind employees in cooperation with the Sustainability Ambassadors team under the SOLEVENTO Employee Council.

- **Through our Positive Energy Ambassadors volunteer program** we contributed a total of 1,471 volunteer hours in the fields of equal access to education, gender equality, environmental protection and animal welfare with the active participation of 45 employees.



Sustainability Newsletter



Occupational Health and Safety (OHS) Newsletter





DIGITALIZATION AND INNOVATION

The strongest indicators of our vision include our focus on operational resilience and our long-term impact investments.

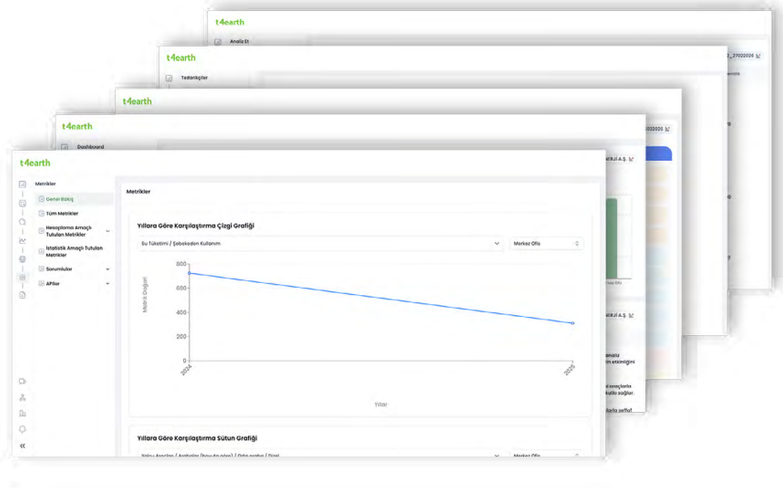
- **Digital Environmental KPI Monitoring:** Our wireless IoT infrastructure strengthens the resilience of our operations through continuous monitoring of critical operational parameters such as electricity and wastewater consumption, as well as environmental performance across our power plants in real time. With the IoT sensors installed at our power plants, we regularly monitor and track total electricity consumption (kWh) via electricity meters, and septic tank fill levels via pulse-output water meters (mm/percentage). We can monitor the emissions data of our power plants simultaneously with battery-powered, secure wireless modules. We enhance data availability and operational continuity while reducing resource consumption by eliminating the need for extensive cabling, active data transmission equipment, protective cable trays and cabinets, as well as the intensive use of plastics and metal alloys in production processes. We have established a dedicated and secure communication network thanks to our wireless IoT infrastructure and enabled real-time monitoring and effective management of environmental performance without requiring additional base station investments. This digital infrastructure supports data-driven decision-making in a timely manner, contributes to the prevention of additional GHG emissions by reducing the need for extra infrastructure, and strengthens operational resilience. Therefore, our IoT infrastructure continues to contribute to improved resource efficiency and to support our low-carbon operations.

- **Use of Safety Wristbands:** In 2025, we started preparation work to implement the Safety Wristband system in 2026 for the purpose of supporting occupational safety in our power plant sites. In this way, we will be able to closely monitor the condition of on-site personnel and take rapid action in situations requiring emergency assistance.

- **Sustainability Data Integration, T4earth:** Used for the consolidation and end-to-end management of our sustainability data through a single digital backbone, the T4earth platform plays a central role in monitoring and reporting our ESG performance and integrating sustainability into our decision-making processes. In 2025, we prepared report end-to-end entirely on this digital platform, and combined the data collection, verification and reporting steps within a single traceable workflow.

In the same year, we integrated our corporate and sustainability strategy into T4earth, updated our double materiality analysis through this platform, and initiated the integration of our sustainability governance structure into our digital ESG and sustainability platform. Today, we monitor our targets, performance indicators, and allocation of responsibilities in a single digital environment.

Supply chain management is one of the platform's most important application areas. In 2025, we launched the Digital Sustainable Supply Management Mechanism on the T4earth platform. This mechanism allows us to use a digitally designed survey to assess our suppliers' sustainability performance and ESG risk levels, monitor supplier performance and risks through the Audit System, and evaluate economic, environmental, safety, and reputational risks using the ESG Risk Scoring Tool. In this way, we ensure business continuity and operational resilience.



SUPPLY CHAIN MANAGEMENT

- **Expansion of our supplier portfolio:** We added new domestic and international suppliers to our portfolio for the procurement of solar panels, inverters, mounting systems and energy storage equipment within the scope of our new investments. We preferred using domestically manufactured equipment in our Taşpınar Hybrid SPP investment, and benefited from the domestic incentives under the Renewable Energy Resources Support Mechanism (YEKDEM).

Commencement of our Digital Sustainable Supply Management Mechanism: In 2025, we transitioned to a supply chain sustainability monitoring and supplier ESG scoring system by establishing our Digital Sustainable Supply Management Mechanism. We determine our suppliers' sustainability performance and ESG risk levels with the digital survey structure designed on the platform, and ensure business continuity and resilience by monitoring supplier performance and risks on the Audit System established within the same mechanism. We manage our expanding supplier network in accordance with the **Supplier Code of Ethics (SCoE)**, which we have made mandatory for all suppliers and communicated through our digital platform. The SCoE covers our environmental and social expectations such as anti-bribery and anti-corruption, environmental compliance and communication of our environmental policies, **energy and emissions management and resource efficiency**, occupational health and safety, non-discrimination, and freedom of association. We obtain our new business partners' commitments for ethical compliance, and conduct audits that **also cover anti-corruption** where necessary. After informing our suppliers in the meeting we held in 2025, we sent an assessment survey to all 493 of our unique suppliers. We also sent a detailed supplier survey to 33 critical/potentially critical suppliers through the Sustainable Supplier Assessment Survey to score their ESG performance and risk levels. We initiated audit processes for suppliers identified as high-risk in terms of risk level.



OUR MILESTONES



OUR MILESTONES







2006

- The Company was established under the name GY Enerji Danışmanlık Proje Mühendisliği Üretim Ticaret ve Sanayi Ltd. Şti.

2007

- The Company was renamed as Galata Wind Enerji Ltd. Şti.

2012

- The company holding the Şah WPP license was renamed as Galata Wind Enerji A.Ş. and acquired by Doğan Group.
- Akdeniz Elektrik Üretim A.Ş., holding the Mersin WPP license, was acquired by Doğan Group.

2014

- Galata Wind and Akdeniz Elektrik were merged under Galata Wind. The Mersin WPP license was also transferred to the legal entity of Galata Wind.

2017

- An additional capacity of 21 MW was commissioned at Mersin WPP.

2018

- Çorum SPP was acquired, and unlicensed power plants operating under it were consolidated under Galata Wind (8 plants).

2019

- Erzurum SPP was acquired, and unlicensed power plants operating under it were consolidated under Galata Wind (20 plants).

2020

- Taşpınar WPP obtained partial Ministry approval and commenced electricity generation on 28.10.2020.
- 100% shares of Sunflower Solar Güneş Enerjisi Sistemleri Ticaret A.Ş. were acquired.









2021

- Taşpınar WPP was commissioned at full capacity.
- The Company began trading on Borsa İstanbul with the code GWIND on 22.04.2021.

2022

- The shares of Gökova Elektrik Üretim ve Ticaret A.Ş. (Alapınar WPP) were acquired.
- A green loan agreement of USD 45 million was signed with the European Bank for Reconstruction and Development (EBRD).
- The Company began trading on the BIST Corporate Governance Index. The Corporate Governance Rating was determined as 9.4 out of 10.
- The Sustainability Committee was established under the Board of Directors, sustainability policies were published, and the first materiality analysis workshop was held.

2023

- Preliminary licenses were obtained for 7 electricity generation plants with storage (6 WPPs and 1 SPP) with a total installed capacity of 350 MW.
- Galata Wind Energy Global B.V. was established in the Netherlands as a wholly owned subsidiary of Galata Wind with a capital of EUR 1 million.
- Project development agreements were signed for 300 MW SPPs in Europe.
- 9.4 MW Taşpınar Hybrid SPP and the 13 MW Taşpınar Additional Capacity WPP were commissioned.
- The first Sustainability Report prepared in accordance with international standards was published, and Galata Wind began trading on the BIST Sustainability Index.
- The Corporate Governance Rating increased to 9.52 out of 10.

2024

- A green loan agreement of USD 25 million was signed with Proparco, a subsidiary of the AFD.
- **The Corporate Volunteering Policy and Procedure** entered into force.
- 7 MW Taşpınar Hybrid SPP was commissioned.
- The sector's first sustainability report referencing ESRS and TSRS in Türkiye was published.
- Two companies holding pre-licenses for solar power plants with energy storage, with a total installed capacity of 60 MWm / 60 MWe in Ankara Province, were acquired.
- Sustainable Fitch's ESG Entity Rating was determined as 76, and Sustainalytics' Environmental, Social and Governance Risk Rating Score was determined as 15.2.
- The Corporate Governance Rating increased to 9.57 out of 10.



2025

- 36.2 MW Taşpınar Hybrid SPP investment was commissioned.
- The Mersin WPP additional capacity investment was completed with 6 Vestas V162 (6.2 MW) turbines, and the plant's final installed capacity reached 99.9 MWm/95.85 MWe.
- New policies and procedures were published to support the standardization and effectiveness of our corporate processes: **The Information Security Policy, Information and Public Disclosure Policy, Remuneration Policy, Diversity, Policy in the Board of Directors, Donation, Aid and Sponsorhip Policy, Procurement Policy** and Sustainable Supply Chain Management Procedure entered into effect.
- Project rights were acquired for a total of 72 MW Agri-PV and 60 MW BESS projects in Germany and Italy.
- We avoided approximately 530.000 tonnes of CO_2 annually.
- The Corporate Governance Rating increased to 9.62 out of 10.
- The integration of the sustainability governance structure into the Digital ESG and Sustainability Platform was initiated.
- The Sustainable Supply Chain Monitoring Mechanism Procedure was established.
- Sustainable Fitch ESG Entity Rating was determined as 78. MSCI Provisional ESG Rating was determined as AA. Our weighted average score based on key issues in the MSCI ESG Ratings is 8.2 out of 10, which is 18% above the sector average of 6.0.
- As a company generating entirely renewable energy, we maintained our position as the second company to hold the "pure player" designation in the EMEA region and strengthened our leading position in Türkiye's sustainability performance.
- Our Sustainalytics ESG Risk Rating Score of 13.3 was included in the "Low Risk" category.
- LSEG ESG Combined Score increased to 85/100, ranking 4th among 346 companies assessed.
- The S&P Global CSA ESG Score was determined as 65/100 with an increase of 13 points compared to the previous year, ranking second in its sector in Türkiye.
- As of December 2025, the Company became a signatory to the WEPs, established with the partnership between the UNGC and UN Women.
- CSRHub ESG rating score was determined as 65/100 in 2025 (Our score is updated to 84 as of the first quarter of 2026, published in the Annual Report of 2025).
- Great Place to Work (GPTW) certification was received with a score of 88 points in the GPTW survey.
- Galata Wind launched the Galata Wind Academy to unlock the potential of employees, who are at the center of the Company's sustainable success approach.

THE INTEGRATION OF OUR SUSTAINABILITY GOVERNANCE STRUCTURE INTO THE T4EARTH DIGITAL ESG AND SUSTAINABILITY PLATFORM HAS BEGUN



ABOUT US



ABOUT OUR COMPANY

As a subsidiary of Doğan Holding, Galata Wind Enerji A.Ş. (“Galata Wind” or “our Company”) operates as an energy investment company generating electricity entirely from renewable energy sources. We have centered our business model around sustainability, which is inherent in the nature of our area of activity. We have adopted contributing to the transition to a low-carbon economy and creating long-term value as our strategic priorities by focusing solely on renewable energy investments. We continue to grow through innovative investments while minimizing our environmental impacts, and support economic and social development through clean energy generation.

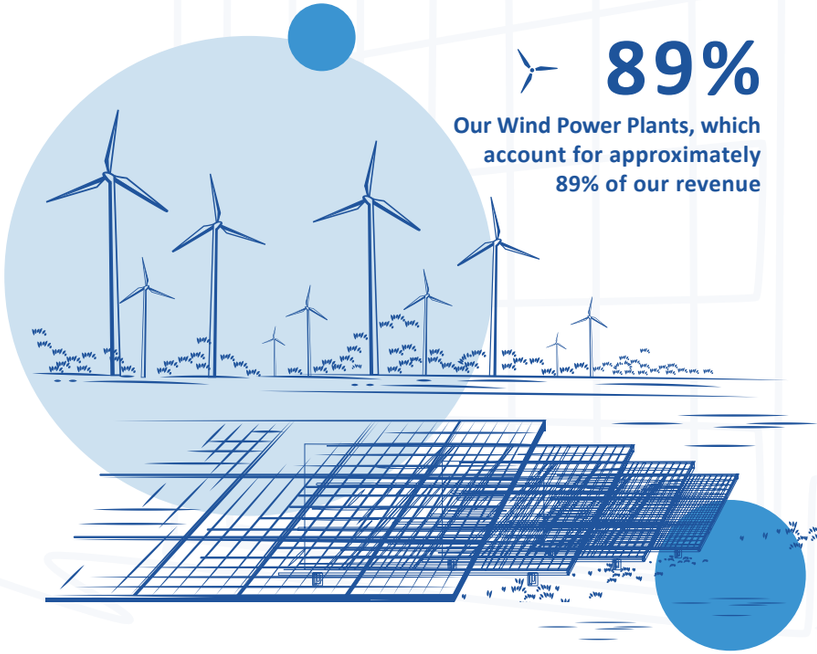
Our main activities include the development, construction, and operation of wind and solar power plants, as well as creating value through electricity generation from these assets. Our operations are not limited to electricity generation. We implement an integrated structure covering investment planning, project development, construction management, performance optimization, carbon crediting and certification processes, and portfolio management functions. Headquartered in Istanbul, we coordinate our investment, finance, operations, engineering, environmental management, and sustainability functions within an integrated organizational structure.

As of 2025, we have reached a total installed capacity of 354.2 MW, all of which is operational and generated entirely from renewable energy sources. We contribute to the country’s energy independence targets and achieve an annual reduction of approximately 530,000 tonnes of GHG emissions at our Gold Standard, VCS-VERRA, and I-REC-certified wind and solar power plants located in different geographies of Türkiye. Our primary target is to reduce Türkiye’s dependence on imported energy by utilizing renewable energy resources effectively, and to become our country’s clean electricity generation company with an environmentally friendly, reliable and sustainable business model. We also support institutions, organizations, and individuals in meeting their energy needs with renewable energy by designing solar energy systems for homes, schools, workplaces, fuel stations, and various industrial facilities.

354.2 MW
Installed capacity

530,000
Reduction in Carbon Emissions (tonnes)

89%
Our Wind Power Plants, which account for approximately 89% of our revenue





Our electricity generation portfolio consists of Şah Wind Power Plant in Balıkesir/Bandırma, Mersin Wind Power Plant in Mersin/Mut, Taşpınar Wind Power Plant and Hybrid Solar Power Plant in Bursa/Nilüfer, Çorum Solar Power Plant in Çorum/Merkez, and Erzurum Plant SPPs in Erzurum/Aziziye, Hınıs, and Karayazı. We obtained the generation license for Mersin WPP in 2007 and commissioned the plant in 2010, while we licensed Şah WPP in 2008 and commissioned it in 2011. We completed additional capacity investments of 12 MW at Şah WPP and 9 MW at Mersin WPP in 2013. We increased the installed capacity of Mersin WPP to 62.7 MW with an additional investment of 20.7 MW in 2017, and increased the plant’s total installed capacity to 99.9 MW with an additional capacity investment of 37.2 MW in 2025. For the in-house developed Taşpınar WPP project, we obtained the preliminary license in 2017 and the generation license in 2020. We commissioned the plant at full capacity in March 2021, and increased its capacity by an additional 11.8 MW at the end of 2023. During the same period, we enabled the addition of a Hybrid SPP to the facility by converting its license to a “Combined Renewable Energy Power Plant”. We implemented the Hybrid SPP investment of 36.2 MW in total in two phases. The first phase was commissioned at the beginning of 2024, and the remaining capacity at the beginning of 2025. In the field of solar energy, we incorporated Çorum SPP into our portfolio with our investment in the unlicensed solar energy market in the 2017-2018 period, and acquired Erzurum SPP in the 2018-2019 period. As a result of our 550 MW application submitted under the storage-integrated electricity generation capacity allocation announced in 2023, we obtained preliminary generation licenses for 350 MW in total (300 MW of wind and 50 MW of solar capacity). In 2024, we added the preliminary licenses for storage-integrated solar power plants in Ankara with a total installed capacity of 60 MWm/60 MWe to our portfolio with a share purchase agreement.

We define our important operational locations more than 20% of our annual revenue. Our Wind Power Plants (WPPs), which constitute around 89% of our annual turnover as of 2025, represent our important operational locations according to this definition.

We have structured our subsidiaries to support our growth strategy based entirely on renewable energy sources. Within the scope of our operations in Türkiye, our subsidiary Gökova Elektrik Üretim ve Ticaret A.Ş. is engaged in the establishment, commissioning and leasing of electricity generation facilities as well as the generation of electricity and the sale of the generated electricity and/or capacity to customers. Sunflower Solar Güneş Enerjisi Sistemleri Ticaret A.Ş. focuses on the installation of commercial and industrial rooftop solar projects and distributed renewable energy systems. In line with our international expansion strategy, we have established our wholly owned subsidiary Galata Wind Energy Global B.V. in the Netherlands to coordinate our renewable energy investments in Europe. We continue project development activities in the fields of solar energy, Agricultural SPP (Agri-PV) and stand-alone BESS in Germany and Italy under Galata Wind Global. We also conduct research activities on alternative and specialized technologies such as battery systems.

As a company that acts towards the target of leading sustainable development and as Türkiye's first company to complete a green initial public offering (IPO), we have opened our operating strategy to the audit of international organizations in line with our vision of differentiating ourselves from other companies in the sector. In this context, we have shared with the public our commitments to never investing in fossil fuel-based energy sources, achieving net-zero operational GHG emissions by 2040, validating our carbon emission reductions under the Gold Standard and VCS-VERRA standards for the duration of their respective certification periods and converting them into carbon credits, reducing waste through a systematic waste management approach, and raising awareness across our value chain and society through our DEI Policy.

We contribute to our sector and the Turkish economy with our highly qualified team capable of taking swift action, and work for a sustainable future since the day of our establishment. We are committed to expanding our portfolio exclusively through renewable energy activities in the upcoming year as a company investing in the future with our green, clean, and renewable energy generation facilities.

WITH OUR GOLD STANDARD, VCS–VERRA, AND I-REC CERTIFIED WIND AND SOLAR POWER PLANTS, WE CONTRIBUTE TO TÜRKİYE'S GOAL OF ENERGY INDEPENDENCE.



SHAREHOLDING AND SUBSIDIARY STRUCTURE



As Galata Wind Enerji A.Ş., we carry out electricity generation, project development and international investment activities through our subsidiaries, which have been structured to support our growth strategy based entirely on renewable energy sources. Our subsidiary and affiliate structure is summarized in the organizational chart below.

Within our organizational structure, our Türkiye-based subsidiary Gökova Elektrik Üretim ve Ticaret A.Ş. is engaged in the establishment, commissioning, and leasing of electricity generation facilities as well as the generation of electricity and the sale of the generated energy and/or capacity to customers. Sunflower Solar Güneş Enerjisi Sistemleri Ticaret A.Ş. focuses on the installation of commercial and industrial rooftop solar projects and distributed renewable energy systems.

We continue our project development activities in the fields of solar energy, Agricultural SPP (Agri-PV) and stand-alone BESS in Germany through our subsidiary Sunspark GmbH, and in Italy through our subsidiaries Solevento S.R.L. which operate under our wholly owned subsidiary Galata Wind Energy Global B.V. established in the Netherlands to coordinate our renewable energy investments in Europe in line with our international expansion strategy. As of the end of 2025, our European portfolio has reached a total capacity of 132 MW, consisting of 72 MW of solar PV and 60 MW of BESS, together with both finalized and negotiated projects. These European investments have not yet commenced operations as of the 2025 reporting period and have therefore been excluded from the scope of this report.

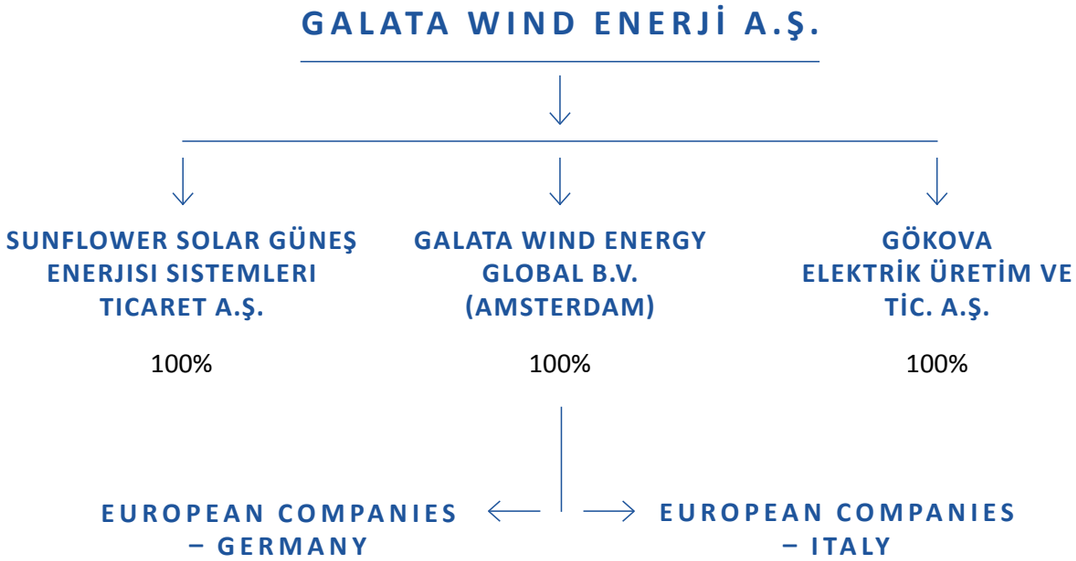


Figure 1 : Galata Wind Enerji A.Ş. Shareholding and Subsidiary Structure (2025)

Activity Area	Commercial Title	Registered Country	Effective Partnership Rate (%)
Energy	Sunflower Solar Güneş Enerjisi Sistemleri Ticaret A.Ş. (“Sunflower”)	Türkiye	100
Energy	Gökova Elektrik Üretim ve Ticaret A.Ş. (“Gökova Elektrik”)	Türkiye	100
Energy	Galata Wind Energy Global B.V. (“Galata Wind	The Netherlands	100

OUR CORPORATE GOVERNANCE STRUCTURE AND COMMITTEES

As Galata Wind, we conduct our activities in the renewable energy sector within a framework based on corporate governance principles. We adopt a governance understanding built on transparency, accountability, and effective oversight mechanisms. Our governance structure consists of an integrated governance framework including our Board of Directors that serves as the strategic decision-making body, our Executive Committee that manages daily operations, and the committees that support the work of our Board of Directors.

We started 2025 with a renewed management team in terms of corporate governance. In the Ordinary General Assembly Meeting held on 03.04.2025, Çağlar Göğüş, Bora Yalınay, Burak Kuyan, Neslihan Sadıkoğlu, Hüseyin Faik Açıkalın and Ozan Korkmaz were elected as members of the Board of Directors to serve for one year. Çağlar Göğüş was appointed as Chairman, and Bora Yalınay was appointed as Vice Chairman of the Board of Directors. The new distribution of duties was registered at Istanbul Trade Registry Directorate on 14 April 2025.

The nomination and election of our Board members are carried out under the non-transferable authority of our General Assembly as per Article 408/2-b of the Turkish Commercial Code. For the replacement of our non-executive Board Members, we utilize a pool of experienced and highly qualified senior executives who have previously served or are currently serving at Doğan Şirketler Grubu Holding A.Ş., our controlling shareholder with 70% shares in our Company, and who possess the qualifications specified in our Articles of Association. We meet our need for Independent Board Members from a separate pool of candidates who also possess the qualifications specified in our Articles of Association, have experience particularly in the renewable energy sector in which we operate, and are capable of contributing to our Company's vision and objectives. In the nomination and election process, we consider diversity factors such as gender, experience and areas of expertise. We have strengthened our institutional approach with our **Diversity Policy in the Board of Directors,** which entered into force in 2025.

The method of obtaining a separate opinion from stakeholders or shareholders is not applied in the process of electing the members of the Board of Directors. The process is conducted within the framework of our controlling shareholders strategic direction and the General Assembly's authority. However, we systematically take stakeholder opinions into consideration in establishing our sustainability governance, identifying our sustainability-related risks and opportunities, and conducting our materiality analysis.

The Board of Directors is elected by the General Assembly. At the Ordinary General Assembly Meeting held on 3 April 2025, the members of the Board of Directors were elected to serve for a one-year term from the date of the General Assembly. Amendments to the Articles of Association are submitted to the General Assembly for approval following the receipt of the necessary permits and approvals from the relevant regulatory authorities, including, where applicable, the Capital Markets Board, the Energy Market Regulatory Authority, and the relevant Ministry.

The external duties and commitments of Board members are monitored within the framework of the Articles of Association and corporate governance practices. The Company discloses the principal duties and commitments of its Board members to the public through its Annual Report and/or corporate governance disclosures. The performance of the Board of Directors is reviewed annually through a structured self-assessment process covering the Board's structure, processes, duties, and responsibilities. The findings of this assessment are used to support the continuous improvement of the Board's effectiveness.

Board members and senior executives are covered by Directors and Officers Liability Insurance (D&O) provided by Doğan Holding for its group companies. This group-level insurance coverage is disclosed as part of the Company's governance and risk management approach.

Our chairman Çağlar Göğüş (CEO) also serves as and Executive Board Member of our controlling shareholder Doğan Şirketler Grubu Holding A.Ş. He serves as a non-executive Board Member at Galata Wind. Considering Doğan Holding's 70% shares in our Company and its strategic leadership role at the group level, this dual role was deemed appropriate to ensure that the controlling shareholder's strategic vision is effectively reflected in our Company's corporate strategy. Çağlar Göğüş also leads sustainability initiatives across the Group as the Co-Chairman of the Doğan Holding Sustainability Committee.



The key priorities of our corporate governance framework include preventing and mitigating potential conflicts of interest that may arise from our chairman's roles in our controlling shareholders. Accordingly, our **Code of Ethics and Business Conduct,** and the **Ethics Hotline** operated across the Doğan Group are actively in place. Our Corporate Governance Committee and Audit Committee ensure that conflict of interest risks are systematically monitored and reported by the oversight of related-party transactions and independent audit processes.

Our Board of Directors consists of six members, including one executive member and five non-executive members. Two of the non-executive members are independent. Our Board includes one female member. Within the year, our Board of Directors made 34 resolutions with the participation of all members. The Board's agenda regularly included our sustainability targets, climate-related risks and opportunities, reporting obligations and stakeholder expectations. Our Board Members' term of office is one year, as determined by our General Assembly. Other significant positions and commitments of our Board Members are listed in detail in our 2025 Annual Report. Our committees consist of internal stakeholder representatives only, without any external stakeholder representatives. Although there is no specific quota for underrepresented social groups, we strengthened our institutional approach to the principle of diversity in our Board structure with our **Diversity Policy in the Board of Directors,** which entered into effect in 2025.

For newly appointed Board Members, we implement an orientation and continuous development program that is aligned with the Organisation for Economic Co-operation and Development (OECD) Principles of Corporate Governance and international "board induction" practices. Within the scope of the program, we provide our Board Members with comprehensive information on our Company's strategy, business model, risk appetite, internal control framework, financial reporting obligations, ESG priorities and stakeholder expectations. We also organize site and operational visits where necessary.

Aiming to develop its operations in line with international best practices, our Company considers the principles on human rights, environmental responsibility, business ethics, anti-corruption and stakeholder engagement set out in the OECD Guidelines for Multinational Enterprises as important reference sources for our corporate governance and sustainability approach. Accordingly, we take these principles into consideration as a guiding framework in the development of our policies, practices and processes. We also use the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) as a guided reference in the governance of climate-related risks and opportunities, their integration into our strategy, our risk management processes and the determination of our metrics and targets. Consisting of executives responsible for business development, finance, legal affairs and operations, our Executive Committee is responsible for implementing our growth strategy, maintaining operational excellence and overseeing resource efficiency.

Our Board of Directors receives support from five committees that conduct in-depth work on topics within their areas of responsibility. All committees consist of at least two members, with a majority of non-executive Board Members, and their terms of reference are approved by our Board of Directors. As we do not have separate Nomination or Remuneration Committees, these responsibilities are carried out by our Corporate Governance Committee.

THE AUDIT COMMITTEE consists entirely of our Independent Board Members, and supports our Board of Directors in overseeing our accounting system, the public disclosure of financial information, the independent audit process, and the effectiveness of our internal control and internal audit systems. At least one committee member is required to have a minimum of five years of experience in auditing, accounting and finance. The Committee convenes at least four times a year, and holds meetings to approve the financial statements no later than one business day before they are disclosed to the public

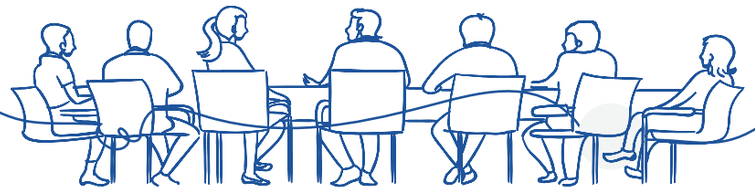
MEMBERS OF THE AUDIT COMMITTEE

- **Hüseyin Faik Açıkalın —** Chairman of the Committee (Independent Board Member)
- **Ozan Korkmaz —** Member (Independent Board Member)

THE CORPORATE GOVERNANCE COMMITTEE is responsible for monitoring compliance with corporate governance principles, overseeing our investor relations processes, and carrying out activities relating to Board nominations and remuneration. The Committee works in coordination with our Sustainability Committee to reflect sustainability principles in our annual reports and to assess the potential impact of these principles on environmental and social risk management.

MEMBERS OF THE CORPORATE GOVERNANCE COMMITTEE

- **Ozan Korkmaz** — Chairman of the Committee (Independent Board Member)
- **Hüseyin Faik Açıkalın** — Member (Independent Board Member)
- **Halide Müge Yücel** — Member



THE EARLY DETECTION OF RISK COMMITTEE manages the processes for the early identification of the operational, strategic and financial risks we face. The Committee's duties also include the identification, assessment and monitoring of climate change-related risks. Its findings are regularly reported to our Board of Directors.

MEMBERS OF THE EARLY DETECTION OF RISK COMMITTEE

- **Hüseyin Faik Açıkalın —** Chairman of the Committee (Independent Board Member)
- **Boray Yalınay** — Member (Deputy Chairman of the Board)
- **Zeki Onur Aytekin** — Member (Executive Committee Member, CFO)

THE INVESTMENT COMMITTEE was established to evaluate the financial and operational feasibility of our existing and potential investment projects, determine our investment policies, and ensure that our investment decisions are managed in alignment with our corporate strategy and by taking ESG risks into consideration. Consisting of five members, including two non-executive and three executive members, the Committee is chaired by our Chairman of the Board. The Committee convened six times in 2025, and all meetings were held with full attendance by all members.

MEMBERS OF THE INVESTMENT COMMITTEE

- **Çağlar Göğüş** — Chairman of the Committee (Chairman of the Board
- **Burak Kuyan** — Member (Executive Board Member)
- **Bora Yalınay** — Member (Deputy Chairman of the Board)
- **Zeki Onur Aytekin** — Member (Executive Committee Member, CFO)
- **Mehmet Ali Gürpınar** — Member (Executive Committee Member - COO)

COMMITTEE CHART

Committee / Statute	Hüseyin Faik Açıkalın	Ozan Korkmaz	Çağlar Göğüş	Bora Yalınay	Burak Kuyan	Neslihan Sadıkoğlu	Halide Müge Yücel	Zeki Onur Aytekin	Mehmet Ali Gürpınar	Yüksel Denizoğlu	Üye Sayısı
Status / Main Role	Independent Board Member	Independent Board Member	Chairman of the Board	Deputy Chairman of the Board	Board of Directors Representative	Board Member	Investor Relations Director	Executive Committee Member Responsible for Finance and Financial Affairs	Executive Committee Member Responsible for Business Development and Project Operations	Director of Strategy and Investment Planning	
Audit Committee	Minister	Member	—	—	—	—	—	—	—	—	2
Corporate Governance Committee	Member	Minister	—	—	—	—	Member	—	—	—	3
Early Risk Detection Committee	Minister	—	—	Member	—	—	—	Member	—	—	3
Investment Committee	—	—	Minister	Member	Member	—	—	Member	Member	—	5
Sustainability Committee	Minister	—	—	Member	—	Member	Member	—	Member	Member	5

NOTES

As of 2026, Halide Müge Yücel has left her position at Galata Wind. Eren Öner now serves as the Director of Investor Relations and a member of the Corporate Governance Committee.
In 2026, with the addition of Yüksel Denizoğlu, Director of Strategy and Investment Planning, as a non-executive member, the total number of members on the Investment Committee has increased to six.

THE SUSTAINABILITY COMMITTEE was established to provide guidance to our Board of Directors on environmental, social, corporate governance and human capital topics. The Committee monitors global developments, regulatory requirements, industry practices and sustainability ratings related to sustainability and climate, as well as reviewing the alignment of our non-financial reporting with stakeholder expectations and our corporate strategy. It is also responsible for the coordination of the processes of setting our sustainability targets and monitoring and reporting sustainability-related risks. The Committee convenes at least four times a year, and submits its evaluations and recommendations to our Board of Directors. The Committee is chaired by our Independent Board Member, Hüseyin Faik Açıkalın.

The job definitions, terms of reference and membership information of our committees are publicly available on the Public Disclosure Platform and our corporate website.



As a publicly traded company, we manage the reporting of our economic, environmental and social impacts with a regular and transparent reporting process. We disclose our interim activity reports to the public on a quarterly basis, and publish our annual report and consolidated financial statements every year. We share our sustainability performance with our stakeholders annually in our TSRS-Compliant Sustainability Report and our Consolidated Sustainability Report. All these reports are subject to independent assurance and regularly submitted to our Board of Directors under the oversight of the Audit Committee, the Corporate Governance Committee, and the Sustainability Committee.

We evaluate the performance of our highest governance body annually with a structured review process that includes both self-assessment and external assurance. We assess the performance of our senior executives based on their individual performance as well as the collective objectives established by themselves, their managers and their teams. We also take key performance indicators into consideration in this assessment. Our individual performance assessments consider long-term sustainable development and alignment with our ESG policies, in addition to financial performance.

We cascade our corporate targets to all employees participating in the performance evaluation process according to their job titles:

%60
Assistant General Manager/Director/Senior Manager/Manager

%50
Assistant Manager/ Senior Specialist

%40
Specialist/Engineer

%30
Assistant Specialist

Our corporate objectives also cover our ESG ratings. We are independently assessed by international rating agencies.

Actions we implemented as a result of our Board performance evaluation processes include strengthening our corporate structure to enhance our focus on sustainability matters and introducing additional performance indicators related to environmental impact. Within this scope, we structured our Sustainability Department as a separate unit at the end of 2024, and appointed a Senior Manager who directly reports to the CEO. In 2025, we expanded its responsibility area by appointing a Sustainability Specialist and an Occupational Health and Safety Manager.

Remuneration of the Board of Directors and Senior Executives

We implement the remuneration practices for our Board Members and senior executives within the framework of the **Galata Wind Remuneration Policy,** which entered into force as per the Board Resolution numbered 2025/27 and dated 12 December 2025. Pursuant to Article 394 of the Turkish Commercial Code, our Board Members may receive attendance fees, remuneration, bonuses, premiums and a share of annual profits, provided that the relevant amounts are determined by our Articles of Association or by a resolution of the General Assembly. Executive Board Members may also receive a monthly salary and fringe benefits in addition to attendance fees in consideration of their executive duties within the Company. Profit-sharing, share options or performance-based compensation plans are not taken into account in the remuneration of our Independent Board Members. We ensure that their remuneration is determined at a level that safeguards their independence.



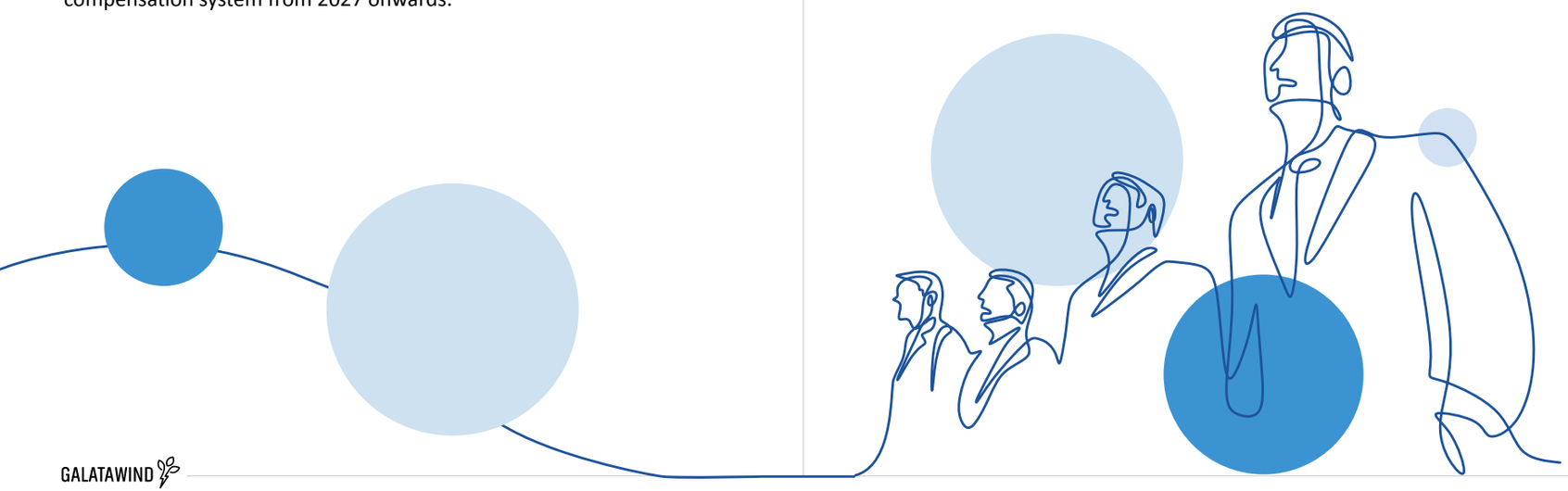
The remuneration of our senior executives consists of two main components; namely, fixed and variable (performance-based). We determine fixed remuneration by taking into account our Company's financial position, internal pay equity, international standards, legal obligations, macroeconomic indicators and market remuneration practices, as well as criteria such as educational background, role and responsibilities, professional knowledge and skills, and competency assessments. We determine variable remuneration with an objective assessment of each executive's contribution to the achievement of our Company's long-term objectives and its financial and non-financial performance, especially in the area of ESG. In 2025 reporting period, our Company did not have any recruitment bonuses, a severance payment policy or claw back provisions in place. In addition, there is no company contribution-based individual pension program for our Board Members or senior executives.

Galata Wind's executive compensation framework consists of fixed and performance-based variable components. Variable compensation assessments take into account executives' contributions to the Company's long-term objectives, as well as financial and non-financial performance factors. Corporate performance indicators considered in the CEO's variable compensation include the Net Debt/EBITDA ratio and pre-tax profit. The Net Debt/EBITDA ratio is one of the key financial indicators monitored in relation to the Company's financial resilience and capital structure management. Galata Wind aims to further strengthen this area by integrating ESG KPIs into its executive performance evaluation and compensation system from 2027 onwards.

Galata Wind's Board of Directors and senior management compensation practices are governed by the **Galata Wind Remuneration Policy,** as amended by a resolution of the Board of Directors dated 12 December 2025. Senior management compensation consists of fixed and performance-based variable components. Variable compensation is assessed taking into account executives' contributions to the Company's long-term objectives, financial and non-financial performance, and particularly ESG-related performance.

Where applicable, CEO variable compensation is assessed as part of the annual performance evaluation cycle. The longest performance period applicable to CEO variable compensation is one year. No portion of short-term CEO variable compensation is deferred in the form of shares or share options, and no time-based (short time) vesting period applies to share-based compensation.

The Corporate Governance Committee is responsible for overseeing the remuneration process. The Committee establishes the principles, criteria and practices to be applied in the remuneration and performance evaluation of Board Members and senior executives with administrative responsibility, taking our Company's long-term objectives into account, and submits its recommendations to the Board of Directors. There is no external remuneration consultant appointed within our Company. The remuneration of our Board Members is determined by our controlling shareholder, Doğan Holding.



For the purpose of preventing conflicts of interest, we do not extend loans or credit to any of our Board Members or senior executives with administrative responsibility, nor do we extend the maturity of existing loans or credit facilities, improve their terms, or provide guarantees through third parties.

We disclose the remuneration and benefits provided to our Board Members and senior executives in our annual report on a consolidated and categorized basis.

We inform our shareholders on the remuneration of our Board Members and senior executives as a separate agenda item at the General Assembly meeting. We also provide them with the opportunity to express their views, which are recorded in the meeting minutes. In 2025 reporting period, no separate shareholder vote was conducted in relation to our remuneration policies.

2025 was a period during which we strengthened our corporate governance framework in terms of policy framework. Within this scope, we put our **Information Security Policy, Disclosure and Public Communication Policy, Remuneration Policy, Board Diversity Policy,** and **Donation, Aid and Sponsorship Policy** into effect, thus enhancing the alignment of our corporate governance practices with regulatory developments and international best practices. As a result of these practices, our Corporate Governance Compliance Rating increased from 9.57 to 9.62 out of 10.

Galata Wind bases the nomination and election of its independent Board members on the independence criteria set out in the Capital Markets Board (CMB) Corporate Governance Principles and Borsa İstanbul corporate governance requirements. Each January, the CMB reclassifies the groups to which companies belong, and the resulting list is announced through the CMB Bulletin. As the Company currently belongs to the first group, it is required to have independent Board members representing at least one-third of the total number of Board members. As of the 2025 reporting period, two of the six Board members were independent non-executive members.

Structure of Our Board of Directors and Competencies of Our Board Members

Our Board of Directors consists of six members in total, including one Chairman, one Vice Chairman and four members. The Board is composed of one executive member and five non-executive members. Two of the non-executive members are independent. Our Board of Directors currently includes one female member.

Our Board of Directors has been structured to collectively possess the competencies, knowledge and sectoral experience required for overseeing the Company's strategy effectively and creating long-term value, in addition to extensive senior leadership and corporate governance experience.















Board Members Competency Matrix	ÇAĞLAR GÖĞÜŞ Chairman of the Board	BORA YALINAY Deputy Chairman of the Board	BURAK KUYAN Executive Board Member	NESLİHAN SADIKOĞLU Board Member	HÜSEYİN FAİK AÇIKALIN Independent Board Member	OZAN KORKMAZ Independent Board Member
Committee Chairmanship	Investment				Audit Responsible, Early Risk Detection, Sustainability	Corporate Governance
Start of Term	2019	2021	2012	2021	2021	2021
Financial Expertise	●	●	●	●	●	●
Sector Experience			●			
International Expertise	●	●			●	
Technology/Digital Media	●			●		●
Sustainability	●	●	●	●	●	●
Overall Experience (Years)	28	27	22	25	37	17

As of 31 December 2025, the average tenure of the current members of our Board of Directors was 5.8 years. The calculation is based on the first year in which each current Board member began serving on the Board of Galata Wind and includes all current Board members, including executive, non-executive, and independent members. Board members are elected by the General Assembly for one-year terms; however, the average tenure is calculated from each member's initial year of appointment rather than from the most recent election period.
The initial years of Board service used in the calculation are as follows: Çağlar Göğüş: 2019; Bora Yalınay: 2021; Burak Kuyan: 2012; Neslihan Sadıkoğlu: 2021; Hüseyin Faik Açıkalın: 2021; Ozan Korkmaz: 2021.

Experience and Areas of Expertise of Our Board Members

Our six Board members have in-depth experience and expertise in the fields of finance, energy, corporate governance, corporate communications and sustainability. The collective knowledge of our members constitutes the foundation for implementing our Company's sustainability vision and creating long-term value.

When evaluating the industry experience of our non-executive and independent Board members, we consider practical professional experience gained in energy investments, project development, operations management, financing, consulting, research, and related industry practices, particularly in the renewable energy and electricity generation sectors. On this basis, two non-executive independent members of our Board of Directors meet this criterion: Hüseyin Faik Açıkalın and Ozan Korkmaz.

Practical industry experience encompasses hands-on experience in management, investment, financing, consulting, operations, project development, or research within the relevant sector. It does not, in itself, refer solely to having served as a board member of another company operating in a similar sector.



ÇAĞLAR GÖĞÜŞ
Chairman of the Board

Çağlar Göğüş, Chairman of our Board of Directors, graduated from Bilkent University Faculty of Business Administration and has an MBA degree from the University of Florida. Having begun his 28-year professional career at Coopers & Lybrand (PwC) in 1996, he undertook senior positions at Arthur Andersen, AT Kearney and the Peppers & Rogers Group, and then took office as General Manager responsible for the EMEA region. Göğüş has been serving as Chief Executive Officer and Executive Board Member of Doğan Holding since 2019, as well as the Co-Chairman of Doğan Holding Sustainability Committee. He has been the Chairman of Galata Wind's Board of Directors since 2019.

Our Chairman of the Board, Çağlar Göğüş, also serves as the Chief Executive Officer (CEO) and Executive Board Member of our controlling shareholder, Doğan Şirketler Grubu Holding A.Ş. He does not have any executive responsibilities at Galata Wind and serves solely as Chairman of the Board. Due to his executive role at our controlling shareholder, he is not classified as an independent Board member. The positions of Chairman of the Board and Chief Executive Officer (CEO) at Galata Wind are not held by the same person.



BURAK KUYAN
Deputy Chairman of the Board

Burak Kuyan, our Executive Board Member and Chief Executive Officer, graduated from Istanbul University Faculty of Business Administration in 1998 and completed his MBA at Virginia Polytechnic Institute and State University in 2002. He is continuing his doctoral studies at Işık University. Kuyan began his 22-year career at Finans Yatırım Menkul Değerler A.Ş. He joined Doğan Holding as Assistant Strategic Planning and Business Development Specialist in 2005, was appointed Energy Director of Doğan Holding in 2012, and became Chairman of Galata Wind Board of Directors and Executive Board Member in 2014. He has been serving as the Chief Executive Officer of Galata Wind since 2017. He is a Board Member of the Energy Traders Association (ETD), the Solar Energy Investors Association (GÜYAD), and the Electricity Producers Association (EÜD).



BORA YALINAY
Deputy Chairman of the Board

Bora Yalınay, Deputy Chairman of our Board of Directors, graduated from the Bilkent University Department of Economics in 1997. As a finance professional with a Certified Public Accountant (CPA) license, he has 27 years of experience in auditing, financial restructuring, investor relations, initial public offerings and financial planning. He began his career at Deloitte İstanbul and Deloitte Canada, and then served as Ülker Bisküvi's Chief Financial Officer (CFO) and as Vice President of Finance responsible for operations across multiple countries. He has been serving as Chief Financial Officer and Executive Board Member responsible for Financial Affairs at Doğan Holding since 2019. He is also a Board Member of the Turkish Investor Relations Society (TÜYİD). He has been a member of Galata Wind Board of Directors since 2021.



NESLİHAN SADIKOĞLU

Board Member

Neslihan Sadıkoğlu, our Board Member, graduated from Galatasaray University Faculty of Communication. She has over 25 years of experience in corporate communications, reputation and crisis management, brand management, corporate social responsibility and sustainability. Sadıkoğlu began her career at CNN Türk in 1999, followed by managerial positions at Vakko Holding, Step Halı, Doğan Burda Magazine Group and Douglas Parfümeri Türkiye. She has been serving as Vice President responsible for Corporate Communications and Sustainability at Doğan Holding since 2017, and as a member of Galata Wind Board of Directors since 2021. Sadıkoğlu completed the University of Cambridge Sustainability Leadership Programme in 2020. She is also a Board Member of UN Global Compact Türkiye and the Development (BCSD) Türkiye.



HÜSEYİN FAİK AÇIKALIN

Independent Board Member (Sustainability Committee Chairman and Audit Committee Chairman)

Hüseyin Faik Açıkalın, our Independent Board Member and Chairman of the Sustainability Committee, graduated from the Middle East Technical University Department of Business Administration in 1987. He has more than 35 years of senior executive experience in the banking sector. He held executive positions at Interbank, Marmarabank, Kentbank, Finansbank and Demirbank throughout his career. He was appointed Chief Executive Officer and Executive Board Member of Dışbank in 1998. After the bank was sold in 2005, he took office as Chief Executive Officer of Fortisbank. He served as Chief Executive Officer of Doğan Gazetecilik between 2007 and 2009, and as Chief Executive Officer of Yapı Kredi, Executive Board Member of Koç Financial Services, and President of the Banking and Insurance Group at Koç Holding between 2009 and 2017. Açıkalın also served as a Board Member of the Banks Association of Türkiye. He currently has roles on the boards of AG Anadolu Grubu Holding, Karsu Tekstil and Global Yatırım Holding. He has been serving as an Independent Member of Galata Wind Board of Directors since 2021.



OZAN KORKMAZ

Independent Board Member (Chairman of the Corporate Governance Committee)

Ozan Korkmaz, our Independent Board Member and Chairman of the Corporate Governance Committee, graduated from the Middle East Technical University Department of Civil Engineering and completed his master's degree in hydropower engineering in the same department. He is continuing his doctoral studies at Istanbul Technical University Department of Energy Engineering. Having more than 17 years of expertise in the energy sector, Korkmaz is a Founding Partner and Executive Board Member of APLUS Enerji, SmartPulse Teknoloji and Sayax, which operate in the Turkish energy market as well as exporting energy services and software to Europe. His areas of expertise include energy demand and price forecasting, power generation investments, power plant optimization, and transmission and distribution tariffs. He has been serving as an Independent Member of Galata Wind Board of Directors since 2021.

OUR SUSTAINABILITY MANAGEMENT

As Galata Wind, we regard sustainability as an integral component of good corporate governance and as a key factor in strengthening our stakeholders' confidence and trust in our Company. Fulfilling our responsibilities to stakeholders and enhancing our level of accountability through an increasing focus on ESG topics are among our main targets.

We manage sustainability- and climate-related risks and opportunities through a transparent and accountable governance structure that is aligned with our corporate governance principles. Strategic decisions made in line with our Company's vision, mission and ESG criteria are the responsibility of our Board of Directors, which serves as the highest decision-making and oversight body.

Sustainability Committee

Established in April 2022 under the authority of our Board of Directors, our Sustainability Committee oversees and monitors the consideration and management of sustainability-related topics at the highest level of our Company's governance structure.

Members of the Sustainability Committee

- **Hüseyin Faik Açıkalın —** Chairman of the Committee (Independent Board Member)
- **Neslihan Sadıkoğlu —** Member (Board Member)
- **Bora Yalınay —** Member (Deputy Chairman of the Board)
- **Halide Müge Yücel —** Member (Investor Relations and Sustainability Director)
- **Mehmet Ali Gürpınar —** Member (Executive Committee Member in charge of Business Development and Project Operations)

As of 2026, Bora Yalınay's Committee membership has ended. Burcu Türe, Senior Sustainability Manager at Galata Wind, has been appointed as a member of the Sustainability Committee. As of 2026, Halide Müge Yücel has left her position at Galata Wind. Eren Öner serves as Director of Investor Relations and as a member of the Sustainability Committee..

Our Sustainability Committee monitors, evaluates and, where appropriate, provides guidance on the integration of material sustainability and ESG topics, risk factors, sector developments and investor expectations into the Company's policies, procedures and practices. The Committee also reviews and approves the Company's non-financial reporting to ensure compliance with applicable laws and regulations, stakeholder expectations, and the Company's strategy and policies.

The Committee is composed of non-executive members of the Board of Directors. The Committee members and the Committee Chairman are appointed by the Board of Directors. The Sustainability Committee meets at least four times each year and regularly submits reports to the Board of Directors covering the topics discussed, its assessments and recommendations, and its observations regarding the Company's sustainability performance. The Committee convened four times in 2025.

Sustainability Department

Our Sustainability Department operates under our corporate governance structure and reports directly to the CEO. The Department is responsible for ensuring that sustainability-related information concerning the Company is communicated to investors consistently and in a timely manner through our reporting.

At the end of 2024, we turned our Sustainability unit into a separate department, and appointed a Senior Sustainability Manager who directly reports to the CEO. In 2025, we expanded the responsibility area of the Sustainability Department by appointing a Sustainability Specialist and an OHS Manager responsible for OHS topics.

While regularly reporting to the Sustainability Committee, the Sustainability Department also works in close coordination with our Business Development and Project Operations Department through continuous information sharing and collaboration.



Sustainability Working Group

To support the coordination of sustainability activities across the Company, we have established a Sustainability Working Group comprising management and employee representatives from all functions, particularly Human Resources, Finance, and HSE. Working in close coordination with the Sustainability Department, the Working Group facilitates cross-functional data flows, monitors implementation, evaluates performance and follows up on material sustainability topics, while providing regular updates to the Sustainability Committee.

The Working Group regularly reviews climate change, human rights, environmental impacts and other material sustainability topics through dedicated agenda sessions. It reports related risks, opportunities, performance indicators and progress against commitments to the Sustainability Committee. The Committee reviews these assessments and escalates strategic topics, where appropriate, to the CEO. The CEO is responsible for implementing the Company's sustainability strategy and executing decisions relating to the management of climate-related risks and opportunities, while regularly reporting significant developments to the Board of Directors.

This governance structure ensures that information relating to climate change, human rights and environmental topics flows through clearly defined roles and responsibilities among the Working Group, the Sustainability Department, the Sustainability Committee, the CEO and the Board of Directors. As a result, sustainability, performance, risks and opportunities are regularly assessed and integrated into strategic decision-making processes.

Impact of Sustainability on Remuneration

As Galata Wind, sustainability targets and performance indicators are established in alignment with the Company's strategic targets. In support of our Net Zero GHG 2040 target, GHG emissions reduction and the reduction of carbon intensity are among the key performance metrics used to evaluate our Sustainability Department. Key sustainability metrics, including increasing the generation of carbon credits and expanding our installed renewable energy capacity, are among the performance evaluation criteria for our Operation Departments. To ensure that contributions towards sustainability targets become a component of remuneration, we initiated our efforts in 2025 to integrate such contributions as indirect performance criteria into the remuneration policies applicable to the relevant department representatives and senior executives.

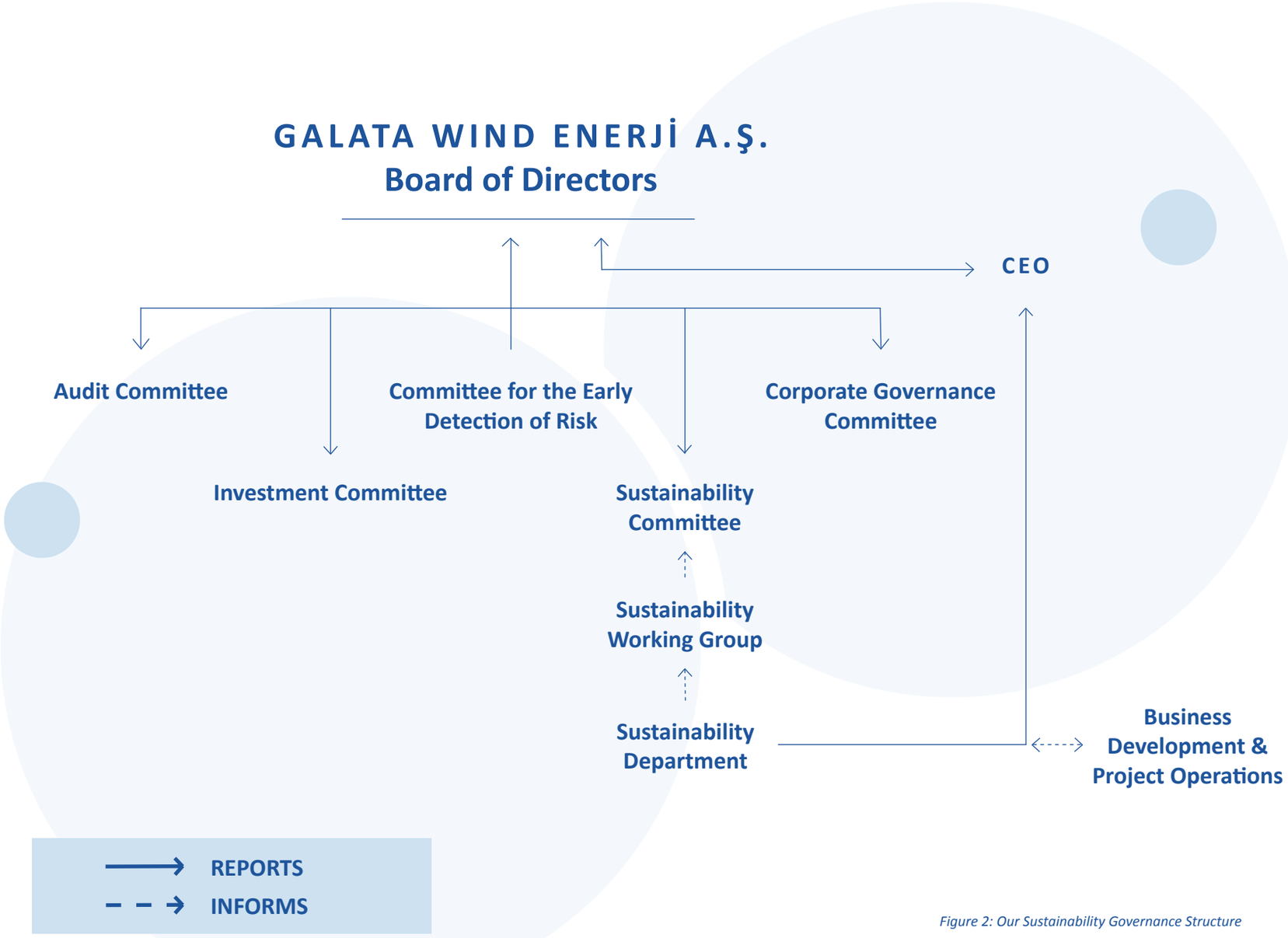


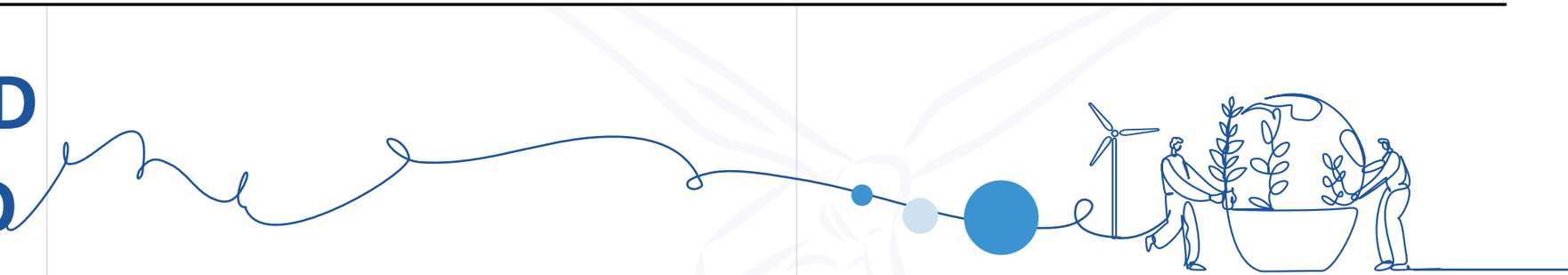
Figure 2: Our Sustainability Governance Structure

OUR INTEGRATED CORPORATE AND SUSTAINABILITY STRATEGY

“Resilient Growth through Responsible Energy Transition”

In 2025, Galata Wind fundamentally transformed its sustainability approach. Building on the five strategic pillars that guided our previous sustainability framework, we redesigned our strategy in response to evolving global conditions, advances in climate science, rapidly increasing stakeholder expectations, and Türkiye’s new sustainability reporting requirements. The result is a more comprehensive and robust framework built around seven strategic focus areas. This transformation reflects the maturation of our approach, positioning sustainability not merely as an environmental compliance matter but as an integral component of our growth strategy, value creation model, and corporate identity.

At the heart of this maturation is an integrated approach that unifies our sustainability strategy with our corporate strategy into a single strategic framework. As Galata Wind, sustainability is not managed as a standalone initiative but is embedded into our corporate strategy and all business processes from investment decisions and operational excellence to risk management and capital allocation. Accordingly, we manage our material corporate and sustainability topics within one integrated strategic framework.



Sustainability targets and business targets are no longer managed separately; instead, they are governed through the same decision-making mechanisms, prioritization framework and performance indicators. We have defined the focus of our strategy as “Resilient Growth through a Responsible Energy Transition.” This strategic focus underpins our commitment to strengthening our financial, operational and social resilience while leading the transition to a low-carbon economy.

Methodology and Governance of the Strategic Transformation

Our renewed strategy is built upon a robust methodological foundation and a strong corporate bond. We conducted the process by combining the capabilities of the T4earth digital platform, which digitalizes end-to-end sustainability management, with the expertise of independent sustainability consultants. Throughout the process, we held regular meetings with the Company’s senior executives to ensure that the strategy became a shared corporate roadmap embraced by the entire leadership team rather than being owned solely by the sustainability function. As a result, sustainability has become an integral part of our highest-level decision-making processes.

The direction and priorities of our strategy are based on our Double Materiality Analysis, which was updated in 2025 through the T4earth digital platform. This analysis considers both impact materiality, evaluating Galata Wind’s impacts on the environment and society, and financial materiality, assessing how sustainability-related topics affect the Company’s financial performance and resilience. The results directly shaped our seven strategic focus areas and the material topics addressed within each area. Detailed information regarding the methodology, stakeholder engagement process and outcomes of our Double Materiality Analysis is presented in the relevant sections of this Report.

We have also extended our strategy beyond our own operations to encompass our entire value chain. Through the same digital platform, we developed a Sustainable Supply Chain Policy and implemented supplier assessment surveys. These assessments cover not only operational matters but also suppliers’ ESG performance, enabling us to establish responsible production and procurement practices as shared standards across our business relationships.



01 CLIMATE LEADERSHIP AND ENERGY TRANSFORMATION

By increasing our renewable energy generation, we are leading the transition toward a carbon-free future. We manage climate risks and accelerate the transition to a low-carbon economy.

02 NATURE-POSITIVE OPERATIONS & BIODIVERSITY

We adopt a nature-positive approach across our operations, protect biodiversity, and strengthen ecosystem resilience by using natural resources efficiently.

03 RESPONSIBLE VALUE CHAIN AND SHARED SOCIAL IMPACT

Together with our suppliers and business partners, we build a responsible value chain and create shared social and environmental impact through collaboration with local communities.

04 PEOPLE, SAFETY AND TRANSFORMATIVE CULTURE

We prioritize the health, safety, and development of our employees. We lead transformation through an inclusive, equitable, and innovation-driven culture.

05 DIGITALIZATION, INNOVATION AND DATA MANAGEMENT

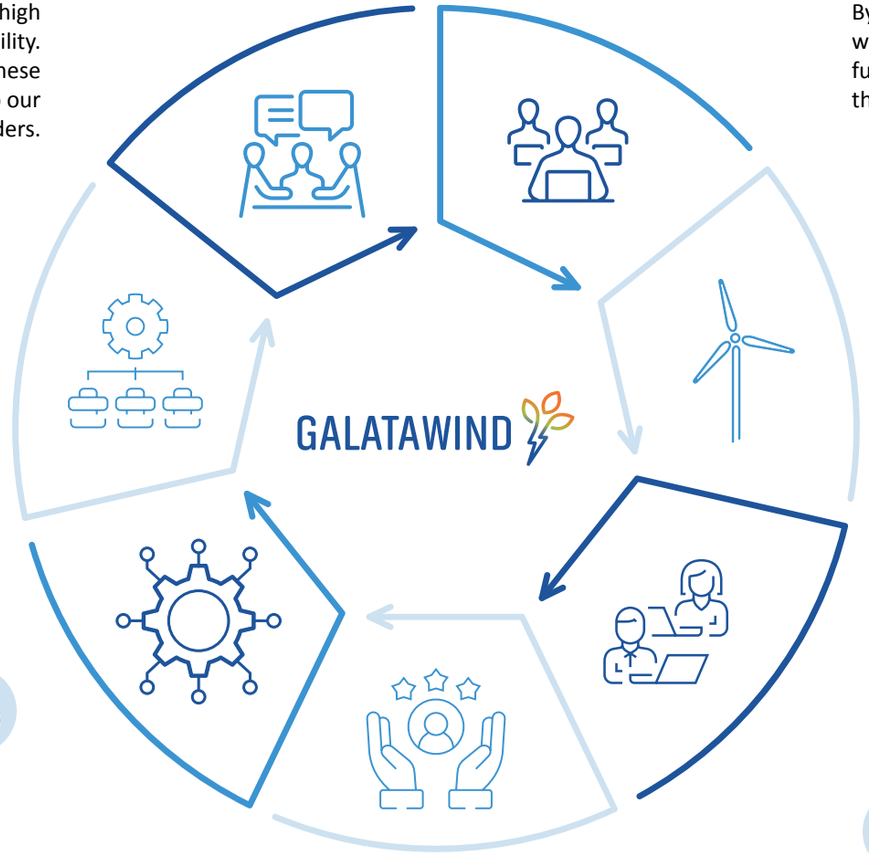
Through digital technologies, innovation, and robust data management, we enhance operational efficiency, enable smarter decision-making, and create added value for our stakeholders.

06 SUSTAINABLE FINANCE AND RESILIENT GROWTH

We are increasing access to sustainable financing sources and directing our investments toward long-term value creation. By strengthening our financial resilience, we aim to achieve sustainable and profitable growth.

07 TRANSPARENT AND ETHICAL GOVERNANCE

We foster a strong governance culture grounded in high ethical standards, transparency, and accountability. We manage our business processes in line with these principles, delivering long-term trust and value to our stakeholders.



CORPORATE AND SUSTAINABILITY STRATEGY

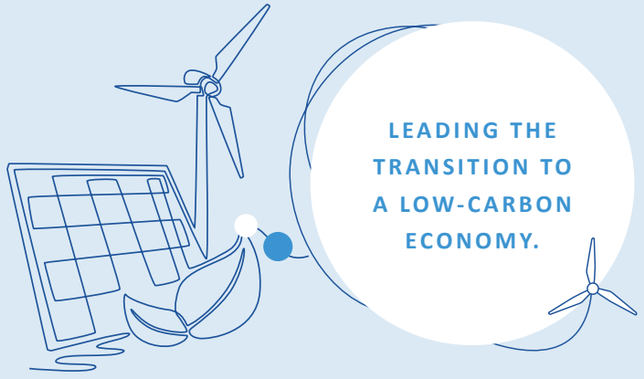
Resilient Growth through Responsible Energy Transition

Figure 3: Focus Areas of Integrated Corporate and Sustainability Strategy

SEVEN STRATEGIC FOCUS AREAS

Our renewed strategy is built around seven strategic focus areas, preserving our commitment to environmental responsibility, financial resilience, social impact and long-term value creation while broadening this foundation to include nature-positive growth, a resilient value chain, people-centered transformation and digital innovation. Together, these seven strategic focus areas form an integrated framework that enables our vision of resilient growth through a responsible energy transition.

Climate Leadership and Energy Transition lie at the heart of our strategy. In line with our Net Zero GHG commitment and long-term climate vision, we contribute to Türkiye's energy transition and energy independence by expanding renewable energy generation while supporting the transition to a low-carbon economy. We embed climate change adaptation into our operational decision-making processes and strengthen the grid resilience of our energy generation assets against climate-related risks, thereby supporting energy security.



Under our **Nature-Positive Operations and Biodiversity** focus area, we conduct our activities through a nature-positive approach. By managing our impacts on ecosystems and biodiversity, we adopt an operational model that protects and, wherever possible, enhances natural capital. This focus area also encompasses our circular economy initiatives and our environmental investments aimed at reducing our environmental impacts through a holistic approach.



Through our **Responsible Value Chain and Shared Social Impact** focus area, we extend sustainability beyond our organizational boundaries. We strengthen supply chain resilience through supplier engagement, assessment, and collaboration mechanisms while creating shared environmental and social value together with our business partners. Demonstrating our commitment to measurable impact, we are institutionalizing impact measurement as a core business discipline and, as a member of the B Corp community, aligning our business practices with high standards of social and environmental performance.



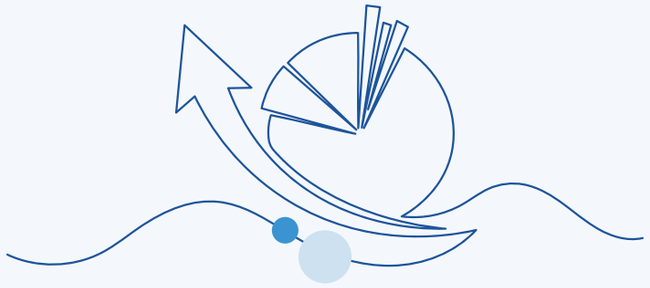
Within our **People, Safety and Transformational Culture** focus area, we prioritize human capital and occupational health and safety. We lead our corporate transformation by fostering a workplace culture that safeguards employee health, development and well-being while promoting inclusion, fairness and innovation.



Through our **Digitalization, Innovation and Data Management** focus area, we leverage technology and digital transformation as key enablers of sustainability performance. Supported by a robust data monitoring and management infrastructure, we track our sustainability metrics accurately, transparently and in an auditable manner, enabling us to make smarter decisions.

Our **Sustainable Finance and Resilient Growth** focus area integrates sustainability with financial performance. By increasing access to sustainable finance, we direct our investments toward long-term value creation while simultaneously strengthening business resilience, organizational resilience and sustainability resilience to achieve profitable and responsible growth.





Transparent and Ethical Governance provides the foundation that underpins our entire strategic framework. Through a strong governance structure based on transparency and integrity, we ensure full compliance with applicable regulations while embedding ESG leadership as an integral element of our corporate identity.



This integrated framework, covering all areas of our business—from renewable energy generation and supply chain management to decarbonization targets and corporate governance practices—is aligned with internationally recognized frameworks, including the United Nations SDGs, the UNGC, the Paris Agreement, and the European Green Deal, while also being informed by the TSRS, the ESRS and the GRI Standards.

Our Strategic Commitments and Targets

With the target of differentiating ourselves within the renewable energy sector and becoming a leader in sustainable development, Galata Wind has subjected its corporate strategy to audit by internationally recognized organizations. To ensure the successful implementation of our updated and strengthened strategy, we share the following commitments and measurable targets with our stakeholders:

Our Commitments

- Never invest in fossil fuel-based energy generation and will continue to invest exclusively in renewable energy resources.
- Committed to achieving a net zero GHG emissions by 2040.
- Validate GHG emission reductions in accordance with the requirements of Gold Standard and VCS-VERRA and secure the issuance of eligible carbon credits.
- Continue operating under a nature-positive approach and invest in biodiversity conservation and ecosystem management.
- Reduce waste through systematic waste management practices and circular economy principles.
- Strengthen inclusion throughout our value chain and within society through our DEI principles.
- Enhance operational excellence and climate resilience through investments in digitalization and artificial intelligence.
- Create a responsible value chain and shared value by managing environmental and social impacts throughout all of our business activities.
- Promote resilient, long-term growth through sustainable finance principles.
- Increase diversity within our Board of Directors, with particular emphasis on strengthening and sustainably maintaining women's representation in line with corporate governance principles.
- Through our Climate Leadership and Energy Transition focus area, we will support low-carbon growth aligned with Türkiye's 2053 Net Zero GHG emissions target.
- Foster a safe, inclusive and people-centered working environment founded on respect for human rights while investing in our human capital to enhance capabilities and employee well-being.
- Contribute to social prosperity and create sustainable social impact in the regions and communities where we operate.
- Conduct all of our business activities in accordance with the principle of accountability.
- Expand our biodiversity initiatives supporting wildlife conservation and social value creation by increasing the number of bird and bat nesting boxes by the end of 2026 and extending the Wildlife Enhancement, Biodiversity Conservation and Environmental Sustainability Program, currently implemented at the Taşpınar Wind/Solar Hybrid Power Plant, to the Mersin Wind Power Plant.



OUR TARGETS

- To achieve net-zero emissions across all scopes by 2040.
- To reduce absolute combined Scope 1 and market-based Scope 2 emissions by 64.7% by 2032 from a 2022 base year.
- To reduce absolute Scope 3 emissions by 60% by 2035 compared to 2025 base year.
- To increase energy efficiency by 15% by 2030, compared to 2024.
- To ensure that all new renewable energy projects commissioned from 2040 onward deliver a net positive impact on biodiversity.
- To begin using Responsible AI-powered tools starting in 2027.
- To expand the scope of the Ethics Policy by 2028 to cover human rights, conflicts of interest, anti-corruption, data privacy, the use of artificial intelligence and supply chain ethics principles.
- To maintain an employee satisfaction rate above 80% annually, beginning in 2026.
- To increase the proportion of women among our total workforce to 40% by 2040 and maintain women's representation at 40% in senior management positions.
- To maintain the Green CapEx ratio above 95% through 2030 and beyond.
- To increase the share of green bonds, green loans and other sustainable finance instruments in the total long-term financing portfolio to 25–30% by 2035.
- To monitor and risk-assess 100% of critical suppliers annually based on their ESG performance as of 2026.
- To maintain "0" work-related fatalities and serious injuries among both our employees and contractor personnel.
- To maintain "0" verified human rights violations and cases of severe social impact arising from our operations.

Table 4: Integrated Corporate and Sustainability Strategy Focus Areas



Programs in Line with the Strategy and Our Commitment to Achieving Net Zero GHG Target by 2040

2040 NET-ZERO COMMITMENT
We aim to reduce our operational carbon footprint to net zero by 2032.

GREEN TRANSFORMATION IN INVESTMENTS
We classify all our CapEx and OpEx expenditures based on sustainability impact criteria.

DIVERSIFICATION IN ENERGY GENERATION
We implemented our strategy for transitioning to hybrid and battery-supported systems with the commissioning of the Taşpınar Hybrid SPP investment in 2025.

INTERNATIONAL EXPANSION
Through our project development activities in Germany and Italy under Galata Wind Energy Global B.V., our European portfolio has reached a total capacity of 132 MW.

DIGITALIZATION AND ARTIFICIAL INTELLIGENCE
We digitalize our data collection, monitoring and reporting processes end-to-end by integrating our sustainability governance into our AI-supported Digital ESG Management Platform.

RESILIENT SUPPLY CHAIN
(Digital Sustainable Supply Chain Management)
We digitalize our procurement processes, monitor the ESG performance of our suppliers, and make our supply chain more transparent and resilient with Sustainable Supply Chain Monitoring Mechanism Procedure that we launched recently.



Alignment of This Report with Our Strategy
The remainder of our Sustainability Report has been structured around these seven strategic focus areas and the material topics identified through our materiality analysis. Each material topic is presented under the strategic focus area to which it is most closely aligned. In addition, certain topics that were not identified as standalone material topics have been included under the relevant strategic focus areas to address regulatory requirements, reporting obligations and to ensure the overall coherence and completeness of the Report. For each material topic, we transparently disclose the related impacts, risks and opportunities, the targets we have established, and our performance against those targets within the relevant section of the Report.

As reflected in the motto of this Report—”Confidence in Energy, Value for the Future”—this integrated approach embodies our commitment to transforming the trust we create through renewable energy today into enduring value for future generations. This commitment is embedded throughout every component of our strategy.



OUR BUSINESS MODEL AND VALUE CHAIN MAP

Our business model is structured around an end-to-end value chain that extends from the planning of renewable energy investments to the delivery of the electricity we generate to end users. This integrated operating model encompasses investment planning, project development, financing, construction and installation, energy generation, carbon management and certification, as well as electricity trading and sales. It brings together the development, construction, operation and maintenance of our wind and solar power plants, together with the commercialization of the electricity generated by these assets within a single operational framework. Every stage of our value chain is managed in accordance with the principles of operational efficiency, environmental impact management and sustainable finance.

Our Upstream Value Chain, comprises the procurement and logistics activities that enable our energy generation operations. This includes the sourcing of major equipment, spare parts and consumables required for our wind and solar power plants, together with the procurement of engineering services, transmission line construction, substation development, civil works and earthworks. We manage our relationships with suppliers and business partners through a responsible supply chain management approach while coordinating the transportation and delivery of equipment, materials and spare parts to our power plant sites through an integrated logistics network.

Our core operations encompass investment planning, comprising the identification of prospective power plant investment sites, licensing processes, financial modelling and feasibility studies; project development, including engineering design, Environmental Impact Assessment (EIA) processes, forestry permits, zoning approvals and construction permitting; project financing, supported through project finance facilities, green bonds and other sustainable finance instruments; Engineering, Procurement and Construction (EPC) activities, including construction, installation, testing and commissioning carried out together with our EPC contractors; uninterrupted energy generation, together with the operation, maintenance and monitoring of our wind and solar power plants to ensure reliable energy generation; and carbon management, including the validation and certification of our carbon emission reductions under VCS-VERRA and Gold Standard programs.

Our downstream value chain, begins with the integration of the electricity we generate into the national electricity grid and continues through the transmission and distribution of electricity to end users. Within our electricity trading and sales activities, we market electricity through the YEKDEM, Power Purchase Agreements (PPAs) and liberalized electricity market mechanisms. We also engage in carbon credit trading, ultimately delivering renewable electricity and certified carbon credits to our customers and other end users

We also recognize our relationships with public authorities as a critical component of our value chain. We conduct our operations in compliance with a broad range of regulatory frameworks, including the requirements of the Capital Markets Board of Türkiye (CMB), the Turkish Commercial Code, the regulations of the EMRA, and the listing requirements of Borsa İstanbul. Accordingly, all value chain processes are designed and managed to ensure full compliance with this highly regulated operating environment

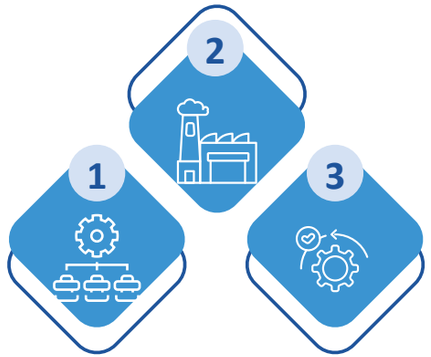
One of the key developments in strengthening our value chain management during 2025 was the implementation of our digital Sustainable Supply Chain Management Framework, enabling the transition to a sustainability monitoring and ESG supplier rating system. Through the digital survey platform developed on T4earth, we evaluate our suppliers' sustainability performance and ESG risk profiles using a structured digital questionnaire. The platform also incorporates an integrated supplier oversight mechanism designed to enhance business continuity and strengthen supply chain resilience.



UPSTREAM VALUE CHAIN

Public Institutions

The Company carries out its activities in accordance with many regulatory frameworks, especially the Capital Markets Board, the Turkish Commercial Code, the legislation of the Energy Market Regulatory Authority and the obligations of Borsa Istanbul Companies.



Suppliers and Partners

Supply of main equipment, spare parts and materials for wind and solar power plants; engineering, power transmission line, switchyard, construction and excavation services

Logistics

Transportation and field logistics services for the delivery of equipment, materials and spare parts to the power plant sites

KEY OPERATIONS

Investment Planning

Determination of potential power plant investment areas, execution of license processes, financial modeling and feasibility studies

Financing

Access to financial resources for investments: project finance, green bonds and other sustainable financing instruments

Power Generation

Uninterrupted renewable energy production through wind and solar power plants: power plant operation, maintenance, repair, and monitoring activities



Project Development

Engineering studies, environmental impact assessment (EIA), forest permits, zoning and construction permit processes

Construction and Installation

Construction, installation, testing and commissioning processes carried out with EPC contractors

Carbon Management and Certification

Verification and certification processes of carbon reduction credits within the scope of VCS-VERRA and Gold Standard projects

DOWNSTREAM VALUE CHAIN

Distribution Companies

Integration of generated electricity into the grid: operations with transmission and distribution companies and management of uninterrupted energy flow

Trade and Sales

Electricity and carbon credit sales through YEKDEM, bilateral agreements (PPA) and free market mechanisms



Public Institutions

Managing relations with the public in the process of offering renewable electricity and carbon credits to final buyers

Figure 4: Galata Wind Value Chain Map – From Generation to Grid Integration

OUR STAKEHOLDER MANAGEMENT

As Galata Wind, we position ourselves as a company that advances together with stakeholders across every stage of our value chain in the transition to a low-carbon economy. We believe that our sustainability performance depends on maintaining long-term, trust-based relationships with our stakeholders. Accordingly, establishing effective and regular stakeholder engagement, together with the integration of stakeholder perspectives and expectations into our decision-making processes, strengthens transparency and accountability throughout the planning and execution of our operations. This approach also enables the early identification of risks and facilitates collaborative solutions to emerging issues.

We developed our stakeholder map in 2022 based on the AA1000SES (Stakeholder Engagement Standard) methodology, and have subsequently updated it to reflect evolving organizational needs and changes in our stakeholder landscape. The stakeholder map classifies our internal and external stakeholders into distinct categories, providing visibility into each group's influence on our operations and our corresponding responsibilities toward them. Our internal stakeholders comprise our Employees and Shareholders, representing 67 employees and 6 shareholders as of 2025. These stakeholder groups play a fundamental role in shaping our strategic direction and ensuring operational continuity. Our external stakeholders consist of Suppliers and Contractors, Consultants and Auditors, ESG Rating Agencies, Financial Institutions, Civil Society Organizations, and Public Authorities and Regulatory Bodies, forming a multi-layered ecosystem.

Internal Stakeholders

External Stakeholders

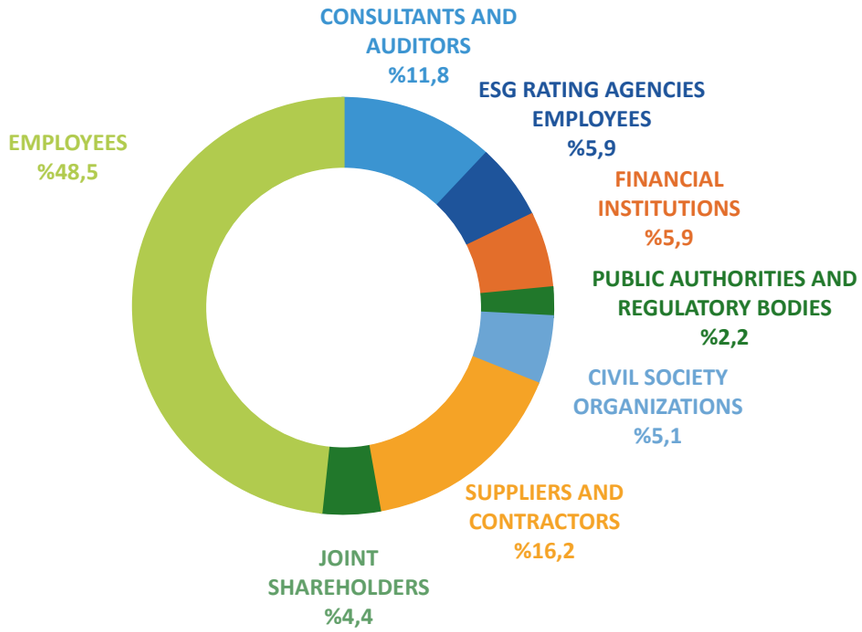


Figure 5: Stakeholder Management Framework – Interaction Approach with AA1000SES Methodology

Our stakeholder engagement approach is built around a continuous "Ask – Learn – Respond" cycle designed to foster ongoing learning and improvement. The process is intended to support the effective management of our environmental, social, and economic impacts, facilitate the early identification of risks, and integrate stakeholders' preliminary assessments into our strategic decision-making processes. Beyond supporting operational excellence, our stakeholder dialogue strengthens our corporate reputation and reinforces stakeholder confidence. Recognizing that different stakeholder groups have different expectations and priorities, we have developed tailored engagement models for each group. Through these models, we regularly collect and assess stakeholder expectations, feedback, and concerns relating to environmental, social, and economic topics. Communication channels, engagement frequency, and monitoring mechanisms are structured according to these models. We engage with our employees through internal communication meetings, the Employee Council, employee engagement and satisfaction surveys—including the Values Survey, DEI Survey, and Great Place to Work survey—as well as the Energonix employee suggestion platform. We maintain ongoing dialogue with our shareholders and investors through General Assembly meetings, roadshows, investor conference calls, analyst briefings, webinars, and our REAP investor chatbot. Relationships with suppliers and contractors are managed through our digital Sustainable Supply Management Platform, launched in 2025, together with its integrated ESG rating survey and supplier audit system. Collaboration with consultants and auditors is maintained through independent external audits, internal audit activities, and audits conducted under our Integrated Management System certified to ISO 9001, ISO 14001, ISO 45001, and ISO 27001 standards. Our engagement with ESG rating agencies is conducted through the assessment processes of organizations including Sustainable Fitch, MSCI, Sustainalytics, LSEG, and the S&P Global CSA. We engage with civil society organizations through our Positive Energy Ambassadors volunteer program and participation in industry associations. Our engagement with public authorities and regulatory bodies is carried out through compliance with reporting obligations and ongoing communication with institutions including the CMB Türkiye, EMRA, Borsa İstanbul, and the Public Oversight Authority (POA), as well as through disclosures submitted via the PDP.

The year 2025 marked a significant milestone in strengthening the institutional foundations of our stakeholder engagement framework. Accordingly, we established and publicly disclosed our **Information Security Policy.**

We also updated our **Information and Public Disclosure Policy,** introducing an integrated communication framework that defines the principles governing engagement with our stakeholders, including employees, subsidiaries, consultants, public authorities, customers, suppliers, creditors, investors, civil society organizations, prospective investors, research analysts (collectively referred to as "Stakeholders"), and shareholders. To institutionalize employee participation, our Employee Council, established under the **Employee Engagement Policy** introduced in 2024, became fully operational in 2025. Throughout the year, the Council held five meetings to gather employee feedback on employee experience, internal communication, inclusion, and well-being. The Council presented its action plans to senior management on three occasions, and more than 50% of the proposed actions had been implemented by year-end.

In investor relations, we organized more than 40 investor engagement meetings during 2025, including roadshows, conference calls, video conferences, and in-person meetings. Senior management also participated in one in-person investor briefing and three large-scale webinars, enabling us to engage with more than 100 domestic analysts and portfolio managers. To strengthen sustainability-focused supplier management, we designed and launched our digital Sustainable Supply Management Platform and implemented our supplier ESG rating system, enabling continuous monitoring of suppliers' sustainability performance and ESG risk profiles. We further strengthened our engagement with community stakeholders through our Positive Energy Ambassadors volunteer program. In 2025, 45 employees contributed a total of 1,471 volunteer hours supporting initiatives focused on equal access to education, gender equality, environmental protection, and animal welfare. The program played a significant role in our recognition as one of "the Best Employers in the Corporate Social Responsibility and Volunteering" category in 2025. In addition, the timely publication of our **TSRS-Compliant Sustainability Reports** represented another key achievement of 2025, reinforcing our commitment to transparency and accountability toward our stakeholders.





DOUBLE MATERIALITY ANALYSIS



DOUBLE MATERIALITY ANALYSIS

As Galata Wind, our materiality assessment has been developed in alignment with the TSRS, ESRS, and the GRI Standards. We conducted the assessment through the T4earth Sustainability Management Platform, which digitalizes the end-to-end sustainability management process. Every stage—from developing the universe of sustainability topics and collecting stakeholder input to rating assessments and reporting results—was managed through the T4earth platform in a manner that is traceable, auditable, and reproducible. This digital infrastructure has strengthened the integrity of our data and enabled a systematic approach to stakeholder engagement.

In designing our analysis methodology, we adopted the double materiality concept defined by the ESRS. This approach enables simultaneous assessment of both the impacts that our operations have on the environment, people, and society (impact materiality) and the effects that sustainability topics may have on the Company's financial performance, operational continuity, and long-term value creation (financial materiality).

Although the TSRS does not explicitly define double materiality as a reporting concept, we expanded the scope of our assessment to more comprehensively evaluate the financial implications of sustainability-related risks and opportunities in line with the financial materiality considerations embedded within the standards. Accordingly, our analysis extends beyond environmental and social impacts to evaluate the short-, medium-, and long-term implications of sustainability topics for our financial performance, operational resilience, investment planning, supply chain structure, regulatory compliance, and stakeholder relationships. These assessments were conducted using the evaluation criteria and rating methodology established within the T4earth platform. Detailed financial materiality outcomes are presented in our 2025 TSRS-Compliant Sustainability Report. Accordingly, this report primarily presents the results of our ESRS-aligned materiality analysis.

The illustration below presents the methodology applied in our double materiality analysis. The sections that follow provide the analysis results.

TREND ANALYSIS	SECTORAL ANALYSIS	STAKEHOLDER FEEDBACK ANALYSIS	IMPACT, RISK AND OPPORTUNITY (IRO) ANALYSIS	FINAL PRIORITIZATION
We identified global trends by referencing the World Economic Forum (WEF) Global Risks Report 2026, and through our evaluation meetings, we prioritized these trends specifically for Galata Wind.	As part of our sector analysis, we directly incorporated the topics defined in the Sustainability Accounting Standards Board (SASB) standards for the sectors in which we operate into the analysis in line with the requirements of the Türkiye Sustainability Reporting Standards (TSRS).	We gathered stakeholder opinions through digital surveys on the T4earth platform, in line with the AA1000 Stakeholder Engagement Standard (AA1000SES). We asked our stakeholders to evaluate both our company's impact on the issues and the impact of the issues on our company.	We analyzed all identified topics from an Impact, Risk and Opportunity (IRO) perspective in alignment with the European Sustainability Reporting Standards (ESRS). We established value chain and geographical linkages.	Finally, we evaluated the results of our analysis with the participation of the relevant functions across the Company and conducted the final prioritization. The outcomes of this prioritization serve as key inputs to our sustainability strategy, enterprise risk management framework, and TSRS-aligned reporting structure.

Figure 6: Double Materiality Assessment Methodology

TREND ANALYSIS

As we develop our sustainability strategy, we assess the global risks and trends expected to emerge over the short, medium, and long term. Our trend analysis evaluates the global environmental, economic, geopolitical, social, and technological developments shaping the business environment in which we operate. The results serve as a key input to our medium- and long-term strategic decision-making. In developing our trend analysis, we used the latest World Economic Forum (WEF) Global Risks Report as our primary reference.

Using this framework, Galata Wind's senior management evaluated the environmental, economic, geopolitical, social, and technological risks identified at the global level from the perspective of the renewable energy sector during a dedicated management meeting. We then assessed the potential implications of these risks for our business model and assigned financial materiality scores based on their potential impact.

As Galata Wind, we evaluate the implications of the global risk landscape for the renewable energy sector through an integrated lens. We recognize that climate- and nature-related risks directly affect the value of our assets, while geopolitical and macroeconomic developments influence our investment decisions and access to capital. At the same time, cybersecurity and digital risks have become increasingly critical to maintaining our operational continuity.

Integrating Trend Analysis into Our Strategy

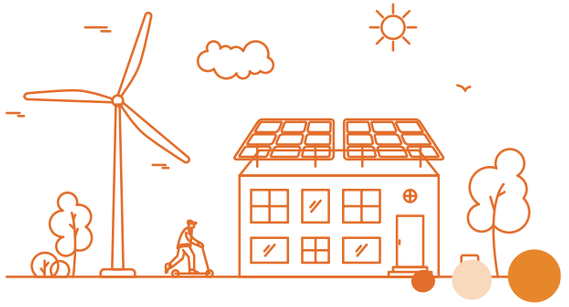
The 14 global risk trends identified above, together with developments in sustainability reporting, the energy transition, and digitalization, served as key inputs in shaping our sustainability strategy and informing the financial materiality dimension of our Double Materiality Analysis. As part of our trend analysis:

- During a senior management workshop conducted through our digital platform, each trend was evaluated on a scale of 1 to 5. Trends receiving a financial materiality score of 3.5 or higher—Extreme Weather Events, Cyber Insecurity, Critical Changes to Earth Systems, and Biodiversity Loss —were identified as having the greatest potential impact on our business model.

- These priorities are directly reflected in our climate risk management processes, information security and cybersecurity programs, **Biodiversity Policy,** and critical infrastructure resilience efforts.

- Sustainability reporting trends—including TSRS, CSRD, Corporate Sustainability Due Diligence Directive (CSDDD), GRI 101, and the Taskforce on Nature-related Financial Disclosures (TNFD)—serve as key reference frameworks for strengthening our corporate transparency and ESG data management capabilities.

- We incorporate economic and geopolitical trends into our investment, financing, and supply chain strategies and monitor these developments through our proactive risk management processes.



FINANCIAL MATERIALITY	
Environmental	Biodiversity Loss and Ecosystem Collapse
Environmental	Critical Changes to Earth Systems
Environmental	Extreme Weather Events (Flooding, Heat Waves, and Storms)
Environmental	Natural Resource Shortages (Food and Water)
Technological	Concentration of Strategic Resources and Technologies
Technological	Critical Infrastructure Disruptions
Economic	Economic Downturn (Recession and Stagnation)
Economic	Inflation
Social	Talent and/or Labor Shortages
Geopolitics	Geoeconomic Confrontation (Sanctions, Tariffs, and Investment Restrictions)
Social	Erosion of Human Rights and/or Civic Freedoms
Social	Societal Polarization
Technological	Cyber Insecurity
Technological	Misinformation and Disinformation

Economic | Geopolitics | Technological
Environmental | Social

Figure 7: Global Sustainability Trends (World Economic Forum Global Risk Report)

TRENDS IDENTIFIED IN THE WEF GLOBAL RISKS REPORT

Extreme Weather Events (Flooding, Heat Waves, and Storms)

This trend includes loss of life, ecosystem degradation, infrastructure damage, and economic losses resulting from extreme weather events such as flooding, heat waves, storms, and wildfires. Ranked fourth among short-term risks and first among long-term risks in the WEF Global Risks Report, and assigned a financial materiality score of 4.6, this trend represents the most significant risk with direct operational implications for our renewable energy generation activities. Because our wind and solar power plants are located across multiple climate zones, the potential impacts of extreme weather events on our wind turbines, solar panels, and grid infrastructure vary by location and require site-specific assessment. We continuously monitor these risks through our physical climate risk assessment processes and independent engineering evaluations.

Critical Changes to Earth Systems

Critical Changes to Earth Systems refer to long-term, irreversible, and self-reinforcing changes in planetary systems caused by crossing critical climate or ecological tipping points. Examples include sea level rise resulting from ice sheet collapse, GHG emissions released through permafrost thaw, and disruptions to oceanic and atmospheric circulation systems. Ranked 24th among short-term risks and third among long-term risks in the WEF Global Risks Report, this trend received a financial materiality score of 4.3. These systemic changes could significantly alter wind patterns, solar irradiance, and hydrological cycles over time, creating strategic uncertainty regarding the long-term predictability of renewable energy generation.

Biodiversity Loss and Ecosystem Collapse

This trend refers to systemic risks arising from species extinction and population declines that erode natural capital, affecting terrestrial and marine ecosystems and resulting in significant impacts on environmental integrity, human well-being, and economic activity. Ranked 26th among short-term risks and second among long-term risks by the WEF, and assigned a financial materiality score of 4, this trend is directly relevant to biodiversity impact management at our power plant locations, our bird and bat monitoring programs, and our implementation of nature-based solutions. The introduction of the GRI 101 Biodiversity Standard in 2024 has further increased sustainability reporting expectations across the renewable energy sector.

Natural Resource Shortages (Food and Water)

Supply shortfalls in essential resources such as food and water, occurring at the local, regional, or global scale, stem from overuse, mismanagement, drought, desertification, and infrastructure deficiencies. Ranked 17th among short-term risks and 6th among long-term risks by the WEF and assessed with a financial materiality score of 3.7, this trend is relevant to our sector in terms of panel cleaning at our solar power plants, cooling processes, and water use shared with local communities. However, since we generate electricity solely from solar and wind energy and do not use water in our generation activities, the direct impact of this trend on Galata Wind remains limited.

Geoeconomic Confrontation (Sanctions, Tariffs, and Investment Restrictions)

Geoeconomic confrontation refers to global or local forces' use of economic policies and instruments to reshape international economic relationships. These measures include exchange rate policies, investment restrictions, sanctions, government subsidies, and trade barriers. Ranked first among short-term risks and 19th among long-term risks by the WEF, with a financial materiality score of 3.9, this trend is strategically significant to our European investment strategy, including our PV and BESS projects in Germany and Italy, as well as our international financing partnerships with institutions such as the EBRD and Proparco. The European Union's Carbon Border Adjustment Mechanism (CBAM) and sustainability reporting requirements under the CSRD and CSDDD illustrate how these geoeconomic developments are reshaping the regulatory landscape in which we operate.

Critical Infrastructure Disruptions

This trend refers to disruptions affecting the physical and digital infrastructure—including satellites—that support critical systems such as telecommunications, internet services, utilities, financial systems, and energy networks. These disruptions may result from cyberattacks, physical damage, extreme weather events, or natural disasters. Ranked 22nd among short-term risks and 23rd among long-term risks in the WEF Global Risks Report, and assigned a financial materiality score of 3.8, this trend is closely monitored because the energy sector is designated as critical infrastructure in the jurisdictions where we operate.

Economic Downturn (Recession and Stagnation)

This trend refers to prolonged periods of weak economic growth or economic contraction at the global level. Ranked 11th among short-term risks and 24th among long-term risks in the WEF Global Risks Report, with a financial materiality score of 3.7, this trend represents a macroeconomic risk that could affect our business model through changes in energy demand, investment appetite, and the cost of capital.

Inflation

Inflation refers to persistent and widespread increases in the prices of goods and services that reduce purchasing power and make it increasingly difficult for broad segments of society to maintain their existing standard of living. Ranked 21st among short-term risks and 31st among long-term risks in the WEF Global Risks Report, and assigned a financial materiality score of 3.7, this trend is particularly relevant to our industry because it contributes to price volatility across key cost categories, including equipment, raw materials (such as steel and solar panels), and operating expenses.

Concentration of Strategic Resources and Technologies

This trend refers to the concentration of strategically important resources, including minerals, raw materials, and critical technologies—under the control of a limited number of individuals, companies, or governments, enabling these actors to restrict access and exert significant influence over pricing. Ranked 15th among short-term risks and 11th among long-term risks in the WEF Global Risks Report, and assigned a financial materiality score of 3.5, this trend represents a significant strategic consideration for the long-term resilience of our business due to supply chain dependencies associated with critical components such as wind turbines, solar panels, battery systems, and rare earth elements.

Talent and/or Labor Shortages

Talent and labor shortages arise when the supply of labor fails to keep pace with demand for the skills and capabilities required at the global, regional, or industry level. Ranked 29th among short-term risks and 32nd among long-term risks in the WEF Global Risks Report, and assigned a financial materiality score of 3.5, this trend is increasing demand for highly skilled professionals in technical engineering, digital capabilities, and sustainability reporting as the renewable energy sector continues to expand rapidly.

Cyber Insecurity

Cyber insecurity refers to vulnerabilities within digital systems—whether resulting from accidental events or intentional actions—that may be exploited by malicious actors. These risks include ransomware attacks, data breaches, online fraud, disruption of public services, espionage activities, and cyberattacks that may affect national security.

Ranked 6th among short-term risks and 8th among long-term risks in the WEF Global Risks Report, and assigned a financial materiality score of 4.4, this trend is of critical importance in terms of our information security governance, cybersecurity for our energy infrastructure—including SCADA and operational technology (OT) systems—compliance with the EMRA's Cybersecurity Competency Model Regulation, and audits conducted under the Presidency of Digital Transformation's Information and Communication Security Guide.

Misinformation and Disinformation

This trend refers to the intentional or unintentional creation and widespread dissemination of false or misleading information through media networks in a manner that undermines public trust in facts and institutional credibility. It includes fabricated, manipulated, or misleading content. Ranked 2nd among short-term risks and 4th among long-term risks in the WEF Global Risks Report, and assigned a financial materiality score of 3.8, this trend has strategic implications for our investor relations activities, corporate transparency, and communications with shareholders as a publicly traded company.

Societal Polarization

Societal polarization refers to growing ideological and cultural divisions within and across societies that weaken social cohesion, hinder decision-making processes, disrupt economic activity, and intensify political polarization. Ranked 3rd among short-term risks and 9th among long-term risks in the WEF Global Risks Report, and assigned a financial materiality score of 3.7, this trend highlights the growing importance of stakeholder engagement and social acceptance as key considerations in investment decision-making and the development of sector-specific regulations.

Erosion of Human Rights and/or Civic Freedoms

It refers to the erosion or deprivation of the fundamental rights and freedoms to which individuals are entitled, regardless of their status. These include the right to life; the right to liberty and security; the right to work and education; freedom of expression; the right to peaceful assembly; non-discrimination; and the right to privacy.

Ranked 2nd among short-term risks and 4th among long-term risks in the WEF Global Risks Report, and assigned a financial materiality score of 3.5, this trend provides an important strategic framework for our Human Rights Policy, employee rights practices, human rights oversight throughout our supply chain, and our commitment to aligning with the United Nations Guiding Principles on Business and Human Rights (UNGPs).

Consistent with our stakeholder engagement approach, our company maintains accessible communication channels that enable all stakeholders—including customers, employees, suppliers, and local communities—to raise concerns, provide feedback, and express their perspectives. Feedback received through in-person discussions, verbal communications, and other communication channels is documented, evaluated, and incorporated into the relevant business processes, as appropriate.

We continuously strengthen our approach to identifying human rights risks and preventing potential adverse impacts by aligning our practices with the UNGPs and the OECD Due Diligence Guidance for Responsible Business Conduct, which serve as our primary reference frameworks. To support this approach, we monitor, assess, and respond to human rights-related concerns, stakeholder feedback, and potential risk indicators through our Human Rights Policy, Doğan Holding's Code of Ethics and Business Conduct Policy, Ethics Hotline and whistleblowing mechanism, employee feedback and complaint processes, anti-discrimination and anti-harassment practices, regular employee training programs, and our OHS/HSE risk assessment processes. Where necessary, we implement appropriate corrective and preventive actions to address identified risks and concerns. We apply the same principles throughout our supply chain. Through our mandatory Supplier Code of Ethics, we establish expectations related to fundamental human rights and labor standards, including the prohibition of forced labor and child labor, freedom of association and the right to collective bargaining, non-discrimination, fair working conditions, and occupational health and safety. These criteria are also incorporated into the supplier ESG assessments conducted through the T4earth platform. In addition, human rights considerations are integrated into the environmental and social due diligence activities performed as part of new investment and project development processes. In 2025, all employees received training covering the Ethics Helpline and whistleblowing mechanism, including how to submit a report, anonymous reporting, confidentiality, non-retaliation principles and the investigation process.

Looking ahead, we plan to further strengthen our human rights due diligence processes in alignment with the UNGPs and the OECD Due Diligence Guidance for Responsible Business Conduct. Our target is to establish a more systematic, measurable, and well-documented approach to identifying and prioritizing human rights risks, developing impact mitigation plans, and enhancing monitoring mechanisms. These enhancements will be implemented progressively across both our own operations and our supply chain. Human rights considerations are integrated into our investment and procurement processes as well as our existing governance framework. Where material human rights risks or actual violations are identified, appropriate corrective and preventive actions are initiated.

Galata Wind addresses human rights management through an integrated due diligence and monitoring approach covering its own operations, suppliers, contractors, business partners, and local stakeholders. This approach is supported by the Human Rights Policy, Code of Ethics and Conduct, Ethics Hotline, employee reporting channels, local stakeholder feedback mechanisms, Supplier Code of Ethics, and sustainable supplier assessment processes conducted through the T4earth digital platform. Feedback received through these channels is evaluated by the relevant functions, and preventive or corrective actions are identified, monitored, and integrated into relevant processes where necessary.

Human rights expectations are also extended to business partners throughout the supply chain. Through the Supplier Code of Ethics and supplier assessment approach, suppliers are expected to operate in alignment with Galata Wind's expectations regarding human rights, ethical business conduct, anti-bribery and anti-corruption, non-discrimination, respect for freedom of association and the right to collective bargaining, prevention of forced labor and child labor, occupational health and safety, fair working conditions, and environmental compliance.

Through the assessment and risk monitoring mechanism implemented via the T4earth platform, we systematically monitor the ESG performance of our suppliers and contractors and take the results into consideration in supplier selection, supplier continuity, risk prioritization, and, where necessary, the identification of improvement actions. Human rights-related notifications and feedback are evaluated by the relevant functions, and preventive or corrective actions are defined and followed up where deemed necessary.

SUSTAINABILITY REPORTING AND REGULATORY TRENDS

Alongside the evolving global risk landscape, sustainability reporting requirements and regulatory frameworks continue to evolve rapidly, with expectations for transparency, accountability, and comparability increasing each year. As Galata Wind, we view these trends as integral to our commitment to corporate transparency, stakeholder trust, and long-term value creation.

Reflecting this commitment, we have published annual Corporate Sustainability Reports since 2022, providing our stakeholders with regular updates on our ESG performance. We consider monitoring, measuring, and reporting our sustainability performance in accordance with nationally and internationally recognized reporting standards to be a fundamental component of our corporate governance approach. Accordingly, we are committed to continuously enhancing our sustainability reporting practices in line with evolving regulatory requirements and stakeholder expectations.

Mandatory Sustainability Reporting and Türkiye's Leadership Position

With the publication of the TSRS on 29 December 2023, Türkiye became one of the first countries to incorporate the IFRS Sustainability Standards into its national regulatory framework. The TSRS are aligned with IFRS S1 – General Requirements for Disclosure of Sustainability-related Financial Information and IFRS S2 – Climate-related Disclosures, both issued by the International Sustainability Standards Board (ISSB). Effective 1 January 2024, sustainability reporting became mandatory for companies to meet specified size and eligibility criteria.

As Galata Wind, we reinforced our leadership position in sustainability reporting in Türkiye by publishing our first TSRS-Compliant Sustainability Report for the 2024 reporting period. For the 2025 reporting period, our TSRS-aligned sustainability disclosures have been subjected to an independent limited assurance engagement and are presented to our stakeholders in a transparent manner.

European Union Sustainability Regulations (CSRD and CSDDD)

CSRD and the CSDDD, which have entered into force within the European Union, continue to raise international expectations regarding the assurance, verification, and quality of sustainability-related information. Although these regulations apply directly to companies operating within the European Union, they also have broader implications for international companies participating in EU supply chains. Given our European subsidiary, Galata Wind Energy Global B.V., and our planned investments in Germany and Italy, we closely monitor developments related to both the CSRD and the CSDDD. We are continuously strengthening our sustainability data management infrastructure to support alignment with the requirements of both regulatory frameworks.

GRI and TNFD: Current Reporting Standards

The GRI 101: Biodiversity Standard, which became effective in 2024 under the GRI Standards, requires organizations to transparently report their nature-related risks, impacts, and dependencies in a manner that is traceable and reflects local environmental conditions. In addition, TNFD framework promotes the integration of natural ecosystem protection into corporate governance and strategic decision-making. As a renewable energy producer, we regard these frameworks as important strategic references that strengthen our Biodiversity Policy, ecological monitoring programs, and nature-focused reporting approach.

United Nations Sustainable Development Goals (UNSDGs)

As Galata Wind, the 17 UN SDGs form the foundation of our sustainability strategy. With our business model focused on renewable energy generation, we continue to carry out activities that make direct contributions particularly to SDG 5 (Gender Equality), SDG 7 (Affordable and Clean Energy), SDG 12 (Responsible Consumption and Production), SDG 13 (Climate Action), and SDG 17 (Partnerships for the Goals). In addition, we continue to carry out activities that support SDG 8 (Decent Work and Economic Growth), SDG 9 (Industry, Innovation and Infrastructure), and SDG 15 (Life on Land). As part of our sustainability reporting process, we map our performance indicators to the relevant SDGs, enabling stakeholders to clearly understand how our activities contribute to global sustainable development priorities. As a signatory to the UNGC, we consider our commitment to its Ten Principles covering human rights, labor, the environment, and anti-corruption to be a cornerstone of our sustainability strategy. In alignment with global efforts to accelerate sustainable development, we continue to expand and strengthen our actions each year.

MAIN GOALS



SUPPORTIVE GOALS





INDUSTRY ANALYSIS



As Galata Wind, we play an active role in Türkiye's energy transition through our business model focused exclusively on electricity generation from 100% renewable energy sources. As we shape our sustainability strategy, we comprehensively assess the global and domestic dynamics of the renewable energy sector in which we operate, including competitive conditions and sector-specific material sustainability topics.

GLOBAL AND DOMESTIC INDUSTRY OUTLOOK

We view 2025 as a year in which the renewable energy sector continued to expand globally and domestically, while access to financing, grid connectivity, and regulatory compliance became increasingly influential factors in investment decision-making. According to the World Energy Outlook 2025 published by the International Energy Agency (IEA), growing energy demand from data centers and artificial intelligence applications will further accelerate electrification, with global installed renewable energy capacity projected to reach approximately 10,000 GW by 2030.

Findings published by the International Renewable Energy Agency (IRENA) in 2025 indicate that most newly commissioned utility-scale renewable energy projects are capable of generating electricity at lower costs than fossil fuel alternatives, reinforcing the contribution of renewable energy to both energy security and cost stability. At the same time, grid integration and access to financing continue to represent critical constraints, particularly across emerging markets.

In Türkiye, renewable energy continued its strong growth trajectory, with solar and wind increasing their share of the country's installed generation capacity mix. According to the Ministry of Energy and Natural Resources, Türkiye's total installed electricity generation capacity reached 122,128 MW as of year-end 2025, with solar accounting for 20.3% and wind for 12.1% of total installed capacity. We believe these developments further reinforce the strategic role of renewable energy in supporting Türkiye's energy supply security and reducing dependence on imported energy resources. Under Türkiye's National Energy Plan, the country aims to increase its combined installed wind and solar energy generation capacity to 120,000 MW by 2035, demonstrating its long-term commitment to expanding renewable energy.

INDUSTRY INVESTMENT MECHANISMS AND REGULATORY FRAMEWORK

Renewable Energy Resource Area (YEKA) auctions continued to serve as one of the primary drivers supporting investment visibility across the sector during 2025. The YEKA Wind (WPP)-2024 auctions concluded in January 2025 at a tariff of USD 0.0325/kWh, allocating a total of 1,200 MWe of grid connection capacity across five YEKA sites in three provinces. Implementation commenced following the execution of project agreements in March 2025. On the solar side, the YEKA Solar (SPP)-2024 program allocated 800 MW of capacity. The 20-year power purchase guarantee at USD 0.0325/kWh further demonstrated the continuation of competitive pricing dynamics within the sector.

The industry's growth continues to be constrained primarily by limited grid connection capacity, the timing of transmission infrastructure investments, and the multi-stakeholder nature of permitting processes. Nevertheless, we consider the granting of preliminary licenses for 33.9 GW of storage-integrated electricity generation capacity out of approximately 6,000 applications submitted during 2025 to be a strong indicator that the sector will increasingly evolve around energy storage and hybrid generation solutions.

The climate policy agenda and regulatory framework also advanced significantly during 2025. The enactment of Türkiye's Climate Law, followed by the publication of draft regulations governing the ETS for public consultation, marked an important milestone requiring us to further strengthen our emissions data management capabilities, MRV processes, and overall regulatory compliance framework.

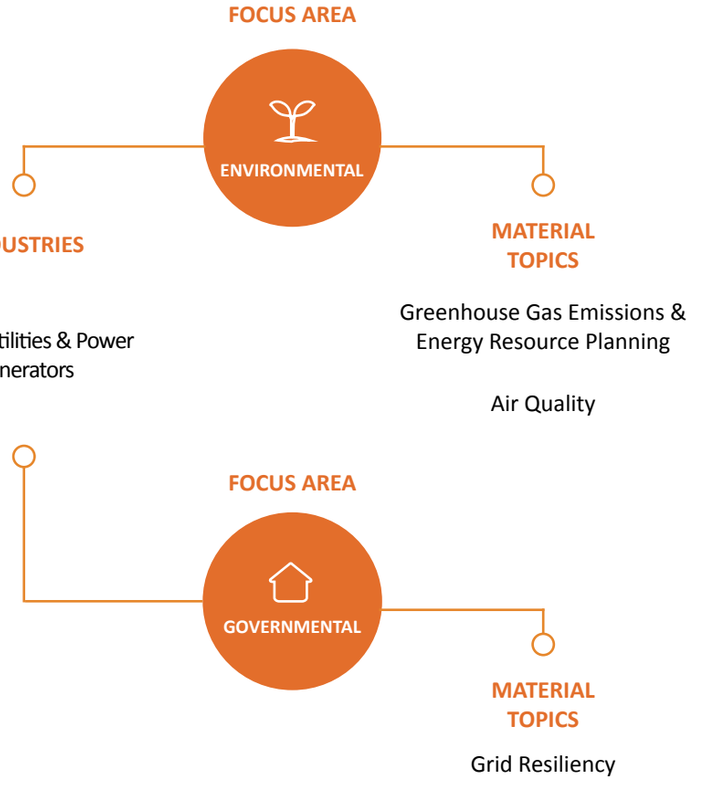


Figure 8: Sector-Specific Material Topics Within the Framework of SASB

OUR SECTORAL PRIORITY TOPICS UNDER THE SASB FRAMEWORK

Galata Wind addresses its operations under the Electric Utilities & Power Generators industry within the scope of the SASB Standards. We assessed all disclosure topics defined in the standard in terms of their relevance to our business model; we treated the topics directly related to our 100% renewable, wholesale-generation-focused business model as our priority topics, while transparently indicating the topics that fall outside the scope of our operations, together with the rationale for their non-applicability.

Greenhouse Gas Emissions & Energy Resource Planning

As our entire generation portfolio consists of renewable sources, our performance in managing greenhouse gas emissions constitutes one of the fundamental determinants of our position in the sector. Our direct (Scope 1) emissions remain limited to operational vehicles and support processes, while the electricity we generate and supply to the grid contributes directly to the low-carbon energy transition. We regard carbon-pricing scenarios, developments in emissions-limiting and emissions-reporting regulations, and uncertainties related to energy supply security as an area that creates both financial risk and competitive advantage. Accordingly, we treat our energy resource planning, which encompasses our emission-reduction targets, our net-zero roadmap, and our capacity investments, as a strategic priority that safeguards long-term value creation.



Air Quality

Since our wind- and solar-based generation activities involve no combustion-based process, the release into the air of pollutants such as nitrogen oxides (NOx), sulfur oxides (SOx), particulate matter (PM10), lead (Pb), and mercury (Hg) is effectively non-existent. We position this as a clear environmental and competitive advantage relative to conventional generation technologies. We regard our neutral impact on air quality as an element that strengthens our alignment with local communities, our regulatory compliance, and our low environmental-externality profile, and we highlight this advantage in our investment decisions and stakeholder communications.

Grid Resiliency

We regard the uninterrupted, reliable, and secure delivery to the grid of the renewable electricity we generate as a priority topic that directly affects our revenue continuity and asset value. The physical and digital security of the energy infrastructure requires the protection of our power plant control systems, communication networks, and information assets against cyber and physical threats. We treat potential incidents of non-compliance with physical and/or cybersecurity standards or regulatory obligations as an area that may generate financial impact through operational disruption, security breaches, and regulatory-sanction risks. In order to minimize generation and revenue losses in the event of outages and curtailment caused by extreme weather events and grid-related fluctuations, we closely manage asset resilience, system continuity, and the reliability of our grid-connection infrastructure.

We share the performance indicators that we report under the SASB industry standards with our readers in the appendix of this report.

OUR POSITION WITHIN THE INDUSTRY

As of year-end 2025, we operated a renewable energy portfolio with 354.2 MW of installed capacity, contributing actively to Türkiye's energy transition. Our portfolio consists of three wind power plants and two solar power plants. Our Şah WPP, Mersin WPP, and Taşpınar WPP represented 2.4% of Türkiye's installed wind generation capacity and accounted for 2.1% of total wind-generated electricity. Our Erzurum SPP and Çorum SPP represented 0.15% of Türkiye's installed solar generation capacity and 0.2% of total solar electricity generation. During 2025, we generated 880,971 MWh of wind-generated electricity. Our Erzurum SPP and Çorum SPP represented 0.15% of Türkiye's installed solar generation capacity and 0.2% of total solar electricity generation. During 2025, we generated **880,971** MWh of electricity, comprising **826,844.8** MWh from wind and **54,126** MWh from solar energy. Total electricity generation increased by 8.7% compared with the previous year. Our business model prevents approximately 530,000 tonnes of carbon emissions annually, directly supporting Türkiye's energy independence, climate targets, and long-term sustainable development vision.

We regard the sector-specific material topics described above as fundamental components of our sustainability strategy and evaluate them in an integrated manner alongside our Double Materiality Analysis.



STAKEHOLDER PERSPECTIVES ANALYSIS

As Galata Wind, we consider stakeholder perspectives and expectations to be a strategic input in determining our material sustainability topics. We view stakeholder dialogue as a fundamental mechanism for enhancing our decision-making processes, shaping our sustainability agenda, and strengthening our corporate value creation capacity.

We developed our stakeholder map in 2022 based on the AA1000SES (Stakeholder Engagement Standard). By classifying our stakeholders into internal and external stakeholder groups, we identified both their influence on our operations and our responsibilities toward each group. Additional information regarding our stakeholder groups and engagement models is provided in the Stakeholder Management section of this report.

We designed our stakeholder consultation process in accordance with the internationally recognized principles of AA1000SES. This approach enabled us to conduct stakeholder engagement systematically based on the principles of representativeness, inclusivity, materiality and responsiveness. Stakeholder dialogue activities were conducted through the T4earth platform. Each stakeholder group was invited to evaluate our material topics from two complementary perspectives: the impact of our Company on these topics and the impacts of these topics on our Company.

The survey was structured around 37 material topics identified across the three main focus areas of ESG, taking into account the views of Galata Wind's senior management.



AS GALATA WIND, WE CONSIDER STAKEHOLDER PERSPECTIVES AND EXPECTATIONS TO BE A STRATEGIC INPUT IN DETERMINING OUR MATERIAL SUSTAINABILITY TOPICS.

Stakeholders were asked to evaluate each material topic across two dimensions:

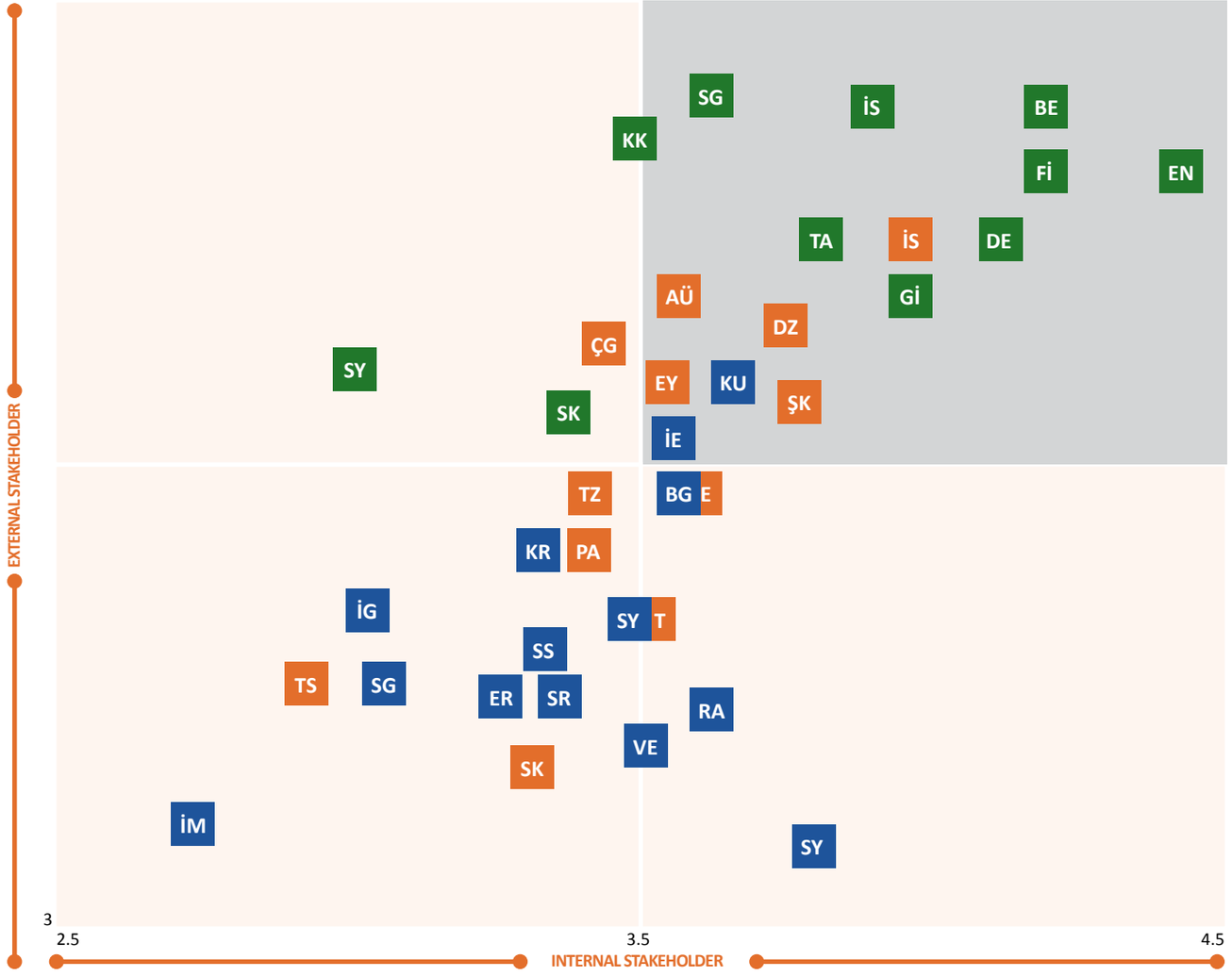
Impact Materiality: The significance of the environmental, social, and economic impacts associated with the topic as a result of our Company's activities.

Financial Materiality: The significance of the potential implications of the topic for our Company's financial performance, operational continuity, and long-term value creation capacity.

Survey participants rated each topic on a scale from 1 (low significance) to 5 (high significance). This methodology enabled participants to assess both the environmental/social impact dimension and the financial implications of each topic, ensuring that our Double Materiality Analysis was directly informed by stakeholder perspectives. Based on the survey results, we developed both a Stakeholder Group Impact Materiality Matrix and a Stakeholder Group Financial Materiality Matrix, which are presented on the next page.

STAKEHOLDER GROUPS IMPACT MATRIX

Figure 8: Impact Materiality Matrix – Topic Prioritization Based on Stakeholder Survey Results



FOCUS AREAS

Environment

BE	Biodiversity and Ecosystems
DE	Circular Economy
EN	Energy
Fİ	Physical Climate Risks
Gİ	Transition Climate Risks
İS	Climate Strategy
KK	Resource Use
SG	GHG Emissions
SK	Water Pollution
SY	Water Management
TA	Hazardous Waste and Chemical Management

Social

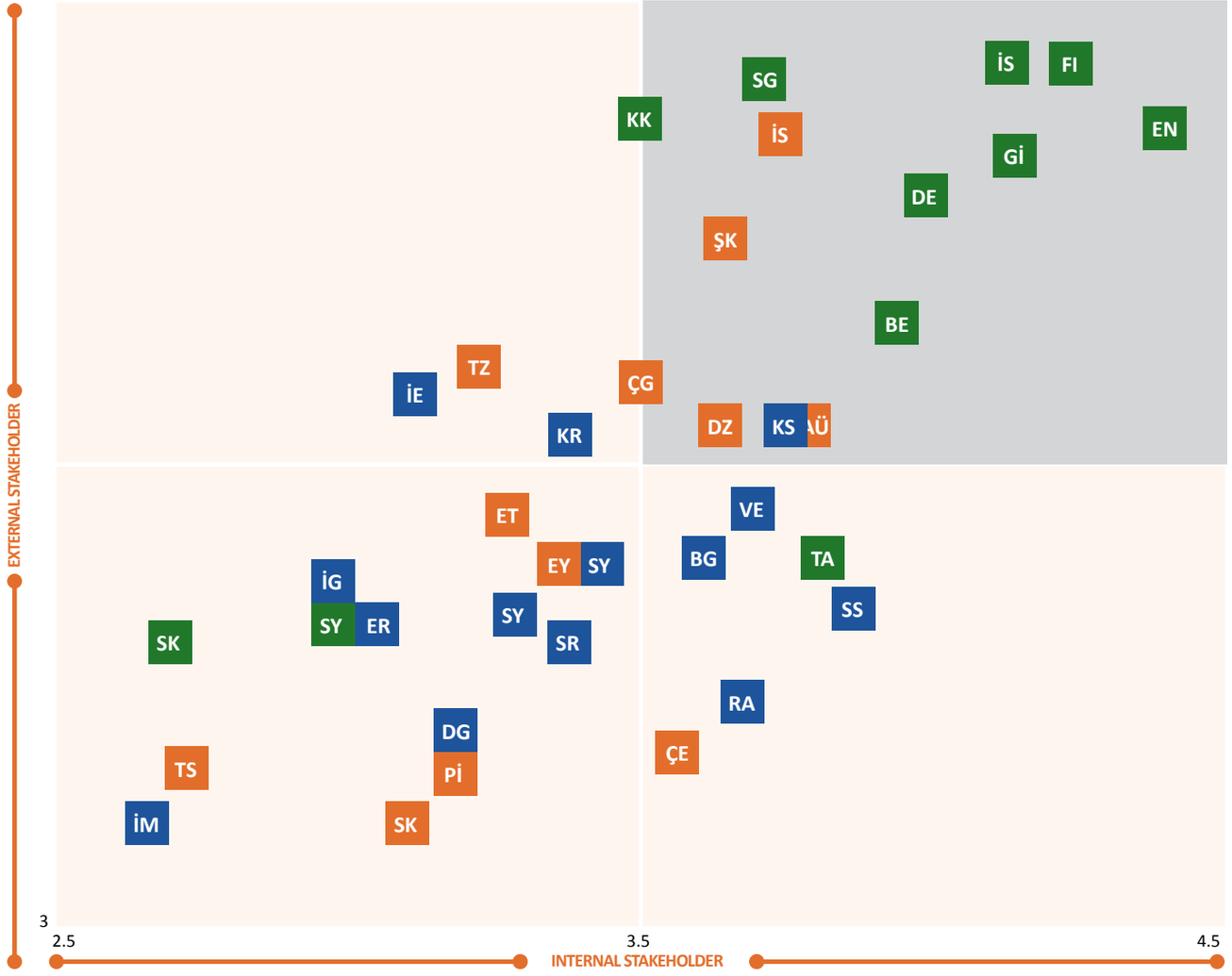
AÜ	Fair Pay and Equal Pay
ÇG	Employee Feedback Mechanisms
ÇE	Diversity, Equity, and Inclusion (DEI)
DZ	Workers in the Value Chain
EY	Training, Skills, and Development
ET	Affected Communities
İS	Occupational Health and Safety
ŞK	Own Workforce
SK	Social Contribution
TZ	Supply Chain Management
TS	Consumers and End Users
Pİ	Stakeholder Communication

Governance

BG	Information Security and Cybersecurity
SG	Cybersecurity
ER	ESG Risk Management
İM	Whistleblowing Mechanisms
İG	Innovation and Entrepreneurship
İE	Business Ethics
KR	Enterprise Risk Management
KU	Corporate Strategy
RA	Reporting
SY	Sustainable/Green Finance
SR	Sustainability Reporting
SS	Sustainability Strategy
SY	Sustainability Governance Structure
VE	Tax

STAKEHOLDER GROUPS IMPACT MATRIX

Figure 9: Impact Materiality Matrix – Topic Prioritization Based on Stakeholder Survey Results



FOCUS AREAS

Environment

BE	Biodiversity and Ecosystems
DE	Circular Economy
EN	Energy
Fİ	Physical Climate Risks
Gİ	Transition Climate Risks
İS	Climate Strategy
KK	Resource Use
SG	GHG Emissions
SK	Water Pollution
SY	Water Management
TA	Hazardous Waste and Chemical Management

Social

AÜ	Fair Pay and Equal Pay
ÇG	Employee Feedback Mechanisms
ÇE	Diversity, Equity, and Inclusion (DEI)
DZ	Workers in the Value Chain
EY	Training, Skills, and Development
ET	Affected Communities
İS	Occupational Health and Safety
ŞK	Own Workforce
SK	Social Contribution
TZ	Supply Chain Management
TS	Consumers and End Users
Pİ	Stakeholder Communication

Governance

BG	Information Security and Cybersecurity
SG	Cybersecurity
ER	ESG Risk Management
İM	Whistleblowing Mechanisms
İG	Innovation and Entrepreneurship
İE	Business Ethics
KR	Enterprise Risk Management
KU	Corporate Strategy
RA	Reporting
SY	Sustainable/Green Finance
SR	Sustainability Reporting
SS	Sustainability Strategy
SY	Sustainability Governance Structure
VE	Tax



WE POSITION STAKEHOLDER ENGAGEMENT AS A KEY MECHANISM THAT ENRICHES AND STRENGTHENS OUR DECISION-MAKING PROCESSES.

Both matrices were evaluated using a threshold score of 3.5 (indicated by the red dashed lines). Topics receiving a score of 3.5 or higher from both internal and external stakeholders were identified as the areas with the highest level of materiality within our sustainability agenda.

INTEGRATION OF STAKEHOLDER PERSPECTIVES INTO OUR STRATEGY

Our Stakeholder Perspectives Analysis demonstrated that environmental topics received the highest scores from both the impact materiality and financial materiality perspectives. In particular:

- Energy, Physical Climate Risks, Transition Climate Risks, Climate Strategy, Biodiversity and Ecosystems, Circular Economy, and GHG Emissions were identified by both our internal and external stakeholders as topics with the highest level of materiality.
- OHS emerged as the social topic with the highest level of materiality, receiving high scores from both the impact materiality and financial materiality perspectives.
- Information Security and Cybersecurity ranked among the topics with the highest materiality score.
- Tax emerged as a material topic from a financial materiality perspective, receiving a score of 3.54. Accordingly, our 2025 Sustainability Report includes a dedicated section describing our **Tax Approach.**

The results of our Stakeholder Perspectives Analysis were evaluated alongside the findings of our Industry Analysis and Trend Analysis, forming one of the key inputs to our Double Materiality Analysis.

IMPACT, RISK, AND OPPORTUNITY (IRO) ANALYSIS



IMPACT MATERIALITY

From an impact materiality perspective, we systematically assessed the positive and negative impacts associated with each material topic on the environment, people, and society arising from our operations. Our impact materiality assessment was based on the following criteria: Scale, Scope, Remediability and Likelihood. Each criterion was scored on a scale from 1 to 5:

Table 1. Impact Scoring Criteria—Scale, Scope, Remediability

Scale	Scope	Remediability	Likelihood	Score
Very low	Limited	Easily remediable	Very unlikely	1
Low	Local	Remediable within a short period	Unlikely	2
Moderate	Regional	Remediable over a moderate period	Moderately likely	3
High	National	Remediable over a long period	Likely	4
Very High	Global	Irremediable	Very likely	5

Within the impact materiality analysis, remediability was evaluated only for negative impacts. Likelihood was evaluated only for potential impacts. In addition, each impact was classified according to nature (positive or negative), status (actual or potential), location within the value chain (upstream value chain, core operations, or downstream value chain), geographic scope.

FINANCIAL MATERIALITY

From a financial materiality perspective, we assessed the risks and opportunities associated with each material topic and their potential implications for our Company's financial performance, operational continuity, and long-term value creation capacity. Our financial materiality analysis was based on both severity and likelihood criteria. Each criterion was scored on a scale from 1 to 5:

Table 2. Risk Scoring Criteria—Severity and Likelihood

Severity	Likelihood	Score
Very low	Very unlikely	1
Low	Unlikely	2
Moderate	Moderately likely	3
High	Likely	4
Very High	Very likely	5

For each identified risk and opportunity, we also analyzed category (risk or opportunity) and time horizon (short-, medium-, or long-term).

Detailed classifications and assessments of our climate-related risks and opportunities are presented in Section 7.1 Climate Change of this report.

FINAL MATERIALITY AND RESULTS

We review our double materiality assessment annually and update it as needed in line with changes in our business model, stakeholder expectations, regulatory developments, industry conditions, and risk profile. We integrate the priority topics identified through the double materiality assessment into our corporate risk management process and evaluate the risks and opportunities associated with these topics as part of our risk management, strategic decisionmaking, and performance monitoring processes. The methodology and final results of our 2025 double materiality assessment were reviewed by our Sustainability Committee and senior management and approved by our Board of Directors. When we evaluate the results of our double materiality and financial materiality assessments together with our business model, corporate strategy, and long-term value creation approach, we have identified Energy, Greenhouse Gas Emissions, and Information Security and Cybersecurity as our three most important sustainability topics in terms of value creation. Energy directly affects our revenue generation and growth capacity; Greenhouse Gas Emissions affects regulatory compliance, access to sustainable finance, and the credibility of our low-carbon business model; while Information Security and Cybersecurity directly affect our operational continuity, data integrity, and corporate resilience. We explain our risks and opportunities, strategies, targets, and performance indicators related to these three topics in the relevant sections of this report.

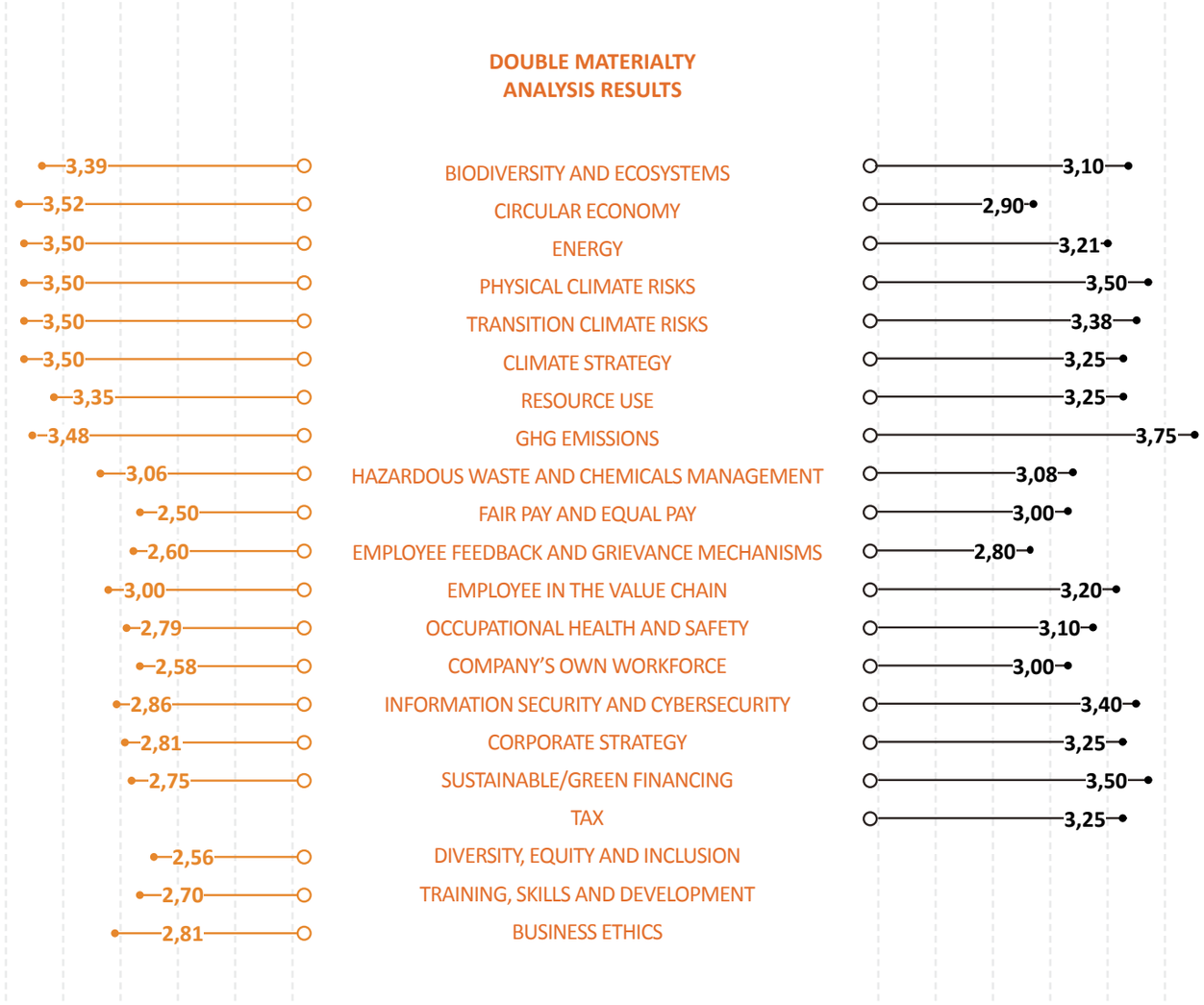
At the conclusion of our materiality analysis process, we evaluated 21 material topics by assigning scores on a scale of 1 to 5 across both materiality dimensions and positioning them within our Double Materiality Analysis Results Matrix. These material topics were organized under the ESG focus areas.

Environmental Topics: Biodiversity and Ecosystems, Circular Economy, Energy, Physical Climate Risks, Transition Climate Risks, Climate Strategy, Resource Use, GHG Emissions, Hazardous Waste and Chemical Management

Social Topics: Fair Pay and Equal Pay, Employee Feedback and Complaint Mechanisms, Diversity, Equity, and Inclusion (DEI), Workers in the Value Chain, Training, Skills, and Development, Occupational Health and Safety, Own Workforce

Governance Topics: Information Security and Cybersecurity, Business Ethics, Corporate Strategy, Sustainable/Green Finance, Tax.

DOUBLE MATERIALTY ANALYSIS RESULTS



Based on stakeholder input and expert assessment, Tax remained below the threshold for impact materiality, while Diversity, Equity and Inclusion, Training, Skills and Development, and Business Ethics remained below the threshold for financial materiality. Therefore, these topics were assessed only within the materiality dimension exceeding the threshold and are presented accordingly in the chart.

OUR CORPORATE RESILIENCE AND RISK MANAGEMENT APPROACH

Galata Wind applies defined risk criteria and prioritization thresholds in its assessments of strategic, operational, financial, compliance and sustainability-related risks. Risk assessment outputs are taken into consideration in investment and project decisions, and the results are monitored through relevant governance bodies. The enterprise risk management process is periodically reviewed/audited by the Doğan Holding Ethics Department and the Board members. Risk management training covering risk appetite, risk assessment methodology and escalation principles is provided to our Board members and relevant employees.

In addition to our environmental and social targets, we operate a risk management framework integrated into our strategy when evaluating our sustainability performance. This framework strengthens our corporate resilience and functions together with our governance system. We design this framework with an understanding to maintain our financial soundness, our capacity to comply with laws and regulations, our operational safety, and the continuity of our stakeholder relationships.

We structure our risk management processes in line with the COSO (Committee of Sponsoring Organizations of the Treadway Commission) Enterprise Risk Management Framework. Throughout this process, we ensure coordination among our Early Detection of Risk Committee, Sustainability Committee and Executive Committee under the oversight of our Board of Directors. We operate the necessary feedback mechanisms to ensure that all our risk analyses are aligned with our corporate objectives, internal control system, and stakeholder expectations, and we take both strategic vulnerability and the level of systemic impact into consideration when prioritizing risks. The results of our assessments constitute the basis of the risk and opportunity disclosures published in our TSRS-Compliant Sustainability Report.

As part of our risk management process, we evaluate each risk category based on a defined systematic framework. We have structured this system to meet the disclosure requirements defined by TSRS and ESRS. We extend our risk identification process in our internal operations and all stages of our value chain, and adopt an impact- and materiality-based analysis approach for the identification of risks. We structured our prioritization method on the basis of the double materiality matrix, allowing us to establish a direct connection between financial impacts and systemic impacts. We integrate each risk topic into our management system, and evaluate it in our decision support processes.

The Company's risk appetite is determined by senior management and reviewed by the Early Detection of Risk Committee and Board of Directors in line with strategic objectives, financial capacity and defined risk tolerances. Risk appetite and tolerance thresholds are reviewed at least annually and when material changes occur in the Company's operating environment.



RISK IDENTIFICATION

We identify risk signals through our internal processes, environmental analyses, stakeholder feedback, and regulatory developments.



IMPACT ASSESSMENT

We analyze the potential impact of each risk by considering its magnitude, duration, scope, and reversibility. We take a holistic approach to assessing impacts across financial, operational, environmental, and reputational dimensions.



PRIORITIZATION

We prioritize the risks we identify based on their impact and likelihood scores. This process enables us to determine which risks require earlier intervention and the appropriate level of response.



EMERGENCY RESPONSE PLAN

We develop technical, managerial, financial, or policy actions to address high- and medium-priority risks. We tailor our solutions to the specific nature of each risk.



PERFORMANCE MONITORING

We regularly monitor indicators related to the risks we address and measure their impacts. The results are evaluated by our committees and senior management.



We structured our risk management system based on the principle of monitoring continuously and updating in line with evolving conditions. Our risk management system review processes ensure that our decision-making mechanisms are supported with updated data. We carry out our corporate monitoring activities under the oversight of our Board of Directors and the coordination of our Early Detection of Risk Committee. Our Sustainability Committee is connected to the Early Detection of Risk Committee through common members, and may also be convened if necessary, according to the decisions of the Early Detection of Risk Committee. Our Executive Committee carries out risk prioritization in line with the assessments received from the committees. We support this structure as a whole with our internal control system.

OUR CORPORATE GOVERNANCE TARGETS

1. To complete the integration of the Digital ESG and Sustainability Governance structure in 2026

2. To integrate ESG KPIs into the executive performance evaluation and remuneration system starting in 2027 and beyond.

3. To manage 100% of ESG data in a traceable, verifiable, and auditable manner on the digital platform.

4. To review and update core ESG policies and procedures in line with international good practices as of 2026.

5. To ensure that 100% of employees and Board of Directors members complete annual trainings on sustainability, climate change and corporate governance by 2030.

Our Data Sources for Risk Monitoring

The main data sources we used in our risk monitoring system in 2025 are as follows:

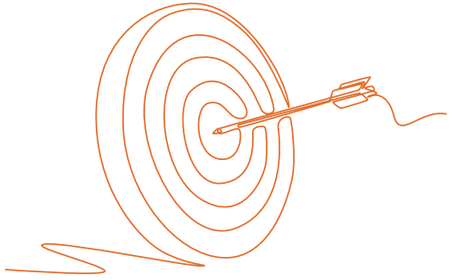
- Operational performance data: Generation capacity, outage durations, site safety records
- Climate data modelling and meteorological scenarios: Facility-level analyses based on the Intergovernmental Panel on Climate Change (IPCC) AR6 SSP2-4.5 and SSP5-8.5 scenarios
- Financial impact analysis scenarios: Scores from the risk-opportunity assessment conducted and reviewed within the scope of our TSRS Report
- Supplier feedback and site audit results
- Stakeholder feedback, and analyses by the investor relations and financial control units

We repeated the results of the Double Materiality Analysis conducted in 2024 on our digital platform in 2025 in line with our risks and opportunities. We aim to keep the risk and opportunity assessment up to date with annual reviews on the platform in the upcoming period. This system allows us to incorporate the strategic area affected by each indicator into our reporting processes in an updated manner.

Our internal audit system evaluates the effectiveness of our risk management practices. All relevant reports are submitted to our Board of Directors directly through our Corporate Governance Committee or our Early Detection of Risk Committee.

We center our risk management system around two main layers, with the first layer covering our general risk framework, which aims to ensure the continuity of our corporate operations, and the second layer addressing the position of sustainability risks directly related to environmental, social, and climate-related impacts within our governance system. We address our risk management approach within a framework structured according to the level of impact, together with monitoring, reporting and response actions. We plan each practice within our risk management system for the purpose of building resilience against a specific risk category.

We integrate the results of our risk assessments into our annual budget planning and performance monitoring system, and use these analyses as a reference in the determination of our financial and operational targets. Our Sustainability Committee monitors the realization status of the measures developed against risks, and submits relevant reports to our Board of Directors. As part of our monitoring and operational optimization activities related to climate-related risks and opportunities, we spend approximately EUR 120,000 annually on the SCADA-based monitoring and data management systems used at our WPPs and SPPs.



Double Materiality Analysis Results: Corporate Strategy as a Material Topic

POSITIVE IMPACTS

#	Impact Definition	Value Chain (Location)	Geography	Scope	Scale	Irremediability	Probability
1	Integrating sustainability into the overall corporate strategy means making environmental and social impacts an integral part of decision-making processes.	Core Operations – Energy Production	Türkiye	Spatial	High	—	—
2	The coordination structure, extending from the board level to operational units, ensures that strategic goals are disseminated throughout the organization.	Core Operations – Energy Production	Türkiye	Spatial	High	—	—
3	Monitoring strategic objectives and regularly evaluating performance results through the Sustainability Committee and the Sustainability Council.	Core Operations – Energy Production	Türkiye	Spatial	Middle	—	—

NEGATIVE IMPACTS

#	Impact Definition	Value Chain (Location)	Geography	Scope	Scale	Irremediability	Probability
1	The limited integration of sustainability data into decision-making processes has resulted in a decrease in strategic guidance capacity.	Core Operations – Energy Production	Türkiye	Spatial	Middle	Remediable within a moderate period.	Middle

RISKS

#	Definition	Value Chain (Location)	Geography	Time	Severity	Probability
1	Limited integration of sustainability data into decision-making processes leads to reduced effectiveness of investment decisions and negatively impacts financial performance.	Core Operations – Investment Planning	Türkiye	Medium	Middle	Middle

OPPORTUNITIES

#	Definition	Value Chain (Location)	Geography	Time	Severity	Probability
1	Integrating sustainability into corporate strategy leads to more effective investment decision-making, resulting in increased efficiency in capital allocation.	Core Operations – Investment Planning	Türkiye	Medium	High	Middle
2	The company's market reputation and corporate value increase through strategic planning aligned with stakeholder expectations.	Core Operations – Finance	Türkiye	Long	Middle	Middle
3	Increasing long-term revenue generation capacity through sustainability-focused strategic direction.	Core Operations – Energy Production	Türkiye	Long	High	Middle

RELATIONSHIP OF RISKS WITH STRATEGY AND FINANCIAL IMPACT

We designed our risk assessment processes as one of the building blocks of our corporate strategy. We update all strategic corporate targets set by our Board of Directors and Executive Committee in line with the outputs of our risk management system. We conduct scenario-based analyses to support the assessment of the magnitude of each risk or opportunity related to a strategic decision if deemed necessary.

We structure our risk management model based on short-, medium- and long-term scenario analyses. In 2025, we strengthened our methodological infrastructure, and transitioned to the SSP2-4.5 and SSP5-8.5 scenarios defined under the IPCC AR6 framework. We assess our generation plants and other investments separately in accordance with these scenarios.

Our Financial Impact Analysis

Within the scope of our Financial Impact Analysis, we identify the potential financial impacts for each risk category in our TSRS 2-compliant risk classification, and assess these impacts based on the Company's cash flows, investment plans, operating cost structure, exposure to carbon pricing and financial access conditions.

In terms of transition-related risks; voluntary carbon credit revenues, financial exposure thresholds and additional investment requirements were identified as the key determining factors in our analysis based on national and international carbon regulations, taxonomy alignment, green finance criteria and investor expectations. In this context, we integrate our carbon credit revenue potential into our financial framework by generating 529,532 tCO_2e of carbon credits in 2025.

In terms of physical risks; we assess the impacts of climate-related extreme weather events on our power plant infrastructure by considering their effects on losses in generation capacity, changes in maintenance intervals, and insurance costs. As a result of the location-based physical climate risk assessment conducted by an independent engineering firm in 2025, we calculated that the total asset value of our facilities vulnerable to wildfire risk (Mersin WPP and Çorum SPP) corresponds to 37.21% of the total asset value of our generation facilities with an amount of TRY 5.28 billion, while the total asset value of our facilities vulnerable to storm and wind regime change risk (Şah WPP and Mersin WPP) corresponds to 71.38% of the total asset value of our generation facilities with an amount of TRY 10.13 billion.

Connection of Risk Scores with Strategic Targets

We establish a structural connection between our risk scores and our corporate strategic targets, and use the same system as a key reference point for resource planning, allocation of preventive actions, and setting of performance targets. We review the output of our risk assessments together with our annual budgeting process. We take these analyses into consideration in periodic revision of our strategic targets, and include our risk scores in our materiality analyses.
Thanks to this approach, the results of our risk assessments are not only used for reporting purposes but also serve as functional instruments directly shaping our strategic decision-making processes. Detailed scenario analyses and explanations of methodologies related to the results of our Financial Impact Analysis are included in **our 2025 TSRS-Compliant Sustainability Report.**

OUR CORPORATE RISK MONITORING TARGETS

The main targets related to our risk monitoring processes are summarized in the table below:

Meeting Performance of Early Detection of Risk Committee in 2025

Our committee's meeting performance in 2025 in relation to the operation of our risk management structure is as follows:

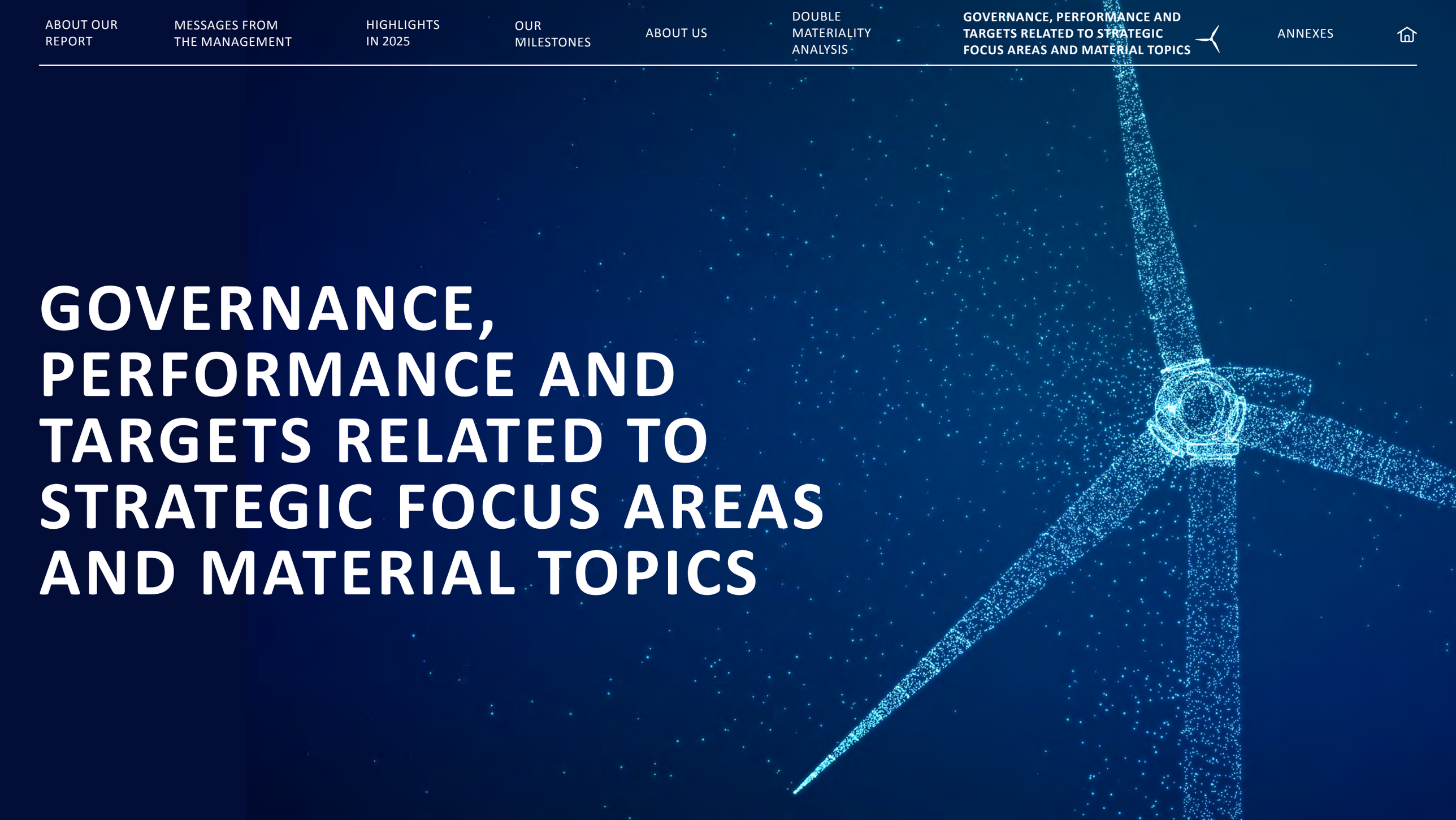
- The Early Detection of Risk Committee was convened 6 times in 2025.
- The meeting attendance rate of Committee members in 2025 was 100%.
- The activities of our Early Detection of Risk Committee for 2025 went through an independent audit as per the Turkish Auditing Standards. It was confirmed with the independent auditor's report that our Company's early risk detection system and the activities of the Committee were adequate in all material respects as per Article 378 of the Turkish Commercial Code.

Thanks to this structure, we use our risk management system as a dynamic tool that supports decision-making. We link our monitoring activities directly to performance tracking and regularly report relevant metrics across our governance structure.

CORPORATE RISK MONITORING TARGETS AND DEFINITIONS

Target Area	Definition
Risk Monitoring Frequency	Annual monitoring cycle, at least four committee meetings per year
Our risks are continuously and simultaneously monitored and assessed	hey are regularly reported as part of the annual risk management cycle, with the Risk Committee convening at least four times a year , while the Early Detection of Risk Committee plays a key role in proactively identifying and managing risks.
Performance Indicator Updates	Revision of the double materiality matrix when necessary
Impact–Strategy Alignment	Identification of risks corresponding to each strategic target
Compliant Reporting	Supporting TSRS and ESRS disclosures with metrics (SASB performance criteria)
Financial Modelling and Compliant Monitoring	Alignment of monitoring periods with the Financial Impact Analysis scenarios

GOVERNANCE, PERFORMANCE AND TARGETS RELATED TO STRATEGIC FOCUS AREAS AND MATERIAL TOPICS



CLIMATE LEADERSHIP AND ENERGY TRANSFORMATION

CLIMATE STRATEGY

We address climate change as an impact management discipline fully integrated into our governance and strategic decision-making processes, beyond being a sustainability policy issue. Accordingly, our approach covers reducing GHG emissions, monitoring all environmental impacts of our energy generation activities systematically, and integrating them into management decisions.

Our environmental strategy is centered around two key pillars; namely, minimization of the environmental risks arising from our operations, and creation of corporate value by using resources efficiently and capitalizing on climate-related transition opportunities. These are supported by our TSRS 2-compliant analyses, which holistically examine the technical, legal, financial and social dimensions of the relevant structural risks, and are integrated into our corporate risk management system.

Our Sustainability Committee is responsible for monitoring our environmental performance and incorporating that the outputs into decision-making processes. All practices are regularly reviewed through our internal control and internal audit mechanisms. Our reporting process is evaluated together with our Financial Impact Analysis outputs. The environmental material topics we identify through our double materiality matrix are linked to our growth targets and reassessed every year, allowing us to position topics with significant environmental impacts as material risk areas in our management system. Our feedback mechanisms, performance monitoring tools and compliance policies are operated within a single integrated system.

Thanks to our 100% renewable electricity generation, we prevented approximately 530,000 tonnes of carbon emissions from being released into the atmosphere in 2025. Our approach to climate change is designed with a holistic structure from the policy framework to tangible emissions reduction practices and carbon market activities.

Our Climate Change Policy is publicly available on our corporate website. Under our policy, we manage climate-related risks and opportunities through the control mechanisms defined within the COSO Enterprise Risk Management framework. We carry out our risk management activities under the oversight of our Holding's Risk Unit.

Instead of considering our net zero GHG commitment to be limited to reducing our operational emissions, we address GHG management, reduction of supply chain emissions, energy efficiency investments, and, where necessary, offsetting of residual emissions as complementary components of a holistic decarbonization strategy. Accordingly, we prepared our Transition Plan to achieve our operational net zero GHG emissions target by 2040, and integrated this target into our internal control system. We aim to achieve net-zero GHG emissions across our value chain, covering Scope 1, Scope 2, and Scope 3 emissions, by 2040. We plan to prioritize direct emissions reductions through operational efficiency, electrification, the use of renewable electricity, and supplier engagement. Any remaining emissions, after all technically and economically feasible reduction efforts will be addressed through carbon offsetting approach. Our roadmap and implementation approach for our net zero target are presented in detail under the section "Net Zero Target and Decarbonization Roadmap."

Based on a 2022 base year, the emission reduction rates for 2025 are as follows:

Base year	2022
Target year	2040
Scope 1 reduction rate	-107.12
Scope 2 reduction rate	-41.75
Scope 3 reduction rate	-2,501.93
Categories included in Scope 3	Indirect emissions from employee commuting Indirect emissions from transportation of visitors and customers to facilities Indirect emissions from business travel Indirect emissions from purchased products Indirect emissions from capital goods Indirect emissions from disposal of solid and liquid waste Indirect emissions from the use of assets not owned by the organization Indirect emissions from the use of other organizations
SBTi status	Not science-based
Approach for addressing residual emissions	Carbon Credits / Offsetting

The Scope 3 emissions calculation boundary was expanded in 2025 to include the Capital Goods category.

Within the scope of our climate transition plan, we aim to strengthen our financial resilience against carbon pricing scenarios, prioritize technological investments for emissions reduction, and reduce our exposure to climate risks on a project basis. Our climate resilience plan also includes the adaptation of our generation infrastructure, enhancement of our early warning systems, and expansion of our meteorological monitoring capacity.

Galata Wind aims to achieve net-zero emissions across all scopes, including Scope 1, Scope 2 and Scope 3, by 2040 in line with its Decarbonization Roadmap, which prioritizes emissions reduction. We support this long-term target with our commitments to reduce our combined Scope 1 and Scope 2 emissions by 64.7% by 2032, compared to the 2022 baseline, and our Scope 3 emissions by 60% by 2035, compared to the 2025 baseline.

We will define our approach to neutralizing residual emissions after implementing the prioritized gross emissions reduction levers, and transparently disclose the scope, quality criteria and governance of the removal and/or offsetting instruments that may be used.

OUR CLIMATE CHANGE AND ADAPTATION TARGETS

We assess our environmental compliance performance by annually monitoring significant environmental and ecological violations, penalties, and year-end environmental liabilities. The total amount of environmental fines was TRY 0 in 2023, 2024 and 2025. During the 2022–2025 period, 0 environmental or ecological violations exceeding the individual threshold of USD 10,000 were recorded.

OUR CLIMATE CHANGE AND ADAPTATION TARGETS

1. To achieve net zero GHG emissions in all scopes by 2040.

2. To conduct “Climate Risk and Financial Impact Analyses” to adapt to climate risks and increase the resilience of our assets:
To conduct climate risk and financial impact analyses for our three SPPs in 2026, as we did for our WPPs;
To conduct “Climate Risk and Financial Impact Analyses” for all WPPs and SPPs regular after 2026.

3. To reduce total waste generation by 16% by the end of 2026 and 20% by the end of 2027, taking 2022 as the base year.

4. To reduce gross own-operated energy consumption intensity measured as MWh consumed per MWh of electricity generated, by 15% by 2030 compared to the 2024 base year. This target covers the headquarters and 100% of operational power plants. Progress will be measured annually and publicly disclosed. In 2025, energy consumption (MWh) decreased by 4.64% compared to 2024.



Double Materiality Analysis Results: Climate Strategy as a Material Topic

POSITIVE IMPACTS

#	Impact Definition	Value Chain (Location)	Geography	Scope	Scale	Irremediability	Probability
1	Contributing to national climate change mitigation goals through emission reduction efforts carried out as part of the 2040 net zero GHG commitment.	Core Operations – Energy Production	Türkiye	National	Middle	—	—
2	Reducing Scope 1 emissions and indirectly contributing to local air quality through the electrification of the vehicle fleet and operational decarbonization practices.	Core Operations – Energy Production	Türkiye	National	Middle	—	—

RISKS

#	Definition	Value Chain (Location)	Geography	Time	Severity	Probability
1	The financial impact of physical and transition risks is assessed through CAPEX and operational costs, affecting investment and cost management processes.	Core Operations – Energy Production	Türkiye	Medium	High	Middle
2	Increasing need for investment in analysis and data infrastructure due to the fact that climate risk analyzes are carried out on a facility basis and scenario analyzes are carried out	Core Operations – Energy Production	Türkiye	Medium	Middle	Middle

OPPORTUNITIES

#	Definition	Value Chain (Location)	Geography	Time	Severity	Probability
1	Integrating climate risk management processes enables early detection of risks and reduces potential financial losses.	Core Operations – Energy Production	Türkiye	Medium	High	Middle
2	Scenario analyses and predictions of long-term climate impacts enable sounder investment and operational planning, and reduce financial uncertainty.	Core Operations – Energy Production	Türkiye	Long	Middle	Middle

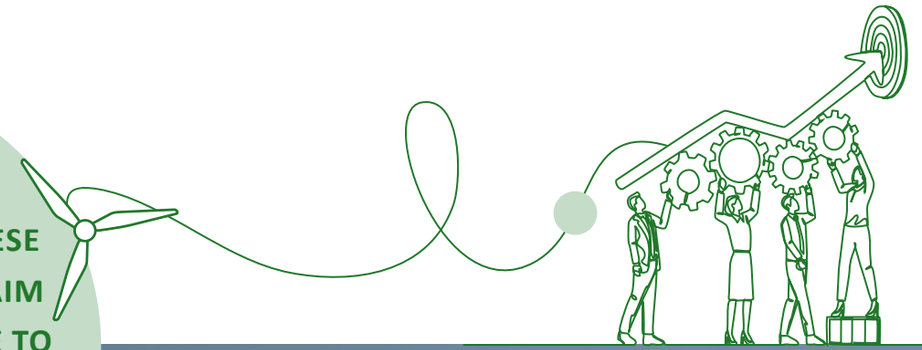
GOVERNANCE

The highest decision-making and oversight authority within our climate governance structure is our Board of Directors. We address and regularly monitor all sustainability- and climate-related matters as part of our corporate decision-making processes under the oversight of our Board of Directors. Our Sustainability Committee directly reports to the Board of Directors, and is responsible for implementing our climate policy and monitoring the achievement of our targets. Our committee regularly informs the Board of Directors about regulatory developments, climate-related risks and opportunities, macroeconomic indicators, renewable energy sector trends, ESG rating results, carbon credit sales performance and developments in Emissions Trading System prices. Our Executive Committee is responsible for the implementation of our climate-related strategies at operational level. Our Sustainability Department directly reports to the CEO, and is responsible for the coordination of our policies and practices.

We regularly organize knowledge-sharing activities and webinar series in collaboration with the working groups of the Sustainability Academy Association (SKD) Türkiye, of which we are a member, in order to support our governance structure. With these activities, we ensure that our Board and Sustainability Committee members' knowledge and competencies on climate policies, sustainability regulations and sectoral developments are up-to-date. You can find the details of our collaboration with SKD Türkiye in the section "Our Activities in Collaboration with SKD Türkiye".

Our participation in these working groups aims to actively contribute to the agenda on combating climate change and advancing the energy transition.





BY PARTICIPATING IN THESE WORKING GROUPS, WE AIM TO ACTIVELY CONTRIBUTE TO THE AGENDA ON COMBATING CLIMATE CHANGE AND ENERGY TRANSITION.



ENERGY

Our 100% renewable electricity generation is the key differentiating element of our approach to energy management. In 2025, our total electricity generation was 880,971 MWh, mostly by our wind power plants, and the remaining by our solar power plants. As Galata Wind, we make strategic investments in energy efficiency projects, hybrid systems and storage technologies in order to increase energy generation efficiency, diversify our capacity, and strengthen our resilience to climate-related risks.

These investments also reduce our carbon footprint, as well as increase the flexibility of our portfolio and our sustainable growth capacity.

In 2025, we generated 880,971 MWh of electricity; 93.9% of our production came from wind and 6.1% from solar energy. We do not generate electricity from coal, natural gas, oil, nuclear, hydroelectric, biomass, geothermal, or other sources.

Our direct emissions intensity for 2025 is estimated to be approximately 0.477 tCO_2e/GWh, calculated by dividing Scope 1 emissions by gross electricity generation from assets we own and control.

We manage our energy consumption by separately tracking renewable and non-renewable energy sources used in our own operations. Our gross energy consumption calculation includes electricity consumed internally by the power plant, electricity purchased for the central office, fuels used in our operations, and renewable electricity produced and consumed in our operations. Electricity produced and sold on the market is not included in this consumption calculation.

We report our energy consumption performance comparatively in MWh and GJ, using the same organizational frontier and transformation approach.

In 2025, we generated a total of 880,971 MWh of electricity. Of this, 826,844.8 MWh came from wind and 54,126.0 MWh from solar energy; our production portfolio consisted of 100% renewable sources.

As of December 31, 2025, our total net installed capacity was 354.2 MW, with our entire portfolio consisting of wind and solar energy assets. Our current installed capacity allocation is 283.9 MW (80.15%) in wind and 70.3 MW (19.85%) in solar.

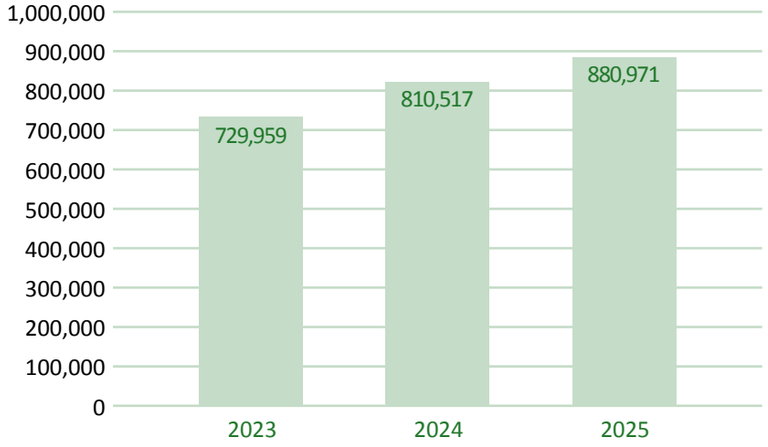
We classify our sustainable revenues as income derived from renewable electricity generation from wind and solar sources, and related sustainable energy activities. Within this classification, the ratio of our revenues from sustainable activities to our total revenues reached 100% in 2025. Unless otherwise stated, this ratio represents the share of revenue from sustainable activities within total operating revenues, and not the technical 'taxonomy compliance' ratio within a specific sustainable finance taxonomy. We monitor and report our sustainable revenue performance annually, alongside our total revenues, on a comparative basis.

OUR CAPACITY EXPANSION AND DEVELOPMENT TARGETS

1. To commission the projects acquired as part of our 300 MW international investment target by the end of 2028.

2. To achieve an energy storage capacity of **410 MW** by implementing energy storage-integrated power plant projects in 2026–2030 period, and to support the reliable, flexible, and efficient grid integration of renewable energy generation.

Total Energy Generation (MWh/Year)



ENERGY EFFICIENCY

As part of our energy efficiency management, we regularly record our operational, environmental, and climate-related KPIs to the Energy Efficiency Portal (ENVER) of the Republic of Türkiye Ministry of Energy and Natural Resources. This process is managed by our female Electrical and Electronics Engineer, who was appointed as our Energy Manager representing the Company, and who obtained an Energy Manager Certificate issued by the Republic of Türkiye Ministry of Energy and Natural Resources by successfully completing a rigorous examination process. This qualification is a significant indicator of both our corporate capacity in the field of energy efficiency and the strong representation of female engineers within our technical workforce. We manage our energy management systems within the framework of the ISO 50001 standard, and optimize our energy utilization with SCADA-based monitoring and predictive maintenance practices. We use advanced energy monitoring systems in all our power plants, identify anomalies with real-time data analysis, and optimize energy utilization. We address the topics of equipment modernization, operational optimization and digitalization among our key priorities.

As part of our monitoring and operational optimization activities related to climate-related risks and opportunities, we spend approximately EUR 120,000 annually on the SCADA-based monitoring and data management systems used at our WPPs and SPPs.

The cornerstones of our operational efficiency approach include the procurement of high-quality wind turbines and solar panels, close monitoring of technological developments, and centralized monitoring of all our power plants from a single control center. We aim to achieve the highest possible availability rates in all power plants, and carry out continuous improvement efforts.

WE SPEND APPROXIMATELY EUR 120,000 ANNUALLY ON SCADA-BASED MONITORING AND DATA MANAGEMENT SYSTEMS USED AT OUR WPPS AND SPPS.

Double Materiality Analysis Results: Energy as a Material Topic

POSITIVE IMPACTS

#	Impact Definition	Value Chain (Location)	Geography	Scope	Scale	Irremediability	Probability
1	ISO 50001 and SCADA infrastructure enable real-time performance monitoring in production processes, thereby increasing energy efficiency and reducing energy consumption.	Core Operations – Energy Production	Türkiye	National	Medium	—	—
2	Reducing energy losses through predictive maintenance and equipment modernization.	Core Operations – Energy Production	Türkiye	National	Medium	—	—
3	Increasing renewable energy production and contributing to energy supply continuity by simultaneously using wind and solar resources through a hybrid production model.	Core Operations – Energy Production	Türkiye	National	Medium	—	—
4	Energy storage systems help support the continuity of energy supply and contribute to more efficient use of the energy produced.	Core Operations – Energy Production	Türkiye	National	Medium	—	—

RISKS

#	Definition	Value Chain (Location)	Geography	Time	Severity	Probability
1	Variability in electricity generation and related revenue fluctuations due to weather-dependent conditions in wind and solar power generation.	Core Operations – Energy Production	Türkiye	Short	High	High
2	A decline in energy production output and resulting revenue loss due to reduced production efficiency caused by equipment performance levels.	Core Operations – Energy Production	Türkiye	Medium	Middle	Middle
3	Impact on energy sales due to restrictions or interruptions in energy flow resulting from dependence on grid infrastructure.	Core Operations – Energy Production	Türkiye	Short	Middle	Middle

OPPORTUNITIES

#	Definition	Value Chain (Location)	Geography	Time	Severity	Probability
1	Reduction of production losses caused by equipment failures and enhancement of operational efficiency through predictive maintenance and equipment modernization practices.	Core Operations – Energy Production	Türkiye	Medium	Severity	Middle
2	A more stable revenue structure through increased generation continuity and the balancing of production fluctuations enabled by the hybrid generation model (WPP + SPP).	Core Operations – Energy Production	Türkiye	Medium	Severity	Middle
3	More advantageous sales opportunities based on market conditions through the optimization of generated energy using energy storage systems.	Core Operations – Energy Production	Türkiye	Medium	Severity	Middle
4	Reduction of operational costs (OPEX) through the optimization of production processes enabled by ISO 50001 and SCADA-based monitoring systems.	Core Operations – Energy Production	Türkiye	Medium	Middle	Middle

OUR HYBRID INVESTMENTS

Our hybrid project commenced in 2023. Phase I was completed by commissioning 9.4 MWp of the total 16.4 MWp installed capacity in December 2023, and the remaining 7 MWp in June 2024. Phase II with an installed capacity of 19.8 MWp was subsequently completed, with final acceptance taking place in April 2025. Therefore, the total installed capacity of the solar power facility reached 36.2 MWp.

Our hybrid power plant model ensures that the existing grid connection capacity is utilized more efficiently by benefiting from the complementary generation profiles of wind and solar resources. Solar power supports electricity generation during daylight hours, while the generation is continued by the wind power plant when solar production is unavailable, enhancing generation continuity and improving capacity utilization efficiency. Moreover, the primary wind power plant is covered by YEKDEM; therefore, the electricity generated by the hybrid facility also benefits from the same support mechanism in accordance with the applicable legislation.

In 2025, we also completed the capacity expansion investment at our Mersin WPP, and increased the plant's final installed capacity to 99.9 MWm/95.85 MWe by commissioning six Vestas V162 (6.2 MW) turbines. We allocated approximately USD 45 million to this investment. Thanks to these two major investments, our total installed capacity increased to 354.2 MW by the end of 2025.

We conducted project development, site assessment and technical evaluation studies in various regions and analyzed potential investment opportunities in order to establish the foundation for future investments. We will continue our efforts to deploy the hybrid power plant model in other sites in the upcoming period.

OUR STORAGE INVESTMENTS

We advanced our investments from the pre-license stage to the investment feasibility stage in energy storage technologies, which is one of the key components of the energy transition. We obtained pre-licenses for 9 energy storage-integrated power plants (3 SPPs and 6 WPPs) with a total installed capacity of 410 MW. We are continuing our investment feasibility works.

Thanks to our ongoing works for 410 MW of energy storage systems planned to be commissioned in 2026-2030 period, we aim to strengthen grid stability and security of supply against generation regime changes.

We will contribute to grid stability, strengthen the integration of our renewable energy generation into the market, and enhance our competitive advantage during Türkiye's transition to the ETS with our storage investments.

EXPANSION OF OUR ENERGY PORTFOLIO WITH INTERNATIONAL GROWTH

International investments constitute a key pillar of our growth strategy. We signed agreements for solar energy projects in Germany and Italy within the scope of our 300 MW international investment target. Our European portfolio reached a total capacity of 132 MW, including approximately 62 MW of agrivoltaic (Agri-PV) projects and 60 MW of battery energy storage systems (BESS) in Germany, as well as a 10 MW solar photovoltaic (PV) project in Italy. We initiated the project design and construction preparation processes for the purpose of commencing these investments as quickly as possible. We plan to commence the construction of our 20 MW solar power plant in Germany and 10 MW solar PV project in Italy. We also continue to support our international growth targets by developing new projects in Italy.

Enhancing our geographic diversification, these investments strengthen the resilience of our portfolio against climate-related risks and contribute to a more balanced financial structure with our euro-denominated revenue base.

WE HAVE OBTAINED PRELIMINARY LICENSES FOR 9 ELECTRICITY GENERATION PLANTS (3 SPPS AND 6 WPPS) WITH STORAGE CAPABILITIES WITH A TOTAL INSTALLED CAPACITY OF 410 MW.

CLIMATE RISKS AND OPPORTUNITIES

PHYSICAL CLIMATE RISKS

In 2025, we updated our physical risk assessment based on the SSP2-4.5 and SSP5-8.5 scenarios defined under the IPCC AR6 framework. We went through a location-based physical climate risk assessment by an independent engineering firm, and calculated our risk scores in accordance with the UNEP FI and IIGCC PCRAM 2.0 framework, in line with the "Hazard Severity × Exposure × Vulnerability" convention. We conduct our scenario analyses in three-time horizons; namely, short- to medium-term (2025–2030), long-term (2030–2050), and reference long-term outlook (2050–2100). Details of the methodology and scenario analysis results are given in our 2025 TSRS-Compliant Sustainability Report.

100% of the Company's existing operations (five sites: three wind farms and two solar plants), representing 100% of revenues from existing operations, and 100% of new investment projects are covered by context-specific, asset-level physical climate risk assessments and corresponding adaptation plans. Existing assets were assessed in 2025 based on site coordinates, five hazards under the IPCC AR6 taxonomy, SSP2-4.5 and SSP5-8.5 scenarios and three time horizons (2025–2030, 2031–2050 and 2051–2100), including quantified financial impacts, while new investment projects are assessed at the feasibility and project-development stages. Site-specific adaptation measures arising from these assessments are implemented or planned for implementation during 2026–2028.



Double Materiality Analysis Results: Physical Climate Risks as a Material Topic

POSITIVE IMPACTS

#	Impact Definition	Value Chain (Location)	Geography	Scope	Scale	Irremediability	Probability
1	Enhancing environmental resilience and creating an indirect protective effect on ecosystems through site-specific measures to mitigate wildfire risks, such as investments in water tankers, installation of water storage tanks, and adaptive maintenance plans.	Core Operations – Energy Generation	Türkiye	National	Middle	—	—

RISKS

#	Definition	Value Chain (Location)	Geography	Time	Severity	Probability
1	High CAPEX (equipment replacement) requirements and revenue losses in the event of equipment damage and production disruptions caused by wildfires at the Mersin WPP and Çorum SPP sites.	Core Operations – Energy Generation	Türkiye	Middle	High	Middle
2	Short-term production losses and revenue reductions resulting from turbine shutdowns due to excessive wind at the Şah WPP and Mersin WPP sites.	Core Operations – Energy Generation	Türkiye	Low	Medium	High
3	Negative impacts on revenue projections due to long-term declines in wind power generation across the WPP portfolio resulting from changes in wind patterns.	Core Operations – Energy Generation	Türkiye	High	High	Middle

Double Materiality Analysis Results: Transition Climate Risks are a Material Topic

P.I.

#	Impact Definition	Value Chain (Location)	Geography	Scope	Scale	Irremediability	Probability
1	Indirectly contributing to increasing low-carbon investment capacity across the sector through practices aimed at expanding sustainable financing instruments (green loans, green bonds).	Core Operations – Finance	Türkiye	National	Middle	—	—

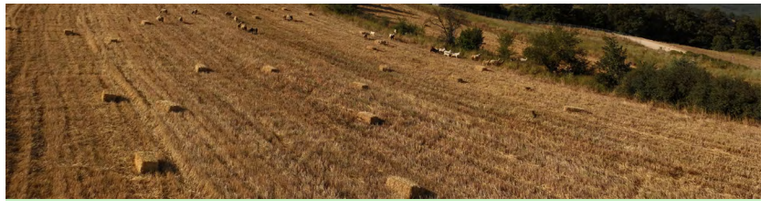
RISKS

#	Definition	Value Chain (Location)	Geography	Time	Severity	Probability
1	The revenue-generating capacity of existing assets may decline due to technological advances and increasing competition in renewable energy.	Core Operations – Energy Production	Türkiye	Long	Middle	Middle
2	Increased requirements for sustainable financing and ESG compliance result in additional operational costs (OPEX) in reporting, compliance, and investment processes.	Core Operations – Energy Production	Türkiye	Short	Middle	High
3	Additional costs and operational burdens arise due to supply chain compliance requirements under EU regulations (CBAM, etc.).	Core Operations – Energy Production	Türkiye	Medium	High	Middle
4	Uncertainties in energy and environmental legislation cause delays and increased costs in investment projects.	Core Operations – Investment Planning	Türkiye	Medium	Middle	Middle
5	Non-compliance or Poor ESG performance with ESG requirements may reduce investor interest and place pressure on the Company's valuation and puts pressure on company valuation.	Core Operations – Finance	Türkiye	Medium	High	Middle
6	Because carbon credit generation depends on verification, certification, and market acceptance, there is a risk of delays or non-realization of project-based carbon credit revenues.	Core Operations – Carbon Management and Certification	Türkiye	Medium	High	Middle
7	The transition to the Emissions Trading System (ETS) in Turkey and the introduction of carbon pricing mechanisms have resulted in increased exposure to carbon costs.	Downstream Value Chain – Trade and Sales	Türkiye	Medium	Middle	Middle
8	Revenue visibility is limited because carbon credit prices fluctuate in voluntary carbon markets depending on supply and demand.	Core Operations – Carbon Management and Certification	Türkiye	Medium	High	Middle

OPPORTUNITIES

#	Definition	Value Chain (Location)	Geography	Time	Severity	Probability
1	Increased demand for renewable energy and a low-carbon production model increase the revenue generation capacity of the production portfolio.	Core Operations – Energy Production	Türkiye	Medium	High	High
2	Increased access to green financing tools enables the provision of lower-cost financing and expands investment capacity.	Core Operations – Energy Production	Türkiye	Medium	Middle	Middle
3	Generating additional revenue through the sale of carbon credits certified under VCS-VERRA and the Gold Standard.	Core Operations – Carbon Management and Certification	Türkiye	Medium	High	Middle
4	Providing a competitive advantage for a low-carbon production portfolio within the scope of Emissions Trading System (ETS) applications.	Downstream Value Chain – Trade and Sales	Türkiye	Medium	High	Middle

In our 2025 assessment, we evaluated the assets vulnerable to physical climate risks under five risk categories:



Wildfire risk: Our Mersin WPP and Çorum SPP are more vulnerable to wildfire risk due to their geographic location and environmental characteristics. The total asset value of these plants is TRY 5.28 billion, corresponding to 37.21% of the total value of our power generation assets. Our fire trucks that can be used for firefighting, water transportation and road washing are kept ready in our plants in order to strengthen our firefighting capacity. We regularly review and update our insurance coverage and emergency response plans. We also plan to invest approximately TRY 22 million in the procurement of fire trucks for three plants and the installation of water storage tanks under our wind turbines.

Flooding risk: Flooding due to extreme rainfall may damage assets at our power plants. Against this risk, we regularly review the drainage systems at our sites and strengthen our risk forecasting capabilities with meteorological early warning systems. We also keep our response procedures for flood scenarios updated as part of our emergency response plans.



Storms and wind regime change risk: Our Şah WPP and Mersin WPP are identified as assets vulnerable to storms and wind regime change risk. The total asset value of these plants is TRY 10.13 billion, corresponding to 71.38% of the total value of our power generation assets. In order to enhance our resilience to this risk and diversify our generation portfolio, we introduced a hybrid model at our Bursa Taşpınar WPP, and commissioned our 36.2 MW SPP investment. We utilize advanced SCADA and meteorological monitoring systems in all power plants, and monitor our generation performance by collecting real-time wind data from our sites. We also geographically diversify our new investments for the purpose of limiting the impact of meteorological variations in a particular region on our overall generation portfolio.

Drought risk: Declines in precipitation and groundwater levels at our power plant sites may increase the risk of wildfire-related damage, as well as reducing the efficiency of our solar panels due to dust accumulation. We implement regular solar panel cleaning programs, and continue our operational practices for the purpose of protecting on-site water resources.

Extreme heatwave risk: Rising average temperatures and sudden temperature fluctuations may lead to performance losses in critical infrastructure components, especially our SCADA systems, and reduce generation efficiency. Against this risk, we regularly assess equipment resilience and our thermal management infrastructure, and adjust our maintenance schedules according to seasonal risk levels.

TRANSITION CLIMATE RISKS

We consider the transition and physical risks due to climate change as strategic issues that directly impact our business model. We also recognize these risks as determining factors for our environmental performance, resilience of our financial structure, our resource allocation priorities, and direction of our investment planning. Our climate risk management approach is jointly established by our Early Detection of Risk Committee and our Sustainability Committee. Thanks to this structure, we incorporate both environmental and financial impacts to continuously enhance our risk management process, which is conducted under the oversight of our Board of Directors. Our TSRS 2-compliant risk and opportunity assessment constitutes the basis of this approach.

Transition Risks: We assess our transition risks based on carbon regulations, market signals, technological developments and access to finance. The main components of our transition risks include carbon pricing, taxonomy alignment and preparedness for mechanisms such as CBAM. We link our Financial Impact Assessment to our prioritization structure by modeling the sensitivity of our net cash flow under these variables.

In 2025, we assess our transition risks in five axes:

CBAM investor compliance risk: In case of non-compliance with the EU Green Deal regulations, our investors' confidence in our carbon data and sustainability classifications may be affected.

National ETS transition/carbon tax risk: We may incur financial liabilities for our Scope 1 emissions in case of Türkiye's transition to the Emissions Trading System.

Compliance with Green Finance Classifications: Ensuring the compliance of our investments with classifications such as the EU Taxonomy, TSRS Compliance Index and ESRS E1-3 create potential opportunities in the financial markets.

Reputational risk: Failure to comply social and environmental responsibilities may give rise to reputational risks that could affect our investor relations, employee engagement and public perception.

Information security and SCADA risk: Data loss, cybersecurity vulnerabilities and business continuity disruptions in our plants' digital monitoring infrastructure may adversely affect our risk management capabilities. Within this scope, our Cyber Incident Response Team (SOME) operates in accordance with the requirements of the EMRA National Cyber Incident Response Center (USOM) Regulation.

As our business model is based on low-carbon electricity generation.Our low-carbon business model limits our exposure to financially material transition risks associated with vulnerable or carbon-intensive assets.

CLIMATE OPPORTUNITIES

The global transition to a low-carbon economy presents both risks and opportunities for our business model. As a renewable energy producer, we are well positioned to capture both the value creation and financial opportunities arising from the transition to a low-carbon economy. As a renewable energy producer, we are well positioned to capture.

Green Financing and Carbon Credit Opportunities: Our generation model based on renewable energy allows us to generate direct revenue by issuing carbon credits through internationally recognized certification mechanisms such as VCS-VERRA and Gold Standard. Regarding green financing, the green loan agreements we signed with international development organizations strengthen our access to sustainable sources of funding. More details on our carbon credit performance and green financing agreements are given in the subsections "Carbon Credit Sales and Carbon Offsetting" and "Transition Economy".



We assess our climate-related transition and physical risks within an integrated framework together with their potential financial impacts. Our risk map reflects the risk categories reported in accordance with TSRS 1 and TSRS 2. The short-, medium- and long-term implications of each risk are evaluated with scenario-based modeling. Detailed information on the risk categories and the assessment methodology is given in our 2025 TSRS-Aligned Sustainability Report.

GHG EMISSIONS

We calculate our GHG emissions in accordance with the TS EN ISO 14064-1:2019 standard. We define our organizational boundaries by using the financial control approach. Accordingly, we included all wholly owned subsidiaries in the consolidation scope, and report all GHG emissions arising from operations, over which we have financial control.

We calculate our **Scope 1** (direct) GHG emissions with reference to activity data from the SCADA systems related to the generation activities of each power plant, using the emission factors published in the 2006 IPCC Guidelines for National GHG Inventories. We report the emissions calculated by multiplying our activity data by the relevant emission factors.

We calculate our **Scope 2** (indirect) GHG emissions with reference to the location-based approach for the electricity consumed in our headquarters operations as well as internal electricity consumption of our WPPs and SPPs, using the Türkiye national electricity grid emission factors published by the Ministry of Energy and Natural Resources.

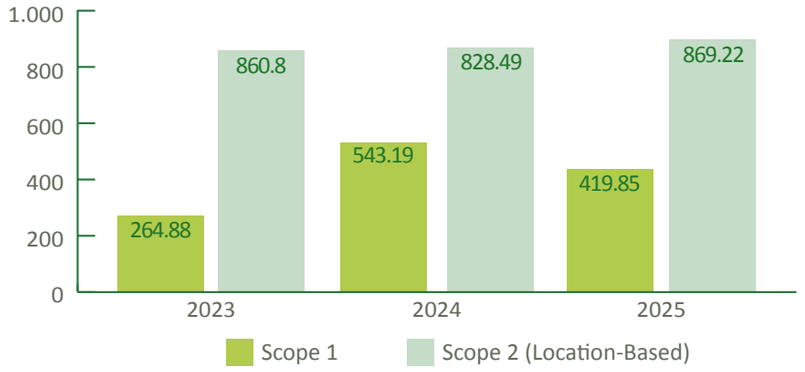
Our **Scope 3** emissions consist of indirect emissions that occur throughout our value chain are not included in Scope 1 or Scope 2, and remain outside our direct control. We included the following categories in our Scope 3 calculations for the 2025 reporting period: employee commuting, visitor and customer transportation to our facilities, business travel, purchased goods, capital goods, solid and liquid waste disposal, use of assets not owned by our Company, and use of other services. We used emission factors published by DEFRA (UK Department for Environment, Food and Rural Affairs), the U.S. Environmental Protection Agency (EPA), and ADEME (French Agency for Ecological Transition) in the calculation of our Scope 3 emissions, also taking data availability and suitability of activity-based methodologies into consideration. Our emissions performance is summarized in the table on the right.

SUMMARY OF GHG EMISSIONS

In our 2025 GHG inventory, our Scope 1 emissions amounted to 419.85 tCO_2e, location-based Scope 2 emissions amounted to 869.22 tCO_2e, and Scope 3 emissions amounted to 17,255.33 tCO_2e.

Our market-based Scope 2 emissions amounted to 869.22 tCO_2e and were reduced to zero through the use of I-REC certificates. Based on the inventory and leakage records for our electrical equipment, our 2025 SF_6 emissions are also reported separately as 383.9006 tCO_2e, corresponding to the consumption of 607.62 kg SF_6 (0.6076 metric tonnes SF_6).

GHG Emissions (tCO_2e / year)



Metrics	2024	2025
Scope 1 Emissions (tCO_2e)	543.19	419.85 ✓
Scope 2 Emissions – Location-Based (tCO_2e)	828.49	869.22 ✓
Scope 2 Emissions – Market-Based (tCO_2e)	0	0
Scope 3 Emissions (tCO_2e)	232.44	17,255.33 ✓

Metrik	2024	2025
Scope 1 Emissions Intensity	0.000670	0.000477
Scope 2 Emissions Intensity (Location-Based)	0.001023	0.000987
Scope 3 Emissions Intensity	0.000287	0.0196
Total (Scope 1+2+3) Emissions Intensity	0.001980	0.0211

- As the inventory set of Scope 3 emissions has been significantly expanded compared to previous years, Scope 3 emissions are not included in the graphic.
- The 2025 market-based Scope 2 emissions indicator is reported as 0, as these emissions were reduced to zero through the use of I-RECs.

Thanks to the operational efficiency measures implemented in 2025 and improvement initiatives for our direct emission sources, our Scope 1 emissions decreased compared to 2024. The growth in our generation volume and our electricity consumption profile lie behind the limited increase in our Scope 2 emissions, while the substantial expansion of our data collection and calculation boundary compared to the previous year led to a significant increase in our Scope 3 emissions in 2025.

Calculated based on the combined Scope 1 and Scope 2 emissions, our total emissions intensity was 0.0017 tCO_2e/MWh in 2024 and decreased to 0.0015 tCO_2e/MWh in 2025. The total emissions intensity per MWh of electricity generated, including Scope 3 emissions, was calculated as 0.0211 tCO_2e/MWh for 2025.

Operational efficiency initiatives for our direct emission sources and adoption of low-emission technologies lie the foundations of our emissions reduction strategy.We reduced our 2025 Scope 2 emissions to zero on a market-based basis through the purchase of I-REC Renewable Energy Certificates.

Our emissions data were first reviewed through our internal verification processes, and subsequently verified by an independent assurance provider. This system ensures that our GHG inventory is prepared to support audit and independent assurance processes, and transparently disclosed to our investors.

Double Materiality Analysis Results: GHG Emissions as a Material Topic

POSITIVE IMPACTS

#	Impact Definition	Value Chain (Location)	Geography	Scope	Scale	Irremediability	Probability
1	The absence of direct greenhouse gas emissions from electricity generation through our wind and solar-based generation portfolio, contributing to the displacement of fossil fuel-based generation.	Core Operations – Energy Production	Türkiye	National	High	—	—
2	Reduction of direct (Scope 1) greenhouse gas emissions from operations through the electrification of the vehicle fleet	Core Operations – Energy Production	Türkiye	National	Middle	—	—
3	Lower carbon emissions through the reduction of emissions intensity per unit of generation	Core Operations – Energy Production	Türkiye	National	Middle	—	—
4	Enhanced traceability and comparability of emissions performance through standards-based emissions monitoring	Core Operations – Energy Production	Türkiye	National	Middle	—	—
5	Expansion of the overall emissions profile due to the generation of Scope 3 emissions across the value chain	Upstream Value Chain – Logistics	Türkiye	National	Middle	—	—

NEGATIVE IMPACTS

#	Impact Definition	Value Chain (Location)	Geography	Scope	Scale	Remediability	Probability
1	Limited direct (Scope 1) greenhouse gas emissions from field operations, maintenance activities and vehicle use	Core Operations – Energy Production	Türkiye	Regional	Low	Repairable in the long term	—
2	Temporary increases in operational greenhouse gas emissions during new capacity commissioning and construction activities	Core Operations – Energy Production	Türkiye	National	Middle	Remediable within a moderate period.	—

RISKS

#	Definition	Value Chain (Location)	Geography	Time	Severity	Probability
1	Uncertainty regarding the accuracy and effectiveness of emissions reduction targets and actions due to the methodology for calculating Scope 3 greenhouse gas emissions not yet being fully developed	Core Operations – Carbon Management and Certification	Türkiye	Medium	High	Medium
2	Increased exposure to carbon pricing mechanisms and associated cost pressures due to challenges in reducing supply chain-related emissions	Core Operations – Carbon Management and Certification	Türkiye	Medium	High	High

OUR GHG EMISSIONS TARGETS

Galata Wind has established emission reduction commitments aligned with the Paris Agreement's goal of limiting global warming to 1.5°C, based on scientific data in the fight against climate change. These targets are aligned with the emissions reduction pathways identified by global climate science and support the Company's vision of achieving net-zero emissions across all scopes by 2040.

OUR GHG EMISSIONS TARGETS

1. To reduce absolute combined Scope 1 and market-based Scope 2 emissions by 64.7% by 2032 from a 2022 base year, reducing emissions from 691 tCO2e to approximately 244 tCO2e. The target covers 100% of consolidated operational activities. Progress will be reported annually.

2. To maintain market-based Scope 2 emissions at zero annually through 2030 by matching 100% of purchased electricity used in its own operations with eligible renewable-energy instruments. Location-based Scope 2 emissions (the year of 2025: 869,22 tCO2e) will continue to be reported separately.

3. To reduce absolute Scope 3 emissions by 60% by 2035 from a formally approved 2025 base year emissions of 17,255.33 tCO2e. The target covers 100% of the reported Scope 3 inventory. Progress will be disclosed annually.

NET ZERO TARGET AND DECARBONIZATION ROADMAP

Emissions Reduction and Energy Efficiency – Progress and Targets

Indicator	Unit	2024	2025	Target	Target Year
Combined Scope 1+2 Emissions	tCO_2e	1,371.68	1,289.08 ✓	244	2032
Scope 3 Emissions	tCO_2e	232.44	17,255.33 ✓	6,902	2035
Carbon Credits Generated	tCO_2e	471,179	529,532	600,000	2027
Renewable Energy Installed Capacity	MW	297.2	354.2	550+	2027
Energy Efficiency (improvement compared to 2024)	%	—	—	15+	2030

OUR NET ZERO TARGET AND 2040 REVISION

We advance our net zero journey by reducing our carbon emissions intensity, expanding our renewable energy generation capacity, and optimizing our generation processes. In 2025 reporting period, we calculated our Scope 1 emissions as 419.85 tCO_2e and our location-based Scope 2 emissions as 869.22 tCO_2e. We reduced our market-based Scope 2 emissions to zero by purchasing I-REC Renewable Energy Certificates. Our generation-based emissions intensity declined to 0.0015 tCO_2e/MWh. Although the increase in Scope 1 emissions compared to the base year arises from our installed capacity, this indicator shows a downward trend when the previous years are observed.

In this period, we reassessed our net zero roadmap comprehensively in line with the science-based emissions reduction pathways established by the latest climate science, by expanding the scope of our emissions inventory and refining our calculation methodology. We especially broadened the calculation boundary for Scope 3 emissions throughout our value chain, and enhanced the accuracy, completeness and comparability of our emissions data by strengthening our measurement, reporting and verification (MRV) infrastructure. The electricity generation sector is among the hard-to-abate sectors, where emissions reductions require long-term transformation, significant capital investment, and extensive technological upgrades. The timing of net zero targets varies across companies and countries. Within this scope, 2040–2050 period stands out as a realistic long-term transition pathway for the sector. With the scaling of energy storage, grid flexibility and next-generation low-carbon technologies, a faster and more systemic transformation is expected in the electricity sector in the period after 2040.

In consequence of this comprehensive and science-based assessment, we updated our net zero target, previously set for 2030, to 2040 by considering the sector dynamics, technological feasibility, the realistic pace of the global energy transition, our expanding operational scale, and increasing generation capacity. This update maintains our ambitious commitment to addressing climate change, and and is consistent with our approach to establishing a more robust, achievable and measurable net zero roadmap aligned with our growing operational scale and balanced with scientific evidence.

In line with this science-based approach, we set our emissions reduction targets aligned with the target of limiting global warming to 1.5°C as per Paris Agreement. Accordingly, we aim to reduce our combined Scope 1 and Scope 2 emissions by 64.7% by 2032, compared to 2022 as the base year. We aim to maintain our Scope 2 emissions at the level of zero, which was achieved as of 2025 by deploying renewable energy and I-REC Renewable Energy Certificates. We aim to reduce our absolute Scope 3 emissions by 60% by 2035, compared to 2025 as the base year. These targets are aligned with the reduction pathways established by global climate science, and support our vision of achieving net-zero emissions in all scopes by 2040.

Under the IEA Net Zero Emissions by 2050 Scenario, a 1.5°C-aligned pathway, global renewable power capacity roughly triples and electricity becomes the primary energy carrier. As a pure-play renewable energy producer, Galata Wind is well positioned in such a pathway: accelerating electrification and clean power demand support the long-term value of our existing wind and solar portfolio. Key challenges under this pathway, including supply chain pressures, grid integration and price dynamics, are monitored within our risk management framework. We therefore consider our strategy resilient under a 1.5°C-aligned transition pathway as well as under the physical climate scenarios (SSP2-4.5 and SSP5-8.5) assessed at asset level.

We evaluated the resilience of our strategy under the IEA Net Zero Emissions by 2050 Scenario, a 1.5°C-aligned pathway, together with BloombergNEF's Net Zero Scenario on the transition side and the IPCC SSP2-4.5 and SSP5-8.5 scenarios on the physical side, and consider climate resilience an important element of our strategic approach.

GHG REDUCTION TARGETS

Emission Item	Base Year	Base Year Emission (tCO_2e)	Target Year	Target Emission (tCO_2e)	Reduction Target
Combined Scope 1 + Scope 2 (Total)	2022	691	2032	244	64.7%
Scope 3 (absolute, 1,5°C compliant)	2025	17,255	2035	6,902	60.0%

ROADMAP AND TARGETS FOR DECARBONIZATION STRATEGY

Target	Metrics	Unit	Base Year (2022)	2025	2026 Target	2027 Target
Increasing Carbon Credit Generation	Carbon Credits Generated	tCO_2e	400.000	529.532	550.000	600.000
Increasing Renewable Energy Installed Capacity	Renewable Energy Installed Capacity	MW	269	354,2	500	500+

BASIC COMPONENTS OF OUR DECARBONIZATION STRATEGY

Capacity increase in renewable energy

Installed Capacity as of Year-End 2025

354.2 MW

Short-term target: 576.8 MW
Medium-term target: 1,000+ MW

Carbon credits and offsetting

2025 carbon credit generation

529,532 tCO_2e

15.2% increase compared to 2024
Gold Standard and VCS–Verra certification

Energy efficiency and technological investments

- ISO 50001 Energy Management System
- SCADA-Based Monitoring and Optimization
- Smart Grids and Energy Storage
- Predictive Maintenance Systems

Supply chain decarbonization

- Supplier Audits
- Awareness and Training Programs
- Scope 3 Emissions Reporting
- Value Chain Impact Management

Figure 22: Basic Components of the Decarbonization Strategy – Emission Reduction and Circular Economy

NET ZERO 2040 ROADMAP – PHASES AND KEY ACTIONS

Period	Targets and Outcomes	Key Actions	Data / Verification	Relevant Financing
2025 (completed)	Scope 1: 419.85 tCO_2e ✓; Scope 2 (location-based): 869.22 tCO_2e ✓; Scope 3: 17,255.33 tCO_2e ✓ (calculated by expanding the scope); carbon credit generation 529,532 tCO_2e	Expanding the Scope 3 calculation boundary throughout the value chain, maintenance and performance optimization, strengthening of the MRV infrastructure, phase-out of fossil fuel use at operational sites, adoption of low-carbon solutions for emergency generators, fleet electrification, and improvements to operational procedures	SCADA, TS EN ISO 14064-1:2019, DEFRA/EPA/ADEME emission factors, internal control mechanisms	Green loan agreement of USD 45 million with the EBRD (2022); green loan agreement of USD 25 million with Proparco (2024) — The financing allocated to Taşpınar Hybrid SPP was fully utilized by the end of 2025
2026	17% reduction in Scope 1 emissions compared to the base year; carbon credits generated: 550,000 tCO_2e; Scope 3 emissions reduction programs launched	Generation efficiency projects, predictive maintenance plans, reduction of transmission losses and on-site internal electricity consumption, office energy efficiency initiatives, and widespread supplier decarbonization programs	Internal controls and independent verification, TS EN ISO 14064-1:2019	Budget discipline through Green CapEx/OpEx classification
2027	25% reduction in Scope 1 emissions compared with the base year; carbon credits generated: 600,000 tCO_2e	Further deployment of low-emission technologies, scaling up supply chain decarbonization programs, and evaluating certification and PPA options for purchased electricity	TSRS- and ESRS-compliant indicator set and independent verification	Expansion of the green finance framework
2029	Definition of the net target methodology and assessment of an internal carbon pricing mechanism	Determination of the balance between emissions reductions and any residual emissions addressed through carbon removals or other eligible instruments under the net-zero target.	TSRS- and ESRS-compliant indicator set	Long-term green financing instruments
2032–2040	Science-based targets: 64.7% reduction in combined Scope 1 and Scope 2 emissions by 2032 compared to 2022 as the base year; 60% reduction in Scope 3 emissions by 2035 compared to 2025 as the base year; Operational Net Zero by 2040	Emissions management, monitoring and annual verification	TS EN ISO 14064-1:2019 and independent verification	Continued green financing framework

OUR DECARBONIZATION INVESTMENTS

Summary of Decarbonization Investments – 2025 Achievements and Targets

Heading	2025 Achievement	Planned Targets	Strategic Contribution
Energy Efficiency	Energy monitoring and optimization in all power plants with the ISO 50001 Energy Management System. Real-time performance monitoring and predictive maintenance with SCADA-based systems. Annual expenditure of approximately EUR 120,000 for climate-related monitoring and operational optimization activities.	To increase energy efficiency by 15% by 2030, compared to 2024 as the base year, with equipment modernization, SCADA-based operational monitoring and optimization, enhanced maintenance and repair processes, critical spare parts replacement, and initiatives to improve plant availability. To continuously improve auxiliary electricity consumption intensity and the internal electricity consumption ratio in our power plants.	Reduction of operating costs, lower emissions intensity, and prevention of energy losses.
Hybrid Investments	Taşpınar Hybrid SPP was fully commissioned in April 2025 with an installed capacity of 36.2 MW (an investment of approximately USD 30 million). Mersin WPP capacity expansion project was completed, and the final installed capacity of the plant reached 99.9 MWm / 95.85 MWe (an investment of approximately USD 45 million).	To deploy the hybrid power plant model to additional sites, and support generation continuity against seasonal fluctuations in wind resources.	Increased availability period, enhanced generation continuity, and utilization of YEKDEM and domestic equipment incentives.
Storage Investments	Pre-licenses were obtained for 9 energy storage-integrated power plants (3 SPPs and 6 WPPs) with a total installed capacity of 410 MW. Investment feasibility studies are continuing.	To achieve a total battery energy storage capacity of 410 MW in 2026–2030 period; an investment plan of approximately USD 465 million.	Enhanced grid stability and security of supply, stronger market integration of renewable generation, and improved competitiveness in the ETS and carbon markets.
International Growth	In our European portfolio, 62 MW of agrivoltaic (Agri-PV) projects and 60 MW of BESS projects were purchased in Germany, as well as a 10 MW solar (PV) project in Italy, reaching 132 MW in total.	To commission the projects acquired as per the 300 MW international investment target.	Enhanced resilience to climate-related risks with geographic diversification, and strengthened euro-denominated revenue base.

CARBON CREDIT SALES AND CARBON OFFSETTING

Thanks to energy generation from renewable resources, we not only reduce GHG emissions but also create financial value by converting this contribution into verified carbon credits in voluntary carbon market. We carry out our carbon credit activities in the voluntary carbon market as Türkiye does not have a binding emissions reduction target under the Kyoto Protocol.

Carbon credits generated from our Mersin WPP, Şah WPP, Taşpınar WPP, Çorum SPP and Erzurum/Aziziye SPP are certified under the Gold Standard mechanism, while carbon credits generated from our Erzurum/Hınıs SPP are certified under the VCS (Verra) mechanism by independent verification bodies.

Our carbon credit generation rose from 471,179 tCO_2e in 2024 to 529,532 tCO_2e in 2025 with an increase of 12.38%, in line with the performance of our operational projects.

We manage our carbon credit generation as a complementary component of our Net Zero 2040 commitment. The carbon credits we certify in the voluntary market are reported only for their revenue-generating and certification value at the current stage, and are not used for carbon credit offsetting or other direct compensation mechanisms yet.



OUR CARBON CREDIT PERFORMANCE

Power Plant	Carbon Standard	Reduced Carbon in 2024 (tCO_2e)	Reduced Carbon in 2025 (tCO_2e)
Şah WPP	Gold Standard	180,177	175,795
Mersin WPP	Gold Standard	121,764	170,398
Taşpınar WPP	Gold Standard	141,010	152,007
Çorum SPP	Gold Standard	9,067	8,953
Erzurum Aziziye SPP	Gold Standard	11,169	14,130
Erzurum Hınıs SPP	VCS-VERRA	7,992	8,249
Total		**471,179**	**529.532**

Our 2024 data have been updated as a result of the completed verification processes, and differ from our 2024 Sustainability Report.

VALUE CREATION FOR OUR INVESTORS

Our approach to carbon credit creates significant value for our international investors.

Financial Opportunity: Revenue we generate from the sale of our carbon credits in voluntary carbon markets strengthens our operational profitability. Our carbon credits represents a financial instrument that diversifies our revenue structure and have the potential to generate a cash flow stream independent of fluctuations in electricity prices. In 2023 and prior years, we generated USD 5–6 (EUR 4–5) per tCO_2e from carbon credit sales.

Following 2023, we suspended the sale of our carbon credits due to declining price levels in voluntary carbon markets and uncertainties in market conditions. We continue to assess our carbon credits in consideration of developments in voluntary carbon markets, potential changes in carbon pricing mechanisms, legal and regulatory developments, and future demand and price dynamics, and plan to offer them for sale when market conditions are favorable.

Risk Mitigation: Our certified carbon credit generation enhances our corporate resilience against future regulatory costs as Türkiye's preparations for transition to an ETS will start with a pilot phase in the second half of 2026, and regulations such as EU's CBAM will become more widespread.

Reputation and Stakeholder Trust: Carbon credits verified in accordance with internationally recognized standards enable the independent validation of our contribution to combat climate change, and increase our credibility among investors, financial institutions and other stakeholders by strengthening our sustainability performance.

Competitive Advantage and Corporate Reputation: Our certified emissions reductions strengthen our Company's position in the energy transition by making our low-carbon electricity generation capacity visible at the international level.

SCENARIO ANALYSIS FOR THE FUTURE

In 2025, we analyzed our carbon credit revenue scenarios based on Bloomberg New Energy Finance (BNEF) voluntary carbon market projections. Based on our 2025 performance and with the assumption that we can generate 529,532 tCO_2e of verified emissions reductions annually, we assessed the following three voluntary carbon market scenarios developed by BNEF:

- **BNEF Net Zero Scenario (NZS) – High-Quality Scenario:** It is projected that carbon credit prices will reach approximately USD 20 per tonne by 2030 and approximately USD 238 per tonne by 2050.
- **NZS – Carbon Removal Scenario:** It is projected that carbon credit prices will reach approximately USD 146 per tonne in 2030 and approximately USD 172 per tonne in 2050.
- **BNEF Economic Transition Scenario (ETS) – Conventional Voluntary Carbon Market Scenario:** It is projected that carbon credit prices will reach approximately USD 13 per tonne in 2030 and between USD 14 and USD 35 per tonne in 2050 under this scenario, where the current voluntary carbon market structure is maintained.

Within this scope, a potential carbon credit revenue of approximately USD 6.9 million in the short to medium term (2030) and between approximately USD 7.4 million and USD 18.5 million in the long term (2050) is expected for Galata Wind. Our carbon credit revenue is a financial component differing according to the strength of global climate policies, the level of institutionalization of carbon markets, and market demand for high-quality carbon credits, but having the potential to generate additional cash flows independently of electricity generation.

CLIMATE FINANCING AND CARBON PRICING

As of reporting period, we do not apply a defined internal carbon pricing mechanism in our investment and decision-making processes; however, we evaluate our investment decisions by taking ESG factors into consideration. We will assess the implementation of an internal carbon pricing mechanism and establish related targets in the upcoming period to ensure that the financial and strategic impacts of climate-related risks and opportunities are better managed.

Regarding green finance, we entered into a green loan agreement of USD 45 million with the European Bank for Reconstruction and Development (EBRD) in 2022, followed by a green loan agreement of USD 25 million with Proparco, a subsidiary of the AFD, in 2024. The green loan allocated to Taşpınar Hybrid SPP project under Proparco was fully utilized by the end of 2025.

The shadow carbon price is benchmarked against forward-looking price trajectories published by BloombergNEF (BNEF) under its Net Zero Scenario (NZS), consistent with the scenario framework already applied by Galata Wind for voluntary carbon market risk/opportunity assessment. Under the BNEF High-Quality (inelastic demand) pathway, carbon credit prices are projected to rise from ~$20(~790 TRY*)/ton (2030) to ~$238(~9,401 TRY*)/ton (2050); this trajectory is used to stress-test the economics of renewable generation and transmission investments against a rising carbon cost environment.

The results of the shadow carbon price assessment are considered in investment planning and financial evaluation processes. The internal carbon price supports the evaluation and prioritization of low-carbon and renewable energy investments.

The results of the carbon-price stress test are incorporated into the Company's investment decision-making process. The internal carbon price is applied to Scope 1 and Scope 2 greenhouse gas emissions relevant to the assessed investment. The shadow carbon price is systematically applied to all material new investment assessments as part of the Company's investment evaluation process.

**The average exchange rate for 2025 is 1 USD = 39.50 TRY.*



Double Materiality Analysis Results: Sustainability/Green Finance as a Material Topic

POSITIVE IMPACTS

#	Impact Definition	Value Chain (Location)	Geography	Scope	Scale	Irremediability	Probability
1	Enhanced classification and comparability of investment activities in financial markets through alignment with sustainable finance classification frameworks such as the EU Taxonomy, TSRS and ESRS	Core Operations – Finance	Türkiye	Spatial	High	—	—
2	Prioritization of low-carbon projects through the integration of sustainable finance criteria into investment decisions	Core Operations – Investment Planning	Türkiye	Spatial	Middle	—	—
3	Sustainability performance becoming a determining factor in investor assessment processes through an ESG- and taxonomy-aligned financing structure	Core Operations – Finance	Türkiye	Spatial	High	—	—
4	Increased financial transparency through reporting and data verification processes conducted as part of sustainable finance practices	Core Operations – Finance	Türkiye	Spatial	Medium	—	—

RISKS

#	Definition	Value Chain (Location)	Geography	Time	Severity	Probability
1	Increased operational costs associated with reporting and data verification processes within the scope of sustainable financing.	Core Operations – Finance	Türkiye	Short	Medium	High

OPPORTUNITIES

#	Definition	Value Chain (Location)	Geography	Time	Severity	Probability
1	Increased access to sustainable finance sources and reduced financing costs through investments aligned with the EU Taxonomy, TSRS and ESRS	Core Operations – Finance	Türkiye	Medium	High	Medium
2	Easier access to capital and greater financing diversification as investors increasingly favor ESG- and taxonomy-aligned projects	Core Operations – Finance	Türkiye	Medium	High	Medium

NATURE-POSITIVE OPERATIONS & BIODIVERSITY



RESOURCE UTILIZATION

Our resource utilization targets are to ensure full compliance with applicable regulations, improve resource efficiency, reduce operating costs, and extend circular economy principles in every stage of our value chain.

OUR WATER MANAGEMENT

In Türkiye, we generate 100% of our electricity from renewable natural resources and do not use water in our electricity generation processes. At our power plants and headquarters, water consumption is limited only to drinking water. As we mainly focus on the generation and distribution of clean energy, we continue to implement our sustainability initiatives with a focus on minimizing environmental impacts by reducing carbon emissions and increasing the share of renewable energy in electricity generation.

WATER MANAGEMENT METRICS (THOUSAND M³)

Water Management Metrics	Unit	2023	2024	2025
Total water withdrawal	thousand m³	792	737.54	1,254.04
Total water consumption	thousand m³	792	737.54	753.87
Total volume of wastewater	thousand m³	752.4	676	500.17
Number of non-compliance incidents related to water quality permits	Number	0	0	0

In 2025, the total volume of water withdrawn and consumed increased as a result of our capacity expansion and new power plants commissioned. However, we did not record any incidents of non-compliance related to water quality permits, standards or regulations in the reporting period.

In 2025, we began regularly monitoring electricity consumption, and the fill of our wastewater tanks using IoT sensors installed at all of our power plants. We strengthened the measurement and reporting process of tangible data related to our sustainability performance by starting to monitor the fill levels of septic tanks as well. We collect domestic wastewater generated at our facilities by vacuum trucks, and ensure that they are disposed of through licensed waste management companies.

We monitor our water performance separately in terms of water withdrawal, discharge, and net 753.87 m³. Our electricity generation processes do not require process water; the reported water use consists of operational and office-related consumption. In 2025, our total water withdrawal was 1,254.04 m³, total water discharge was 500.17 m³, and total water consumption was 753.87 m³. We calculate water consumption by subtracting total water discharge during the reporting period from total water withdrawal within our reporting boundary.

CIRCULAR ECONOMY

As a renewable energy generation company, our business model inherently supports circular economy principles instead of a linear resource consumption model. We do not use fossil fuels or raw material inputs in our electricity generation processes. We utilize inexhaustible natural resources such as wind and solar energy. We support our resource utilization approach with our ISO 14001 Environmental Management System, and manage our operations in accordance with the waste hierarchy principles (prevention, reuse, recycling, recovery and disposal).

OUR CIRCULAR ECONOMY APPROACH AND PRACTICES

All environmental impacts are taken into consideration throughout our power plants' life cycle management from the project development stage to the end of their operational life. Life cycle assessments (LCAs) conducted for turbine technologies used in our wind power projects encompass all stages, including raw material sourcing, manufacturing, installation and operation as well as end-of-life decommissioning and disposal. Accordingly, it is aimed to carry out decommissioning, waste management and site rehabilitation activities at the end of our plants' economic life as per applicable legislation, permit requirements and environmental obligations.

WASTE MINIMIZATION AT SOURCE AND REUSE

We reduce equipment failures and material waste by using predictive and preventive maintenance strategies and SCADA-based monitoring systems in our operations. Thanks to the regional spare parts strategy we apply for our critical equipment (OEM warehouses), we minimize repair times and waste generation. Our preventive maintenance practices for extending the service life of equipment and materials are tangible reflections of our circular economy approach.

CIRCULAR PROCUREMENT AND MAINTENANCE

Our maintenance plans to extend the service of equipment allow us to increase opportunities for the reuse of spare parts. Within this scope, we continue our efforts for a Risk Scorecard framework to assess the environmental performance of our suppliers.

Double Materiality Analysis Results: Resource Use as a Material Topic

POSITIVE IMPACTS

#	Impact Definition	Value Chain (Location)	Geography	Scope	Scale	Irremediability	Probability
1	Limited water consumption due to the non-water-intensive nature of generation activities at our wind and solar power plants	Core Operations – Energy Production	Türkiye	National	Medium	—	—
2	Indirect reduction in natural resource consumption associated with fossil fuel use through renewable energy generation	Core Operations – Energy Production	Türkiye	National	High	—	—
3	Practices aimed at minimizing the environmental impacts of operations in line with our resource efficiency and sustainability approach	Core Operations – Energy Production	Türkiye	National	Medium	—	—

NEGATIVE IMPACTS

#	Impact Definition	Value Chain (Location)	Geography	Scope	Scale	Remediability	Probability
1	Resource efficiency needs arising from waste generation and recycling processes at the end of equipment's useful life	Core Operations – Energy Production	Türkiye	National	Medium	Remediable within a moderate period.	Medium
2	Continuous and indirect resource consumption in operational processes due to the use of spare parts, oils, chemicals and other consumables for maintenance, repair and operation activities at power plant sites	Core Operations – Energy Production	Türkiye	Spatial	Low	Remediable within a moderate period.	—
3	Indirect resource consumption and environmental impacts across the supply chain due to the high material and energy intensity of manufacturing wind turbines, solar panels and auxiliary equipment	Core Operations – Energy Production	Türkiye	Global	Medium	Remediable within a moderate period.	Medium

RISKS

#	Definition	Value Chain (Location)	Geography	Time	Severity	Probability
1	Additional operational costs and investment needs arising from waste management and recycling processes at the end of equipment's useful life	Core Operations – Energy Production	Türkiye	Middle	Medium	Medium

OPPORTUNITIES

#	Definition	Value Chain (Location)	Geography	Time	Severity	Probability
1	Limited operational water costs and lower cost pressures associated with resource use due to the non-water-intensive nature of our generation activities	Core Operations – Energy Production	Türkiye	Short	Low	High
2	Indirect reduction in resource costs associated with fossil fuel use and greater predictability of energy generation costs through renewable energy generation	Core Operations – Energy Production	Türkiye	Middle	High	High
3	Increased operational efficiency and long-term cost optimization through resource efficiency and sustainability practices	Core Operations – Energy Production	Türkiye	Medium	Medium	Medium

Double Materiality Analysis Results: Circular Economy as a Material Topic

POSITIVE IMPACTS

#	Impact Definition	Value Chain (Location)	Geography	Scope	Scale	Irremediability	Probability
1	Extending equipment lifespans through predictive and preventive maintenance practices, thereby reducing the need for new equipment production and helping to reduce natural resource consumption and waste generation	Core Operations – Energy Production	Türkiye	National	Medium	—	—
2	Increasing the amount of recyclable materials recovered through source segregation of recyclable waste generated at our sites	Core Operations – Energy Generation / Supply	Türkiye	National	Medium	—	—
3	Reducing natural resource consumption and waste generation by decreasing the need for new parts through spare parts reuse practices	Upstream Value Chain – Suppliers	Türkiye	National	Medium	—	—

NEGATIVE IMPACTS

#	Impact Definition	Value Chain (Location)	Geography	Scope	Scale	Remediability	Probability
1	Increased natural resource consumption and contribution to waste generation due to increased use of spare parts and materials resulting from equipment failures and wear during operations and maintenance activities	Core Operations – Energy Generation / Maintenance	Türkiye	National	Medium	Remediable within a moderate period.	—
2	Waste generation and increased pressure on natural resources resulting from the disposal of equipment used in wind and solar assets, such as turbine components, solar panels and inverters, at the end of their useful economic lives	Core Operations – Energy Production	Türkiye	National	Medium	Remediable within a moderate period.	High

RISKS

#	Definition	Value Chain (Location)	Geography	Time	Severity	Probability
1	Increased operational costs (OPEX) associated with spare parts use and material consumption due to equipment failures and wear during operations and maintenance activities	Core Operations – Energy Generation / Maintenance	Türkiye	Short	Medium	High
2	Additional costs arising from recycling or disposal processes for equipment waste generated at the end of the equipment's useful economic life	Core Operations – Energy Production	Türkiye	Long	Medium	Medium

OPPORTUNITIES

#	Definition	Value Chain (Location)	Geography	Time	Severity	Probability
1	Reduced long-term capital expenditure (CAPEX) through extended equipment lifespans and reduced equipment replacement needs enabled by predictive and preventive maintenance practices	Core Operations – Energy Production	Türkiye	Long	Medium	Medium
2	Generation of economic value from recycling processes and reduced disposal costs through the segregation of recyclable waste	Core Operations – Energy Production	Türkiye	Middle	Low	Medium
3	Reduced procurement costs through decreased demand for new parts enabled by spare parts reuse practices	Upstream Value Chain – Suppliers	Türkiye	Middle	Low	Medium

WASTESPRESSO UPCYCLING COLLABORATION

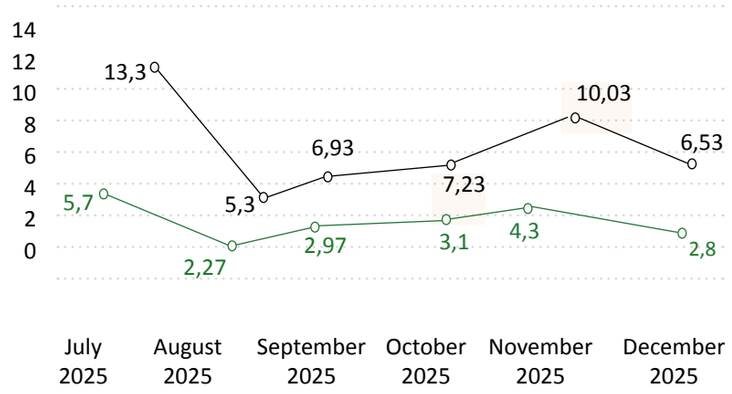
Galata Wind Enerji A.Ş. continues to work with an environmentally friendly and sustainable approach. Accordingly, it took a step toward reducing its carbon footprint with in-house waste collection and recycling practices by initiating a micro-waste management collaboration with Wastespresso in June 2025.

The filter coffee grounds collected in waste bins are picked up by Wastespresso every week, transported to Wastespresso's production facility in Istanbul, and transformed into upcycled products and raw materials. In this way, coffee grounds are converted into sustainable solutions, reducing the carbon footprint and contributing to the circular economy.
Galata Wind Enerji A.Ş. began collecting filter coffee grounds as of June 2025.

The carbon footprint reduction impacts of the filter coffee grounds for the July–December 2025 period are presented below.

Coffee Waste Amounts

21.14 kg of coffee waste in total was generated between July and December, and 49.32 kg of raw materials in total was produced from this coffee waste through upcycling.



RECYCLING AND MONITORING

We separate waste at source at our sites, and carry out recycling processes for recyclable fractions in cooperation with municipalities and authorized companies. We store hazardous waste safely in our temporary storage areas and deliver it to licensed organizations. We maintain regular records on waste management, and continuously ensure process performance and legislative compliance with periodic monitoring and audit activities.

Carbon Footprint Amounts

Galata Wind prevented a total of 24.57 kg CO2e of greenhouse gas (GHG) from being released into the atmosphere thanks to its micro-waste management practices between July and December 2025.

	July 2025	August 2025	September 2025	October 2025	November 2025	December 2025	TOTAL
Carbon footprint generated during the upcycling of coffee waste (kg CO2e)	0.22	0.09	0.12	0.12	0.17	0.11	**2.36**
Carbon footprint prevented from being released into the atmosphere with alternative raw material production (kg CO2e)	5.24	2.09	2.73	2.85	3.96	2.58	**19.45**
GHG emissions prevented with upcycling (kg CO2e)	1.38	0.55	0.72	0.75	1.04	0.68	**5.12**

Preventing **24.57 kg CO2e of gas (GHG)** from being released into the atmosphere is equivalent to the carbon footprint generated with the

Consumption

- Consumption of 10.33 L of gasoline
- Consumption of 9.39 L of diesel
- Consumption of 10.91 kg of coal
- Charging a mobile phone 4,098.28 times
- Consumption of 58.56 kWh of electricity

Reduction and Source

- Conversion of 104.84 m2 of land into forest
- Carbon sequestration provided by 0.43 seeds over the period until they mature into 10-year-old trees
- Recycling of the equivalent of 1.1 large household garbage bags of municipal waste
- Annual emissions reduction achieved by replacing 1.52 incandescent light bulbs with LED bulbs



GOVERNANCE, REPORTING AND AUDITING

We manage our resource utilization and circularity processes with Environmental Impact–Aspect Assessments at our sites within the framework of our ISO 14001 Environmental Management System. We monitor the data required for TSRS and ESRS disclosures under the coordination of our Sustainability Committee. All our sites have Zero Waste Certificates, and our waste management processes are implemented within a certified management system. We do not have any abnormal pollution incidents or emergency event records.

HAZARDOUS WASTE AND CHEMICAL MANAGEMENT

We carry out our waste management activities with a systematic approach within the framework of our ISO 14001 Environmental Management System and the waste hierarchy principles (prevention, reuse, recycling, recovery and disposal). Beyond fully complying with legal requirements, we aim to improve resource efficiency, support circular economy practices and optimize our operating costs. We implement Zero Waste practices at all locations, monitor all processes with documented management systems, and continuously improve them.

We address waste management not only in terms of reducing environmental impacts, but also as a strategic priority in the context of effective management of resource utilization in our value chain and reduction of our Scope 3 emissions. Accordingly, we act with the practices of preventing waste generation at source, reuse, recycling and recovery, and create opportunities for improvement by regularly monitoring and evaluating our performance in line with the reduction targets we set.

OUR WASTE MANAGEMENT SYSTEM

We operate in accordance with our approved three-year Waste Management Plans prepared for all power plant sites and with applicable legislation, and we serve all legal notifications and declarations through the Waste Declaration System. We send our hazardous waste (oil, filters, chemicals, etc.) only to licensed disposal and recycling companies. We separate waste at source, and carry out our processes for recyclable fractions in cooperation with municipalities and authorized organizations. We store hazardous waste safely in our temporary storage areas, and deliver it to licensed organizations after carrying out regular record-keeping and monitoring processes.

We evaluate our waste management performance by monitoring the quantities of hazardous and non-hazardous waste generated and their respective treatment and disposal. In 2025, a total of 19,190 kg of waste was generated; of this, 15,040 kg was hazardous and 4,150 kg was non-hazardous waste. Our recycling and recovery rate in 2025 was 0%.

We temporarily store our hazardous waste on-site under appropriate conditions and transfer it to authorized/licensed facilities in accordance with regulations; we monitor waste movements through Ministry declarations and waste transport records.

We present the key findings of double importance analysis on Hazardous Waste and Chemical Management to our stakeholders in the tables below for their evaluation.

Double Materiality Analysis Results: Hazardous Waste and Chemical Management as a Material Topic

POSITIVE IMPACTS

#	Impact Definition	Value Chain (Location)		Scope	Scale	Irremediability	Probability
1	Control of environmental pollution impacts through the transfer of hazardous waste to licensed disposal and recovery facilities	Core Operations – Power Generation / Maintenance	Türkiye	National		—	—
2	Systematic monitoring of environmental impacts through waste management practices implemented under ISO 14001	Core Operations – Power Generation / Maintenance	Türkiye	Regional		—	—

NEGATIVE IMPACTS

#	Impact Definition	Value Chain (Location)	Geography	Scope	Scale	Remediability	
1	Potential environmental impacts arising from leaks or spills while hazardous waste is temporarily stored in designated storage areas	Core Operations – Power Generation / Maintenance	Türkiye	Spatial	Medium	Remediable within a moderate period	Medium
2	Environmental impacts associated with logistics activities during the transportation of hazardous waste to licensed facilities	Upstream Value Chain – Logistics	Türkiye	Regional	High	Remediable within a moderate period	—

RISKS

#	Definition	Value Chain (Location)	Geography	Time	Severity	Probability
1	Operational costs associated with the temporary storage, transportation and disposal of hazardous waste	Core Operations – Energy Production / Maintenance / Logistics	Türkiye	Short	Medium	Medium
2	Increased total waste volumes due to capacity expansion, resulting in higher disposal costs	Core Operations – Energy Production / Maintenance	Türkiye	Medium	Medium	High
3	Fines and additional financial burdens arising from environmental regulatory violations due to improper hazardous waste management	Core Operations – Energy Production	Türkiye	Short	High	Low

OPPORTUNITIES

#	Definition	Value Chain (Location)	Geography	Time	Severity	Probability
1	Reduced maintenance and material costs through extended equipment lifespans and reduced hazardous waste generation enabled by preventive maintenance practices	Core Operations – Energy Production / Maintenance	Türkiye	Medium	Medium	Medium
2	Conversion of waste into economic value and cost optimization through increased recycling rates	Core Operations – Energy Production	Türkiye	Medium	Medium	Medium
3	Increased operational efficiency and long-term cost control through waste management processes implemented under ISO 14001	Core Operations – Energy Production	Türkiye	Long	Medium	Medium

OUR WASTE PERFORMANCE

WASTE MANAGEMENT METRICS

Waste Management Metrics	Unit	2023	2024	2025
Total amount of waste	**kg**	**32,831**	**19,715**	**19,190**
Amount of hazardous waste	kg	14,926	8,842	15,040
Amount of non-hazardous waste	kg	17,905	10,873	4,150
Waste recycling rate	%	0	0	0

OUR WASTE MANAGEMENT TARGETS

Target	Metrics	Unit	Base Year (2022)	2025	2026 Target	2027 Target
Reduction of Total Amount of Waste	**Waste Reduction Percentage**	**kg**	**17,690**	**19,190**	**16%**	**20%**

In 2025, our total waste generated was 19,190 kg, and a limited increase compared to 2022 as the base year (17,690 kg) was observed due to our capacity expansion. However, there is a significant downward trend in our total waste compared to 2023. We will monitor our waste reduction targets of 16% for 2026 and 20% for 2027 in line with the table above.

GOVERNANCE, REPORTING AND AUDITING

We manage our waste management processes with Environmental Impact–Aspect Assessments at our sites pursuant to the ISO 14001 standard. We monitor the data required for TSRS and ESRS disclosures under the coordination of our Sustainability Committee. Our Zero Waste practices are certified at location level, and we do not have any abnormal pollution incident or emergency event records.

WASTE TYPES, MANAGEMENT METHODS AND STRATEGIC CONTRIBUTION

Waste Type	Our Management Method	Practices in 2025	Strategic Contribution
Hazardous Waste (oil, filters, chemicals, etc.)	Temporary waste storage → Transfer to licensed disposal/recycling companies	Management in compliance with relevant legislation; annual declarations submitted via the Ministry of Environment Waste Declaration System	Reduction of environmental risks, legal compliance and reputation management
Equipment/Spare Parts (blades, gearboxes, generators, etc.)	Reuse and regional OEM warehouse strategy	Critical parts stored in regional warehouses; extension of service life and reduction of failure-related waste	Circularity, operational efficiency and cost reduction
Domestic Wastewater	Collection by vacuum trucks → Licensed disposal	Managed at all sites within the scope of the EIA; no non-compliances	Environmental compliance and protection of public health
Electronic and Other Waste	Disposed of through licensed recycling companies	Regularly declared via the Environmental Information System	Resource recovery, contribution to the circular economy

BIODIVERSITY AND ECOSYSTEMS

We act with the understanding that our renewable energy investments should contribute not only to combating climate change but also to protecting ecosystems and enhancing biodiversity. All of our sites operate under valid Environmental Impact Assessment (EIA) approvals. Within the framework of our ISO 14001 Environmental Management System, we conduct regular environmental impact and aspect analyses. We measure risks, mitigate impacts, and strengthen site-based solutions to enable renewable energy generation that is in harmony with nature.

OUR BIODIVERSITY POLICY AND MANAGEMENT APPROACH

Scientific data
We use the results of flora-fauna, habitat, bird and bat monitoring in our risk assessments.

International alignment
We base our approach on international financing standards such as IFC PS6, EBRD PR6 and the Equator Principles IV (EP IV), together with the principle No Net Loss (NNL) for natural habitats and the Net Gain (NG) for critical habitats; we also take into account BirdLife's good-practice guidance on wind energy and bird interactions alongside our project requirements.

Life-cycle approach
We address biodiversity impacts collectively across the development, construction, operation and monitoring phases.

Continuous improvement
We update our operational measures through an adaptive management approach based on monitoring results.

As Galata Wind, our purpose is to contribute to the conservation of biological diversity and the long-term resilience of ecosystems by carrying out renewable energy generation in harmony with nature. In order to minimize the impacts of our operations on natural life, we assess biodiversity risks throughout the project life cycle, carry out regular flora-fauna and habitat monitoring studies, perform science-based risk analyses, and implement preventive and mitigation action plans for identified impacts. We incorporate site data, regulatory requirements and international good practices into our decision-making processes.

In our management approach, our priority is to base our actions on the mitigation hierarchy: preventing adverse impacts before they occur, minimizing them where prevention is not possible, supporting the protection of ecosystems, restoring degraded ecological functions, evaluating additional offset measures where necessary, and improving our performance through a continuous improvement approach. In line with this approach, we aim to support the energy transition with a nature-positive vision for the future by acting in compliance with national legislation as well as international good practices and the environmental standards of financial institutions.

As Galata Wind, we create a net-positive impact through the site practices that support biodiversity in our current operations. Our goal is to standardize this approach through measurable methodologies and to achieve a net-positive biodiversity impact across all our operations — including all new projects to be commissioned in and after 2040.

We prepared our **Biodiversity Policy,** published in 2023, taking into account the Kunming-Montreal Global Biodiversity Framework and the EU Biodiversity Strategy for 2030. Our policy makes biodiversity impact assessment mandatory for all new projects, and as of 2025 we prepare a Biodiversity Action Plan for every project we develop. Under our commitment to no-deforestation, we develop our projects outside highly sensitive ecosystems.

Since 2023, at our power plants located near bird migration routes, we have been carrying out bird observation and ornithology activities at regular intervals in accordance with the International Finance Corporation (IFC) Environmental and Social Performance Standards, and reporting the results to the relevant authorities. We have expanded the biodiversity monitoring studies we conduct together with the Ministry; in 2024 we transferred our bird observation reporting to a digital monitoring infrastructure within the framework of the IFC Performance Standards. As of 2025, our obligation to prepare a Biodiversity Action Plan has become actively applicable to all new projects we develop.

We aim to achieve a Net Positive biodiversity impact for all new renewable energy projects to be commissioned in and after 2040. We will track this target through project-based Biodiversity Management Plans, prepared in line with baseline studies, the mitigation hierarchy, the principle No Net Loss for natural habitats, and the Net Gain for areas where critical biodiversity values are affected.



Double Materiality Analysis Results: Biodiversity and Ecosystems as a Material Topic

P.I.

#	Impact Definition	Value Chain (Location)	Geography	Scope	Scale	Irremediability	Probability
1	Indirect reduction of ecosystem pressures associated with climate change through the reduction of fossil fuel-based energy generation as part of renewable energy production.	Core Operations – Energy Production	Türkiye	National	Middle	—	—

NEGATIVE IMPACTS

#	Impact Definition	Value Chain (Location)	Geography	Scope	Scale	Remediability	Probability
1	Physical changes to the natural ground structure and land cover due to site preparation and infrastructure works carried out as part of the construction of wind and solar power plants.	Core Operations – Construction and Assembly	Türkiye	Spatial	High	Repairable in the long term	—
2	Adverse habitat impacts on bird and bat species due to the moving rotor structures of wind turbines.	Temel Operasyonlar – Enerji Üretimi	Türkiye	Bölgesel	Orta	Repairable in the long term	—

RISKS

#	Definition	Value Chain (Location)	Geography	Time	Severity	Probability
1	Additional operational expenditure (OPEX) arising from ornithologist/expert services and field studies conducted as part of monitoring flora and fauna interactions.	Core Operations – Construction and Assembly / Energy Production	Türkiye	Short	Low	High
2	Additional capital expenditure (CAPEX) and operational expenditure (OPEX) arising from nesting and conservation measures for bird and bat species.	Core Operations – Construction and Assembly / Energy Production	Türkiye	Short	Low	High

OPPORTUNITIES

#	Definition	Value Chain (Location)	Geography	Time	Severity	Probability
1	Strengthening ecosystem resilience through practices targeting bird and bat species, thereby enhancing social acceptance among local communities and supporting project development processes.	Core Operations – Project Development	Türkiye	Medium	Low	Middle
2	Increased investor confidence and improved access to financing through alignment with international sustainability criteria via biodiversity practices.	Core Operations – Finance	International	Medium	High	High
3	Reduced risks of project cancellation or delays and increased predictability of development processes through a site selection approach that avoids sensitive ecosystems.	Temel Operasyonlar – Proje Geliştirme	Türkiye	Orta	Orta	Orta

OUR BIODIVERSITY TARGETS

We link our targets to measurable practices
We track our biodiversity performance not only through policy commitments, but also through project-based risk analysis, monitoring scope, site practices and our long-term nature-positive approach.

OUR BIODIVERSITY TARGETS

1. Protecting and enhancing biodiversity in the regions where we operate.
2. Zero Environmental Incidents.
3. Biodiversity risk analysis and action plan for new projects.
4. 100% coverage of environmental impact assessment and continuous monitoring.
5. Net positive biodiversity impact across all new renewable energy projects commissioned from 2040 onwards.
6. Rolling out our Biodiversity and Inclusiveness project (Bird and Bat Monitoring Project) at our Mersin Wind Power Plant site in 2026.
7. Implementing an observer-supported Shutdown on Demand (SDoD)* application in 2026 for priority species, to reduce bird collision risk during migration periods.

**SDoD source: (APA 7) Smallie, J., Froneman, A., Smith, D. L., & Mulvaney, J. M. (2025). Shutdown on demand for the mitigation of bird collision risk at onshore wind farms in South Africa. BirdLife South Africa. https://www.birdlife.org.za/wp-content/uploads/2025/06/SDOD-Handbook-BirdLIfe-SA-June-2025.pdf*



GALATA WIND BIODIVERSITY MANAGEMENT PLAN (BMP)

WE MANAGE RISKS ACCORDING TO SITE CONDITIONS

Our Biodiversity Management Plan (BMP) is a living management tool that translates EIA obligations into operational controls and monitoring protocols. The plan is updated in line with current site data, new observations and project changes.

Target / Commitment	Scope	2025 Status	Next Step
100% coverage of environmental impact assessment and continuous monitoring	All operations	Regular EIA/ environmental aspect analysis and site monitoring	Standardizing KPI definitions
Biodiversity risk analysis and action plan for new projects	All new projects	Active implementation as of 2025	Strengthening integration into project decision gates
Zero environmental incidents	All operations	Ongoing target	Sustaining preventive controls and site training
Expansion of the bird and bat monitoring project	Mersin WPP	Planned for 2026	Completing the baseline study and monitoring plan
Net-positive biodiversity impact from new renewable energy projects	Projects to be commissioned in and after 2040	Long-term target	Defining measurement methodology and project-based thresholds

1. Purpose of the BMP:

It functions as a “living document” designed to translate Environmental Impact Assessment (EIA) obligations into operational mitigation measures, management controls and monitoring protocols.

2. Legislation and International Standards:

The plan is aligned with Turkish national environmental legislation (e.g., Environmental Law No. 2872, the National Parks Law) as well as with international lender standards:

- IFC Performance Standard 6 (PS6) and Guidance Notes (2012/2019).
- EBRD Environmental and Social Requirement 6 (PR6) (2024).
- Equator Principles (EP) IV.

Within the international frameworks we apply, our core objective is to achieve No Net Loss (NNL) in natural habitats and Net Gain (NG) in areas where critical biodiversity values are affected.

3. Biodiversity Baseline and Key Risks Habitats:

Galata Wind’s operating wind and solar power plant project sites are located in areas where total areal habitat loss is local and limited.

Critical Habitat Context: Galata Wind’s operating wind and solar power plant project sites do not directly trigger critical habitats. However, Key Biodiversity Areas that trigger critical habitat criteria and host threatened species are located in the surrounding vicinity.

Species of Concern: These include a range of bird, bat, turtle and plant species included in the International Union for Conservation of Nature (IUCN) Red List and the Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES), as well as in local lists of Flora Species of Conservation Priority for WPP sites.

4. Operational Mitigation Strategy:

The BMP outlines specific measures to address key operational risks using the mitigation hierarchy (Avoidance, Minimization, Restoration):

KEY RISKS AND MITIGATION APPROACH

Impact / Risk	Main Management Approach
Habitat loss and degradation	Preventing unnecessary expansion of the existing project footprint; restricting vehicle movements to defined routes; applying restoration measures in affected areas.
Forest fire risk	Controlled disposal of waste and cigarette butts; vegetation management in critical areas; prohibition of open-fire use for cleaning purposes and site awareness.
Bird interactions	Monitoring during migration and breeding periods; appropriate visibility measures on the transmission line; an observer-supported Shutdown on Demand (SDoD) protocol for target species under high-risk migration conditions, to be implemented in 2026.
Bat interactions	Acoustic monitoring and seasonal activity data; implementation of measures such as blade-angle adjustment / smart curtailment under suitable site and turbine conditions.
Invasive species	Vehicle and equipment hygiene; site inspections; monitoring of new species records and rapid response when required.
Light and noise	Downward/inward-directed low-lux lighting, automatic triggering, and preference for low-noise equipment.

5. Governance and Monitoring

5.1. Biodiversity Governance, Risks and Opportunities

Biodiversity is a key component both of environmental impact management and of permitting processes, financing conditions, operational continuity and local stakeholder relations for renewable energy projects.

WE ADDRESS NATURE PERFORMANCE TOGETHER WITH BUSINESS RESILIENCE

We are aware that our renewable energy investments may have direct and indirect impacts on ecosystems. For this reason, we regularly monitor flora and fauna interactions during the construction and operation periods. We consider the protection of

biodiversity critical not only from an ecological perspective but also from a financial materiality standpoint. By strengthening local community support and social impact, we reduce our investment risks. Through our alignment with international standards, we enhance our access to sustainable financing.

Area	Risk / Opportunity	Management Focus
Habitat and species interactions	Risk of habitat degradation or interaction with sensitive species during project development and operation.	Early risk screening, EIA/BMP, site-based monitoring and the mitigation hierarchy.
Bird and bat collisions	Operational and reputational risk, particularly at wind power plants.	Seasonal monitoring, acoustic/visual data; an observer-supported SDoD protocol for birds to be implemented in 2026; curtailment measures for bats under suitable conditions.
Permitting and social license	Impact of environmental performance on permitting processes and local acceptance.	Transparent reporting, feedback mechanisms and coordination with local authorities.
Sustainable financing	Can create opportunities in terms of strong nature management and lender/investor expectations.	Alignment with international standards and measurable performance indicators.
Data and technology	Digital monitoring can enable earlier intervention and better decision quality.	Data infrastructure, monitoring protocols and building the capacity of site teams.
Academic partnerships	Opportunity to generate expertise and long-term site data.	Ongoing programs with universities, expert biologists and public institutions.

OUR 2026 PRIORITIES

Mersin WPP
Commissioning the bird and bat monitoring project with a site-adapted baseline and monitoring plan.

KPI standardization
Harmonizing the scope, method, period and responsibilities of biodiversity indicators.

Digital monitoring
Enhancing bird observation data with more systematic site analytics; building the recording and decision infrastructure for the SDoD system to be launched

Outcome-oriented reporting
Making species/habitat outcomes and the effectiveness of mitigation measures visible, alongside activity counts.

5.2. Monitoring Requirements and Protocols

For new projects, a post-construction monitoring program is envisaged to be maintained for at least three years; results are compiled in periodic progress reports, and the BMP is reviewed annually in light of new operational data.

Habitat and flora
Regular site surveys for vegetation health and invasive species.

Birds and bats
Observation and acoustic sampling during migration/breeding periods; winter observations of wintering waterbirds at the Uluabat Lake Important Bird Area (IBA) and monitoring of the site–IBA interaction.

Post-construction fatality monitoring (PCFM)
PCFM at turbine bases and along transmission line routes; identification of sections at risk of collision/electrocution and development of appropriate mitigation measures.

Management response
Updating curtailment parameters, visibility measures or monitoring intensity in the event of unexpected findings.

SHUTDOWN ON DEMAND (SDOD) FOR 2026

In 2026, an observer-supported Shutdown on Demand (SDoD) protocol will be implemented for soaring bird species that migrate in dense flocks, such as the Great White Pelican (Pelecanus onocrotalus), White Stork (Ciconia ciconia) and Lesser Spotted Eagle (Clanga pomarina). The protocol will be based on the good-practice approach set out in BirdLife South Africa's 2025 SDoD guide, taking into account IFC PS6 and EBRD PR6 principles. Where a risky approach is detected, the operations team will be notified and the relevant turbines will be shut down until the passage is complete. This is intended to reduce collision risk during migration periods and support the safe passage of birds (Smallie et al., 2025).

5.3. Roles and Responsibilities

The sustainability of our biodiversity performance depends on clear responsibilities, regular monitoring, expert input and reporting discipline.



Project E&S Compliance Management
Tracks KPIs, evaluates non-conformities and coordinates the implementation of necessary corrective actions.

Corporate biodiversity responsibility
Manages BMP implementation; updates the adaptive management approach in line with new site data.

External experts and academics
Provide scientific expertise for site monitoring, species identification, ornithology and bat studies.

Site teams and contractors
Implement designated environmental controls; contribute to the timely recording of observations and incidents.

6. Reporting and Training

Within the scope of the process, monitoring results are consolidated in periodic progress reports, while the Critical Habitat Assessment and Biodiversity Management Plan (BMP) is updated annually as new operational data emerges. Biodiversity awareness and field protocol training are mandatory and ongoing for all personnel and subcontractors. Management reporting aims to prioritize output and outcome-oriented indicators such as land use, species observation, monitoring frequency, and risk mitigation results, rather than just the number of activities.

RISKS AND OPPORTUNITIES

We are aware that our renewable energy investments can have direct and indirect impacts on ecosystems. Therefore, we regularly monitor flora and fauna interactions during the construction and operation phases. We consider biodiversity conservation to be critical not only from an ecological perspective but also from a financial standpoint. By strengthening local community support and social impact, we reduce our investment risks. Our compliance with international standards increases our opportunities for sustainable financing.

TAŞPINAR WPP–SPP BIRD AND BAT NEST BOX PROGRAM

We attach importance to conducting our renewable energy investments in harmony with the ecosystems in which they are located, and we carry out dedicated projects at our sites in line with our biodiversity policy. In this context, we are implementing and regularly monitoring our "Taşpınar WPP/SPP Hybrid Power Plant Support for Wildlife , Biodiversity Conservation and Environmental Sustainability Project," launched in autumn 2023 as a program planned to run for three years, at our Taşpınar Wind and Solar Hybrid Power Plant site.

Program Scope: We installed 50 bird boxes and 30 bat boxes in the area extending from the power plant site toward the Çınarcık Dam. The boxes were manufactured at the Gemlik Open Prison Carpentry Workshop, thereby also providing social support to the individuals held there. The program's core objectives include protecting existing biodiversity, supporting bird and bat populations, maintaining ecosystem balance, and enabling natural pest control by supporting birds and bats that feed on insects that damage trees. Our monitoring activities continued throughout 2025, carried out by academics, biologists and our site teams under the coordination of ornithologist Prof. Dr. Ali Erdoğan and bat specialist Assoc. Prof. Dr. Tarkan Yorulmaz. We conducted periodic observations covering the spring, summer, autumn and winter seasons.

KEY BIODIVERSITY AREA

In line with the fact that all our sites have undergone EIA processes and that these assessments incorporate biodiversity considerations, as of 2025, 5 operational sites / 5,362.27 ha of area are covered by biodiversity impact assessments. Of these, 3 sites / 5,315 ha of area are considered exposed in terms of biodiversity (located within Key Biodiversity Areas (KBAs) or areas subject to significant biodiversity impacts, or within 0–2 km of such areas). The 3 sites / 5,315 ha of area within the same exposure group are managed under our Biodiversity Management Plan.

BIODIVERSITY FIELD APPLICATIONS – LOCATION, STATUS AND MONITORING

Practice	Location	2025 Status	Monitoring Mechanism
Bird boxes	Taşpınar WPP	Periodic academic monitoring throughout the year	Academic monitoring (ornithologist Prof. Dr. Ali Erdoğan, Eylül Kızılboğa and Koray Irmak)
Bat boxes	Taşpınar WPP	Periodic academic monitoring throughout the year	Academic monitoring (bat specialist Assoc. Prof. Dr. Tarkan Yorulmaz, Eylül Kızılboğa and Koray Irmak)
EIA and ISO 14001	All power plants	Regular implementation	Environmental aspect analysis and audits
No-Deforestation Commitment	All new projects	Commitment maintained	Within the framework of the **Biodiversity Policy**
Grievance register	All power plant villages	Periodic academic monitoring throughout the year	Academic monitoring (ornithologist Prof. Dr. Ali Erdoğan, Eylül Kızılboğa and Koray Irmak)

OUR KEY 2025 SITE FINDINGS

12 Young birds — 2 active nests recorded

4 Parent birds — Blue Tit / Great Tit

4 Active bat boxes — Out of 30 nest boxes

6 Common pipistrelle — Pipistrellus pipistrellus

Bird Boxes: We observed that 2 of the 50 bird boxes were actively used, and detected nesting material in 6 bird boxes. We recorded 7 young birds and 2 parents of the Blue Tit (Cyanistes caeruleus), a species from the Paridae family, and 5 young birds and 2 parents of the Great Tit (Parus major). In total, we recorded 4 parents, 12 young birds and 1 egg.

Bat Boxes: Out of the 30 bat boxes, 4 were actively used in 2025. We observed a total of 4 different bat species roosting in the bat boxes:

- Kuhl's pipistrelle (Pipistrellus kuhlii)
- Common pipistrelle (Pipistrellus pipistrellus)
- Nathusius' pipistrelle (Pipistrellus nathusii)
- Common noctule (Nyctalus noctula)
- We identified a total of 6 individuals of the Common pipistrelle species.



2025 FINDINGS

Category	2025 Finding	Notable Record
Bird nests	2 of 50 nest boxes active; nesting material detected in 6 boxes.	Blue Tit: 7 young birds + 2 parents; Great Tit: 5 young birds + 2 parents. Total of 12 young birds, 4 parents and 1 egg.
Bat boxes	4 of 30 boxes used as active boxes.	4 species identified — Kuhl's Pipistrelle, Common Pipistrelle, Nathusius' Pipistrelle and Common Noctule; 6 individuals of Common Pipistrelle.
Employee participation	Support for installation and monitoring processes.	400 volunteer hours in 2025.

Employee Participation: Our employees supported the installation and monitoring of the bird and bat boxes with a total of 400 volunteer hours in 2025.

Our Scale-Up Plan: We will continue to track and report on the boxes in 2026, and will increase the number of boxes as the project progresses. We have begun extending the program that we have run at the Taşpınar WPP/SPP Hybrid Power Plant since 2023 to our other power plants, and have decided to prioritize Mersin WPP for implementation.

ŞAH WPP AND KARACABEY WILDLIFE CONSERVATION ACTIVITIES

We do not limit our biodiversity management to facility boundaries; we aim to support ecosystem resilience through wildlife conservation, rehabilitation, afforestation and local stakeholder mechanisms.

A portion of our Şah WPP is located within the Bursa-Karacabey Ovakorusu Wildlife Conservation Area. For this reason, we act with great care during our routine activities and carry out our operations without harming the wild boar, deer, fox and bear populations present in the region.

We cover the expenses of 5 staff working at the Ovakorusu Bear Shelter and Rehabilitation Center — a facility located in the region that has no equivalent elsewhere in Turkey. Set up on an area of approximately 100 decares, the shelter provides a safe living environment, close to natural habitat conditions, for 81 bears and other wild animals. In addition to the surgical interventions required for the sterilization and treatment of the bears, the shelter also carries out activities to improve their quality of life. We provide vehicles, personnel and various equipment to the Bursa National Parks Wildlife Conservation Directorate; during the winter period we carry out feeding activities by placing bird feeders for wild birds and leaving feed at suitable points for roe deer. Under our protocol with the Ministry, we also supported the production of a documentary on wildlife conservation activities.

As part of our environmental activities, we have participated in tree-planting campaigns in various districts of Balıkesir Province, planting approximately 3,000 trees to date.

PAW FRIENDS PROTECTION PROGRAM

Through our “Paw Friends Protection Program,” carried out at our Taşpınar WPP, Bandırma Şah WPP and Erzurum SPP power plants, we support the continued survival of wildlife in their natural ecosystems and contribute to the protection of biodiversity and animal rights. In 2025, we supported activities under the program with a total of 900 volunteer hours across the three power plants.

OUR CONSERVATION APPROACH EXTENDS BEYOND THE SITE BOUNDARY

OUR GRIEVANCE REGISTER MECHANISM

Recognizing the impact of local feedback on business resilience, we maintain a “Grievance Register” mechanism at the village headman’s offices near our power plants, in order to track community feedback on environmental or other social matters. These registers undergo periodic independent audits, and no grievance were recorded during the 2025 reporting period.

Institutional support
Provision of vehicles, personnel and various equipment support to the Bursa National Parks Wildlife Conservation Directorate.

Seasonal support
Coordinated support activities with relevant institutions for wild birds and roe deer during the winter period.

Afforestation
Approximately 3,000 trees planted to date under campaigns across different districts of Balıkesir.

Awareness
Communication and documentation support that increases the visibility of activities related to wildlife conservation.



RESPONSIBLE VALUE CHAIN AND SHARED SOCIAL IMPACT

OUR SUSTAINABLE SUPPLY CHAIN MANAGEMENT

We view our supply chain not only from a cost and operational continuity perspective, but also as a strategic area where sustainability risks are managed. In this context, we prepared the Supply Chain Management Procedure in 2024 and implemented it in 2025. With this procedure, the ScoE has been made mandatory for our suppliers, and the Self-Assessment Questionnaire (SAQ) has been made compulsory for our critical and high-risk suppliers.

The Supplier Code of Ethics (ScoE) encompasses expectations regarding ethical business conduct, combating bribery and corruption, fair competition, non-discrimination, freedom of association and collective bargaining, occupational health and safety, environmental compliance, energy and emissions management, pollution prevention, waste management, resource efficiency, and biodiversity.

As part of our risk management efforts, in 2025 we developed a digital Sustainable Supply Chain Management Mechanism and transitioned to a supply chain sustainability monitoring and supplier ESG scoring system. In this context, we began managing our supplier processes through the T4earth platform, a digital platform. Supplier screening takes into account geographical location, sector-specific risks, product/service criticality, annual transaction volume, and ESG risk indicators. These criteria are used to determine supplier risk profiles and the level of assessment required through the T4earth process.

We assess economic, environmental, safety, and reputational risks through the ESG Risk Scoring Tool integrated into the T4earth platform. The supplier ESG score is a key factor in decision-making regarding supplier selection, the continuation of business relationships with suppliers, and the design of risk management processes for these suppliers. We classify suppliers that meet our sustainability criteria at a specified score threshold as “approved suppliers.”

Through the T4earth platform, we have established a mechanism under which two different questionnaires are assigned to our suppliers annually:

- Sustainable Supplier Assessment Questionnaire — designed to assess the ESG performance and sustainability risk levels of our suppliers. It is sent to critical suppliers and suppliers identified by the Procurement Department as requiring further assessment..
- General Supplier Selection and Assessment Questionnaire — structured to standardize supplier selection and assessment processes. It is sent to suppliers with relatively lower procurement volumes and those from which purchases are made less frequently during the year.

Based on the completed questionnaires, supplier assessment scores are calculated, and risk levels are determined on a 100-point scale as follows: 0–40: Low Risk, 40–70: Medium Risk, and 70–100: High Risk.

As part of the same Management Mechanism, we have also established an Audit System. Monitoring supplier performance and risks helps us assess business continuity and resilience, understand our current risk exposure, and make informed decisions on how to manage the identified risks.

Supplier ESG performance is integrated into supplier selection, retention, and risk management decisions via the T4earth platform. Suppliers meeting the defined sustainability score threshold are classified as approved suppliers; their ESG performance is considered in purchasing decisions. Our purchasing staff receive training on Supplier Code expectations, ESG scoring, and supplier risk assessment. Assessment results are monitored and used to identify suppliers requiring follow-up. Suppliers receive ESG feedback, corrective action guidance, and capacity-building support based on the assessment results. On-site assessments are conducted by Galata Wind’s purchasing and sustainability teams when necessary.

In 2025, Galata Wind worked with 493 unique suppliers, of which 22 were classified as critical and 11 as potentially critical suppliers. All unique suppliers were assessed through desktop and/or on-site evaluations; 493 suppliers were assessed using the “General Supplier Selection and Evaluation Questionnaire,” while 33* critical suppliers were assessed using the “Sustainable Supplier Evaluation Questionnaire.”

A total of 50 critical and non-critical suppliers received development support through training sessions, webinars, in-person awareness training and meetings.

Of the significant suppliers assessed in 2025, no supplier was identified as having substantial actual or potential negative environmental, social or governance impacts. (Number with substantial impacts = 0; Corrective action plan = 0; Terminated = 0)

**Of the 33 critical suppliers, 11 are also classified as potential critical suppliers.*

Furthermore, we have made the emissions calculation module of our digital sustainability platform, where we manage our sustainability governance system and monitor our suppliers’ ESG performance, accessible to our suppliers. This allows them to calculate their greenhouse gas emissions free of charge, while also providing training and consultancy support on emissions management to help improve their performance. Below, we share the results and goals of our work within the scope of our sustainable supply chain practices with our stakeholders.

The Supplier Code of Ethics prohibits discrimination, harassment, intimidation and other forms of inappropriate workplace conduct.

The Supplier Code of Ethics requires suppliers to prevent bribery and corruption and to identify, disclose and appropriately manage actual or potential conflicts of interest.

Oversight of Galata Wind’s Sustainable Supply Chain Management System is carried out by the Sustainability Committee, while operational implementation is coordinated by the Procurement and Sustainability functions. Supplier ESG performance, significant supplier risks and material findings are reported periodically to the Sustainability Committee.

Galata Wind periodically reviews procurement practices, including commercial terms, delivery expectations and supplier-selection criteria, to identify and prevent potential conflicts with the environmental, social and ethical requirements defined in the Supplier Code of Ethics.

Galata Wind considers extending its human rights expectations throughout the supply chain as part of its responsible value chain approach. The Supplier Code of Ethics covers expectations related to ethical business conduct, anti-bribery and anti-corruption, fair competition, non-discrimination, freedom of association and collective bargaining, occupational health and safety, environmental compliance, energy and emissions management, pollution prevention, waste management, resource efficiency, and biodiversity.

In 2025, supplier ESG performance was monitored through an assessment and risk monitoring mechanism implemented via the T4earth platform. ESG performance is taken into consideration in supplier selection, continuity, and risk management decisions, while critical and potentially critical suppliers are subject to more detailed assessment through the Sustainable Supplier Assessment Questionnaire. Galata Wind considers this mechanism an integral part of its supply chain sustainability approach. Notifications, findings, or areas for improvement identified in relation to human rights, ethical business conduct, or supplier sustainability are evaluated by the relevant process owners, and preventive or corrective actions are defined where necessary.

Where findings are identified in relation to suppliers, the relevant supplier is contacted, and improvement expectations are communicated. Issues deemed critical are incorporated into supplier monitoring, audits, and procurement decision-making processes. Notifications received from employees, contractors, or other stakeholders are handled in accordance with the principles of confidentiality and non-retaliation.

NUMBER OF PARTICIPANTS IN THE SUSTAINABILITY ASSESSMENT SURVEY

Category	Unit	2024	2025
Number of Suppliers Sent the Survey	Number	26	33
Number of Suppliers Responding to the Survey	Number	19	9
Survey Response Rate	%	73.1	27.3

Note: As the survey response process was ongoing during the reporting period, the assessment was based on suppliers that had responded to the survey as of the reporting date. The differences between 2024 and 2025 are attributable to the ongoing survey process for 2025.

SUSTAINABLE SUPPLIER ASSESSMENT SURVEY SCORE RESULTS

Category	Unit	2024	2025
Overall Performance Score	%	57.8	53.9
Environmental Score	%	48.0	43.2
Social Score	%	58.9	55.3
Governance Score	%	64.0	60.3

NUMBER OF PARTICIPANTS IN THE GENERAL SUPPLIER ASSESSMENT SURVEY

Category	Unit	2024	2025
Number of Suppliers Sent the Survey	Number	342	493
Number of Suppliers Responding to the Survey	Number	6	6
Survey Response Rate	%	1.8	1.21

Note: As the survey response process was ongoing during the reporting period, the assessment was based on suppliers that had responded to the survey as of the reporting date. The differences between 2024 and 2025 are attributable to the ongoing survey process for 2025.

GENERAL SUPPLIER ASSESSMENT SURVEY SCORE RESULTS

Category	Unit	2024	2025
Overall Performance Score	%	75.7	79.0
Environmental Score	%	68.2	69.7
Social Score	%	84.9	87.9

OUR DIGITAL SUSTAINABLE SUPPLY CHAIN MANAGEMENT MECHANISM: T4EARTH PLATFORM

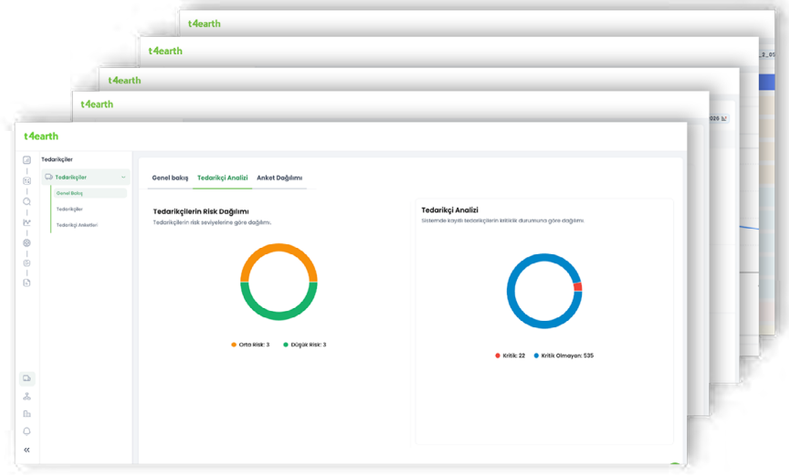
To evaluate our suppliers' performance in 2024, we sent surveys to 26 suppliers via our digital platform. We received responses from 19 suppliers to the Sustainable Supplier Evaluation Survey. Based on these responses, we found that the average overall evaluation score of our suppliers was 57.8%. Regarding the 2025 evaluations, we sent surveys to 33 suppliers and received 9 responses, showing an average overall evaluation score of 53.9%. Since the survey processes for the 2025 evaluations are still ongoing as of the report's publication date, we will share the updated results with our stakeholders in our next report.



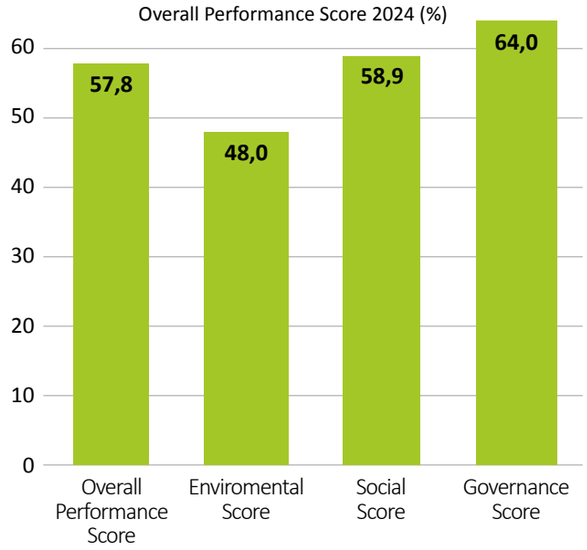
Overall Performance Score 2024 (%)

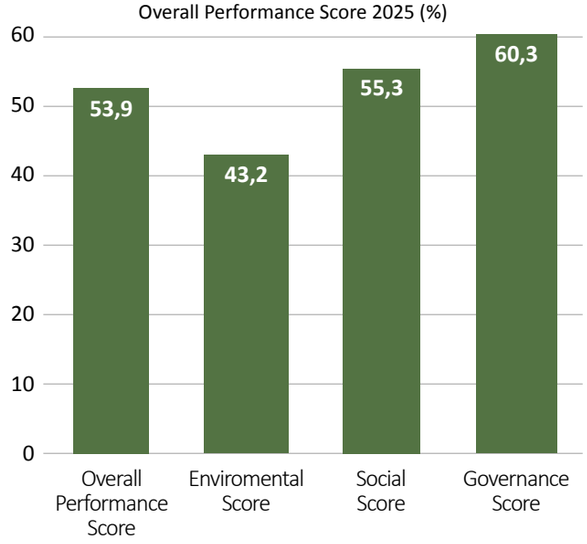


Overall Performance Score 2025 (%)



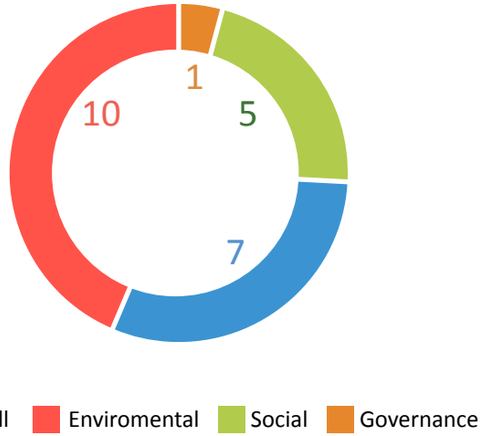
In addition, in the survey we sent out in the form of headings, we also evaluated the average performance of our suppliers' breakdowns as follows:



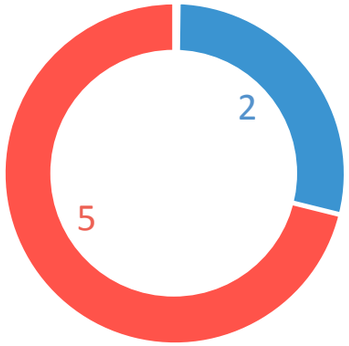


Within this scope, we are sharing the current risk status of our suppliers based on the risk thresholds we have determined using an overall score in the graph below.

2024 High-Risk Critical Supplier Distribution







2025 High-Risk Critical Supplier Distribution

OUR VALUE CHAIN TARGETS

1. To implement the **Procurement Policy** and the Sustainable Supplier Monitoring Mechanism Procedure as of 2026

2. As of 2025, annually include 100% of critical suppliers in the Digital Sustainable Supplier Monitoring Mechanism to collect data on their ESG performance, conduct risk-based assessments, and, where necessary, carry out audits, verification, and improvement activities.

3. To ensure that all suppliers accept the Sustainable Supplier Code of Ethics by the end of 2027 and conduct their business relationships in accordance with these principles.

4. To support continuous improvement and collaboration through regular in-person stakeholder engagement meetings, training programs, guidance activities and digital ESG tools as of 2026 in order to strengthen the capacity of critical suppliers in sustainability, greenhouse gas emissions calculation and carbon management.

SUPPLY CHAIN MANAGEMENT AND RISKS

Given the complexity of global supply chains, we adopt a proactive approach to supply chain risk management. We implement a risk management life cycle that includes the identification, assessment and mitigation of supply chain-related risks.

We assign each supplier a risk profile based on factors such as geographic location, the criticality of the materials or services provided and compliance with ESG standards. We identify critical suppliers based on our survey results and annual transaction volume.

We organize meetings, seminars, training sessions and collaborative activities with our suppliers to ensure compliance with minimum standards such as ethical compliance criteria, minimum working age, employment contracts, occupational health and workplace safety conditions; improve environmental and social outcomes; encourage higher levels of environmental and social responsibility and the use of environmentally friendly technologies; and improve their overall sustainability performance.

SUBCONTRACTOR MANAGEMENT

In addition to our own employees, we also require our subcontractors to comply with our OHS training standards. Turbine maintenance and repair teams (VESTAS, NORDEX) and subcontractor personnel are required to sign an OHS Undertaking. The training of all subcontractor personnel is regularly audited for compliance with our Company standards. As OHS training for subcontractors is valid for two years, we provide the training on a rotational basis. We consider the prevention and mitigation of occupational health and safety impacts directly arising from our business relationships to be an integral part of our OHS management approach. We work together with our suppliers and business partners to communicate our OHS standards and, where necessary, organize training and awareness-raising activities to facilitate the sharing of good practices. We regularly monitor health and safety performance within the scope of our business relationships and assess it through audits.

SOCIAL IMPACT

Human Rights Policy

At Galata Wind, we conduct all our activities in line with the fundamental rights and freedoms guaranteed under the Constitution of the Republic of Türkiye, as well as the international human rights conventions, declarations and labor standards to which Türkiye is a party. We regard respect for the rights of our employees as one of the fundamental elements of our corporate culture. To create a working environment that respects human rights, we implement the necessary policies and practices and take measures to ensure that our activities do not have direct or indirect adverse impacts on human rights.

We do not allow discrimination based on religion, language, race, ethnic origin, gender, age, disability, nationality, social origin or any other personal characteristic, and provide all employees with equal opportunities in recruitment, remuneration, career development, training and promotion processes. We adopt a zero-tolerance approach to all forms of harassment, discrimination, abuse, exploitation, bullying and violence, and are committed to providing a safe, inclusive and respectful working environment.

We do not tolerate forced or compulsory labor or child labor under any circumstances, and respect employees' freedom of association and collective bargaining rights under applicable legislation. We extend our human rights expectations to our supply chain, encourage our business partners to act in accordance with the same principles and standards, and establish whistleblowing and reporting mechanisms through which potential violations can be reported safely.

The Company's detailed policy on this matter is available on its corporate website at www.galatawindenerji.com.

OUR CREATING SOCIAL VALUE AND SOCIAL IMPACT TARGETS

1. To maintain regular and effective communication mechanisms with local stakeholders.

2. To continue to record 100% of complaints received from communities and assess them within the defined timeframes.

3. To maintain "0" verified cases of human rights violations and significant social impacts arising from our operations.

4. To continue needs-based social investment and local development projects across all operational regions (the inclusivity component of the Bird and Bat Monitoring Project is also included)

5. To continue to support local employment and local procurement practices.

COMMUNITY ENGAGEMENT AND AWARENESS

Galata Wind prioritizes local employment in the regions where it operates, recognizing its role in strengthening social acceptance, fostering positive community relations, and contributing to sustainable local economic development.

We believe that a strong and resilient society can be built by empowering future generations to uphold universal values and contribute to addressing social and economic challenges. In this regard, we conduct various social awareness programs through our employee volunteers in order to raise public awareness and respond to community expectations in line with our priorities.

Our "Positive Energy Ambassadors" volunteering platform carries out social awareness-focused activities in four areas: equal opportunity in education, gender equality, protection of the ecological environment and animal rights. We determined these focus areas by considering our material topics, the opinions and recommendations of our employees, our strategic priorities and the priority expectations of communities in the regions where we operate.

Under the **Corporate Volunteering Policy and Procedure** introduced in 2024, we provide all our employees with 20 hours of volunteering leave annually. In 2025, **45 employees** actively participated in our volunteering program and contributed a total of 1,471 hours to various initiatives.

Galata Wind's stakeholder engagement framework is embedded across its Human Rights Policy, stakeholder management processes and community-impact practices. The framework is overseen through the Company's sustainability governance structure and is periodically reviewed to reflect developments in stakeholder needs and potential social impacts.

As part of stakeholder mapping, Galata Wind identifies and prioritizes vulnerable or potentially disadvantaged local stakeholder groups based on locally relevant factors.

2025 VOLUNTEERING PROJECTS

Volunteering Project	Location	Date	Hours	Number of Participants	Total Annual Hours
Taşpınar WPP – We Protect Our Furry Friends	Taşpınar Power Plant	Every Day	1	1	360
Bandırma WPP – We Protect Our Furry Friends	Şah WPP	Every Day	1	1	360
Erzurum SPP – We Protect Our Furry Friends	Erzurum Power Plant	Every Day	0.5	1	180
Plant Pot Workshop and Seed Planting through the Tohum Autism Foundation	Head Office	7 March 2025	2	17	34
Barber Shop – Gender Equality Awareness Workshop with the Yanındayız Association	Head Office	13 March 2025	1	9	9
On-Site Training for Bursa Industrial Vocational High School Students	Taşpınar Power Plant	24 April 2025	6	3	18
Taşpınar Bird and Bat Houses Project	Taşpınar Power Plant	Every Day	1	2	400
Gönül Mutfağı – Meal Distribution to Children Affected by the Earthquake in the Container City	Head Office	25–31 October 2025	6	1	50
Running for Young People at the Istanbul Marathon with TOG	Head Office	2 November 2025	6	10	60
Total Volunteering Hours					**1.471**

Double Materiality Analysis Results: Employees in the Value Chain as a Material Topic

POSITIVE IMPACTS

#	Impact Definition	Value Chain (Location)	Geography	Scope	Scale	Irremediability	Probability
1	Indirect assessment of the working conditions of value chain workers by taking ethical, environmental, and social criteria into consideration in supplier and service provider selection processes.	Upstream Value Chain – Suppliers	Türkiye	Spatial	Middle	—	—
2	Systematic exclusion of suppliers with high-risk profiles through the integration of ESG criteria into supplier selection processes, thereby contributing indirectly to improved working conditions for value chain workers.	Yukarı Yönlü Değer Zinciri – Tedarikçiler	Türkiye	Mekansal	Orta	—	—

NEGATIVE IMPACTS

#	Impact Definition	Value Chain (Location)	Geography	Scope	Scale	Irremediability	Probability
1	Variations in the working conditions of value chain workers due to differences in practices among suppliers and service providers.	Upstream Value Chain – Suppliers	Türkiye	Regional	Middle	It can be repaired within average time.	High
2	Failure to identify potential non-compliant working conditions and resulting adverse impacts on workers' rights due to limited data and monitoring mechanisms regarding working conditions at the subcontractor (Tier-2) level within the supply chain.	Upstream Value Chain – Suppliers	Türkiye	National	High	Repairable in the long term	Middle

RISKS

#	Definition	Value Chain (Location)	Geography	Time	Severity	Probability
1	Exclusion of high-risk suppliers from the supplier portfolio through the integration of ESG criteria into supplier selection processes, thereby indirectly contributing to improved working conditions for value chain workers.	Upstream Value Chain – Suppliers	Türkiye	Medium	High	Middle
2	Potential reputational damage to the company resulting from social non-compliance within the supply chain, potentially leading to increased financing costs or negative investor perception.	Core Operations – Finance	Türkiye	Medium	High	Middle
3	Variability in the risk of operational errors depending on the experience level of site teams, resulting in additional maintenance costs due to equipment failures.	Core Operations – Energy Production	Türkiye	Medium	Middle	Middle

OPPORTUNITIES

#	Definition	Value Chain (Location)	Geography	Time	Severity	Probability
1	Ensuring operational continuity and reducing cost volatility by working with low-risk and sustainable suppliers through the implementation of ESG criteria in supplier selection processes.	Upstream Value Chain – Suppliers	Türkiye	Medium	Middle	Middle
2	Reducing uncertainties in operational processes and improving project delivery timelines through clearly defined standards in supplier and contractor agreements.	Core Operations – Construction and Assembly	Türkiye	Short	Middle	Middle

As a result of our volunteering activities, we received an award in Great Place to Work's "Best Employers – Social Responsibility and Volunteering" category in 2025.

In our community engagement and awareness activities, we prioritize creating shared value by involving different segments of society in our projects. Within this scope, the bird and bat houses used as part of the biodiversity program at our Taşpınar Wind and Solar Hybrid Power Plant were manufactured at the Gemlik Open Prison Carpentry Workshop. Through this collaboration, we not only contributed to our targets for protecting the ecosystem but also supported the reintegration of individuals in prison by providing them with opportunities to engage in vocational activities and access social support. Detailed information on this project and our site-based biodiversity monitoring activities is available in the **Biodiversity and Ecosystems** section of this report.

COMMUNITY ENGAGEMENT POLICY

Galata Wind's Community Engagement Policy encompasses contributing to social development directly through clean energy generation and providing future generations with the opportunity to live in a healthier environment. Through community engagement, we seek to meet the expectations of the communities in which we live and operate within Galata Wind's sphere of influence, respond to their concerns, continuously increase our transparency in light of these expectations and understand community concerns through ongoing feedback mechanisms. Our **Employee Engagement Policy** is available on our website.

Our Company supports employees' initiatives focused on social benefit and encourages their participation in volunteering activities. Accordingly, financial and in-kind support is provided to enable our employees to actively participate in donation and volunteering activities.

COMMUNITY ENGAGEMENT PROGRAMS

We believe that a strong and modern society can be built by raising generations that respect universal values and contribute to addressing social and economic challenges. In this regard, we conduct various social awareness programs through our employee volunteers in order to raise public awareness and respond to the community's expectations of the Company in line with our priorities. We apply the following principles within the scope of our community engagement programs:

- Identifying areas for improvement that will minimize the environmental impacts arising from our activities and implementing environmental solutions.
- Leading programs that address the community's economic and social challenges and raise awareness of development-related issues that may arise in the future, exploring opportunities for collaboration on such programs, or supporting them.
- Contributing through collaboration to public or private-sector programs that increase environmental awareness in the community.
- Emphasizing human rights and equality and seeking to raise public awareness that discrimination on the grounds of language, race, color, gender, political opinion, belief, religion, denomination, age, physical disability or similar factors must not be tolerated.

We also promote Galata Wind's corporate volunteering programs in order to increase social awareness among employees, remain responsive to the challenges faced by communities in the regions where we operate and contribute to addressing social issues through employees with a strong sense of social responsibility.

One of the key priorities of Galata Wind, which places its sustainability vision at the core of all its activities, is to increase awareness both within and outside the Company of energy efficiency, conservation and climate change. The Company considers aligning stakeholder expectations with its own interests and directing them toward the appropriate areas in relation to this matter, which is included among the indicators of sustainability codes and standards and directly concerns its sphere of influence, to be one of its key objectives. Established for this purpose, the Positive Energy Ambassadors volunteering platform plans and implements activities designed to help employees become volunteers who have a strong sense of social awareness, enjoy contributing their personal skills and abilities to the communities in which they live, and strengthen their commitment to the Company through the satisfaction of working for an organization with well-developed sustainability capabilities.

The Positive Energy Ambassadors support Galata Wind in improving its community engagement performance by carrying out social awareness-focused activities in four areas: equal opportunity in education, gender equality, protection of the ecological environment and animal rights. These areas were determined by considering Galata Wind's priority focus areas, employees' opinions and recommendations, strategic priorities and the key expectations of communities in the regions where we operate.

Galata Wind's current operating model does not include the direct retail sale of electricity to end users or billing services on behalf of end users. Accordingly, financial assistance for end-user electricity bills, flexible payment plans, or similar direct customer support practices are not part of the Company's current operating model.

Nevertheless, Galata Wind aims to create long-term social value in the regions where it operates through renewable energy investments and local community-focused social impact programs. This social contribution approach is supported by initiatives in areas such as equal access to education, gender equality, environmental protection, animal welfare, biodiversity, and local stakeholder feedback mechanisms.

SOCIAL INVESTMENTS

Galata Wind regards improving the environmental conditions and social well-being of the regions where it operates as an integral part of its responsibility. We manage our social investments in line with our priorities concerning education, the environment, gender equality and local development, within the framework of the **Donation, Aid and Sponsorship Policy** published on our corporate website and the **Corporate Volunteering Policy and Procedure** introduced in 2024.

In 2025, our donations and aid totaled TRY 19,701,906. We allocated a significant portion of these funds to education. Our donations in this area reached TRY 8,476,641, including student scholarships and support provided to institutions such as the ITU Faculty of Mines Foundation, the Turkish Education Foundation, Ülkem Okuyor and the Association for Supporting Contemporary Life. As part of our TRY 8,274,317 in donations to foundations and associations, we also supported the Yuvam Dünya Association for Combating Climate Change, of which we are a principal supporter, as an indication of the importance we attach to climate change mitigation. Through our contribution of TRY 2,760,706 to sports, we supported female athletes by sponsoring the Nilüfer Belediyespor Women's Volleyball and Women's Handball Teams.

PEOPLE, SAFETY AND TRANSFORMATIVE CULTURE

Our corporate volunteering programs, which enable our employees to contribute their knowledge and skills to society, lie at the heart of our social investment approach. Through our Positive Energy Ambassadors volunteering platform, we carry out activities in four priority areas: equal opportunity in education, gender equality, protection of the ecological environment and animal rights. To encourage our employees to participate more actively in volunteering activities, we provide all employees with 20 hours of volunteer leave annually. In 2025, our volunteers contributed a total of 1,471 hours, including 900 hours to the “We Protect Our Furry Friends” project at our power plants and 400 hours to the Taşpınar Bird and Bat Houses Project. During the year, we participated in various programs, including a workshop with the Tohum Autism Foundation, a gender equality awareness workshop with the Yanındayız Association, on-site training for Bursa Industrial Vocational High School students, meal distribution to children living in a container city in the earthquake-affected region and the Istanbul Marathon with TOG. Our volunteering activities were also recognized through our inclusion in Great Place to Work’s “2024 Best Employers – Social Responsibility and Volunteering List”.

We also continue our environmental and community programs for the protection of local ecosystems and wildlife as part of our social investments. Within this scope, we cover the expenses of employees working at the Ovakorusu Bear Sanctuary and Rehabilitation Center near Şah WPP, the only facility of its kind in Türkiye, thereby supporting the safe care of 81 bears and other wild animals. We have also planted approximately 3,000 trees to date through tree-planting campaigns conducted in various districts of Balıkesir.



OUR HUMAN RIGHTS TARGETS

1. To achieve a 100% participation rate in the Great Place to Work (GPTW) Culture Survey by 2030.
2. To maintain an employee satisfaction rate above 80% annually, beginning in 2026.
3. Increase the Diversity, Equity and Inclusion (DEI) Survey score to 85% by 2030, based on the biennial survey.
4. To strengthen women’s employment and expand development opportunities for senior leadership roles through the Women Leadership Development Program we plan to implement by 2030.
5. To empower women in our workforce and increase the number of female employees, particularly in technical and leadership roles, by 2030, while upholding equal opportunities and inclusivity in our recruitment and promotion processes.
6. In line with our gender equality goals, we aim to increase the proportion of female employees to 40% of our total workforce by 2040, and to maintain 40% representation of women in senior management positions.
7. By 2030, increase annual volunteering hours per employee from 20 to 24 hours, with at least 8 hours dedicated to social benefit activities focused on Diversity, Equity and Inclusion (DEI).
8. To launch the Galata Wind Academy Training program in 2030, providing all employees with AI skills-based and on-the-job leadership development programs.
9. By 2030, ensure that individual development plans for white-collar employees are prepared annually and 100% integrated into the performance evaluation processes.

OWN WORKFORCE

At the core of our sustainability vision is a commitment to continuously enhancing the employee experience and fostering a strong corporate culture. In line with the technical expertise, high safety standards and dynamic working environment required by the renewable energy sector, we adopt a holistic human resources approach that promotes employee loyalty and well-being. Recognizing that sustainable growth can only be achieved through a loyal workforce, our main target is to be a company where our employees are proud and happy to belong.







2025 EMPLOYEE PROFILE

Employee Profile Key Indicators Summary

Below is a summary of our key employee profile indicators as of the end of 2025; Galata Wind will have 67 employees as of the end of 2025. Women constitute 28.4% of the workforce, and their representation in senior management is 33.3%.

Employee Profile	2025
Total Employees (person)	**67**
Average Number of Employees During the Year	66.58
Full-Time Equivalent (FTE)	66.05
Female Employees	19 (28.4%)
Male Employees	48 (71.6%)
Percentage of Female Managers	13.4%
Women in Senior Management	2 / 6 (33.3%)
Age Distribution (<30 / 30–50 / 50+)	17.9% / 71.6% / 10.4%
University Degree or Higher	43 (64.2%)
Employment Category (White-Collar / Grey-Collar / Blue-Collar)	65.7% / 31.3% / 3.0%
Average Tenure	5.95 years
Employees with 10+ Years of Tenure	23.9%
Region (Marmara / Mediterranean / Eastern Anatolia)	56 / 8 / 3 people

**1 of our male white-collar employees is on the overseas payroll.*

EMPLOYEE TURNOVER

The workforce dynamics over the past three years, including developments in recruitment, departure, and turnover rates, are presented below.

Year	Average Number of Employees	New Hires (person)	Employees Leaving (person)	Total Turnover Rate	Voluntary Turnover Rate
2023	57	11	9	15.79%	3.51%
2024	61.25	17	5	8.16%	1.63%
2025	66.58	3	4	6.01%	3.00%

In 2023, three employees left the company due to retirement (two under the EYT early retirement regulation and one under standard retirement), while three employees left due to their transition to subcontractor positions.

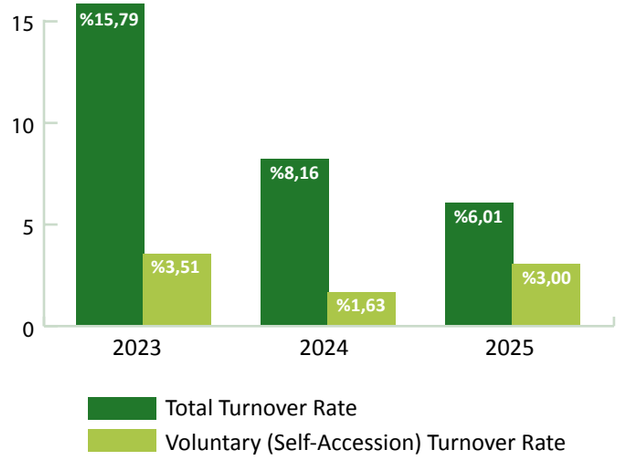
Retirement and subcontracting transfers are not included in the employee termination rate. The number of voluntary resignations is 2.

In 2024, 1 employee left due to retirement, and 2 were transferred to Doğan Holding's workforce. One employee passed away. There was one voluntary resignation.

In 2025, the number of voluntary resignations was 3; there were no resignations due to retirement.

The low employee turnover rate observed in 2025 reflects the value our company places on its employees and our efforts to provide a positive work environment. There was no significant fluctuation in our workforce during the 2025 reporting period.

EMPLOYEE TURNOVER RATE (%)



Our total employee turnover rate demonstrated a steady downward trend, declining from 15.79% in 2023 to 8.16% in 2024 and 6.01% in 2025. This improvement in turnover rates is a tangible reflection of our efforts to strengthen the employee experience and our growing employee engagement. The 0% turnover rate among senior and middle management over the three-year period, together with a 100% succession coverage rate for critical positions in 2025, represents a strong indicator of the preservation of institutional knowledge and leadership continuity. We position retaining talented employees as a key component of the long-term sustainability of our workforce.

Double Materiality Analysis Results: Own Workforce as a Material Topic

POSITIVE IMPACTS

#	Impact Definition	Value Chain (Location)	Geography	Scope	Scale	Irremediability	Probability
1	Supporting organizational improvement and decision-making processes through employee participation via feedback and suggestion mechanisms.	Core Operations – Human Resources	Türkiye	Spatial	Middle	—	—
2	Creating a consistent employee experience across the organization by implementing employee-related practices within the framework of corporate policies and processes.	Core Operations – Human Resources	Türkiye	Spatial	Middle	—	—

NEGATIVE

#	Impact Definition	Value Chain (Location)	Geography	Scope	Scale	Irremediability	Probability
1	Variability in the employee experience across the organization due to differences in practices.	Core Operations – Human Resources	Türkiye	Spatial	Middle	Repairable Within an Average Time	Orta

RISKS

#	Definition	Value Chain (Location)	Geography	Time	Severity	Probability
1	Increased employee turnover and higher recruitment, training, and operational continuity costs resulting from low employee engagement.	Core Operations – Human Resources	Türkiye	Medium	Middle	Middle

OPPORTUNITIES

#	Definition	Value Chain (Location)	Geography	Time	Severity	Probability
1	Increased employee productivity and improved operational performance through the effective implementation of employee development and training programs.	Core Operations – Human Resources	Türkiye	Medium	Middle	Middle
2	Increased workforce productivity and cost optimization through effective management of employee competencies through performance evaluation processes.	Core Operations – Human Resources	Türkiye	Medium	Middle	Middle
3	Supporting sustainable financing and investor confidence through strong human resources management practices.	Core Operations – Human Resources	Türkiye	Long	Middle	Middle

EMPLOYEE EXPERIENCE PROGRAMS

Following the introduction of our Flexible Working Hours policy in 2023, we implemented Flexible Leave Management in 2024. In 2025, we further enhanced our flexible working model by maintaining our Wednesday work-from-home practice while introducing Flexible Leave as an additional employee benefit. Our Human Resources policies covering special leave, including leave for significant personal events and bereavement, remain in effect.

To further diversify our employee benefits, we introduced our Flexible Benefits Program in 2025. Our benefits package includes transportation and meal allowances, holiday and birthday gifts, family support benefits, and company vehicle and mobile phone allocations, depending on employees' roles and business requirements. We also continue to provide the HPV vaccine as an employee benefit to all female employees.

As part of our preventive health initiatives designed to support employee health and well-being, our workplace physician delivered awareness training on communicable diseases throughout 2025. HIV and HPV awareness sessions covered transmission routes, preventive measures, the importance of early diagnosis, information on HPV vaccination, the prevention of stigma and the promotion of health literacy. These initiatives were designed to enhance employees' health awareness and strengthen a preventive healthcare culture across the organization.

As part of our employer branding initiatives, we continued to strengthen our university engagement efforts in 2025 by participating in career events at Boğaziçi University, Yıldız Technical University, Istanbul Technical University and Gedik University through career stands and panel discussions. We also participated in the Engineering Career Summit organized via the Youthall platform, which we use for our internship program, enabling us to engage with a broader pool of prospective talent.

All employees of Galata Wind are employed in accordance with the provisions of Labor Law No. 4857. We do not employ workers outside the scope of Türkiye's social security system (SGK), and all employees are employed under full legal protection. As of 2025, we do not employ temporary or part-time personnel; all employees are employed on a full-time basis.

Galata Wind does not provide an employer-sponsored pension scheme. Instead, employees may participate in the voluntary state pension system. We do not offer employee share ownership programs or share-based participation opportunities.

EMPLOYEE FEEDBACK AND GRIEVANCE MECHANISMS

In October 2024, we publicly disclosed our **Employee Engagement Policy,** establishing a direct link between our employees and the Company's decision-making processes. The Policy aims to ensure that employees' views and suggestions are incorporated into decision-making, that regular feedback mechanisms are maintained, and that structured participation channels are implemented. The key components of the Policy include the employee suggestion system, meetings with managers, employee committees, working groups, employee loyalty surveys and employee satisfaction surveys.

Energonix Suggestion System: Through the Energonix Suggestion System, launched in September 2023 and available to all our employees, we collect employee suggestions and ideas. Through the Voting Module, we conduct short surveys and participatory engagement initiatives. We have also appointed an employee representative responsible for periodically consolidating employee requests and submitting them to the CEO and/or CFO.

Solevento Employee Council: The Solevento Employee Council, whose Formal Charter of Roles and Responsibilities was approved by the Board of Directors in 2024, became fully operational in 2025. Throughout the year, the Council held five scheduled meetings to discuss feedback on employee experience, internal communication, inclusion and employee well-being. Based on the feedback received, action plans were presented to senior management on three occasions. More than 50% of the identified actions have already been implemented, while work on the remaining actions continues in coordination with the relevant departments. Through the Council, we have fostered a participatory governance approach that engages both office- and plant-based employees and is aligned with our corporate targets.

We also maintain continuous dialogue with our employees through town hall meetings, Human Resources feedback sessions and online surveys.

In 2025, Galata Wind's employee representative was freely elected by employees and regularly engaged with management on working conditions and employee-related matters.







Double Materiality Analysis Results: Employee Feedback and Grievance Mechanisms as a Material Topic

POSITIVE IMPACTS

#	Impact Definition	Value Chain (Location)	Geography	Scope	Scale	Irremediability	Probability
1	Communicating employee views to management through feedback and grievance mechanisms, including the Ethics Hotline and relevant communication channels.	Core Operations – Human Resources	Türkiye	Spatial	Middle	—	—
2	Ensuring that processes for assessing and investigating employee grievances are carried out through the Ethics Hotline and Ethics Committee structure.	Core Operations – Human Resources	Türkiye	Spatial	Middle	—	—
3	Supporting corporate transparency by enabling employees to report discrimination and ethical violations through secure channels.	Core Operations – Human Resources	Türkiye	Spatial	Middle	—	—

NEGATIVE IMPACTS

#	Impact Definition	Value Chain (Location)	Geography	Scope	Scale	Irremediability	Probability
1	Insufficient reflection of employee views in management decision-making due to employees not using or making limited use of feedback mechanisms.	Core Operations – Human Resources	Türkiye	Spatial	Middle	Remediable within a moderate period	Middle
2	Potential adverse impacts on employee satisfaction in the event of delays in the assessment of grievances and feedback.	Core Operations – Human Resources	Türkiye	Spatial	Middle	Remediable within a moderate period	Middle

RISKS

#	Definition	Value Chain (Location)	Geography	Time	Severity	Probability
1	Reduced employee engagement and consequent increases in employee turnover and recruitment costs if employee grievances are not effectively addressed.	Core Operations – Human Resources	Türkiye	Medium	Middle	Middle
2	Potential adverse impacts on corporate reputation and resulting indirect financial losses in the event of an increase in reports of ethical violations or discrimination.	Core Operations – Human Resources	Türkiye	Medium	Low	Low
3	Delayed identification of organizational issues if feedback mechanisms are not sufficiently utilized by employees.	Core Operations – Human Resources	Türkiye	Medium	Medium	Medium

OPPORTUNITIES

#	Definition	Value Chain (Location)	Geography	Time	Severity	Probability
1	Early identification of employee issues through the effective operation of the Ethics Hotline and feedback mechanisms, thereby reducing employee turnover, recruitment, and onboarding costs.	Core Operations – Human Resources	Türkiye	Medium	Middle	Middle
2	Preventing operational efficiency losses through the early management of employee-related risks via the Ethics Committee and reporting processes.	Core Operations – Human Resources	Türkiye	Medium	Middle	Middle

FEEDBACK MECHANISMS

We believe that a feedback culture built on positive, open, transparent and constructive communication is essential to creating a learning and continuously improving organization. Accordingly, we continued to implement our 180-degree and 360-degree feedback systems throughout 2025. Further information on these practices is provided in the "Performance Management System" section of this Report.

To address human rights-related concerns and expectations raised by our employees, communities and other stakeholders, we have established accessible, confidential and impartial mechanisms. Since 2021, the Ethics Hotline, operated at Doğan Group level and covering Galata Wind, has served as our formal reporting channel. All reports submitted through the Ethics Hotline are assessed in strict confidence. Access to the reporting system is restricted to members of the Ethics Committee, and reporting parties are protected against retaliation.

No reports were received through the Ethics Hotline during 2025.
To address human rights-related concerns and expectations raised by our employees, communities and other stakeholders, we operate formal grievance mechanisms that are accessible to both internal and external stakeholders and are designed in accordance with the principles of confidentiality, anonymity, impartiality and accessibility. Reports submitted through these mechanisms are assessed, and corrective and preventive actions are implemented and monitored to prevent, mitigate and, where necessary, remediate adverse human rights impacts.
In 2022, we joined a number of collaborative human rights initiatives and continued our external engagement with industry peers, civil society organizations and public institutions to further inform and strengthen our human rights management approach.

Galata Wind monitors human rights-related risks within its own operations through employee feedback channels, the Ethics Hotline, local stakeholder engagement, site-level grievance mechanisms, and human resources processes. Notifications received through these mechanisms are evaluated by the relevant functions, and preventive and corrective actions are identified and integrated into the relevant processes where deemed necessary.

During the 2025 reporting period, Galata Wind's human rights management within its own operations was supported by policy commitments, employee reporting mechanisms, site-level practices, the occupational health and safety management system, and stakeholder feedback processes. The Company continues to enhance the scope, stakeholder coverage, and methodology of its assessments in order to strengthen the traceability of human rights risks and the systematic reporting of assessment results.

Stakeholder engagement mechanisms and local grievance channels are implemented across 100% of operational sites located in or near local communities.

Galata Wind supports effective participation of local stakeholders by addressing barriers to engagement and providing accessible project/operational information.

Galata Wind periodically assesses local communities' perceptions of the effectiveness of its stakeholder engagement approach, and uses results for improvement.

EMPLOYEE SATISFACTION AND CERTIFICATIONS

To measure employee loyalty and organizational culture, take appropriate actions and ensure the sustainability of our initiatives, we conducted three surveys during 2025.

EMPLOYEE SURVEY FRAMEWORK - OWNER, DATE AND SCOPE

	Owner	2025 Survey Date	Previous Survey Year
Values Survey	Doğan Holding	April 2025	2022
DEI Survey	Galata Wind	June 2025	2023
Great Place to Work Survey	GPTW	September 2025	2024

In the Values Survey, where the global average was 51 and the sector average was 59, we achieved a score of 81. This result demonstrates the positive impact of the actions and cultural transformation initiatives implemented since 2022.

Having been among the first companies in Türkiye to conduct a DEI Survey in 2023, we repeated the survey in 2025. Our overall DEI score increased from 79% in 2023 to 81% in 2025. Meaningful improvements were also recorded across the survey's key indicators compared with 2023. The results relating to perceptions of gender equality in promotion processes, equal opportunity for career progression, and the implementation of inclusive policies are presented in the table on the right.

In addition to ensuring gender equality in promotion processes, we also integrate equal opportunity principles into our recruitment practices and continue to promote the representation of women through inclusive hiring practices.

In 2025, Galata Wind did not identify any actual human rights violations that the Company caused or contributed to across its own operations, contractors, suppliers or local communities. Accordingly, no case-specific remediation was required.

DEI SURVEY RESULTS

Question	2023	2025
Gender is not a factor in promotion decisions	75%	94%
Women and men have equal opportunities	98%	100%
My gender will not create barriers to my career progression	91%	94%
Promotion practices support diversity	84%	85%
Company policies are inclusive	75%	77%
People from diverse socioeconomic backgrounds are recruited	84%	89%

We achieved a 98% participation rate in the Great Place to Work Culture Survey. We achieved a score of 88% in the Great Place to Work survey, exceeding the certification threshold of 65% and qualifying for the Great Place to Work Certification. According to GPTW's assessment, we performed above benchmark in key areas including equity, development and community impact. In recognition of our workplace culture, we received the following awards in 2025:

- Best Employers
- Best Employers – Manufacturing
- Best Employers – Social Responsibility and Volunteering
- Best Workplaces for Women

In 2025, Galata Wind did not identify any actual human rights violations that the Company caused or contributed to across its own operations, contractors, suppliers or local communities.

Accordingly, no case-specific remediation was required.

TRAINING, COMPETENCY AND DEVELOPMENT

It is planned to launch the Galata Wind Academy Development Programs in 2026. In order to assess the effectiveness of the training, the development inventories conducted before the launch of these programs will be repeated at the end of each program. Within this scope, we aim to increase the number of employees participating in AI skill-based and on-the-job leadership training.

In addition to internal training programs, participation in external training and certification programs is encouraged, access to appropriate programs is provided, and support mechanisms for tuition fees are offered to support the professional and personal development of our employees.

Our talent management approach is built on supporting the technical, managerial and personal development of our employees, establishing a talent pool in alignment with our corporate targets, and conducting performance management through a transparent, fair and sustainability strategy-integrated structure. Within this framework, we not only support our employees' individual career journeys but also strengthen our Company's long-term resilience.

Reflecting our commitment to employee development, we maintained our training programs in 2025. Coaching sessions were also delivered by through our managers who hold coaching certifications. Our Women Leadership Development Program, launched in 2024 to support women's career development, is ongoing. As part of the program, three n-2 female managers participated in the training programs.

In line with our commitment to employee development, we continued our training programs in 2025. Coaching sessions continued through our managers who hold coaching certifications. Our Women Leaders Development Program, launched in 2024 to support women's career development, also continued. As part of the program, three n-2 female managers participated in the training sessions. We completed our work on evaluating training effectiveness in 2025. Through the training platform planned to be launched in 2026, we will also implement the Galata Wind Academy Development Programs. Development assessments conducted prior to the start of these programs will be repeated at the end of each program to systematically evaluate training effectiveness. In addition, in 2025, we completed the infrastructure for "Galata Wind Academy", a comprehensive development program for employees planned to be launched in 2026.

We also continued to provide mandatory training at both our power plants and headquarters as required by law, such as Occupational Health and Safety, First Aid, Fire Safety, and Information Security and Energy Management. Our technical training programs include trainings such as Corporate Sustainability, Ethics and Reputation that all employees attend, as well as individual training programs for enhancing employees' competencies.

We provide internal training to relevant employees on topics such as Integrated Management Systems, Information Security Awareness, Energy Conservation and Efficient Use of Energy, Environmental Safety and Waste Management, Internal Auditing, Customer Satisfaction, Diversity, Equality and Inclusion (DEI) during each periodic ISO 9001/14001/45001/10002/50001 Quality, Environmental, Occupational Health and Safety, Customer Satisfaction and Energy Management Systems audit process.

In 2025, mandatory Occupational Health and Safety training was delivered by site-based Occupational Health and Safety specialists and workplace physicians. In 2025, we delivered a total of 2,106 hours of training to our employees, with an average of 32 training hours per employee. The gender breakdown of training distribution is given in the table below.

TRAINING HOURS AND AVERAGE HOURS PER EMPLOYEE

2025	Total Training Hours			Average Hours per Employee		
	Women	Men	**Total**	Women	Men	**Total**
Legal/Mandatory Training	124	782	**906**	7	17	**14**
Personal Development	99	297.5	**396.5**	6	6	**6**
Leadership Training	192	168	**360**	11	4	**6**
Technical Training	181	262.5	**443.5**	10	6	**7**
Total	**596**	**1,510**	**2,106**	**33**	**32**	**32**

SUSTAINABILITY AND ENVIRONMENTAL TRAINING

For the purpose of enhancing their awareness of global trends and sectoral developments in sustainability and environmental topics, and strengthening their competencies in business development, all our employees including senior management (directors and C-level executives) are required to complete the trainings assigned on our online training portal throughout the year. Additionally, KPIs are defined within the individual performance targets of all employees, and a certain percentage of these KPIs is integrated into sustainability performance and our sustainable production approach to contribute to the Company's overall success. KPIs are determined with different weights for manager, director and specialist levels, ensuring that each employee's individual performance directly contributes to the Company's sustainability performance and sustainable generation targets. This structure holistically translates our Company's core principle of sustainable generation into our corporate performance management system. The following topics were included in these trainings in 2025:

Training Name	Duration
Information on the ISO 14001:2015 Environmental Management System	32 min.
The New Era of Sustainability: The ESG Approach	40 min.
Information on the ISO 50001:2018 Energy Management System	2 hr 52 min.
Sustainability and Green Transition	40 min.
Individual Awareness of Zero Waste	40 min.
Individual Awareness for a Sustainable World	40 min.

We support our senior executives' (C-level) participation in domestic and international trainings and conferences to keep their knowledge and competencies in sustainability, corporate governance and sectoral developments up to date. In 2025, our senior executives participated in a total of 28 days of participation in trainings and conferences.

As part of our strategy to build a responsible and resilient supply chain, we engage not only with our employees but also with our procurement personnel and suppliers regularly in order to raise awareness of sustainability-related issues. In 2025, we provided our suppliers with a total of 20 hours of informative training on sustainability topics through both online and in-person sessions.

Double Materiality Analysis Results: Education, Competencies, and Development as a Material Topic

POSITIVE IMPACTS

#	Impact Definition	Value Chain (Location)	Geography	Scope	Scale	Irremediability	Probability
1	Increasing the level of knowledge and competencies across the organization by supporting employees' professional development.	Core Operations – Human Resources	Türkiye	Spatial	Middle	—	—
2	Identifying employees' development needs through performance evaluation processes and creating appropriate development plans.	Core Operations – Human Resources	Türkiye	Spatial	Middle	—	—
3	Supporting the sustainability of human resources with critical competencies within the organization through employee development programs.	Core Operations – Human Resources	Türkiye	Spatial	Middle	—	—

NEGATIVE IMPACTS

#	Impact Definition	Value Chain (Location)	Geography	Scope	Scale	Remediability	Probability
1	Potential limitations in the effectiveness of training investments if employees' development needs are not accurately identified.	Core Operations – Human Resources	Türkiye	Regional	Middle	Remediable within a moderate period	Middle
2	Potentially limited employee participation in training and development activities due to heavy operational workloads.	Core Operations – Human Resources	Türkiye	Regional	Middle	Remediable within a moderate period	Middle

TALENT MANAGEMENT AND SUCCESSION PLANNING

We introduced the 9-Box Talent Management System in 2021, and continued to implement it in 2025. We also maintained our critical role identification and succession planning system through the “Critical Role Identification” survey, in addition to young talent identification efforts through potential assessment surveys.

As of April 2025, all of our n-1 and n-2 managers conducted a 39-question competency survey for their team members through the HR Department. With this survey, the potential of our employees was assessed, and the 9-box placements of n-1 and n-2 employees were determined using their 2024 performance results. We identified the development areas of the relevant employees in calibration and talent management meetings held with senior management, and made plans that will contribute to the leadership programs in 2026, as in 2025.

In our talent management meeting in 2025, we evaluated critical roles and employees who could serve as successors to these roles (As of 2024, we had identified successors not only for our n-1 and n-2 employees but also for our Board Members). We prepared road maps covering the development areas and career planning of relevant managers and employees.
In 2025, we included 4-6 additional employees in our young talent pool within the scope of our talent management efforts, as expanding the young talent pool is among our corporate targets every year.

CAREER AND PROMOTION MANAGEMENT

As part of our recruitment and employer branding efforts, we successfully completed the recruitment and orientation/onboarding processes for new positions created in line with our needs in 2025.We conducted improvement efforts in our orientation process in response to our needs, and launched a new process called the “Galata Wind Energy Cell” as of September 2025, allowing us to introduce a more effective six-month process for new employees with enriched content and integrated evaluation processes.

We prepare career development plans in alignment with the targets and performance outcomes monitored through the Performance Management System (PMS). The roadmaps established in our Talent Management meetings are the primary input for our promotion processes.

Supporting the career journeys of our female employees is an integral part of our talent management approach. We apply positive discrimination in local recruitment for female engineers and provide development opportunities for senior leadership roles with our Women Leaders Development Program. By 2030, we aim to further strengthen this approach through the Women’s Mentorship Program we plan to implement.

Increasing the number of female employees and female managers is one of our key priorities, and we implement our talent management and career development practices in line with this target.

PERFORMANCE MANAGEMENT SYSTEM

The key priorities under our **Human Resources Policies** Fair include the fair evaluation of work performed, continuity of the feedback process, and ensuring that evaluation results are fairly reflected and recognized in terms of both financial rewards and career and development opportunities. In 2025, we continued to implement our Performance Management System with the participation of all white-collar employees.

Our performance management approach is a strategic tool for measuring individual performance as well as measuring individual performance, supporting career development, ensuring alignment with corporate targets, and integrating sustainability performance into business processes. We monitor the targets of all white-collar employees, which are aligned with our sustainability strategy and annual business plans, through our Performance Management System (PMS). As part of our performance management approach, employees establish both business targets and development areas together with their managers. In this way, we support individual career growth and strengthen our corporate priorities at the same time.

We introduced our 180-degree feedback system in 2022 with the awareness of the critical role of a positive, transparent, open and constructive feedback culture in creating an organization that continuously learns and develops, and continued to implement it in 2025, enabling employees to provide feedback to their managers on certain competencies. Within this scope, our employees evaluated their managers in the performance review period with a survey covering the leadership competency model. For managers supervising teams of more than three employees, the survey results were shared anonymously by the HR Department. The survey results will also serve as an input to our leadership development programs in 2026.

As part of our 360-degree assessment process, we conducted evaluations at the n-1 level in 2025. We shared the feedback and developed corresponding development plans.

FAIR AND EQUAL REMUNERATION

We associate employee welfare not only with professional development but also with quality of life, and consider diversity, equity and inclusion as an integral part of our sustainable workplace culture. We undertake to provide equal opportunities for all employees, prevent discrimination and foster an inclusive work environment at the corporate policy level.



Double Materiality Analysis Results: Fair and Equal Remuneration as a Material Topic

POSITIVE IMPACTS

#	Impact Definition	Value Chain (Location)	Geography	Scope	Scale	Irremediability	Probability
1	Supporting pay equity for comparable roles through a compensation system based on job descriptions and the principle of "equal pay for equal work."	Core Operations – Human Resources	Türkiye	Spatial	Middle	—	—
2	Maintaining alignment between the compensation structure and current market conditions by regularly revising the compensation policy based on performance evaluation outcomes and market trends.	Core Operations – Human Resources	Türkiye	Spatial	Middle	—	—
3	Strengthening the principle of equality in compensation and career processes by providing equal opportunities to all employees and making a corporate-level commitment to preventing discrimination.	Core Operations – Human Resources	Türkiye	Spatial	Middle	—	—
4	Supporting the prevention of discriminatory practices in compensation and employee experience processes by adopting a zero-tolerance approach to discrimination within the framework of human rights, HR policies, and ethical principles.	Core Operations – Human Resources	Türkiye	Spatial	Middle	—	—

OPPORTUNITIES

#	Definition	Value Chain (Location)	Geography	Time	Severity	Probability
1	Maintaining internal pay equity and supporting employee engagement through a job-based compensation system, thereby reducing recruitment and employee turnover costs.	Core Operations – Human Resources	Türkiye	Medium	Middle	Middle
2	Maintaining a competitive compensation structure and optimizing the costs of attracting qualified talent by determining compensation policies based on performance outcomes and market trends.	Core Operations – Human Resources	Türkiye	Medium	Middle	Middle
3	Increasing employee satisfaction through the implementation of a flexible benefits system, thereby reducing indirect costs associated with turnover, recruitment, and onboarding.	Core Operations – Human Resources	Türkiye	Medium	Middle	Middle

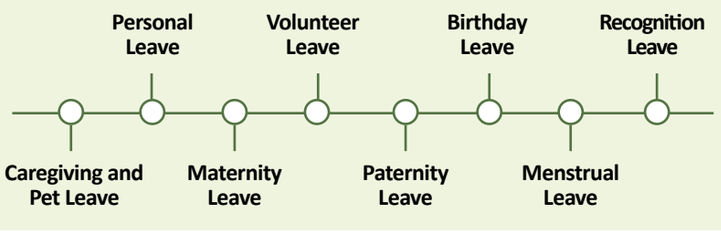
EMPLOYEE WELFARE AND BENEFITS

We continue to provide private health insurance, supplementary health insurance and life insurance for all employees and their families. We introduced our Flexible Working Hours policy in 2023, followed by our Flexible Leave Management policy in 2024. We also continue working from home on Wednesdays, and maintain our HR policies for personal events and bereavement leave.

We support our employees' work-life balance with flexible working hours, remote working and flexible leave practices. Working hours are managed in accordance with applicable legislation, and practices to promote employee welfare and sustainable working conditions are regularly reviewed. To this end, we implement our working hours within the legal limits specified in the Turkish Labor Law No. 4857.

Galata Wind supports employee physical health and well-being through initiatives including MultiSport membership, access to gym and table-tennis facilities, yoga, massage services and nutrition counselling. Galata Wind supports workplace mental well-being and stress management through employee well-being initiatives including breathing therapy, yoga and other structured well-being activities.

AT GALATA WIND, WE ARE DEDICATING MORE TIME TO LIFE WITH FLEXIBLE LEAVE TERMS



TOTAL LEAVE DAYS TAKEN

Type of Leave	Leave Days Taken
Annual Leave (Including Advance Leaves)	271.5 Business Days
Maternity/Paternity Leave, Parental Leave, Personal Leave, School Report Day Leave, Birthday Leave, Volunteer Leave, and Caregiving and Pet Leave	140.5 Business Days

Galata Wind provides paid caregiving/accompaniment leave, in addition to parental leave, for employees who need to care for eligible first-degree relatives due to physical or mental health conditions.

EMPLOYEES LEAVES

Description	Statutory Leave	Galata Wind Leave
Marriage Leave	5 Days	5 Days
Maternity Leave (for Female Employees)	16 Weeks (Single Birth) 18 Weeks (Multiple Birth)	16 Weeks (Single Birth) 18 Weeks (Multiple Birth)
Paternity Leave (for Male Employees)	5 Days	10 Days
Adoption Leave	3 Days	3 Days
Bereavement Leave for the Death of a First-Degree Relative (Parent, Spouse, Child or Sibling)	3 Days (Not Including Siblings)	3 Days (Including Siblings)
Bereavement Leave for the Death of a Second-Degree Relative	-	1 Day
Moving Leave	-	1 Day
First Day of School Leave	-	Half Day
School Report Day Leave	-	Half Day
Menstrual Leave (for Female Employees)*	-	1 Day per Month
Birthday Leave	-	1 Day
Caregiving and Pet Leave*	-	Varies
Recognition Leave	-	2 or 4 days depending on length of service
Volunteer Leave*	-	20 Hours per Year

** Available at the manager's discretion*

OUR REMUNERATION APPROACH

We structured our employee remuneration approach within the framework of the Galata Wind **Remuneration Policy** that we put into force as per the Board of Directors' Resolution No. 2025/27 dated 12 December 2025. We developed the Policy in line with the Company's strategic targets and sustainability-related material topics as well as with TSRS 1 and TSRS 2, ESRS S1 "Own Workforce", and the provisions of Corporate Governance Communiqué (II-17.1) of the Capital Markets Board of Türkiye. We review the Policy annually and update it if necessary, subject to the approval of the Board of Directors.

Equal Pay for Equal Work: As stated in our Remuneration Policy, we adopt the principle of "equal pay for equal work". We value the rights of our employees, and believe that individuals working at the same workplace and having similar workloads should receive equal pay. We established our job descriptions and role assignments, as well as our performance evaluation and reward criteria accordingly, and communicated them to all employees.

Employees are compensated for overtime work in accordance with applicable remuneration rules and legislation. Employees' working hours, including overtime, are systematically monitored through the Holding's human resources platform.

Galata Wind conducts a gender pay gap analysis at least annually. Results are reviewed by HR and corrective actions are identified where necessary.

Alignment with Market Conditions and Performance-Based Remuneration: We take market trends and performance evaluations into consideration in the determination and review of remuneration levels, and reflect annual salary adjustments in employee remuneration at intervals deemed appropriate by the employer. We consider performance as a fundamental component of our remuneration and reward mechanisms, and define performance criteria transparently.

Integration of Sustainability Targets: We determine employee remuneration based on their roles, responsibilities, experience and key performance indicators as well as their individual contributions to the Company's strategy and policies, overall performance and ESG performance. Remuneration criteria for employees in key positions include their performance in achieving carbon emissions reduction and energy efficiency targets.

Benefits and Incentives: In 2025, we introduced a Flexible Benefits System to diversify the benefits we offer to our employees. Our benefits package includes transportation and meal allowances, holiday and birthday gifts, family support benefits, and company vehicle and mobile phone allocations, depending on employees' roles and business requirements. We also continue to provide the HPV vaccine as an employee benefit to all female employees.

All employees are eligible for benefits packages offered according to their job levels. We also implement performance-based bonus schemes and reward systems depending on the achievement of project targets and the performance of the teams that employees collaborate with. In 2025 reporting period, our Company did not have any recruitment bonuses, recruitment incentive payments, special compensation arrangements for termination scenarios, or clawback provisions in place.

Dialogue and Communication: We provide our employees with transparent and regular updates on the Company's financial position, career opportunities and remuneration policies. We actively collect employee feedback and take it into consideration when reviewing and improving our policies.

Our Galata Wind **Remuneration Policy** is publicly available on our corporate website.

DIVERSITY, EQUITY AND INCLUSION

Adopting the principle of equal opportunity in recruitment, career development, remuneration and all other human resources processes, Galata Wind does not tolerate any form of discrimination, including discrimination based on disability. Although our Company has not reached the number of employees subject to the statutory employment quota for persons with disabilities under applicable Turkish labor legislation in the reporting period, there are no restrictive practices regarding the employment of persons with disabilities. All recruitment processes are conducted in accordance with the principles of competence and equal opportunity. Our Company does not collect or report employees' sensitive personal data, including information related to ethnic origin, religion, sexual orientation or similar characteristics in line with the principles of equal opportunity, non-discrimination and data minimization, and in compliance with applicable personal data protection legislation.

REWARD AND INCENTIVE

Our bonus and reward system incorporates both short-term and long-term incentive elements. We link our employees' performance evaluations not only to financial outputs but also to sustainability metrics. This approach ensures a direct link between employee performance and our corporate sustainability goals.

In 2025, we recorded an increase in our employee engagement indicators. We also observed positive developments in the number of employees promoted and participating in development programs. We determine and regularly revise our reward and incentive processes according to the outputs of our Performance Management System and current market trends.



Double Materiality Analysis Results: DEI as a Material Topic

POSITIVE IMPACTS

#	Impact Definition	Value Chain (Location)	Geography	Scope	Scale	Irremediability	Probability
1	Creating an inclusive work environment by providing equal opportunities to all employees and making a corporate-level commitment to preventing discrimination.	Core Operations – Human Resources	Türkiye	Spatial	Middle	—	—
2	Supporting the principle of equality among employees by adopting a zero-tolerance approach to discrimination under the Human Rights Policy and Code of Ethics.	Core Operations – Human Resources	Türkiye	Spatial	Middle	—	—
3	Increasing organizational diversity by encouraging women employees to take on roles across all levels, from engineering to management.	Core Operations – Human Resources	Türkiye	Spatial	Middle	—	—

NEGATIVE

#	Impact Definition	Value Chain (Location)	Geography	Scope	Scale	Irremediability	Probability
1	Potential differences in employee experience if diversity and inclusion practices are not implemented consistently across the organization.	Core Operations – Human Resources	Türkiye	Spatial	Middle	Remediable within a moderate period	Middle

OUR POLICY AND GOVERNANCE APPROACH

DEI – POLICY AREAS AND APPROACH

Area	Our Approach
Policy and Governance	We adopt a zero-tolerance approach to discrimination under our **Human Rights Policy, Human Resources Policy, Code of Ethics and Business Conduct.**
Feedback-Oriented Approach	Our employees can securely report complaints regarding discrimination or unethical practices through the Ethics Helpline and the Doğan Ethics Committee.
Value Creation	We have an equal pay for equal work policy in place. We apply the principle of inclusion in our employee remuneration processes, and manage all HR processes within this framework.

There were no cases of discrimination at our Company in 2025 reporting period. Our Ethics Procedure is activated in a potential case. Reports are reviewed via the Ethics Helpline under the coordination of our Human Resources and Legal departments, and based on the principle of confidentiality. Individuals who submit reports are protected against possible retaliation, and cases resolved with corrective actions are continuously monitored to prevent recurrence.

WOMEN'S EMPOWERMENT AND CAREER DEVELOPMENT

We adopt women's empowerment as one of our core principles. We encourage our female employees to take on greater responsibilities, and aim to increase their participation in the sector, from engineering roles to leadership positions. In 2022, we fulfilled our commitment of increasing the proportion of women in management positions at our headquarters to more than 30% within two years and having at least one-woman member on our Board of Directors, as we promised at the time of our initial public offering.

In line with our gender equality targets, we implement local recruitment practices for increasing the participation of female engineers in the workforce and strengthening their representation in technical roles. Three n-2 female managers participated in the development program in 2024 as part of the Women Leaders Development Program, which aims to strengthen the career development and representation of women leaders in management positions. We aim to launch a women's mentoring program in 2026-2027 to support the career development of female employees and strengthen their representation in leadership positions. We also support our female employees' access to preventive healthcare services with a holistic approach to employee well-being. Within this scope, we provide the HPV vaccine as an employee benefit, and offer complimentary gynecological examinations, obstetric and gynecological consultations and cervical smear tests. We also offer Menstrual Leave to support the needs of female employees during their menstrual cycle, helping to foster a more inclusive and supportive work environment as part of our people-oriented practices that promote gender equality and employee well-being.

OCCUPATIONAL HEALTH AND SAFETY

As a company operating in the renewable energy sector, we conduct all our operations within the occupational hazard classification of "very hazardous". Therefore, OHS is one of the most critical components of our corporate sustainability approach. We not only aim to fulfill our legal obligations but also to provide a safe, healthy and resilient working environment for all employees and business partners. With the awareness that employees and stakeholders are the most fundamental and valuable assets of any organization, we adopt the proactive identification of factors that may lead to workplace accidents or occupational diseases and the prevention of associated risks as our core objective.

In 2025, we maintained our zero-workplace accident approach and completed the year with zero workplace accidents.



Double Materiality Analysis Results: Occupational Health and Safety as a Material Topic

POSITIVE IMPACTS

#	Impact Definition	Value Chain (Location)	Geography	Scope	Scale	Irremediability	Probability
1	Ensuring a safe working environment through systematic risk management across all power plants and offices under the ISO 45001 Occupational Health and Safety Management System.	Core Operations – Human Resources	Türkiye	Spatial	High	—	—
2	Strengthening a safe working culture in high-risk activities through specific training on critical risks such as working at height, electrical safety, and fire safety.	Core Operations – Human Resources	Türkiye	Spatial	High	—	—
3	Increasing employee participation and enabling the early identification of risks in the field through OHS meetings, Toolbox Talks, and employee feedback mechanisms.	Core Operations – Human Resources	Türkiye	Spatial	Middle	—	—
4	Increasing preparedness for operational risks through the implementation of emergency response plans and regular drills across all sites.	Core Operations – Human Resources	Türkiye	Spatial	Middle	—	—

NEGATIVE IMPACTS

#	Impact Definition	Value Chain (Location)	Geography	Scope	Scale	Irremediability	Probability
1	Exposure to high-risk hazards such as electric shock, falls from height, and fire in the course of electricity generation activities.	Core Operations – Human Resources	Türkiye	Spatial	High	Remediable within a moderate period	—
2	Potential variations in field practices despite the management of contractor and subcontractor employees through OHS commitments.	Core Operations – Human Resources	Türkiye	Regional	Middle	Remediable within a moderate period	Middle
3	Failure to address risks in a timely manner if non-conformities reported by employees are not managed effectively.	Core Operations – Human Resources	Türkiye	Regional	Middle	Remediable within a moderate period	Middle

RISKS

#	Definition	Value Chain (Location)	Geography	Time	Severity	Probability
1	Increased compensation, legal liability, and insurance costs in the event of critical risks such as electric shock, falls from height, and fire.	Core Operations – Human Resources	Türkiye	Short	High	Middle
2	Project delays and additional operational costs arising from OHS non-compliances attributable to contractors and subcontractors.	Core Operations – Human Resources	Türkiye	Short	Middle	Middle
3	Financial losses resulting from administrative fines and operational restrictions in cases of non-compliance with OHS legislation.	Core Operations – Human Resources	Türkiye	Short	High	Low

OPPORTUNITIES

#	Definition	Value Chain (Location)	Geography	Time	Severity	Probability
1	Reducing occupational accidents and related costs through systematic OHS management under ISO 45001.	Core Operations – Human Resources	Türkiye	Medium	Middle	Middle
2	Increasing investor confidence and facilitating access to sustainable financing through strong OHS performance.	Core Operations – Human Resources	Türkiye	Long	Middle	Middle

OUR OCCUPATIONAL HEALTH AND SAFETY TARGETS

1. To strengthen and standardize our occupational health and safety management approach in all operations by the end of 2028; and to ensure the effective implementation of our "Zero Workplace Accidents" principle.
2. To maintain "0" work-related fatalities and serious injuries among both our employees and contractor personnel.
3. To ensure the annual completion of 100% of planned occupational health and safety trainings, toolbox talks, and emergency drills in all operational sites.
4. To ensure that 100% of identified high-risk occupational health and safety findings and the related corrective actions are completed within the established timeframes.
5. To strengthen our proactive occupational health and safety culture by increasing the reporting of near misses, unsafe conditions and good practices in all operational sites.

OCCUPATIONAL HEALTH AND SAFETY POLICY AND MANAGEMENT SYSTEM

Our ISO 45001:2018 Occupational Health and Safety Management System certification, covering all of our power plants and headquarters since 2015, was successfully renewed in 2023 for an additional three-year period. In 2025 (on 17 September 2025), we successfully passed the external surveillance audit, and the validity of our ISO 9001 / 14001 / 45001 / 10002 certifications has been extended until 19 October 2026.

We share responsibility for occupational health and safety across all levels of the organization, from frontline employees to senior management.

We implement our OHS practices through Joint Health and Safety Units (JHSUs) as well as through our in-house OHS Manage by distributing smart safety wristbands by the end of 2026. Our OHS Manager reports directly to the Executive Committee of the working group reporting to the Sustainability Committee. This structure ensures that OHS governance is overseen at the senior management level.

Our OHS Policy is approved and overseen by the Board of Directors.

All work-related injuries, occupational illnesses, near misses and incidents are formally investigated to identify root causes, with corrective/preventive actions monitored to closure.

Galata Wind conducts periodic internal OHS inspections across its operational sites and tracks findings through corrective-action closure.

Galata Wind periodically evaluates OHS performance against annual quantitative OHS targets, including fatalities, serious injuries, planned training/drills and high-risk finding closure.

RISK MANAGEMENT AND PREVENTIVE APPROACH

We classify and monitor potential risks within the framework of our ISO 45001:2018-certified OHS Management System and Sustainability Management. The Emergency Action Plans and Risk Assessment Reports we prepare throughout the year are continuously reviewed and updated by the JHSUs responsible for our power plants and by independent consulting firms. We also conduct regular emergency drills (fire, evacuation, first aid, etc.) at each facility.

As part of emergency management, the organizational structure and responsibilities required to support the effectiveness of response processes at the regional, facility and departmental levels are also defined.
The most significant risks due to our electricity generation activities include explosions at switchgear and transformer substations, fires in control buildings, wind turbines and/or solar panels, electric shock, falls from height, and fire.

EMPLOYEE ENGAGEMENT AND AWARENESS

Employees can report workplace risks through Non-Conformity Reporting Forms and suggestion boxes. We also provide regular information at HSE (Health, Safety and Environment) meetings and Toolbox sessions. Galata Wind does not have a labor union. Our efforts to establish an OHS Committee are ongoing although we are not legally obliged to. Employees are required to immediately report unsafe conditions in the workplace to their managers, and we encourage them to take responsibility for the safety of their own working areas.

OHS PROJECTS FOR THE UPCOMING PERIOD

In 2025, we implemented various projects focusing on physical security and personnel safety:

- **QR Code-Based Access System:** We introduced QR code-based entry and exit systems in areas requiring controlled access within the buildings at all our power plants, enabling authorized access and further strengthening our OHS measures.

- **Radio and Push-to-Talk System:** We introduced radio and integrated push-to-talk systems at all sites to maintain uninterrupted communication with our personnel during and after natural disasters. The system is designed to maintain uninterrupted communication even in the event of disruptions to 3G, 4G or 5G mobile networks.

- **Smart Wristband Project:** To be implemented in 2026, we began preparations for a project to provide smart wristbands to all field employees in order to enhance the safety of employees working alone at our power plants and to protect them against accidents, falls and health-related risks. These devices will allow us to monitor employees' vital signs and enable real-time notifications, including location information, to be sent to their supervisors and emergency medical services in the event of an incident or health-related emergency

- **Vehicle Camera and Tracking Project:** To be implemented in 2026–2027, we aim to implement preventive measures against accidents, theft and similar risks by installing camera and tracking systems in all Company vehicles.

OCCUPATIONAL HEALTH AND SAFETY TRAININGS

We consider OHS trainings as both a legal obligation and an operational priority. In 2025, mandatory OHS trainings were provided by OHS specialists and workplace physicians on location basis. We also offer comprehensive OHS orientation to all new employees during the onboarding process.

Basic occupational health, basic occupational safety, first aid, fire safety, fire and evacuation drills, search and rescue, working at heights, personal protective equipment (PPE) use, automated external defibrillator (AED) use, workplace accidents, employee representation, legal rights and regulations, occupational diseases, technical engineering, and occupational risks are included in the scope of our OHS trainings.

OHS TRAININGS IN 2025

OHS TRAININGS IN 2025 – COMPANY EMPLOYEES (LOCATION-BASED)

Location	Total Training Hours	Number of Employees	Average Training Hours
Şah WPP	254	7	36
Mersin WPP	128	8	16
Taşpınar WPP	332	10	33
Çorum SPP	24	1	24
Erzurum SPP	32	2	16
Headquarters	24	3	8

OHS TRAININGS IN 2025 – SERVICE, MAINTENANCE AND REPAIR

Location	Total Training Hours	Number of Employees	Average Training Hours
Şah WPP	48	10	4.8
Mersin WPP	0	6	0
Taşpınar WPP	112	7	16
Grand Total	**160**	**23**	**7**

OHS TRAININGS IN 2025 – SECURITY PERSONNEL

Location	Total Training Hours	Number of Employees	Average Training Hours
Şah WPP	60	5	12
Mersin WPP	60	5	12
Taşpınar WPP	76	8	12
Çorum SPP	228	19	12
Erzurum SPP	48	4	12
Grand Total	**472**	**41**	**12**

DIGITALIZATION, INNOVATION AND DATA MANAGEMENT

INFORMATION SECURITY AND DIGITALIZATION – PROGRESS AND TARGETS

Indicator	Unit	2024	2025	Target	Target Year
Number of Data Breaches	Number	0	0	0	Ongoing
Number of Cybersecurity Non-Compliance Incidents	Number	0	0	0	Ongoing
Employee Digital Literacy Rate	%	100	100	100	Ongoing

INFORMATION SECURITY AND CYBERSECURITY

As a renewable energy producer, the security of our digital infrastructure underpins our operational continuity. We address the protection of our information assets, the management of cyber risks and the confidentiality of personal data through an integrated management approach.

Our Company has established a governance structure with clearly defined duties, authorities and responsibilities to support the effective management of cybersecurity risks. Cybersecurity performance and developments in this area are regularly monitored and assessed in line with predetermined targets and relevant industry standards. Independent external audits of security performance are conducted to review the effectiveness of current practices, and necessary actions are taken as part of our continuous improvement approach.

Employees who identify a suspected information-security incident, vulnerability or suspicious activity are required to report it immediately to the Information Technologies function through bs@galatawind.com.tr.

The issue is assessed by the Cyber Incident Response Team and escalated to the Group CISO and relevant management bodies depending on severity.

Double Materiality Analysis Results: Information Security and Cybersecurity as a Material Topic

POSITIVE IMPACTS

#	Impact Definition	Value Chain (Location)	Geography	Scope	Scale	Irremediability	Probability
1	Systematic protection and management of information assets under ISO/IEC 27001.	Core Operations – Energy Production	Türkiye	Spatial	High	—	—
2	Lawful processing and protection of personal data in accordance with the Turkish Personal Data Protection Law (KVKK).	Upstream Value Chain – Suppliers and Business Partners	Türkiye	Spatial	High	—	—
3	Enhancing the traceability of information security processes through regular risk assessments of data assets.	Core Operations – Energy Production	Türkiye	Spatial	Middle	—	—
4	Increasing employees' technical and behavioral awareness through information security training.	Core Operations – Energy Production	Türkiye	Spatial	Middle	—	—
5	Strengthening data security capabilities and operational resilience through cybersecurity investments and digital projects.	Core Operations – Energy Production	Türkiye	Spatial	Middle	—	—

NEGATIVE IMPACTS

#	Impact Definition	Value Chain (Location)	Geography	Scope	Scale	Irremediability	Probability
1	Cybersecurity breaches in SCADA and critical infrastructure systems.	Core Operations – Energy Production	Türkiye	Spatial	High	Remediable in the long term	Middle
2	Potential breaches of data privacy in the event of disruptions in processes related to the protection of personal data.	Core Operations – Energy Production	Türkiye	Spatial	High	Remediable in the long term	Middle

RISKS

#	Definition	Value Chain (Location)	Geography	Time	Severity	Probability
1	Increased CAPEX associated with system recovery, reinstallation, and cybersecurity investments in the event of damage to operational systems resulting from cyberattacks.	Core Operations – Energy Production	Türkiye	Medium	High	Middle
2	Financial burdens arising from administrative sanctions, fines, and legal proceedings in the event of data breaches or non-compliance with the Turkish Personal Data Protection Law (KVKK).	Core Operations – Energy Production	Türkiye	Medium	High	Middle
3	Increased operational expenditure (OPEX) due to compliance, audit, and reporting activities driven by evolving regulations, in addition to regular post-installation operational costs.	Upstream Value Chain – Public Institutions	Türkiye	Medium	High	High

OPPORTUNITIES

#	Definition	Value Chain (Location)	Geography	Time	Severity	Probability
1	Reducing operational disruptions and optimizing costs through investments in digital infrastructure and security systems.	Core Operations – Energy Production	Türkiye	Medium	Middle	Middle
2	Increasing investor confidence and facilitating access to financing through ISO/IEC 27001 certification and a robust information security infrastructure.	Core Operations – Energy Production	Türkiye	Medium	Middle	Middle

OUR INFORMATION SECURITY AND CYBERSECURITY TARGETS

1. To maintain full compliance each year with regulatory requirements related to physical and cybersecurity standards through 2030, while targeting "0" material non-compliance cases, "0" material information security regulatory violations, and "0" material cybersecurity incidents.

2. To complete annual penetration testing for 100% of in-scope IT, OT, and SCADA systems and remediate 100% of critical and high-risk findings within approved service-level timelines, completing the tests with "0" overdue critical findings.

3. To maintain the number of lawsuits or complaints related to employees, suppliers, or customers under the Turkish Personal Data Protection Law (KVKK) at "0".

4. To achieve "0" material non-conformities in ISO 27001 or CBDDO audits each year through 2030 and complete 100% of identified corrective actions by their approved deadlines.

5. To ensure that 100% of all employees and relevant contractors with system access complete mandatory information security and cybersecurity training annually through 2030.

6. To expand the scope of the penetration tests introduced as standard across all power plants for IT systems as of 2024; conduct regular penetration tests across 100% of IT and OT systems as of 2025; complete corrective actions for 100% of identified critical findings within the required timeline; and continuously strengthen cyber resilience.

OUR INFORMATION SECURITY MANAGEMENT SYSTEM

To protect our information assets and manage cyber risks, we hold ISO/IEC 27001:2013 Information Security Management System (ISMS) certification, under which our processes are managed in accordance with a defined standard and regularly audited. Our certification covers our head office and the operations of all our wind and solar power plants. It was renewed for a three-year period in 2024. No major findings were identified during the ISO 27001 certification audits conducted in 2025.

Information security and cybersecurity risks are overseen by the Early Detection of Risk Committee as part of Galata Wind's corporate risk management and internal control framework. IT and cybersecurity risks are systematically assessed and reported within the Company's corporate risk management structure. Operational responsibility lies with the Senior IT Manager, who operates in coordination with the Cyber Incident Response Team and within the framework of the ISO/IEC 27001 Information Security Management System.

Galata Wind's information security governance is integrated with Doğan Holding's group-level information security governance and control standards, and the Company is not managed independently in this area. While the Senior IT Manager reports administratively to the COO, the information security strategy, policies, and key decisions are subject to the approval of the Group CISO, who reports to the Doğan Holding CTO. This dual reporting structure ensures that Galata Wind's cybersecurity practices are implemented in alignment with group-wide standards and controls. We prepared our **Information Security Policy** based on the principles of confidentiality, integrity and availability. Within this scope:

- We regularly subject all our data assets to risk assess ments.
- We ensure compliance with information security legislation and standards.
- We develop technical and behavioral awareness through training.
- In 2025, all Galata Wind employees completed online Information Security training.

OUR CYBERSECURITY STRUCTURE

Cybersecurity practices form the foundation of operational security. In this respect, power plants are among the highest-risk infrastructure assets. Our Company has a Cyber Incident Response Team (CIRT) to meet the requirements of the Energy Market Regulatory Authority (EMRA) under the Computer Emergency Response Team of the Republic of Türkiye (TR-CERT) regulation. In addition, the Information and Communication Security Audit Guide published by the Digital Transformation Office of the Presidency (CBDDO) and EMRA's Cybersecurity Competency Model Regulation published in 2024 introduce numerous new obligations and audit mechanisms for power plants. In 2025, we completed the preparations required under the regulation and became ready for audit.

We aligned our entire IT infrastructure with these guidelines and successfully passed the CBDDO audits in 2025. We repeat these audits every year. We completed our awareness activities under EMRA's Regulation on the Cybersecurity Competency Model in the Energy Sector and became ready for audit.

PENETRATION TESTS AND MONITORING

We periodically commission accredited firms to conduct penetration tests on both our IT and OT (operational technology) systems. Beginning in 2024, we expanded the scope of our penetration tests and included OT and SCADA systems in the standard testing scope alongside our IT systems. No findings were identified as a result of the tests conducted on our IT, OT and SCADA systems in 2025.

We continuously monitor, analyze and, where necessary, restrict all network communications and systems. We continuously update the signatures of the EDR/XDR solutions that we consolidated under a single platform last year, thereby ensuring that all our systems remain secure on a continuous and sustainable basis.

EMPLOYEE AWARENESS

We continued to provide our cybersecurity awareness training to all employees in 2025, further strengthening our level of organizational awareness. As part of these efforts, we conduct phishing exercises using methods and randomized timing that differ from those used in previous years, with the aim of strengthening employee's ability to recognize and respond to potential threats.

DISASTER RECOVERY AND SYSTEM CONTINUITY

In 2025, we completed the setup of the Disaster Recovery Site, which will be activated during disasters to ensure system continuity. Within this scope, we ensured that the systems we use operate sustainably and without interruption, thereby maintaining uninterrupted data communication. We build redundancy into the internet, system and network infrastructure of our power plants and create and retain physical backups on a daily, weekly and monthly basis.

PERSONAL DATA PROTECTION

We established a dedicated policy under KVKK. Under this policy:

- Ensuring that all employee, visitor, supplier and customer data is processed in accordance with KVKK and relevant international obligations;
- Ensuring that data retention, transfer, deletion and anonymization processes are carried out in compliance with the law; and
- Taking technical and administrative measures to prevent unauthorized access are commitments we uphold.
- Our compliance with the legal regulations on the protection of personal data (KVKK) and the Protection and Processing of Personal Data Policy is subject to internal privacy compliance audits conducted by the Information Systems Department and the Legal Counsel's Office.
- Violations of the Company's personal data protection and privacy requirements may result in corrective and disciplinary action in accordance with Company procedures and, where applicable, legal sanctions under applicable legislation.

We allocate responsibility for information systems and personal data protection among our Legal Department, Information Systems Unit and Executive Committee in line with their defined roles.

OUR PERFORMANCE IN 2025

As of year-end 2025:

- No security incidents arising from data leakage, system breaches or external access occurred.
- No official notifications were made concerning the unlawful disclosure of personal data.
- No lawsuits or complaint proceedings relating to employees, suppliers or customers were initiated under KVKK.
- No major findings were identified in the CBDDO audits or ISO 27001 certification audits.
- No findings were identified in the penetration tests conducted on our IT, OT and SCADA systems.

Galata Wind informs data subjects, including customers, suppliers, visitors, and employees, about the purposes and legal grounds for processing their personal data, data retention and transfer conditions, and their rights under applicable legislation through privacy notices and publicly available personal data disclosures.

Data subjects are informed of their rights to access their personal data, request the correction of inaccurate or incomplete data, request the deletion or destruction of their personal data under the conditions prescribed by applicable legislation, and exercise other rights provided under the Turkish Personal Data Protection Law (KVKK). Processes relating to the protection of personal data are monitored as part of Galata Wind's information security and data privacy management approach.

DIGITALIZATION AND INNOVATION

We regard digitalization as a strategic lever for improving efficiency, achieving sustainability targets and developing innovative business models. Since 2021, we have continued our efforts to digitalize all Company processes to the greatest extent possible in order to improve operational efficiency and keep pace with current developments. Our vision in this area is to be a company that pioneers advances enabling us to conduct our operations as effectively as possible. Energy generation and management are closely associated with digitalization, as they make extensive use of technologies requiring full automation. For our Company, digitalization has two dimensions: operational security and operational efficiency.

OUR DIGITALIZATION AND INNOVATION TARGETS

1. To ensure the safety of 100% of all employees and contractors performing high-risk operational tasks at designated sites, including those working alone, outside regular shifts, and in field operations, by distributing smart safety wristbands by the end of 2026 and assessing their effectiveness through emergency response and incident prevention indicators.

2. To enable IoT-based monitoring for 100% of defined sensor-compatible environmental performance indicators (KPIs) across all operational sites by the end of 2026 and maintain records of all data. *

3. To ensure that 100% of in-scope IoT environmental data is automatically transferred from operational source systems to the digital ESG platform by the end of 2027, without requiring manual data entry and with automated validation and exception controls throughout the process.

4. To equip 100% of Company-owned operational vehicles with approved tracking and driver safety monitoring systems (Vehicle Camera Tracking System) by the end of 2027.

5. To process 100% of eligible procurement requests, approval, and purchase orders through the approved digital platform by the end of 2026.

6. To complete 100% of Phase II CCTV installations by the end of 2026 at all locations identified in the approved physical security and forest fire risk assessment.

7. To develop and publicly disclose a Responsible Artificial Intelligence Policy by the end of 2026, covering data privacy, cybersecurity, bias prevention, human oversight, transparency and explainability, accountability, defined use boundaries, prohibited artificial intelligence practices, and environmental impacts.

8. To implement the approved Responsible Artificial Intelligence control framework across 100% of all in-scope artificial intelligence systems and use cases included in the inventory by the end of 2027, including risk classification, authorized access, human oversight, privacy and security reviews, output labeling where applicable, incident escalation, and periodic performance assessments.

9. To prepare for the audit under the "Cybersecurity and Maturity Model in the Energy Sector" published by EPDK and achieve audit readiness, with full implementation across all our power plants by 2027.

10. By the end of 2027, provide 100% of employees with access to approved AI systems with Responsible AI and secure-use training, followed by annual refresher training.

**In 2025, completing the pilot testing processes for environmental data monitored through IoT across all our power plants took 6–9 months.*

OUR INFORMATION TECHNOLOGY INVESTMENTS

In 2025, we spent USD 365,000 on information technology and digitalization investments. We allocated a budget of approximately USD 850,000 for these investments in 2026. Galata Wind aims to develop its governance approach to the use of artificial intelligence in alignment with the group-level policy and procedure development efforts being undertaken within Doğan Holding. During the 2025 reporting period, work in this area was at the preparatory stage. Following the completion of the relevant group-level procedure, Galata Wind plans to align its AI governance principles and control processes with this framework. As part of the preparatory work, the Company plans to assess areas including data privacy, cybersecurity, bias prevention, human oversight, transparency and explainability, accountability, limitations on use, and the environmental impacts of AI-enabled systems.

At Galata Wind, AI applications began to be evaluated on a limited and pilot basis during the 2025 reporting period, particularly at the senior management level, for efficiency and decision-support purposes. However, as of the reporting period, a formal and comprehensive Responsible AI Program has not yet been implemented across the organization. Galata Wind aims to institutionalize control processes for the use of AI from 2026 onwards, in alignment with the group-level policy and procedure development efforts within Doğan Holding and the planned licensed AI infrastructure. As part of this approach, the Company plans to assess processes relating to an AI usage inventory, access restrictions, human oversight, privacy and cybersecurity assessments, output labeling where relevant, incident escalation, employee awareness, and periodic performance reviews.

OPERATIONAL DIGITALIZATION

We have implemented SCADA-based monitoring systems, predictive maintenance algorithms and artificial intelligence-based generation forecasting activities at all our power plants. We increased availability through digital reporting systems for turbine and panel failures. We reduced maintenance costs and downtime through predictive maintenance practices. We conduct real-time monitoring using data obtained from SCADA-based systems to improve energy efficiency and optimize resources.



FIELD AND SUSTAINABILITY PROJECTS IMPLEMENTED IN 2025

In 2025, we implemented various projects focusing on physical security, personnel safety and sustainability:

- **QR Code-Based Access System:** We introduced QR code-based entry and exit systems in areas requiring controlled access within the buildings at all our power plants, enabling authorized access and further strengthening our OHS measures.

- **Radio and Push-to-Talk System:** We introduced radio and push-to-talk systems at all sites to maintain uninterrupted communication with our personnel during and after natural disasters. This infrastructure will prevent communication interruptions even in the event of potential outages affecting 3G, 4G and 5G mobile networks.

- **IoT-Based Sustainability Monitoring:** We began regularly monitoring our electricity consumption, wastewater volumes, and septic tank fill levels through IoT sensors installed across all our power plants.



Two major digital management platforms introduced in 2025 enabled us to achieve a significant transformation in stakeholder management:

- **Sustainable Supply Management Mechanism (T4earth):** We began managing supplier ESG data, strategy and audit processes through a single digital platform.

- **REAP Chatbot:** We launched the REAP chatbot application, enabling our investors to access investor presentations, financial reports, Public Disclosure Platform disclosures and corporate governance documents quickly.

OUR PLANS FOR 2026

Our main digital transformation projects planned for 2026 include:

- **Smart Wristband Project:** We have begun preparations for a project to provide all field employees with smart safety wristbands to enhance the safety of personnel working outside regular shifts and in the field. The initiative aims to enable rapid response to falls, workplace accidents, and health-related emergencies that may occur outside working hours or while working alone in the field, thereby minimizing associated risks.

- **Vehicle Camera and Tracking Project:** To be implemented in 2026–2027, installing camera and tracking systems in all Company vehicles to prevent accidents, theft and similar risks.

- **Migration of Procurement Processes to a Digital Platform:** Following the completion of planning activities in 2025, conducting all our procurement processes through digital platforms.

- **Site CCTV Expansion (Phase 2):** To monitor forest areas through camera systems positioned on hilltops overlooking the forest areas and enable early detection and rapid response to potential risks and emergencies.

SUSTAINABLE FINANCE AND RESILIENT GROWTH

SUSTAINABLE/GREEN FINANCE

We adopt sustainable finance principles for resilient growth and create value through transparent, accountable and ethical governance. We manage risks effectively and strengthen stakeholder trust. Within this framework, in 2025, we fully drew down the USD 25 million green loan under the agreement we entered into with Proparco, an affiliate of the French Development Agency (AFD), for the Taşpınar Hybrid SPP project. As of year-end 2025, we increased our total installed capacity to 354.2 MW through the Taşpınar Hybrid SPP investment and the Mersin WPP additional capacity investment.

We strengthen the funding structure that supports our sustainable growth targets through green finance partnerships with international development finance institutions. Within this scope, we signed a USD 45 million green loan financing agreement with the European Bank for Reconstruction and Development (EBRD). We used this financing, together with the financing provided under the USD 25 million green loan agreement with Proparco, an affiliate of the AFD, primarily for our Taşpınar Hybrid SPP investment, as well as for our renewable energy and low-carbon transition projects. These partnerships with international financial institutions are a tangible indicator of the positive impact of our sustainability performance on our financing terms and of the alignment between our climate commitments and financial strategy.

OUR SUSTAINABLE FINANCE TARGETS

1. To prioritize the assessment and use of sustainable finance instruments for new long-term project financing where market conditions are favorable.

2. To assess 100% of new investment projects against environmental and social eligibility criteria.

3. To complete environmental and social due diligence (ESDD) for 100% of new projects requiring sustainable finance.

4. To achieve 100% compliance with the environmental and social requirements of financing providers.

5. To monitor Green CapEx, expenditures on environmental protection and climate investments, and other environmental expenditures annually and disclose them transparently to the public.

6. To ensure that new investments are made in line with environmental sustainability criteria by maintaining the Green CapEx ratio above 95% through 2030 and thereafter.

7. To increase the share of green bonds, green loans and other sustainable finance instruments in the total long-term financing portfolio to 25–30% by 2035.

TAX

Tax was identified as one of our material topics in the results of our 2025 Double Materiality Analysis and is therefore addressed under a separate heading in this report. At Galata Wind, we regard tax management as an extension of our corporate governance and transparency principles.
We conduct our activities in accordance with the provisions of the Turkish Commercial Code (TCC), the Capital Markets Law (CML), Capital Markets Board (CMB) regulations, the Corporate Tax Law, the Income Tax Law and other relevant legislation. We fulfill our tax obligations to the Üsküdar Tax Office in full, on time and transparently.

We define the core principles of our tax approach as follows:

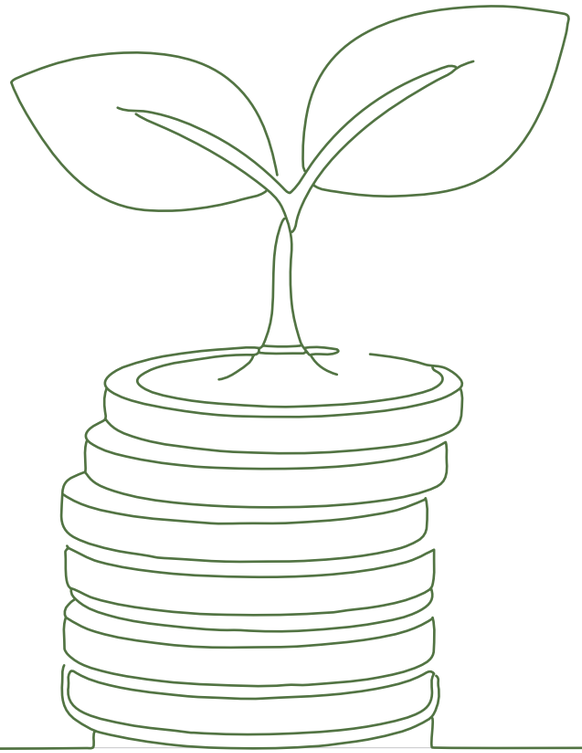
- **Legal compliance:** We ensure full compliance with national and international tax legislation in all regions where we operate.

- **Transparency:** We fully disclose information on our tax obligations in our financial reports in accordance with Turkish Accounting Standards (TAS) and Turkish Financial Reporting Standards (TFRS), and share our independently audited Consolidated Financial Statements with our stakeholders through the Public Disclosure Platform (KAP).

- **Ethical tax management:** We refrain from aggressive tax planning and artificial arrangements aimed at tax avoidance, and manage our tax approach in line with our corporate ethical principles.

- **Risk management:** We assess tax risks within our corporate risk management framework and proactively manage our compliance risk by regularly monitoring legislative changes.

- **Operational structure:** We conduct our operations in Türkiye and have no entities structured in low-tax jurisdictions for the purpose of obtaining tax advantages. We make our investments in Europe, namely in Germany and Italy, in European Union member states with comprehensive tax regulations.



Double Materiality Analysis Results: Tax as a Material Topic

RISKS

#	Definition	Value Chain (Location)	Geography	Time	Severity	Probability
1	A more cautious investment environment and tighter financing conditions due to global trade policies and changing tax regulations.	Core Operations – Finance	Türkiye	Short	Middle	High
2	Increased tax and compliance obligations arising from suppliers' compliance with EU sustainability regulations, resulting in indirect cost impacts.	Upstream Value Chain – Suppliers	Türkiye	Medium	Middle	Middle

OPPORTUNITIES

#	Definition	Value Chain (Location)	Geography	Time	Severity	Probability
1	Achieving tax benefits and reducing financing costs through sustainable and low-carbon investments.	Core Operations – Finance	Türkiye	Medium	High	Middle
2	Creating additional revenue streams and financial incentives through carbon credit mechanisms.	Core Operations – Finance	Türkiye	Medium	Middle	Middle

TAX INCENTIVES AND OUR RENEWABLE ENERGY

As a renewable energy producer, we benefit from government investment incentive mechanisms within the applicable legal framework. Within this scope, we obtained an Investment Incentive Certificate worth TRY 458.8 million for our Taşpınar Hybrid SPP Project in 2022 and an Investment Incentive Certificate worth TRY 689 million for our Mersin WPP Additional Capacity Project in 2023. We benefited from customs duty exemptions and VAT exemptions for the solar panels, inverters, steel structures, transformers and turbine equipment covered by these certificates.

These incentives form part of the legal framework supporting Türkiye's renewable energy transition and are transparently disclosed to the public in our 2025 Annual Report.

OUR TAX PERFORMANCE IN 2025

In 2025, our profit before tax amounted to TRY 1.36 billion. Detailed information on our tax obligations and tax expenses for the period is included in our independently audited 2025 Consolidated Financial Statements.

In accordance with the resolution adopted at our Ordinary General Assembly Meeting held on 3 April 2025, we distributed a total gross cash dividend of TRY 346 million to our shareholders in 2025. The withholding tax rate applied to this dividend distribution was 15%, and the cash dividend entitlement exercise was completed on 28 November 2025.

COMPLIANCE RISK AND REGULATORY MONITORING

In line with the responsibilities associated with operating in a highly regulated sector such as renewable energy, we regularly monitor all regulatory changes, including changes in tax legislation. Our tax compliance risk is also monitored by our Early Detection of Risk Committee as part of our corporate risk management process. We manage the processes for monitoring legislation and fulfilling our obligations in coordination with our Legal and Financial Affairs units.

BUSINESS ETHICS

At Galata Wind, we regard ethical values as one of the fundamental elements of the way we conduct business. We do not limit our business ethics management approach to guiding employee conduct. We position it as a strategic area that directly affects the quality of our decision-making processes, investor confidence and the sustainability of our stakeholder relationships. We manage ethics in an integrated manner within our corporate governance system. Our internal control structure is overseen by our Audit Committee, and the principle of transparent reporting is observed in ethics-related matters, as it is throughout all our processes.

As of 2025, our key ethics management indicators were reported as follows:

TRANSPARENT AND ETHICAL GOVERNANCE

OUR BUSINESS ETHICS AND COMPLIANCE TARGETS

1. To expand the scope of the Ethics Policy by 2028 to cover human rights, conflicts of interest, anti-corruption, data privacy, the use of artificial intelligence and supply chain ethics principles.

2. To regularly review the Ethics Policy in line with international good practices by 2030, strengthen its implementation mechanisms and maintain policy compliance at 100% among employees and critical suppliers.

3. To ensure that 100% of employees and Board members complete ethics and compliance training every year as of 2027.

4. To maintain the number of significant confirmed cases involving corruption and bribery at zero each year.

● Number of ethics reports, suggestions or complaints submitted to the Board of Directors: 0

For reports and investigations concerning ethical matters, we are subject to the **Whistleblowing Policy** of Doğan Holding, of which we are a part. Reports of ethical violations may be submitted through the Doğan Holding Ethics Helpline and SpeakHub channels.
DOGANCOZUM.2025.0062 Code of Ethics Booklet
Ethical Principles and Code of Conduct

● Number of bribery or corruption complaints submitted to the SpeakHub Ethics Helpline: 0
● Number of bribery- and corruption related cases and convictions, and amount of penalties: 0
● Number of third parties subject to review: 0

We have defined our corporate ethical principles through internal policies. These principles, which we communicate to all employees upon joining the Company, cover a broad range of topics from conflicts of interest to information security.

The priority areas of our ongoing efforts to improve ethics management at the corporate level are as follows:

● Introducing ethics awareness training programs
● Developing dedicated ethics procedures for high-risk functions
● Updating the Business Ethics Policy
● Integrating ethical compliance provisions into supplier contracts

We regard improving our performance in anti-corruption and ethical compliance as one of the key components of our sustainability strategy. In 2024, continued our efforts to roll out corporate policies aimed at improving ethical processes and achieving full compliance with the Doğan Holding Compliance Procedure. In 2025, we advanced our work on developing ethics training modules for all employees, initiating the development of a code of ethics and incorporating ethical compliance criteria into the performance system.

Galata Wind's ethical management approach is implemented within the framework of Doğan Holding's Code of Ethics and Conduct, as well as Galata Wind's policies and procedures. This framework covers fundamental principles relating to combating bribery and corruption, preventing discrimination, maintaining confidentiality, managing conflicts of interest, preventing anti-competitive conduct, addressing money laundering and insider trading risks, environmental, health and safety matters, and ethical reporting and whistleblowing mechanismsGalata Wind's ethical management approach is governed by Doğan Holding's Code of Ethics and Conduct, together with Galata Wind's policies and procedures. These principles cover key areas including anti-bribery and anti-corruption, prevention of discrimination, confidentiality of information, conflicts of interest, prevention of anti-competitive conduct, money laundering and insider trading risks, environmental, health and safety matters, and ethical reporting and whistleblowing mechanisms.

Our Principles of Ethics and Code of Conduct are available on our website and accessible to all stakeholders.

Double Materiality Analysis Results: Business Ethics as a Material Topic

POSITIVE IMPACTS

#	Impact Definition	Value Chain (Location)	Geography	Scope	Scale	Irremediability	Probability
1	Improving the quality of corporate governance by integrating ethical principles into decision-making processes.	Core Operations – Energy Production	Türkiye	Spatial	High	—	—
2	Establishing standards of ethical conduct across the organization by communicating ethical principles to employees during onboarding.	Core Operations – Energy Production	Türkiye	Spatial	Middle	—	—
3	Enhancing process transparency and traceability by monitoring ethical practices through internal control and audit mechanisms.	Core Operations – Energy Production	Türkiye	Spatial	Middle	—	—

NEGATIVE IMPACTS

#	Impact Definition	Value Chain (Location)	Geography	Scope	Scale	Irremediability	Probability
1	Inconsistent implementation of ethical standards across the value chain, resulting in varying levels of alignment among stakeholders.	Upstream Value Chain – Suppliers and Business Partners	Türkiye	Spatial	Middle	It can be repaired within average time.	Middle

COMPLIANCE MANAGEMENT

We regard full compliance with legal regulations, industry standards, and voluntary standards and codes in all areas in which we operate as a fundamental principle of corporate sustainability. This approach is shaped by the responsibilities associated with operating in a highly regulated sector such as renewable energy. We operate our compliance structure in an integrated manner with our internal audit systems and corporate governance principles. We conduct our activities in accordance with numerous regulatory frameworks, particularly the Capital Markets Board's Communiqué on Corporate Governance No. II-17.1, the Turkish Commercial Code, the regulations of the Energy Market Regulatory Authority (EMRA), and the obligations applicable to companies listed on Borsa İstanbul.

In 2025, Galata Wind's Corporate Governance Compliance Rating was revised to 9.62, compared with 9.57 in the previous year. This rating demonstrates our ability to identify and manage risks in advance, our fair consideration of the rights of shareholders and stakeholders, the transparency of our public disclosure processes, and the compliance of our Board structure with corporate governance principles.

Our Corporate Governance Compliance Rating was assessed under four main categories: Shareholders, Public Disclosure and Transparency, Stakeholders, and the Board of Directors. For subcategory ratings and detailed assessments, please refer to our Kobirate Corporate Governance Compliance Rating Report and 2025 Annual Report.

We coordinate our compliance function through the Investor Relations and Sustainability Department, which reports directly to the CEO. This department also provides internal coordination on compliance matters by performing the corporate secretariat functions of our Corporate Governance Committee and Sustainability Committee. Our Corporate Relations function, which is responsible for regulatory monitoring and related obligations, also reports directly to the CEO.

Personal-data processes are monitored as part of Galata Wind's group-wide risk and compliance management framework. We are also subject to the compliance policies and procedures implemented within Doğan Holding. We manage activities such as designing ethics and compliance processes, monitoring internal control systems and increasing employee awareness in line with the principles defined at the Holding level.

We operate our internal control structure in accordance with the COSO Internal Control Framework and based on the "three lines of defense" approach. Our operational units constitute the first line of defense, our finance, risk and compliance functions constitute the second line, and the Doğan Holding Internal Audit Department constitutes the independent third line. In 2025, we conducted periodic internal audits within the scope of our integrated management system (ISO 9001, ISO 14001, ISO 45001 and ISO 27001), and developed and began monitoring preventive and corrective action plans for the findings identified.

In 2025, we advanced the steps initiated in the previous period to digitalize the regulatory compliance monitoring process, update the technical regulatory risk matrix specifically for energy regulations, and extend compliance training to all employees.

ANTI-BRIBERY AND ANTI-CORRUPTION

Our anti-corruption approach is based on full compliance with applicable local legislation, particularly the Turkish Criminal Code No. 5237, the Public Procurement Law No. 4734, the Law No. 3628 on Asset Declarations and Combating Bribery and Corruption, the Law No. 5549 on the Prevention of Laundering Proceeds of Crime, and the Capital Markets Law No. 6362. At Galata Wind, we conduct our activities under our Anti-Bribery and Anti-Corruption Policy, which is based on the "zero-tolerance" principle adopted by Doğan Group. Our Policy applies to all our employees, executives, subsidiaries and affiliates, subcontractors, suppliers and contractors, as well as all third parties acting on behalf of our Company. In addition, our **Anti-Bribery and Anti-Corruption Policy** is being further developed to provide for regular bribery and corruption risk assessments, relevant training and the establishment of an internal monitoring system for detecting corruption. We update our Policy in line with local legislation, including the Turkish Criminal Code and the Public Procurement Law.

We define bribery and corruption as the direct or indirect abuse of duties or authority to obtain a benefit and also consider all indirect means, including facilitation payments, political donations, offers of gifts and preferential treatment in recruitment, within this scope. We do not engage in direct lobbying activities in Türkiye and do not make political donations or contributions.

All our employees are required to reject any situation involving the offer or receipt of a bribe, including any implied offer of bribery, and report it through the relevant internal audit mechanisms. Our Policy clearly states that violations may be subject to internal disciplinary procedures and legal sanctions.

We monitor bribery and corruption risks through our risk assessment processes. We identify high-risk functions and apply specific control and monitoring mechanisms to these functions. We have established a framework covering all high-risk functions as part of our business ethics and compliance training.

Third-party and intermediary due diligence. We obtain ethical compliance commitments covering matters such as bribery and corruption and conflicts of interest from our business partners, suppliers, contractors and intermediaries acting on behalf of our Company. In accordance with the third-party and intermediary due diligence provisions of our Principles of Ethics and Code of Conduct, we conduct due diligence before establishing a business relationship and, where necessary, throughout the relationship.

We prioritize our critical suppliers based on ethical compliance criteria and monitor bribery and corruption risks arising from suppliers and intermediaries through ESG scoring and risk assessments conducted via our Digital Sustainable Supply Management Mechanism. In 2025, the number of third parties subject to review was zero. We are continuing our efforts to integrate ethical compliance provisions into our supplier contracts.
We manage our anti-bribery and anti-corruption processes in alignment with our existing ISO 9001, ISO 14001, ISO 45001 and ISO 27001 integrated management systems. We are assessing opportunities to align with ISO 37001, the internationally recognized anti-bribery management systems standard.

GRI 205-3 – Confirmed incidents of corruption and actions taken. No confirmed incidents of bribery or corruption occurred at our Company during the 2025 reporting period. No employees were subject to disciplinary action or dismissal due to corruption, no business partner contracts were terminated or not renewed due to corruption violations, and no proceedings brought by public authorities resulted in an adverse outcome for our Company or employees. The number of relevant cases and convictions, and the total amount of penalties, were zero.

At Galata Wind in 2025:

- Number of bribery- and corruption-related cases: 0
- Number of convictions: 0
- Total amount of penalties: TRY 0
- Number of bribery or corruption complaints reported to the Ethics Helpline: 0

No internal investigations were conducted in this context in 2025, and there were no ongoing lawsuits, penalties or official proceedings relating to our publicly disclosed activities.

Galata Wind's **Anti-Bribery and Anti-Corruption Policy** is available on our corporate website, while the **Doğan Holding Principles of Ethics and Code of Conduct** can be accessed through the Doğan Holding corporate website. Employees in relevant roles receive anti-bribery and anti-corruption training covering the Code of Ethics, conflicts of interest, gifts and hospitality, interactions with public officials and reporting channels. In 2025, 100% of the target employee group completed this training.

Our employees are informed about the Ethics Helpline and reporting channels during recruitment and orientation processes and through periodic internal communications. These communications explain how concerns can be reported, the confidentiality of the process and our Company's non-retaliation approach.

In 2025, no publicly disclosed corruption-related lawsuits, proceedings relating to anti-competitive conduct or confirmed bribery or corruption violations were recorded. Our Company received zero complaints relating to customer privacy or data privacy

POLITICAL CONTRIBUTIONS AND LOBBYING

The reported political contribution and lobbying expenditure indicators cover 100% of Galata Wind's consolidated operations within the reporting boundary. In 2025, monetary political contributions, in-kind political contributions and lobbying expenditures amounted to TRY 0.

Galata Wind does not make political contributions or engage in direct lobbying activities. Our Company monitors its memberships and policy-related engagements to identify potential misalignment with its climate strategy and renewable energy transition targets. No climate-policy misalignment risks were identified in 2025.

As Galata Wind, we conduct our activities under the anti-bribery and anti-corruption policy, which is based on the "zero-tolerance" principle adopted by Doğan Group. Our Policy applies to all our employees, executives, subsidiaries and affiliates, subcontractors, suppliers and contractors, as well as all third parties acting on behalf of our Company.

We define bribery and corruption as the direct or indirect abuse of duties or authority to obtain a benefit and also consider all indirect means, including facilitation payments, political donations, offers of gifts and preferential treatment in recruitment, within this scope. We do not engage in direct lobbying activities in Türkiye and do not make political donations or contributions.

All our employees are required to reject any situation involving the offer or receipt of a bribe, including any implied offer of bribery, and report it through the relevant internal audit mechanisms. Our Policy clearly states that violations may be subject to internal disciplinary procedures and legal sanctions.

We monitor bribery and corruption risks through our risk assessment processes. We identify high-risk functions and apply specific control and monitoring mechanisms to these functions. We have established a framework covering all high-risk functions as part of our business ethics and compliance training.

We obtain ethical compliance commitments covering matters such as bribery and corruption and conflicts of interest from our business partners and suppliers. Where necessary, we conduct due diligence. In 2025, the number of third parties subject to review was zero. We continue our efforts to integrate ethical compliance provisions into our supplier contracts. In 2025 reporting period, no business partner contracts were terminated or not renewed due to corruption violations.

INVESTOR RELATIONS AND TRANSPARENCY

We manage investor relations as a means of financial communication and regard them as a key pillar of our strategic transparency and accountability policies. We conduct our public disclosure activities in accordance with the principles of transparency, equality and timely disclosure under the Capital Markets Board's Communiqué on Corporate Governance No. II-17.1, making information accessible to all our investors.

Our Investor Relations and Sustainability Department reports directly to the CEO within our corporate governance structure. It performs the secretariat functions of our Corporate Governance Committee and Sustainability Committee. Through this department, we communicate our corporate information to investors accurately, consistently and in a timely manner.

OUR INVESTOR COMMUNICATION ACTIVITIES IN 2025

The main activities carried out by our Investor Relations and Sustainability Department in 2025 were as follows:

- We reached a total of 140 domestic analysts and portfolio managers by organizing one in-person information meeting attended by our senior management and three seminars with broad participation.
- We held a promotional event during the year.
- We held in-person and virtual discussions on potential collaboration with foreign institutions based in Copenhagen, London, Milan, New York, Tallinn and Warsaw.
- We launched the “REAP chatbot” application to strengthen digital investor communication. REAP provides our investors with faster access to investor presentations, financial reports, Public Disclosure Platform disclosures and corporate governance documents.

In our meetings with investors throughout the year, key topics included our growth vision and investment program, the progress schedule for storage and hybrid projects, the impact of market conditions on investment and financing decisions, and our dividend approach.

SHAREHOLDERS’ RIGHT TO INFORMATION

We safeguard our shareholders’ right to obtain information. In accordance with our Disclosure Policy, we share with our investors all information other than confidential information that has not been publicly disclosed and data constituting trade secrets. Electronic participation in our General Assembly Meetings is available, and there are no privileges attached to voting rights. We held our Ordinary General Assembly Meeting for the 2024 financial year on 3 April 2025 at our Head Office in Üsküdar, Istanbul. Our shareholders were able to attend the meeting and vote either in person or electronically through the Electronic General Assembly System (e-GKS). No requests for the appointment of a special auditor were submitted at our General Assembly Meeting in 2025.

Our corporate website provides the investor relations section in both Turkish and English and offers easy access to our annual reports, sustainability reports, financial statements, Public Disclosure Platform disclosures, General Assembly documents and sustainability rating results. We review our investor relations strategy every two years, submit it to our Board of Directors and present it to our Corporate Governance Committee for evaluation. We place our investor relations activities on the agenda of our Board of Directors at least twice during the year.

SHAREHOLDING STRUCTURE AND TAKEOVER PROVISIONS

At Galata Wind, we do not maintain any anti-takeover or board-entrenchment mechanisms, including poison pills, golden shares, voting caps, dual-class shares or staggered boards, and apply a one-share, one-vote structure with no privileged share class. In the event of a potential change of control, our minority shareholders are protected under the mandatory tender offer provisions of Turkish capital markets legislation.

As of 31 December 2025, no public institution, government agency, sovereign wealth fund, public pension fund, development bank, or similar public-sector entity directly or indirectly held more than 5% of the voting rights in Galata Wind. Our Company does not have any privileged or golden shares held by public institutions.

The transactions of Board members and executives involving Galata Wind shares are monitored in accordance with capital markets legislation and Public Disclosure Platform (KAP) notification requirements and are disclosed to the public when the thresholds specified under the applicable legislation are exceeded. In this context, the Company makes disclosures regarding share ownership and share transactions in accordance with applicable public disclosure requirements.

As of December 31, 2025, members of the Doğan Family hold an indirect ownership interest in Galata Wind through Doğan Şirketler Grubu Holding A.Ş., the controlling shareholder of Galata Wind. According to the publicly disclosed ownership structure information available on KAP and the Company’s corporate website, the Doğan Family’s total indirect voting rights in Galata Wind amount to 44.89%. The calculation reflects both direct and indirect interests through the relevant ownership chain.

OUR CORPORATE POLICIES

The key policies we have put into effect at Galata Wind and made available to our stakeholders on our corporate website are as follows:

- Doğan Holding Principles of Ethics and Code of Conduct
- Human Rights Policy
- Environmental Policy
- Anti-Bribery and Anti-Corruption Policy
- Information Security Policy
- Protection and Processing of Personal Data Policy
- Biodiversity Policy
- Climate Change Policy

OUR POLICY COMMITMENTS

We have built our responsible business conduct approach on internationally recognized frameworks and corporate policies. Our policy commitments guide all our environmental, social and governance activities and establish a binding framework for our employees, business partners and all stakeholders across our value chain.

OUR COMMITMENT TO INTERNATIONAL FRAMEWORKS

- As a signatory to the UNGC, we commit to its ten principles on human rights, labor standards, the environment and anti-corruption.

- We have placed the United Nations Sustainable Development Goals at the core of our sustainability approach.

- We structured our Human Rights Policy in line with the UN Guiding Principles on Business and Human Rights and conducted a prioritization study in 2023.

- We developed our employee rights policies in line with the ILO Conventions ratified by Türkiye and the Universal Declaration of Human Rights.

- Galata Wind operates in Türkiye, where no indigenous peoples are legally recognized under national legislation. Therefore, Free, Prior and Informed Consent (FPIC) does not constitute a framework directly applicable to our operations. Nevertheless, we are committed to respecting internationally recognized human rights and engage with local communities and stakeholders as part of our project development processes. Details of our voluntary, prior and informed engagement and grievance mechanism practices, which underpin this approach, are provided in the “Our Stakeholder Management”, “Social Impact” and “Our Grievance Logbook Mechanism” sections of this report. Our policy commitments and commitments to international human rights frameworks are presented in this section.

OUR MANAGEMENT SYSTEMS

When shaping our strategy, we base all our operational processes on international sustainability principles and periodically update our targets in line with our priorities. We operate an integrated management system covering 100% of our activities at our Head Office and power plants. We renew the certifications we began obtaining in 2015 every three years and undergo annual surveillance audits. In 2025, we extended the validity of our ISO 9001, ISO 14001, ISO 45001 and ISO 10002 certifications until 19 October 2026 and our ISO 50001 certification until 5 November 2026. We renewed our ISO 27001:2013 certification on 16 October 2025, extending its validity until 15 January 2028.

• **ISO 9001:2015 – Quality Management System:** We manage all our processes in accordance with ISO 9001 and have our customer complaint management processes audited during the annual certification audit.

• **ISO 14001:2015 – Environmental Management System:** We implement and publicly disclose our environmental management policies, action plans and programs within the framework of this system.

• **ISO 45001:2018 – Occupational Health and Safety Management System:** Since 2015, we have used this system, which covers all our power plants and our head office, to implement measures aimed at preventing occupational accidents and extend the standard across our supply chain to include our outsourced service providers.

• **ISO 10002:2018 – Customer Satisfaction Management System:** We manage and resolve customer complaints in line with the Customer Satisfaction Policy we established in 2024.

• Galata Wind's customer relations approach differs from a retail business model that provides electricity directly to end consumers or offers billing services to end users. Instead, the Company operates through renewable electricity generation and corporate and market-based sales mechanisms. The Company monitors feedback received from customers and business partners through the relevant process owners and takes actionable feedback into consideration in service quality, process improvement, and business continuity assessments.

• For GES projects, regional distribution companies making payments under the purchase guarantee mechanism (YEKDEM), and for RES projects, the market operator EPİAŞ, which makes payments under the purchase guarantee mechanism, as well as retail electricity companies to which electricity generated outside the scope of the purchase guarantee is sold through bilateral agreements, may be considered "customers" by Galata Wind.

• Customers and business partners can submit requests, complaints and feedback through direct e-mail, a dedicated telephone line and in-person communication.

• All customer complaints are formally acknowledged upon receipt. Customers are informed about the resolution process, and Galata Wind aims to provide a resolution on the same day, where possible, or as soon as practicable.

• Galata Wind has fewer than 15 direct clients, and these relationships are managed individually on a one-to-one basis by operational team.

• Customer complaints and feedback processes are supported by an ISO 10002 Customer Satisfaction Management System approach. Feedback received is recorded, evaluated, and resolved by the relevant functions. Galata Wind is considering the development of measurable customer satisfaction and feedback indicators in the coming periods as part of its relationships with corporate customers and business partners. During the 2025 reporting period, no consumer-focused customer satisfaction measurement, such as an individual end-user satisfaction survey or Net Promoter Score (NPS), was conducted.

• **ISO 50001:2018 – Energy Management System:** Through advanced energy monitoring systems at our power plants, we monitor energy consumption in real time, identify anomalies, promptly implement corrective actions and optimize energy use.

• **ISO 27001:2013 – Information Security Management System:** We protect personal data and ensure information security at our head office and all our power plants within the framework of this system, and conduct annual penetration tests on our IT, OT and SCADA systems.

ANNEXES



ANNEXES

REPORTING GUIDELINES

These Reporting Principles (the "Principles") describe the methodologies applied in the preparation, calculation, and reporting of the indicators subject to limited assurance included in Galata Wind Enerji A.Ş.'s ("Galata Wind" or the "Company") 2025 Sustainability Report (the "2025 Sustainability Report"). These indicators comprise environmental performance metrics. Management is responsible for ensuring that appropriate procedures are implemented to prepare the indicators described below, in all material respects, in accordance with these Principles. The information presented in these Principles relates to the financial year ended 31 December 2025 (1 January–31 December 2025) and covers only those operations over which Galata Wind has responsibility, as described in the "Key Definitions and Reporting Scope" section. Information relating to subsidiaries is excluded from the reporting scope.

GENERAL REPORTING PRINCIPLES

The preparation of this guidance document is based on the following principles:

To ensure that information is prepared in a manner that provides relevant and reliable information to support users' decision-making,
To ensure that reported information is presented in a clear, understandable and transparent manner that supports stakeholders' decision-making, while maintaining consistency and comparability with previous year and other reported information.

GHG EMISSIONS REPORTING GUIDELINES

The detailed Greenhouse Gas Emissions Reporting Guidelines are available at **Emission Calculation Procedure.**

EMISSIONS CALCULATION PROCEDURE

PURPOSE

As Galata Wind Enerji A.Ş. ("**Galata Wind**"), we attach great importance to ensuring that ("GHG") emissions arising from our operations are calculated, monitored, and reported accurately, consistently, transparently, traceably, and in a manner that can be independently verified, in accordance with applicable national and international standards and relevant legislation. For this purpose, 2022 has been established as the Company's base year, and our greenhouse gas emissions are calculated, monitored, and reported annually. The methodologies used to calculate the greenhouse gas inventory, together with data management processes, roles and responsibilities, and internal control mechanisms, are implemented in accordance with a standardized approach defined in this procedure. The purpose of this procedure is to establish the principles governing the calculation, monitoring, verification, and reporting of Scope 1, Scope 2, and Scope 3 greenhouse gas emissions arising from Galata Wind's operations, while ensuring that the methodologies, data sources, emission factors, and calculation processes applied are implemented consistently, comparably, and in a manner suitable for audit and assurance.

This procedure explains the methodologies and principles applied by Galata Wind in relation to greenhouse gas emissions calculations, data collection, data verification, emission factor selection, reporting, and records management.

This procedure will be reviewed and updated whenever there are changes in Galata Wind's operations, the emergence of new emission sources, revisions to reporting requirements, or amendments to applicable legislation or national and international standards. Where necessary, revisions will be made during the quarterly reporting cycle.

SCOPE

This procedure covers the processes for calculating, monitoring, and reporting greenhouse gas emissions arising from all wind power plants (WPPs), solar power plants (SPPs), head office operations, and domestic and international operations managed by Galata Wind. Carbon credits generated under Gold Standard and VCS-VERRA are managed separately from the greenhouse gas inventory. Such carbon credits are not used to offset reported emission reductions and are disclosed solely in accordance with the relevant reporting framework.

This procedure establishes the principles governing the calculation, monitoring, reporting, and documentation of Scope 1, Scope 2, and Scope 3 greenhouse gas emissions generated from Galata Wind's operations. It has been prepared with reference to applicable legislation, the GHG Protocol, ISO 14064-1, and the sustainability reporting requirements applicable to the Company.

ABBREVIATIONS AND DEFINITIONS

Term	Definition
ADEME	French Agency for Ecological Transition (Agence de la transition écologique)
AFOLU	Agriculture, Forestry and Other Land Use
AR6/GWP100	Sixth Assessment Report (AR6) 100-Year Global Warming Potential (GWP100)
CO_2	Carbon dioxide
CH_4	Methane
DEFRA	UK Department for Environment, Food & Rural Affairs
Emission Factor	A coefficient used to convert activity data into GHG emissions
EPA Supply Chain Greenhouse Gas Emission Factors	U.S. Environmental Protection Agency Supply Chain Greenhouse Gas Emission Factors
EMRA	Energy Market Regulatory Authority
ESG	Environmental, Social and Governance
GHG	Greenhouse gas
GHG Protocol Corporate Standard	International framework for measuring, managing, and reporting organizational greenhouse gas emissions
Gold Standard	International carbon credit certification standard
Gross CV	Gross Calorific Value

Term	Definition
GWP	A factor used to compare the warming effects of different greenhouse gases (Global Warming Potential)
ha	Hectare
IoT	Internet of Things
IPCC	Intergovernmental Panel on Climate Change
IPPU	Industrial Processes and Product Use
I-REC	An international energy certificate that certifies electricity generated from renewable energy sources (International Renewable Energy Certificate)
Scope 1 Emissions	Direct GHG emissions (e.g., fuel combustion, generators, vehicles, SF_6 emissions)
Scope 2 Emissions	Indirect emissions from purchased electricity
Scope 3 Emissions	Other indirect emissions arising throughout the value chain
kg	Kilogram
$kgCO_2e$	Kilograms of carbon dioxide equivalent
km	Kilometer
kWh	Kilowatt-hour
Location-Based Methodology	Scope 2 calculation method based on the average emissions factor of the national or regional electricity grid from which electricity is consumed

Term	Definition
m3	Cubic meter
MWh	Megawatt-hour
N_2O	Nitrous oxide
Market-Based Methodology	Scope 2 calculation method based on supplier-specific contracts or renewable electricity certificates (Market-Based)
tCO_2e	Tonnes of carbon dioxide equivalent
TS EN ISO 14064-1:2019	International standard for quantifying, reporting, and managing greenhouse gas emissions and removals at the organizational level
TJ	An energy unit equal to one trillion (10^{12}) joules, terajoule
TSRS	Turkish Sustainability Reporting Standards
USD	United States dollar
VCS-VERRA	International carbon credit certification standard
WTT	Well-to-Tank

REFERENCES

The reference sources used in greenhouse gas emission calculations support the selection of calculation methodologies, the association of activity data with appropriate calculation parameters, the selection of emission factors, and the presentation of calculation results in accordance with applicable reporting standards.

Accordingly, **TS EN ISO 14064-1:2019** serves as the primary reference for classifying emission sources into direct and indirect emission categories. **The GHG Protocol Corporate Standard, Scope 2 Guidance, and Scope 3 Standard** provide the supporting methodological framework for organizational greenhouse gas accounting, scope-based emissions assessment, the reporting of indirect emissions, and the interpretation of value chain emissions.

With respect to calculation parameters, **the IPCC Guidelines** are used for fuel combustion emissions; **applicable national legislation and official datasets** are referenced for national calorific values and fuel characteristics; T**ürkiye's national electricity emission factor** is applied to emissions from electricity consumption; IPCC AR6 GWP100 values are used for refrigerants; DEFRA conversion factors are applied to transportation, waste, and business travel; and **the EPA Supply Chain Greenhouse Gas Emission Factors** are used for expenditure-based purchased goods and services emissions.

Under this approach, each activity dataset is classified within the relevant TS EN ISO 14064-1:2019 emissions category. The corresponding calculation inputs including emission factors, calorific values, fuel densities, global warming potentials, and sector-specific expenditure-based emission factors are linked to the most appropriate reference source applicable to each category.

TS EN ISO 14064-1:2019 Category	Value/Parameter Used	Reference Source	Description of Application
1.1 Direct Emissions from Stationary Combustion	Emission factor, Calorific Value	IPCC 2006 – Stationary Combustion	Used to determine CO_2, CH_4, and N_2O emission factors for stationary fuel combustion activities involving natural gas, fuel oil, LPG, coal, and similar fuels.
1.1 Direct Emissions from Stationary Combustion	Density	EMRA	Used to convert fuel consumption data reported in liters, kilograms, or volumetric units into mass- or energy-based calculation inputs, where applicable.
1.2 Direct Emissions from Mobile Combustion	Emission factor, Calorific Value	IPCC 2006 – Mobile Combustion	Used to calculate emissions from fuels consumed by company-owned or controlled vehicles, mobile equipment, and machinery.
1.2 Direct Emissions from Mobile Combustion	Density	EMRA	Used to convert liquid fuel volumes into mass for mobile combustion calculations.
1.3. Direct Emissions from Industrial Processes*	Emission factor / process input-output data / production volume	Communiqué on the Monitoring and Reporting of Greenhouse Gas Emissions, IPCC 2006 Guidelines Vol. 3 – Industrial Processes and Product Use (IPPU)	Used to calculate direct CO_2, CH_4, N_2O, and other greenhouse gas emissions arising from industrial process reactions or product use, independently of fuel combustion, based on activity data, process inputs/outputs, and process-specific factors.
1.4 Direct Fugitive Emissions	Emission factor, Global Warming Potential (GWP)	IPCC AR6 / GWP100	Used to convert refrigerants, fire suppression gases, and other fugitive emissions into CO_2 equivalent (CO_2e).
1.4 Direct Fugitive Emissions	Refrigerant type	IPCC – Refrigeration and Air Conditioning	Used to identify refrigerants used in cooling and air-conditioning systems and apply the corresponding GWP value.
1.5. Direct Emissions from Land Use and Forestry*	Land use type, land area (ha), carbon stock change / emission factor	IPCC 2006 Guidelines Vol. 4 - Agriculture, Forestry and Other Land Use (AFOLU); IPCC 2019 Refinement; ADEME Base Carbone v23.6	Used to calculate direct greenhouse gas emissions or removals associated with land use, land-use change, forestry, green space activities, and carbon sinks under the Company's operational control.
2.1 Indirect Emissions from Imported Electricity	Emission factor	Republic of Türkiye Ministry of Energy and Natural Resources	Used to calculate Scope 2 location-based emissions associated with electricity consumed from Türkiye's national electricity grid.
2.2 Indirect Emissions from Imported Energy Other than Electricity*	Density	EMRA	Used to convert the volume, mass, or energy units of purchased energy carriers.
3.1 Indirect Emissions from Upstream Transportation and Distribution*	Emission factor	DEFRA – Freighting Goods / Transport	Used to calculate emissions associated with transporting purchased raw materials, auxiliary materials, and merchandise to Company facilities based on tonne-kilometers, vehicle type, or distance travelled.
3.2 Indirect Emissions from Downstream Transportation and Distribution*	Emission factor	DEFRA – Freighting Goods / Transport	Used to calculate emissions associated with transporting sold products to customers, distributors, warehouses, or distribution centers.
3.3 Indirect Emissions from Employee Commuting	Emission factor	DEFRA – Business Travel	Used to calculate emissions associated with employee commuting by shuttle service, private vehicle, public transportation, or other transport modes.
3.4 Indirect Emissions from Visitor and Customer Transportation	Emission factor	DEFRA – Business Travel	Used to calculate indirect emissions associated with travel by visitors, customers, auditors, and other third parties to Company facilities.
3.5 Indirect Emissions from Business Travel	Emission factor	DEFRA – Business Travel & Hotel Stay	Used to calculate emissions associated with business travel by air, bus, rail, taxi, rental vehicle, or private vehicle.
4.1 Indirect Emissions from Purchased Products	Emission factor	DEFRA – Material Use / EPA Supply Chain Factors	Used to calculate emissions associated with purchased products, raw materials, packaging materials, auxiliary materials, and consumables based on mass, material type, or expenditure.
4.2 Indirect Emissions from Capital Assets	Emission factor	EPA Supply Chain Factors / DEFRA Material Use	Used to calculate embedded emissions associated with the acquisition of machinery, equipment, vehicles, buildings, furniture, fixtures, and other capital assets.
4.3 Indirect Emissions from Solid and Liquid Waste Disposal	Emission factor	DEFRA – Waste Disposal	Used to calculate emissions from operational waste based on the applicable waste treatment method, including recycling, landfill, incineration, composting, or other disposal methods.
4.4 Indirect Emissions from the Use of Assets Not Owned by the Company	Emission factor	EPA Supply Chain Factors	Used to estimate service- or expenditure-based indirect emissions where activity data cannot be monitored based on fuel consumption or distance travelled.

** This category is disclosed to maintain the comprehensive structure of the procedure and to serve as a reference for potential future changes in the reporting scope. As it is not within the current organizational or operational scope, it has not been included in greenhouse gas emission calculations for the current reporting period.*

TS EN ISO 14064-1:2019 Category	Value/Parameter Used	Reference Source	Description of Application
4.5 Indirect Emissions from Other Purchased Services	Emission factor	EPA Supply Chain Factors	Used to calculate expenditure-based emissions associated with purchased services, including consulting, maintenance and repair, software, cleaning, security, and similar services.
5.1 Indirect Emissions from Product Use *	Refrigerant type	IPCC 2006 Guidelines Vol. 3 - Chapter 7: Ozone Depleting Substance Substitutes / Refrigeration and Air Conditioning	Used to identify refrigerants contained in products and apply the corresponding GWP value.
5.2 Indirect Emissions from the Use of Company-Owned Capital Assets*	Emission factor / expenditure or usage data	EPA Supply Chain Greenhouse Gas Emission Factors v1.3 by NAICS; GHG Protocol Scope 3 Technical Guidance - Downstream Leased Assets	Used to calculate indirect emissions associated with energy use, fuel consumption, maintenance, or operation of Company-owned assets that are leased to or operated by third parties.
5.3 Indirect Emissions from End-of-Life Waste Management of Products*	Waste type, disposal method, emission factor	DEFRA - GHG Conversion Full File (Waste Disposal / Waste Proposal); GHG Protocol Scope 3 Technical Guidance - End-of-life Treatment of Sold Products	Used to calculate indirect emissions arising from the recycling, landfilling, incineration, or other end-of-life treatment of sold products based on waste type and disposal scenario.
5.4 Indirect Emissions from Investments *	Emission factor / investment value / portfolio or investee emissions data	GHG Protocol Scope 3 Technical Guidance - Investments; EPA Supply Chain Greenhouse Gas Emission Factors v1.3 by NAICS	Used to calculate financed emissions associated with the Company's financial investments, subsidiaries, project finance, and similar investment activities. Where emissions data are unavailable, expenditure-based or sector-based estimation approaches are applied.
5.5 Indirect Emissions from Consumption*	Emission factor / consumption scenario / utilization rate	GHG Protocol Scope 3 Standard and Technical Guidance; DEFRA GHG Conversion Factors; EPA Supply Chain Greenhouse Gas Emission Factors v1.3 by NAICS	Used as a general methodological approach for calculating other downstream indirect emissions associated with the use or consumption of sold products and services that cannot be explicitly classified under Categories 5.1–5.4.
6.1 Other Indirect Greenhouse Gas Emissions *	Emission factor / relevant activity data / scenario assumptions	TS EN ISO 14064-1:2019; GHG Protocol Scope 3 Standard and Technical Guidance; DEFRA / EPA / IPCC sources, depending on the activity type	Used to calculate other indirect greenhouse gas emission sources that cannot be classified under Categories 2–5 but are associated with the organization's operations or value chain, using appropriate activity-specific sources, data, and assumptions.

** This category is listed to maintain the comprehensive structure of the procedure and provide a reference for future changes in scope. However, it has been excluded from the emissions calculations as it falls outside the organisational and operational boundaries for the current reporting period.*

ROLES AND RESPONSIBILITIES

The responsibilities of the functions involved in greenhouse gas (GHG) emission calculation and reporting processes are defined below.

Responsible Function	Responsibility
Sustainability Department	Responsible for preparing, developing, updating, periodically reviewing, and publishing the procedure
Sustainability Committee	Responsible for periodically reviewing this procedure, providing recommendations for its improvement, and approving the procedure.
General Manager	Responsible for periodically reviewing this procedure, providing recommendations for its improvement, and approving the procedure.
Relevant Functions and Departments	Responsible for providing the data required for the implementation of the procedure.

ORGANIZATIONAL AND OPERATIONAL ACTIVITIES

As the first step in the GHG emission calculation process, the company's organizational and operational boundaries have been defined. The organizational boundary has been established based on the "Operational Control" approach. All facilities, offices, and activities over which Galata Wind has operational control have been included in the emission inventory.

In determining the operational boundary, emission sources that result in direct or indirect GHG emissions from the organization's activities have been considered. Within this scope, fuel consumption, electricity consumption, refrigerant gas use, procurement activities, transportation and distribution processes, employee commuting, business travel, waste management, purchased services, and other value chain-related activities have been assessed.

PREPARATION OF ACTIVITY DATA

All activity data included in the calculations have been mapped to the relevant emission categories. For each activity, the data unit, calculation method, applicable emission factor, and reference source have been identified. This approach ensures that calculations are conducted in a traceable, comparable, and reporting-ready manner.

Activity data has been classified under the relevant categories according to the nature of the emission source. Fuel consumption and fugitive emissions occurring directly under the organization's control have been assessed under Category 1 (Scope 1); purchased electricity and energy consumption under Category 2 (Scope 2); and procurement activities, transportation, waste, travel, purchased services, product use, and investment activities associated with the organization's value chain under Categories 3 and 4 (Scope 3).

The corporate GHG inventory is prepared in accordance with TS EN ISO 14064-1:2019. Scope 2 emissions associated with electricity purchased and consumed by the Company are calculated and reported separately using both the location-based and market-based approaches in accordance with the GHG Protocol Corporate Standard and the GHG Protocol Scope 2 Guidance. For location-based calculations, the emission factor representing Türkiye's national electricity grid for the relevant reporting year is applied. For market-based calculations, contractual instruments meeting the quality criteria defined under the GHG Protocol Scope 2 Guidance are considered. Within this scope, International Renewable Energy Certificates (I-REC) may be used as a market-based data source representing energy attribute certificate.

Based on Galata Wind's activities, the emission categories included in the calculations in accordance with TS EN ISO 14064-1:2019 are as follows:

Main Category	Sub-category
Category 1	1.1. Direct emissions from stationary combustion 1.2. Direct emissions from mobile combustion 1.4. Direct emissions from fugitive releases
Category 2	2.2. Indirect emissions from imported electricity
Category 3	3.3. Indirect emissions from employee commuting 3.4. Indirect emissions from transportation of visitors and customers to facilities 3.5. Indirect emissions from business travel
Category 4	4.1. Indirect emissions from purchased products 4.2. Indirect emissions from capital goods 4.3. Indirect emissions from disposal of solid and liquid waste 4.4. Indirect emissions from the use of assets not owned by the organization 4.5. Indirect emissions from the use of other organizations

IMPLEMENTATION

The GHG emission calculation process consists of the following steps: defining organizational boundaries, identifying operational activities, preparing activity data, matching activity data with appropriate emission factors, and reporting results in tonnes of carbon dioxide equivalent.

Within the scope of this methodology, emission calculations have been performed by considering direct emissions occurring under the organization's control, indirect emissions from purchased energy, and other indirect emissions arising from value chain activities.

The overall calculation approach is based on multiplying the relevant activity data by the applicable emission factor. Activity data consists of measurable inputs such as fuel consumed, electricity consumption, transported load, distance traveled, procurement expenditure, waste quantity, or similar parameters. Emission factors have been selected based on the activity type and data availability from reference sources including national regulations (Türkiye's official emission factor), IPCC, DEFRA, EPA, ADEME, scientific literature, and relevant institutions.

The basic calculation formula is as follows:

GHG Emissions (tCO_2e) = Activity Data × Emission Factor

For fuel-related emissions, calorific values, densities, and unit conversion factors may also be incorporated into the calculation depending on the activity data unit. In such cases, the calculation approach is expanded as follows:

GHG Emissions = Activity Data × Conversion Factors × Emission Factor × Global Warming Potential

Emission factors are provided either directly as carbon dioxide equivalent (CO_2e) values or separately for individual greenhouse gases such as CO_2, CH_4, and N_2O. Where gas-specific emission factors are used, each greenhouse gas is calculated separately and converted into CO_2 equivalent by applying the relevant Global Warming Potential (GWP) value.

Within this framework, IPCC methodologies are primarily applied for emissions arising from fuel consumption, mobile combustion, stationary combustion, and refrigerant gases. Country-specific electricity emission factors are used for electricity consumption-related emissions. DEFRA conversion factors are applied for activities such as transportation, business travel, employee commuting, waste management, and material use, while EPA Supply Chain Greenhouse Gas Emission Factors are referenced for expenditure-based indirect emissions from purchased goods, capital goods, purchased services, and investments.

The emission categories identified based on Galata Wind's current activities are presented in the tables below. In the event of changes to the operational scope, the emergence of new emission sources, or the identification of additional emission categories requiring calculation, the relevant emission calculations will be performed and these tables will be updated accordingly.

DIRECT EMISSIONS FROM STATIONARY COMBUSTION (CATEGORY 1.1)

Inventory Source (Metric)	Activity Data Unit	Emission Factor	Emission Factor Unit	Emissions (tCO_2e)	Reference Source
Natural Gas (Stationary Combustion / Heating)	kWh	CO2 : 56100 N2O : 0.1 CH4 : 5 Calorific Value: 48 Density: 0.75 Unit Conv.: 4.19E-09	kgCO2/TJ	Activity Data (kWh) × Emission Factor × Calorific Value × Density × Unit Conversion Factor ($kgCO_2e$/kWh) / 1,000	IPCC – 2: Stationary Combustion; Energy Market Regulatory Authority (EMRA)
Diesel Fuel (Stationary Combustion / Residential Heating)	Liter	CO2 : 74100 N2O : 0.6 CH4 :10 Calorific Value: 43 Density: 0.833 Unit Conv.: 4.19E-09	kgCO2/TJ	Activity Data (Liters) × Emission Factor × Calorific Value × Density × Unit Conversion Factor ($kgCO_2e$/Liter) / 1,000	IPCC – 2: Stationary Combustion; Energy Market Regulatory Authority (EMRA)

DIRECT EMISSIONS FROM MOBILE COMBUSTION (CATEGORY 1.2)

Inventory Source (Metric)	Activity Data Unit	Emission Factor	Emission Factor Unit	Emissions (tCO_2e)	Reference Source
Road Vehicles (On-road) / Passenger Cars / Gasoline (Mobile Combustion)	Liter	CO2 : 74100 N2O : 3.9 CH4 : 3.9 Calorific Value: 43 Density: 0.833 Unit Conv.: 4.19E-09	kgCO2/TJ	Activity Data (Liters) × Emission Factor × Calorific Value × Density × Unit Conversion Factor ($kgCO_2e$/Liter) / 1,000	IPCC – Chapter 3: Mobile Combustion; EMRA
Road Vehicles (On-road) / Passenger Cars / Diesel (Mobile Combustion)	Liter	CO2 : 74100 N2O : 3.9 CH4 : 3.9 Calorific Value: 43 Density: 0.833 Unit Conv.: 4.19E-09	kgCO2/TJ	Activity Data (Liters) × Emission Factor × Calorific Value × Density × Unit Conversion Factor ($kgCO_2e$/Liter) / 1,000	IPCC – Chapter 3: Mobile Combustion; EMRA
Off-road Vehicles / Industrial Equipment / Diesel	Liter	CO2 : 74100 N2O : 28.6 CH4 : 4.15 Calorific Value: 43 Density: 0.833 Unit Conv.: 4.19E-09	kgCO2/TJ	Activity Data (Liters) × Emission Factor × Calorific Value × Density × Unit Conversion Factor ($kgCO_2e$/Liter) / 1,000	IPCC – Chapter 3: Mobile Combustion; EMRA

DIRECT FUGITIVE EMISSIONS (CATEGORY 1.4)

Inventory Source (Metric)	Activity Data Unit	Emission Factor	Emission Factor Unit	Emissions (tCO_2e)	Reference Source
Residential Air Conditioning (Vehicle Air Conditioner) / R410A / Recharge: No	kg	2255.5	$kgCO_2e/kg$	(Activity Data (kg) × Emission Factor ($kgCO_2e/kg$) × Operational Emission Percentage / 1,000	IPCC - AR6; DEFRA - GHG Conversion Full File (Refrigerant & Other); IPCC - Chapter 7.5 REFRIGERATION AND AIR CONDITIONING
Residential Air Conditioning (Air Conditioner) / R32 / Recharge: No	kg	GWP: 771 Fugitive emissions rate: 0.0010	$kgCO_2e/kg$	(Activity Data (kg) × Emission Factor ($kgCO_2e/kg$) × Operational Emission Percentage / 1,000	IPCC - AR6; DEFRA - GHG Conversion Full File (Refrigerant & Other); IPCC - Chapter 7.5 REFRIGERATION AND AIR CONDITIONING
Residential Cooling (Water Dispenser) / R134A / Recharge: No	kg	GWP: 1,530 Fugitive emissions rate: 0.0010	$kgCO_2e/kg$	(Activity Data (kg) × Emission Factor ($kgCO_2e/kg$) × Operational Emission Percentage / 1,000	IPCC - AR6; DEFRA - GHG Conversion Full File (Refrigerant & Other); IPCC - Chapter 7.5 REFRIGERATION AND AIR CONDITIONING
Residential Cooling (Refrigerator) / R600A = Isobutane / Recharge: No	kg	GWP: 0.006 Fugitive emissions rate: 0.0010	$kgCO_2e/kg$	(Activity Data (kg) × Emission Factor ($kgCO_2e/kg$) × Operational Emission Percentage / 1,000	IPCC - AR6; DEFRA - GHG Conversion Full File (Refrigerant & Other); IPCC - Chapter 7.5 REFRIGERATION AND AIR CONDITIONING
Fire extinguisher / Carbon Dioxide / Recharge: Yes	kg	GWP: 1 Fugitive emissions rate: 0.02	$kgCO_2e/kg$	((Activity Data (kg) × Emission Factor ($kgCO_2e/kg$x Operational Emission Percentage) + (Recharge Quantity × Operational Emission Percentage)) / 1,000	IPCC - AR6; DEFRA - GHG Conversion Full File (Refrigerant & Other); IPCC - Chapter 7.5 REFRIGERATION AND AIR CONDITIONING
SF6 Gas in Circuit Breakers / Transformers	kg	GWP: 24,300 Fugitive Emissions Rate: 0.026	$kgCO_2e/kg$	(Activity Data (kg) × Emission Factor ($kgCO_2e/kg$) × Operational Emission Percentage / 1,000	IPCC - AR6; DEFRA - GHG Conversion Full File (Refrigerant & Other); IPCC - Chapter 7.5 REFRIGERATION AND AIR CONDITIONING

INDIRECT EMISSIONS FROM IMPORTED ELECTRICITY (CATEGORY 2.1)

Inventory Source (Metric)	Activity Data Unit	Emission Factor	Emission Factor Unit	Emissions (tCO_2e)	Reference Source
Purchased Electricity / Electricity; Türkiye	kWh	0.434	$kgCO_2e/kWh$	Activity Data (kWh) × Emission Factor ($kgCO_2e/kWh$) / 1,000	Republic of Türkiye Ministry of Energy and Natural Resources

INDIRECT EMISSIONS FROM EMPLOYEE COMMUTING (CATEGORY 3.3)

Inventory Source (Metric)	Activity Data Unit	Emission Factor	Emission Factor Unit	Emissions (tCO_2e)	Reference Source
Passenger Vehicles / Cars (by Size) / Large Car / Diesel (Employee Shuttle Services)	km	0.21006	$kgCO_2e/km$	Activity Data (km) × Emission Factor ($kgCO_2e/km$) / 1,000	DEFRA - GHG Conversion Full File / Business Travel Land
Passenger Vehicles / Cars (by Size) / Small Car / Gasoline	km	0.14308	$kgCO_2e/km$	Activity Data (km) × Emission Factor ($kgCO_2e/km$) / 1,000	DEFRA - GHG Conversion Full File / Business Travel Land
Passenger Vehicles / Cars (by Size) / Average Car / Plug-in Hybrid Electric Vehicle	km	0.10461	$kgCO_2e/km$	Activity Data (km) × Emission Factor ($kgCO_2e/km$) / 1,000	DEFRA - GHG Conversion Full File / Business Travel Land
Passenger Vehicles / Rail / Light Rail and Tram	km	0.0286	$kgCO_2e/km$	Activity Data (km) × Emission Factor ($kgCO_2e/km$) / 1,000	DEFRA - GHG Conversion Full File / Business Travel Land
Passenger Vehicles / Rail / Urban Metro	km	0.0278	$kgCO_2e/km$	Activity Data (km) × Emission Factor ($kgCO_2e/km$) / 1,000	DEFRA - GHG Conversion Full File / Business Travel Land
Working from Home (Office Equipment and Heating)	Per FTE working hour	0.33378	$kgCO_2e$/per FTE Working Hour	Activity Data (per FTE Working Hour) × Emission Factor ($kgCO_2e$/FTE Working Hour) / 1,000	DEFRA - GHG Conversion Full File / Homeworking

INDIRECT EMISSIONS FROM VISITOR AND CUSTOMER TRANSPORTATION (CATEGORY 3.4)

Inventory Source (Metric)	Activity Data Unit	Emission Factor	Emission Factor Unit	Emissions (tCO_2e)	Reference Source
Passenger Vehicles / Cars (by Size) / Average Car / Gasoline	km	0.16272	$kgCO_2e/km$	Activity Data (km) × Emission Factor ($kgCO_2e/km$) / 1,000	DEFRA - GHG Conversion Full File / Business Travel Land
Passenger Vehicles / Cars (by Size) / Average Car / Diesel	km	0.17303464	$kgCO_2e/km$	Activity Data (km) × Emission Factor ($kgCO_2e/km$) / 1,000	DEFRA - GHG Conversion Full File / Business Travel Land
Air / Flights / Domestic Flights / Average Passenger / Without Radiative Forcing (RF)	km	0.13551	$kgCO_2e/km$	Activity Data (km) × Emission Factor ($kgCO_2e/km$) / 1,000	DEFRA - GHG Conversion Full File / Business Travel Land
Passenger Vehicles / Cars (by Size) / Average Car / LPG	km	0.19599	$kgCO_2e/km$	Activity Data (km) × Emission Factor ($kgCO_2e/km$) / 1,000	DEFRA - GHG Conversion Full File / Business Travel Land
Passenger Vehicles / Cars (by Size) / Average Car / Plug-in Hybrid Electric Vehicle	km	0.10461	$kgCO_2e/km$	Activity Data (km) × Emission Factor ($kgCO_2e/km$) / 1,000	DEFRA - GHG Conversion Full File / Business Travel Land
Air / Flights / International Flights / Economy Class / Without RF	km	0.0645	$kgCO_2e/km$	Activity Data (km) × Emission Factor ($kgCO_2e/km$) / 1,000	DEFRA - GHG Conversion Full File / Business Travel Air
Passenger Vehicles / Rail / Light Rail and Tram	km	0.02860327	$kgCO_2e/km$	Activity Data (km) × Emission Factor ($kgCO_2e/km$) / 1,000	DEFRA - GHG Conversion Full File / Business Travel Land
Passenger Vehicles / Rail / Urban Metro	km	0.02780207	$kgCO_2e/km$	Activity Data (km) × Emission Factor ($kgCO_2e/km$) / 1,000	DEFRA - GHG Conversion Full File / Business Travel Land

INDIRECT EMISSIONS FROM BUSINESS TRAVEL (CATEGORY 3.5)

Inventory Source (Metric)	Activity Data Unit	Emission Factor	Emission Factor Unit	Emissions (tCO_2e)	Reference Source
Land / Passenger Vehicles / Cars (by size) / Small Car / Gasoline	km	0.14308	$kgCO_2e/km$	Activity Data (km) × Emission Factor ($kgCO_2e/km$) / 1,000	DEFRA - GHG Conversion Full File / Business Travel Land
Land / Passenger Vehicles / Cars (by size) / Small Car / Diesel	km	0.14339	$kgCO_2e/km$	Activity Data (km) × Emission Factor ($kgCO_2e/km$) / 1,000	DEFRA - GHG Conversion Full File / Business Travel Land
Passenger Vehicles / Cars (by Size) / Average Car / Gasoline	km	0.16276	$kgCO_2e/km$	Activity Data (km) × Emission Factor ($kgCO_2e/km$) / 1,000	DEFRA - GHG Conversion Full File / Business Travel Land
Passenger Vehicles / Cars (by Size) / Average Car / Diesel	km	0.17303	$kgCO_2e/km$	Activity Data (km) × Emission Factor ($kgCO_2e/km$) / 1,000	DEFRA - GHG Conversion Full File / Business Travel Land
Passenger Vehicles / Cars (by Size) / Average Car / LPG	km	0.19571	$kgCO_2e/km$	Activity Data (km) × Emission Factor ($kgCO_2e/km$) / 1,000	DEFRA - GHG Conversion Full File / Business Travel Land
Air / Flights / Domestic Flights / Average Passenger / Without Radiative Forcing (RF)	passenger.km	0.13551	$kgCO_2e/passenger.km$	Activity Data (passenger.km) × Emission Factor ($kgCO_2e/passenger.km$) / 1,000	DEFRA - GHG Conversion Full File / Business Travel Air
Air / Flights / International Flights / Economy Class / Without RF	passenger.km	0.0645	$kgCO_2e/passenger.km$	Activity Data (passenger.km) × Emission Factor ($kgCO_2e/passenger.km$) / 1,000	DEFRA - GHG Conversion Full File / Business Travel Air
Air / Flights / Short-haul Flights / Economy Class / Without RF	passenger.km	0.07435	$kgCO_2e/passenger.km$	Activity Data (passenger.km) × Emission Factor ($kgCO_2e/passenger.km$) / 1,000	DEFRA - GHG Conversion Full File / Business Travel Air
Air / Flights / Short-haul Flights / Business Class / Without RF	passenger.km	0.11152	$kgCO_2e/passenger.km$	Activity Data (passenger.km) × Emission Factor ($kgCO_2e/passenger.km$) / 1,000	DEFRA - GHG Conversion Full File / Business Travel Air
Air / Flights / International Flights / Business Class / Without RF	passenger.km	0.31656	$kgCO_2e/km$	Activity Data (km) × Emission Factor ($kgCO_2e/km$) / 1,000	DEFRA - GHG Conversion Full File / Business Travel Air
Air / Flights / Long-haul Flights / Business Class / Without RF	passenger.km	0.20082	$kgCO_2e/passenger.km$	Activity Data (passenger.km) × Emission Factor ($kgCO_2e/passenger.km$) / 1,000	DEFRA - GHG Conversion Full File / Business Travel Air
Passenger Vehicles / Bus / Intercity Bus	km	0.10384	$kgCO_2e/km$	Activity Data (km) × Emission Factor ($kgCO_2e/km$) / 1,000	DEFRA - GHG Conversion Full File / Business Travel Land
Sea Transport / Ferry / Average (all passengers)	passenger.km	0.11222	$kgCO_2e/passenger.km$	Activity Data (passenger.km) × Emission Factor ($kgCO_2e/passenger.km$) / 1,000	DEFRA - GHG Conversion Full File / Business Travel Sea
Hotel Stay / Germany	Room night	13.2	$kgCO_2e/Room\ night$	Activity Data (Room Night) × Emission Factor ($kgCO_2e/Room\ Night$) / 1,000	DEFRA - GHG Conversion Full File / Hotel Stay
Hotel Stay / UK	Room night	10.4	$kgCO_2e/Room\ night$	Activity Data (Room Night) × Emission Factor ($kgCO_2e/Room\ Night$) / 1,000	DEFRA - GHG Conversion Full File / Hotel Stay
Hotel Stay / The Netherlands	Room night	14.8	$kgCO_2e/Room\ night$	Activity Data (Room Night) × Emission Factor ($kgCO_2e/Room\ Night$) / 1,000	DEFRA - GHG Conversion Full File / Hotel Stay
Hotel Stay / Türkiye	Room night	32.1	$kgCO_2e/Room\ night$	Activity Data (Room Night) × Emission Factor ($kgCO_2e/Room\ Night$) / 1,000	DEFRA - GHG Conversion Full File / Hotel Stay

INDIRECT EMISSIONS FROM PURCHASED PRODUCTS (CATEGORY 4.1)

Inventory Source (Metric)	Activity Data Unit	Emission Factor	Emission Factor Unit	Emissions (tCO_2e)	Reference Source
Purchased Process Materials and Raw Materials / Computer Terminals and Other Computer Peripheral Equipment Manufacturing	USD	0.14298	$kgCO_2e/USD$	Activity Data (USD) × Emission Factor ($kgCO_2e/USD$) / 1,000	EPA Home / Supply Chain Greenhouse Gas Emission Factors v1.2 by NAICS-7
Purchased Process Materials and Raw Materials / Paper manufacturing facilities (Excluding Newsprint)	USD	0.64899	$kgCO_2e/USD$	Activity Data (USD) × Emission Factor ($kgCO_2e/USD$) / 1,000	EPA Home / Supply Chain Greenhouse Gas Emission Factors v1.2 by NAICS-7
Purchased Process Materials and Raw Materials / Stationery Product Manufacturing	USD	0.29602	$kgCO_2e/USD$	Activity Data (USD) × Emission Factor ($kgCO_2e/USD$) / 1,000	EPA Home / Supply Chain Greenhouse Gas Emission Factors v1.2 by NAICS-7
Purchased Process Materials and Raw Materials / Soap and Other Detergent Manufacturing	USD	0.35508	$kgCO_2e/USD$	Activity Data (USD) × Emission Factor ($kgCO_2e/USD$) / 1,000	EPA Home / Supply Chain Greenhouse Gas Emission Factors v1.2 by NAICS-7
Water Consumption / Municipal Water Utilization	m^3	0.19132	$kgCO_2e/m^3$	Activity Data (m^3) × Emission Factor ($kgCO_2e/m^3$) / 1,000	DEFRA - GHG Conversion Full File (Water supply)
Purchased Process Materials and Raw Materials / Bottled Water Manufacturing	USD	0.21265	$kgCO_2e/USD$	Activity Data (USD) × Emission Factor ($kgCO_2e/USD$) / 1,000	EPA Home / Supply Chain Greenhouse Gas Emission Factors v1.2 by NAICS-7
WTT – Electricity Transmission and Distribution Losses / Distribution Losses	kWh	0.04123	$kgCO_2e/kWh$	Activity Data (kWh) × Emission Factor ($kgCO_2e/kWh$) / 1,000	DEFRA - GHG Conversion Full File (WTT / Fuel & energy related activities)
WTT – Electricity Transmission and Distribution Losses / Transmission Losses	kWh	0.009114	$kgCO_2e/kWh$	Activity Data (kWh) × Emission Factor ($kgCO_2e/kWh$) / 1,000	DEFRA - GHG Conversion Full File (WTT / Fuel & energy related activities)
WTT – Gaseous Fuels / Natural Gas	kWh (Gross CV)	0.03021	$kgCO_2e/kWh$ (Gross CV)	Activity Data (kWh (Gross CV)) × Emission Factor ($kgCO_2e/kWh$ (Gross CV)) / 1,000	DEFRA - GHG Conversion Full File (WTT / Fuel & energy related activities)
WTT – Liquid Fuels / Gasoline (Average Biofuel Blend)	Liter	0.58093	$kgCO_2e/Liter$	Activity Data (Liter) × Emission Factor ($kgCO_2e/Liter$) / 1,000	DEFRA - GHG Conversion Full File (WTT / Fuel & energy related activities)
WTT – Liquid Fuels / Diesel (Average Biofuel Blend)	Liter	0.61101	$kgCO_2e/Liter$	Activity Data (Liter) × Emission Factor ($kgCO_2e/Liter$) / 1,000	DEFRA - GHG Conversion Full File (WTT / Fuel & energy related activities)

INDIRECT EMISSIONS FROM CAPITAL ASSETS (CATEGORY 4.2)

Inventory Source (Metric)	Activity Data Unit	Emission Factor	Emission Factor Unit	Emissions (tCO_2e)	Reference Source
Machinery and Equipment (Expenditure-Based) / Office Equipment Merchant Wholesalers	USD	0.07401	$kgCO_2e$/USD	Activity Data (USD) × Emission Factor ($kgCO_2e$/USD) / 1,000	EPA Home / Supply Chain Greenhouse Gas Emission Factors v1.2 by NAICS-7
Machinery and Equipment (Expenditure-Based) / Computer and Computer Peripheral Equipment and Software Wholesalers	USD	0.074	$kgCO_2e$/USD	Activity Data (USD) × Emission Factor ($kgCO_2e$/USD) / 1,000	EPA Home / Supply Chain Greenhouse Gas Emission Factors v1.2 by NAICS-7
Machinery and Equipment (Expenditure-Based) / Other Electronic Parts and Equipment Merchant Wholesalers	USD	0.083	$kgCO_2e$/USD	Activity Data (USD) × Emission Factor ($kgCO_2e$/USD) / 1,000	EPA Home / Supply Chain Greenhouse Gas Emission Factors v1.2 by NAICS-7
Machinery and Equipment (Expenditure-Based) / Other Commercial Equipment Merchant Wholesalers	USD	0.074	$kgCO_2e$/USD	Activity Data (USD) × Emission Factor ($kgCO_2e$/USD) / 1,000	EPA Home / Supply Chain Greenhouse Gas Emission Factors v1.2 by NAICS-7
Machinery and Equipment (Expenditure-Based)/ Electrical Devices and Equipment. Wiring Supplies and Related Equipment Wholesalers	USD	0.083	$kgCO_2e$/USD	Activity Data (USD) × Emission Factor ($kgCO_2e$/USD) / 1,000	EPA Home / Supply Chain Greenhouse Gas Emission Factors v1.2 by NAICS-7
Machinery and Equipment (Expenditure-Based) / Industrial Machinery and Equipment Merchant Wholesalers	USD	0.11506	$kgCO_2e$/USD	Activity Data (USD) × Emission Factor ($kgCO_2e$/USD) / 1,000	EPA Home / Supply Chain Greenhouse Gas Emission Factors v1.2 by NAICS-7
Machinery and Equipment (Expenditure-Based) / Plumbing and Heating Equipment and Supplies (Hydraulic) Wholesalers	USD	0.108	$kgCO_2e$/USD	Activity Data (USD) × Emission Factor ($kgCO_2e$/USD) / 1,000	EPA Home / Supply Chain Greenhouse Gas Emission Factors v1.2 by NAICS-7
Construction (Purchased) / Expenditure-Based Calculation / Other Heavy and Civil Engineering Construction	USD	0.202	$kgCO_2e$/USD	Activity Data (USD) × Emission Factor ($kgCO_2e$/USD) / 1,000	EPA Home / Supply Chain Greenhouse Gas Emission Factors v1.2 by NAICS-7
Construction (Purchased) / Expenditure-Based Calculation / Highway, Street and Bridge Construction	USD	0.255	$kgCO_2e$/USD	Activity Data (USD) × Emission Factor ($kgCO_2e$/USD) / 1,000	EPA Home / Supply Chain Greenhouse Gas Emission Factors v1.2 by NAICS-7
Construction (Purchased) / Expenditure-Based Calculation / Commercial and Corporate Building Construction	USD	0.224	$kgCO_2e$/USD	Activity Data (USD) × Emission Factor ($kgCO_2e$/USD) / 1,000	EPA Home / Supply Chain Greenhouse Gas Emission Factors v1.2 by NAICS-7
Activity source to be defined / Tire Manufacturing	USD	0.27604	$kgCO_2e$/USD	Activity Data (USD) × Emission Factor ($kgCO_2e$/USD) / 1,000	EPA Home / Supply Chain Greenhouse Gas Emission Factors v1.2 by NAICS-7
Vehicles (Purchased) / New Car Dealers	USD	0.073	$kgCO_2e$/USD	Activity Data (USD) × Emission Factor ($kgCO_2e$/USD) / 1,000	EPA Home / Supply Chain Greenhouse Gas Emission Factors v1.2 by NAICS-7
Construction (Purchased) / Expenditure-Based Calculation / Energy and Communication Line and Related Structures Construction	USD	0.270	$kgCO_2e$/USD	Activity Data (USD) × Emission Factor ($kgCO_2e$/USD) / 1,000	EPA Home / Supply Chain Greenhouse Gas Emission Factors v1.3 by NAICS-7

Inventory Source (Metric)	Activity Data Unit	Emission Factor	Emission Factor Unit	Emissions (tCO_2e)	Reference Source
Plastics / Average Plastics / Landfill (Non-hazardous Waste)	tonne	8.99582	$kgCO_2e$/tonne	Activity Data (tonne) × Emission Factor ($kgCO_2e$/tonne) / 1,000	DEFRA - GHG Conversion Full File (Waste Proposal)
Glass / Landfill (Non-hazardous Waste)	tonne	8.75	$kgCO_2e$/tonne	Activity Data (tonne) × Emission Factor ($kgCO_2e$/tonne) / 1,000	DEFRA - GHG Conversion Full File (Waste Proposal)
• Mixed Packaging Waste / Commercial and Industrial Waste / Landfill (Non-hazardous Waste)* • Toner / Landfill (Hazardous Waste) • Fluorescent Lamps and Lighting Equipment / Landfill (Hazardous Waste) • Lead-acid batteries and accumulators / Landfill (Hazardous Waste) • Contaminated Packaging / Landfill (Hazardous Waste) • Oil Filters / Landfill (Hazardous Waste) • Antifreeze Fluids / Landfill (Hazardous Waste) • Other Insulating and Heat Transfer Oils / Landfill (Hazardous Waste) • Other Hydraulic Oils / Landfill (Hazardous Waste) • Absorbents Contaminated with Hazardous Substances / Landfill (Hazardous Waste) • Waste Oil Mixtures and Grease / Landfill (Hazardous Waste)	tonne	520.53	$kgCO_2e$/tonne	Activity Data (tonne) × Emission Factor ($kgCO_2e$/tonne) / 1,000	DEFRA - GHG Conversion Full File (Waste Proposal)
Paper and Cardboard (Mixed) / Landfill (Non-hazardous Waste)	tonne	1,164.44	$kgCO_2e$/tonne	Activity Data (tonne) × Emission Factor ($kgCO_2e$/tonne) / 1,000	DEFRA - GHG Conversion Full File (Waste Proposal)
Electrical Equipment / Batteries / Landfill (Hazardous Waste) • Batteries • Accumulators	tonne	8.66667	$kgCO_2e$/tonne	Activity Data (tonne) × Emission Factor ($kgCO_2e$/tonne) / 1,000	DEFRA - GHG Conversion Full File (Waste Proposal)
Wastewater Treatment (DEFRA)	m^3	0.17094	$kgCO_2e/m^3$	Activity Data (m^3) × Emission Factor ($kgCO_2e/m^3$) / 1,000	DEFRA - GHG Conversion Full File (Water treatment)
Metal / Mixed Cans / Landfill (Hazardous Waste)	tonne	10	$kgCO_2e$/tonne	Activity Data (tonne) × Emission Factor ($kgCO_2e$/tonne) / 1,000	DEFRA - GHG Conversion Full File (Waste Proposal)

**Contaminated waste, waste paint and varnish, organic waste containing hazardous substances, and contaminated wood/glass/plastic have been included under "Waste (Mixed Packaging) / Commercial and Industrial Waste / Landfill" in the DEFRA Waste Disposal factors as of 2025. In previous years, calculations were performed using the "Hazardous Waste / Commercial and Industrial Hazardous Waste / Landfill / tonne" metric from the ADEME Base Carbone database.*

INDIRECT EMISSIONS FROM THE USE OF ASSETS NOT OWNED BY THE ORGANIZATION (CATEGORY 4.4)

Inventory Source (Metric)	Activity Data Unit	Emission Factor	Emission Factor Unit	Emissions (tCO_2e)	Reference Source
Expenditure-based Construction / Vehicle / Machinery / Equipment Rental / Other Real Estate Rental / Other Real Estate Rental	USD	0.246	$kgCO_2e$/USD	Activity Data (USD) × Emission Factor ($kgCO_2e$/USD) / 1,000	IPCC - Chapter 3 Mobile Combustion; COMMUNIQUÉ ON THE MONITORING AND REPORTING OF GREENHOUSE GAS EMISSIONS; EPA Home / Supply Chain Greenhouse Gas Emission Factors v1.2 by NAICS-7
Expenditure-Based Construction / Vehicle / Machinery / Equipment Rental / Renting of Mini Warehouses and Self-Storage Units / Renting of Mini Warehouses and Self-Storage Units	USD	0.24601	$kgCO_2e$/USD	Activity Data (USD) × Emission Factor ($kgCO_2e$/USD) / 1,000	IPCC - Chapter 3 Mobile Combustion; COMMUNIQUÉ ON THE MONITORING AND REPORTING OF GREENHOUSE GAS EMISSIONS; EPA Home / Supply Chain Greenhouse Gas Emission Factors v1.2 by NAICS-7
Expenditure-based Construction / Vehicle / Machinery / Equipment Rental / Other Commercial and Industrial Machinery and Equipment Rental and Rental	USD	0.106	$kgCO_2e$/USD	Activity Data (USD) × Emission Factor ($kgCO_2e$/USD) / 1,000	EPA Home / Supply Chain Greenhouse Gas Emission Factors v1.3 by NAICS-7

INDIRECT EMISSIONS FROM THE USE OF OTHER SERVICES (CATEGORY 4.5)

Inventory Source (Metric)	Activity Data Unit	Emission Factor	Emission Factor Unit	Emissions (tCO_2e)	Reference Source
Offices of Lawyers	USD	0.041	$kgCO_2e$/USD	Activity Data (USD) × Emission Factor ($kgCO_2e$/USD) / 1,000	EPA Home / Supply Chain Greenhouse Gas Emission Factors v1.2 by NAICS-7
Computer Systems Design Services	USD	0.089	$kgCO_2e$/USD	Activity Data (USD) × Emission Factor ($kgCO_2e$/USD) / 1,000	EPA Home / Supply Chain Greenhouse Gas Emission Factors v1.2 by NAICS-7
Computer and Office Machine Repair and Maintenance	USD	0.07602	$kgCO_2e$/USD	Activity Data (USD) × Emission Factor ($kgCO_2e$/USD) / 1,000	EPA Home / Supply Chain Greenhouse Gas Emission Factors v1.2 by NAICS-7
Other Scientific and Technical Consulting Services	USD	0.09	$kgCO_2e$/USD	Activity Data (USD) × Emission Factor ($kgCO_2e$/USD) / 1,000	EPA Home / Supply Chain Greenhouse Gas Emission Factors v1.2 by NAICS-7
Offices of Physicians (excluding Mental Health Specialists)	USD	0.083	$kgCO_2e$/USD	Activity Data (USD) × Emission Factor ($kgCO_2e$/USD) / 1,000	EPA Home / Supply Chain Greenhouse Gas Emission Factors v1.2 by NAICS-7
Educational Support Services	USD	0.108	$kgCO_2e$/USD	Activity Data (USD) × Emission Factor ($kgCO_2e$/USD) / 1,000	EPA Home / Supply Chain Greenhouse Gas Emission Factors v1.2 by NAICS-7
Men's and Boys' Clothing and Accessories Wholesalers	USD	0.14395	$kgCO_2e$/USD	Activity Data (USD) × Emission Factor ($kgCO_2e$/USD) / 1,000	EPA Home / Supply Chain Greenhouse Gas Emission Factors v1.2 by NAICS-7
Security Guard and Patrol Services	USD	0.074	$kgCO_2e$/USD	Activity Data (USD) × Emission Factor ($kgCO_2e$/USD) / 1,000	EPA Home / Supply Chain Greenhouse Gas Emission Factors v1.2 by NAICS-7
Pest Control and Extermination Services	USD	0.21403	$kgCO_2e$/USD	Activity Data (USD) × Emission Factor ($kgCO_2e$/USD) / 1,000	EPA Home / Supply Chain Greenhouse Gas Emission Factors v1.2 by NAICS-7
Pharmaceutical and Medical Supply Wholesalers	USD	0.09457	$kgCO_2e$/USD	Activity Data (USD) × Emission Factor ($kgCO_2e$/USD) / 1,000	EPA Home / Supply Chain Greenhouse Gas Emission Factors v1.2 by NAICS-7
Business Associations	USD	0.128	$kgCO_2e$/USD	Activity Data (USD) × Emission Factor ($kgCO_2e$/USD) / 1,000	EPA Home / Supply Chain Greenhouse Gas Emission Factors v1.2 by NAICS-7
Wired Telecommunications Carriers	USD	0.07502	$kgCO_2e$/USD	Activity Data (USD) × Emission Factor ($kgCO_2e$/USD) / 1,000	EPA Home / Supply Chain Greenhouse Gas Emission Factors v1.2 by NAICS-7
Wireless Telecommunications Carriers (except Satellite)	USD	0.09602	$kgCO_2e$/USD	Activity Data (USD) × Emission Factor ($kgCO_2e$/USD) / 1,000	EPA Home / Supply Chain Greenhouse Gas Emission Factors v1.2 by NAICS-7
Convention and Trade Show Organizers	USD	0.127	$kgCO_2e$/USD	Activity Data (USD) × Emission Factor ($kgCO_2e$/USD) / 1,000	EPA Home / Supply Chain Greenhouse Gas Emission Factors v1.2 by NAICS-7
Couriers and Express Delivery Services	USD	0.30297	$kgCO_2e$/USD	Activity Data (USD) × Emission Factor ($kgCO_2e$/USD) / 1,000	EPA Home / Supply Chain Greenhouse Gas Emission Factors v1.2 by NAICS-7
Engineering Services	USD	0.103	$kgCO_2e$/USD	Activity Data (USD) × Emission Factor ($kgCO_2e$/USD) / 1,000	EPA Home / Supply Chain Greenhouse Gas Emission Factors v1.2 by NAICS-7
Offices of Public Notaries	USD	0.041	$kgCO_2e$/USD	Activity Data (USD) × Emission Factor ($kgCO_2e$/USD) / 1,000	EPA Home / Supply Chain Greenhouse Gas Emission Factors v1.2 by NAICS-7
School and Employee Bus Transportation	USD	0.566	$kgCO_2e$/USD	Activity Data (USD) × Emission Factor ($kgCO_2e$/USD) / 1,000	EPA Home / Supply Chain Greenhouse Gas Emission Factors v1.2 by NAICS-7
Car Wash Services	USD	0.10297	$kgCO_2e$/USD	Activity Data (USD) × Emission Factor ($kgCO_2e$/USD) / 1,000	EPA Home / Supply Chain Greenhouse Gas Emission Factors v1.2 by NAICS-7

Inventory Source (Metric)	Activity Data Unit	Emission Factor	Emission Factor Unit	Emissions (tCO_2e)	Reference Source
Parking Lots and Garages	USD	0.11106	$kgCO_2e$/USD	Activity Data (USD) × Emission Factor ($kgCO_2e$/USD) / 1,000	EPA Home / Supply Chain Greenhouse Gas Emission Factors v1.2 by NAICS-7
Professional Organizations	USD	0.128	$kgCO_2e$/USD	Activity Data (USD) × Emission Factor ($kgCO_2e$/USD) / 1,000	EPA Home / Supply Chain Greenhouse Gas Emission Factors v1.2 by NAICS-7
Professional and Management Development Training	USD	0.108	$kgCO_2e$/USD	Activity Data (USD) × Emission Factor ($kgCO_2e$/USD) / 1,000	EPA Home / Supply Chain Greenhouse Gas Emission Factors v1.2 by NAICS-7
Advertising Agencies	USD	0.085	$kgCO_2e$/USD	Activity Data (USD) × Emission Factor ($kgCO_2e$/USD) / 1,000	EPA Home / Supply Chain Greenhouse Gas Emission Factors v1.2 by NAICS-7
Other Advertising Services	USD	0.085	$kgCO_2e$/USD	Activity Data (USD) × Emission Factor ($kgCO_2e$/USD) / 1,000	EPA Home / Supply Chain Greenhouse Gas Emission Factors v1.2 by NAICS-7
Insurance Agencies and Brokerage Services	USD	0.029	$kgCO_2e$/USD	Activity Data (USD) × Emission Factor ($kgCO_2e$/USD) / 1,000	EPA Home / Supply Chain Greenhouse Gas Emission Factors v1.2 by NAICS-7
Taxi Services	USD	0.56599	$kgCO_2e$/USD	Activity Data (USD) × Emission Factor ($kgCO_2e$/USD) / 1,000	EPA Home / Supply Chain Greenhouse Gas Emission Factors v1.2 by NAICS-7
Janitorial Services	USD	0.214	$kgCO_2e$/USD	Activity Data (USD) × Emission Factor ($kgCO_2e$/USD) / 1,000	EPA Home / Supply Chain Greenhouse Gas Emission Factors v1.2 by NAICS-7
Translation and Interpretation Services	USD	0.07999	$kgCO_2e$/USD	Activity Data (USD) × Emission Factor ($kgCO_2e$/USD) / 1,000	EPA Home / Supply Chain Greenhouse Gas Emission Factors v1.2 by NAICS-7
Commercial and Industrial Machinery and Equipment Repair and Maintenance (excluding Automotive and Electronics)	USD	0.136	$kgCO_2e$/USD	Activity Data (USD) × Emission Factor ($kgCO_2e$/USD) / 1,000	EPA Home / Supply Chain Greenhouse Gas Emission Factors v1.3 by NAICS-7
All Other Information Services	USD	0.064	$kgCO_2e$/USD	Activity Data (USD) × Emission Factor ($kgCO_2e$/USD) / 1,000	EPA Home / Supply Chain Greenhouse Gas Emission Factors v1.2 by NAICS-7
All Other Support Services	USD	0.12699	$kgCO_2e$/USD	Activity Data (USD) × Emission Factor ($kgCO_2e$/USD) / 1,000	EPA Home / Supply Chain Greenhouse Gas Emission Factors v1.2 by NAICS-7
All Other Legal Services	USD	0.041	$kgCO_2e$/USD	Activity Data (USD) × Emission Factor ($kgCO_2e$/USD) / 1,000	EPA Home / Supply Chain Greenhouse Gas Emission Factors v1.2 by NAICS-7
All Other Business Support Services	USD	0.111	$kgCO_2e$/USD	Activity Data (USD) × Emission Factor ($kgCO_2e$/USD) / 1,000	EPA Home / Supply Chain Greenhouse Gas Emission Factors v1.2 by NAICS-7
All Other Automotive Repair and Maintenance	USD	0.103	$kgCO_2e$/USD	Activity Data (USD) × Emission Factor ($kgCO_2e$/USD) / 1,000	EPA Home / Supply Chain Greenhouse Gas Emission Factors v1.2 by NAICS-7
All Other Telecommunications Services	USD	0.078	$kgCO_2e$/USD	Activity Data (USD) × Emission Factor ($kgCO_2e$/USD) / 1,000	EPA Home / Supply Chain Greenhouse Gas Emission Factors v1.2 by NAICS-7
Tax Preparation Services	USD	0.054	$kgCO_2e$/USD	Activity Data (USD) × Emission Factor ($kgCO_2e$/USD) / 1,000	EPA Home / Supply Chain Greenhouse Gas Emission Factors v1.2 by NAICS-7
Data Processing, Hosting, and Related Services	USD	0.093	$kgCO_2e$/USD	Activity Data (USD) × Emission Factor ($kgCO_2e$/USD) / 1,000	EPA Home / Supply Chain Greenhouse Gas Emission Factors v1.2 by NAICS-7
Investment Advisory Services	USD	0.066	$kgCO_2e$/USD	Activity Data (USD) × Emission Factor ($kgCO_2e$/USD) / 1,000	EPA Home / Supply Chain Greenhouse Gas Emission Factors v1.2 by NAICS-7

Inventory Source (Metric)	Activity Data Unit	Emission Factor	Emission Factor Unit	Emissions (tCO_2e)	Reference Source
Software Publishers	USD	0.08	$kgCO_2e/USD$	Activity Data (USD) × Emission Factor ($kgCO_2e/USD$) / 1,000	EPA Home / Supply Chain Greenhouse Gas Emission Factors v1.2 by NAICS-7
Catering Services	USD	0.132	$kgCO_2e/USD$	Activity Data (USD) × Emission Factor ($kgCO_2e/USD$) / 1,000	EPA Home / Supply Chain Greenhouse Gas Emission Factors v1.2 by NAICS-7
Other Support Activities for Road Transportation	USD	0.162	$kgCO_2e/USD$	Activity Data (USD) × Emission Factor ($kgCO_2e/USD$) / 1,000	EPA Home / Supply Chain Greenhouse Gas Emission Factors v1.2 by NAICS-7
Management Consulting and General Management Consulting Services	USD	0.07797	$kgCO_2e/USD$	Activity Data (USD) × Emission Factor ($kgCO_2e/USD$) / 1,000	EPA Home / Supply Chain Greenhouse Gas Emission Factors v1.2 by NAICS-7
Private Mail Centers	USD	0.11359	$kgCO_2e/USD$	Activity Data (USD) × Emission Factor ($kgCO_2e/USD$) / 1,000	EPA Home / Supply Chain Greenhouse Gas Emission Factors v1.2 by NAICS-7

EMISSIONS INTENSITY METRICS

Emissions intensity metrics are calculated by dividing total greenhouse gas (GHG) emissions by a selected activity metric. These metrics enable emissions performance to be assessed not only based on total emissions, but also in relation to measures of operational activity such as production, facilities, number of employees, revenue, product output, or energy generation.

This approach enables more meaningful comparisons across reporting periods, facilities, and activity fields. For example, although total emissions may increase, emissions intensity per unit of production may decline as a result of increased production volumes. Accordingly, emissions intensity metrics are used as supplementary performance indicators to monitor the Company's emissions efficiency and emissions reduction performance.

The general calculation methodology is as follows:

Emissions Intensity = Total Greenhouse Gas Emissions / Selected Activity Metric

For Galata Wind, emissions intensity metrics are calculated by dividing total greenhouse gas emissions for the reporting period by the relevant activity metric. For electricity generation activities, the primary intensity metric is **tCO_2e/MWh**. Where appropriate, additional intensity metrics may also be calculated based on the number of employees, facility-level activities, or other corporate performance indicators.

DATA MANAGEMENT

The reliability of greenhouse gas emissions calculations depends on the effective management of activity data. Accordingly, Galata Wind applies a systematic approach to data collection, data quality control, management of missing and estimated data, record traceability, and verification processes. The data management process is designed to support the accuracy, consistency, transparency, and verifiability of emissions calculations.

Emissions data are centrally managed through a digital ESG platform, ensuring version control, data integrity, and traceability. Activity data monitored in real time through the IoT infrastructure at our power plants are automatically transferred to the digital ESG platform, improving the accuracy, reliability, and operational efficiency of data collection processes while reducing the risk of manual data entry errors and supporting the effective monitoring and reporting of greenhouse gas emissions.

DATA QUALITY, CONTROL, AND VERIFICATION

Activity data used for greenhouse gas emissions calculations are required to be accurate, complete, consistent, and traceable. Accordingly, collected data are verified against meter readings, utility invoices, official records, procurement records, fuel receipts, waste declarations, travel documentation, and other relevant internal records.

Data quality control procedures include verification of consistency with the reporting period, unit accuracy, comparability with prior reporting periods, identification of unusual variances, and confirmation that calculation inputs are matched with the appropriate emission factors. Any identified omissions, inconsistencies, or abnormal changes are communicated to the relevant business units, and corrective actions are implemented where necessary.

DATA MANAGEMENT HIERARCHY



Following each annual reporting period, the calculated greenhouse gas emissions are subject to independent third-party verification in addition to internal control procedures. As part of the verification process, activity data, emission factors, calculation methodologies, assumptions, and supporting documentation are reviewed to assess the accuracy, consistency, and traceability of the emissions calculations.

Data Quality Criterion	Description
Completeness	Referring to the inclusion of all relevant facilities, activities, emission sources, and emission categories within the reporting boundary. Any excluded sources or missing data are evaluated together with the reasons for their exclusion.
Consistency	Referring to the comparability of data across years, facilities, functions, and calculation methodologies. The same methodology, units of measure, and emission factor approach are applied consistently for the same activity type.
Accuracy	Referring to the use of activity data supported by invoices, meter readings, official records, or reliable internal records. Calculations are reviewed to identify potential errors resulting from incorrect units, incomplete reporting periods, or data entry inaccuracies.
Traceability	Referring to the ability to trace activity data, data sources, responsible functions, calculation methodologies, and emission factors used in the inventory.
Uncertainty	Referring to the assessment of uncertainties arising from measurement equipment, missing data, estimated values, assumptions, data confidence levels, or emission factors. The target is to minimize uncertainty to the greatest extent practicable.

MANAGEMENT OF MISSING DATA AND ESTIMATES

The primary approach for greenhouse gas emissions calculations is to obtain activity data directly from measurements, invoices, meter readings, official records, or reliable internal system records. However, activity data may not always be available due to meter failures, delays in receiving invoices, incomplete records, or lack of access to data sources.

In such cases, missing data is estimated using reasonable and traceable estimation methodologies. Estimation methods may take into account consumption from preceding and subsequent reporting periods, comparable activity periods, production volumes, operating hours, capacity utilization, vehicle mileage, average fuel consumption, or other relevant operational indicators.

Where estimated data are used, the estimation methodology, underlying assumptions, data sources, and their impact on the calculations are recorded. Once actual activity data becomes available, the calculations are updated accordingly, and reported results are revised where necessary.

The fundamental principle for managing missing data is to maintain a transparent, traceable, reasonable, and consistent calculation approach. The use of estimated data is minimized wherever practicable, and estimated values are replaced with verified activity data once available.

Missing Data Situation	Approach Applied
Meter malfunction or measurement loss	Estimates may be based on average consumption from preceding and subsequent reporting periods, comparable operating periods, or production/service intensity.
Utility invoice unavailable	Previous invoices, utility distributor/supplier portal records, or accrued billing information may be used on an interim basis.
Missing fuel consumption data	Estimates may be based on fuel receipts, procurement records, inventory movement records, vehicle mileage, or average equipment fuel consumption.
Missing transportation or business travel data	Reasonable assumptions may be developed based on route distance, transportation mode, vehicle type, number of passengers, cargo weight, or travel records.
Missing procurement or service data	Expenditure-based estimates may be developed using accounting records, purchase orders, supplier invoices, or expenditures for comparable products or services.

Estimated data may be used to ensure the continuity of emissions calculation and reporting processes when activity data cannot be obtained in a timely manner together with supporting evidence documents, such as invoices, meter records, or official records. Estimated data are calculated using reasonable and traceable methods in accordance with calculation approaches accepted in independent verification processes. Once actual activity data becomes available, the estimated values are updated with the relevant data, the revisions made are documented, and emissions calculations and reporting results are revised where deemed necessary.

CHANGE MANAGEMENT

Consistent with the principles of the GHG Protocol and ISO 14064-1, the base year may be reassessed and, where appropriate, recalculated retrospectively when significant changes occur that materially affect the organizational boundary or greenhouse gas inventory. Such changes may include acquisitions, mergers, divestitures, commissioning of new facilities, facility closures, commencement of operations in new countries or locations, adoption of new fuels or refrigerants, significant updates to calculation methodologies or emission factors, identification of material errors affecting prior-year inventories, or replacement of estimated values with actual activity data.

Where such changes result in an approximate 5% or greater impact on total base year greenhouse gas emissions, or are otherwise determined to be material by Company management, the base year emissions inventory may be recalculated retrospectively, and the related reporting outputs and independent verification opinion may be reviewed and updated as appropriate.

The scope of the emissions inventory and the calculation methodology are reviewed by the Sustainability Manager. Where appropriate, the inventory scope, emission factors, and calculation methodologies are updated and

REPORTING

Upon completion of the greenhouse gas (GHG) emissions calculations, the results are consolidated for the relevant reporting period under the oversight of the Sustainability Department.

The calculated GHG emissions are subject to independent third-party verification. During the verification process, the relevant departments provide the requested calculation records, data sources and supporting documentation. Where deemed necessary based on the verification findings, the emissions calculations are revised, and the finalized data are used as the basis for reporting.

The finalized emissions data are used in Sustainability reports, including the TSRS-aligned Sustainability Report; ESG disclosure submissions to rating agencies and assessment platforms (including CDP, LSEG, Sustainable Fitch, Sustainalytics, S&P, and MSCI); Sustainability-related information requests from investors, financial institutions, and other stakeholders; and internal performance monitoring and management reporting.

DATA RETENTION

The activity data, calculation records, emission factors, supporting documentation, and reporting outputs used in the preparation of the GHG emissions inventory are retained to ensure the traceability, verifiability, and historical reproducibility of the calculations. Data retention practices are implemented in accordance with applicable legal requirements, Company procedures, and sustainability reporting obligations.

ANNEXES

ANNEX 1. Facility-Level Greenhouse Gas Emissions Consolidation Table (Prepared in Accordance with TS EN ISO 14064-1:2019)

	Galata Wind: All Power Plants	Galata Wind: All Power Plants	Mersin Mut WPP	Mersin Mut WPP (Consumption)	Şah WPP	Şah WPP (Consumption)	Taşpınar Hybrid	Taşpınar Hybrid (Consumption)	Erzurum SPP	Erzurum SPP (Consumption)	Çorum SPP	Çorum SPP (Consumption)	Headquarter	Headquarter (Consumption)
CATEGORY 1	**419.85 ✓**		**166.32 ✓**		**116.01 ✓**		**132.28 ✓**		**1.10 ✓**		**0.00**		**4.14 ✓**	
1.1 Direct Emissions from Stationary Combustion	6.32 ✓	24,424.58	0.74 ✓	276.00	1.04 ✓	391.00	0.40 ✓	150.58	0.00	0.00	0.00	0.00	4.14 ✓	23,607.00
1.2 Direct Emissions from Mobile Combustion	29.38 ✓	11,472.26	0.50 ✓	185.56	8.77 ✓	3,168.34	19.01 ✓	7,741.74	1.10 ✓	376.62	0.00	0.00	0.00	0.00
1.4 Direct Fugitive Emissions	384.15 ✓	1,605.04	165.08 ✓	459.20	106.20 ✓	735.08	112.87 ✓	410.77	0.00	0.00	0.00	0.00	0.00	0.00
CATEGORY 2	**869.22 ✓**		**330.45 ✓**		**260.02 ✓**		**109.63 ✓**		**90.74 ✓**		**44.90 ✓**		**33.49 ✓**	
2.1 Indirect Emissions from Imported Electricity	869.22	1,966,571.32	330.45 ✓	747,616.00	260.02 ✓	588,280.00	109.63 ✓	248,022.00	90.74 ✓	205,300.00	44.90 ✓	101,588.97	33.49 ✓	75,764.35
CATEGORY 3	**202.66 ✓**		**9.72 ✓**		**27.75 ✓**		**10.01 ✓**		**12.38 ✓**		**1.57 ✓**		**141.23 ✓**	
3.3 Indirect Emissions from Employee Commuting	136.38 ✓	989,825.86	6.08 ✓	42,465.46	25.82 ✓	180,111.96	7.10 ✓	49,651.01	12.38 ✓	86,534.55	1.57 ✓	10,998.48	83.42 ✓	620,064.40
3.4 Indirect Emissions from Visitor and Customer Travel to the Facility	9.62 ✓	66,261.40	3.15 ✓	18,680.00	1.93 ✓	11,130.00	2.73 ✓	16,140.40	0.00	0.00	0.00	0.00	1.80	20,311.00
3.5 Indirect Emissions from Business Travel	56.67 ✓	540,007.00	0.49 ✓	2,640.00	0.00	0.00	0.18 ✓	1,825.00	0.00	0.00	0.00	0.00	56.01 ✓	535,542.00
CATEGORY 4	**17,052.67 ✓**		**43.16 ✓**		**34.55 ✓**		**18.35 ✓**		**10.67 ✓**		**5.16 ✓**		**16,940.78 ✓**	
4.1 Indirect Emissions from Purchased Goods	112.1572 ✓	3,979,894.14	38.20 ✓	1,495,881.69	31.86 ✓	1,179,992.34	17.21 ✓	504,020.34	10.67 ✓	410,976.62	5.16 ✓	203,177.94	9.05 ✓	185,845.21
4.2 Indirect Emissions from Capital Goods	15,762.57 ✓	58,250,812.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,762.57 ✓	58,250,812.00
4.3 Indirect Emissions from the Disposal of Solid and Liquid Waste	8.79 ✓	519.36	4.96 ✓	249.31	2.69 ✓	163.72	1.14 ✓	106.33	0.00	0.00	0.00	0.00	0.00	0.00
4.4 Indirect Emissions from the Use of Assets Not Owned by the Organisation	76.46 ✓	346,394.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	76.46 ✓	346,394.99
4.5 Indirect Emissions from the Use of Other Services	1,092.69 ✓	11,211,629.27	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,092.69 ✓	11,211,629.27
TOTAL	**18,544.40 ✓**		**549.64 ✓**		**438.32 ✓**		**270.27 ✓**		**114.89 ✓**		**51.64 ✓**		**17,119.64 ✓**	

ANNEX 2. Table of GHG Emissions Breakdown by Greenhouse Gas Type (Prepared in Accordance with TS EN ISO 14064-1:2019)

	CO2	CH4	N2O	HFC	NF3	PFC	SF6	TOTAL
CATEGORY 1	**34.3952 ✓**	**0.1886 ✓**	**1.2844 ✓**	**0.0894 ✓**	**0.0000**	**0.0000**	**383.9006 ✓**	**419.8500 ✓**
1.1 Direct Emissions from Stationary Combustion	6.2995 ✓	0.0184 ✓	0.0068 ✓	0.0000	0.0000	0.0000	0.0000	6.3247 ✓
1.2 Direct Emissions from Mobile Combustion	27.9327 ✓	0.1702 ✓	1.2776 ✓	0.0000	0.0000	0.0000	0.0000	29.3805 ✓
1.4 Direct Fugitive Emissions	0.1630 ✓	0.0000	0.0000	0.0894 ✓	0.0000	0.0000	383.9006 ✓	384.1530 ✓
CATEGORY 2	**869.22 ✓**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**869.22 ✓**
2.1 Indirect Emissions from Imported Electricity	869.22 ✓	0.00	0.00	0.00	0.00	0.00	0.00	869.22 ✓
CATEGORY 3	200.99 ✓	0.26 ✓	1.42 ✓	0.00	0.00	0.00	0.00	202.66 ✓
3.3 Indirect Emissions from Employee Commuting	135.41 ✓	0.22 ✓	0.74 ✓	0.00	0.00	0.00	0.00	136.38 ✓
3.4 Indirect Emissions from Visitor and Customer Travel to the Facility	9.53 ✓	0.00	0.08 ✓	0.00	0.00	0.00	0.00	9.62 ✓
3.5 Indirect Emissions from Business Travel	56.04 ✓	0.03 ✓	0.60 ✓	0.00	0.00	0.00	0.00	56.67 ✓
CATEGORY 4	**17,052.68 ✓**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**17,052.67 ✓**
4.1 Indirect Emissions from Purchased Goods	112.16 ✓	0.00	0.00	0.00	0.00	0.00	0.00	112.16 ✓
4.2 Indirect Emissions from Capital Goods	15,762.57 ✓	0.00	0.00	0.00	0.00	0.00	0.00	15,762.57 ✓
4.3 Indirect Emissions from the Disposal of Solid and Liquid Waste	8.79 ✓	0.00	0.00	0.00	0.00	0.00	0.00	8.79 ✓
4.4 Indirect Emissions from the Use of Assets Not Owned by the Organisation	76.46 ✓	0.00	0.00	0.00	0.00	0.00	0.00	76.46 ✓
4.5 Indirect Emissions from the Use of Other Services	1,092.69 ✓	0.00	0.00	0.00	0.00	0.00	0.00	1,092.69 ✓
TOTAL	**18,157.28 ✓**	**0.45 ✓**	**2.70 ✓**	**0.00**	**0.00**	**0.00**	**383.9006 ✓**	**18,544.40 ✓**

ANNEX 3. Facility-Level Greenhouse Gas Emissions Consolidation Table (Prepared in Accordance with the GHG Protocol)

	Galata Wind: All Power Plants	Galata Wind: All Power Plants	Mersin Mut WPP	Mersin Mut WPP (Consumption)	Şah WPP	Şah WPP (Consumption)	Taşpınar Hybrid	Taşpınar Hybrid (Consumption)	Erzurum SPP	Erzurum SPP (Consumption)	Çorum SPP	Çorum SPP (Consumption)	Headquarter	Headquarter (Consumption)
SCOPE 1	**419.85 ✓**		**166.32 ✓**		**116.01 ✓**		**132.28 ✓**		**1.10 ✓**		**0.00**		**4.14 ✓**	
Emissions from Stationary Combustion	6.32 ✓	24,424.58	0.74 ✓	276.00	1.04 ✓	391.00	0.40 ✓	150.58	0.00	0.00	0.00	0.00	4.14 ✓	23,607.00
Emissions from Mobile Combustion	29.38 ✓	11,472.26	0.50 ✓	185.56	8.77 ✓	3,168.34	19.01 ✓	7,741.74	1.10 ✓	376.62	0.00	0.00	0.00	0.00
Direct Fugitive Emissions	384.15 ✓	1,605.04	165.08 ✓	459.20	106.20 ✓	735.08	112.87 ✓	410.77	0.00	0.00	0.00	0.00	0.00	0.00
SCOPE 2	**869.22 ✓**		**330.45 ✓**		**260.02 ✓**		**109.63 ✓**		**90.74 ✓**		**44.90 ✓**		**33.49 ✓**	
Indirect Emissions from Imported Electricity	869.22 ✓	1,966,571.32	330.45 ✓	747,616.00	260.02 ✓	588,280.00	109.63 ✓	248,022.00	90.74 ✓	205,300.00	44.90 ✓	101,588.97	33.49 ✓	75,764.35
SCOPE 3	**17,255.33 ✓**		**52.88 ✓**		**62.30 ✓**		**28.36 ✓**		**23.05 ✓**		**6.74 ✓**		**17,082.01 ✓**	
Category 1 – Purchased Goods and Services	1,097.37 ✓	11,223,301.51	0.09 ✓	464.13	0.05 ✓	264.00	0.04 ✓	234.60	0.00	0.00	0.00	0.00	1,097.18 ✓	11,222,338.78
Category 2 – Capital Goods	15,762.57 ✓	58,250,812.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,762.57 ✓	58,250,812.00
Category 3 – Fuel- and Energy-Related Activities	107.48 ✓	3,968,221.90	38.11 ✓	1,495,417.56	31.81 ✓	1,179,728.34	17.17 ✓	503,785.74	10.67 ✓	410,976.62	5.16 ✓	203,177.94	4.56 ✓	175,135.70
Category 5 – Waste Generated in Operations	8.79 ✓	519.36	4.96 ✓	249.31	2.69 ✓	163.72	1.14 ✓	106.33	0.00	0.00	0.00	0.00	0.00	0.00
Category 6 – Business Travel	66.29 ✓	606,268.40	3.64 ✓	21,320.00	1.93 ✓	11,130.00	2.91 ✓	17,965.40	0.00	0.00	0.00	0.00	57.81 ✓	555,853.00
Category 7 – Employee Commuting	136.38 ✓	989,825.86	6.08 ✓	42,465.46	25.82 ✓	180,111.96	7.10 ✓	49,651.01	12.38 ✓	86,534.55	1.57 ✓	10,998.48	83.42 ✓	620,064.40
Category 8 – Upstream Leased Assets	76.46 ✓	346,394.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	76.46 ✓	346,394.99
TOTAL	**18,544.40 ✓**		**549.64 ✓**		**438.32 ✓**		**270.27 ✓**		**114.89 ✓**		**51.64 ✓**		**17,119.64 ✓**	

WATER DATA REPORTING GUIDELINES

Indicator	Unit	Reporting Guidelines
Water Management Metrics (Summary)		
Total water withdrawal	thousand m³	GRI 303-3: Total volume of water withdrawn during the reporting period from all sources, including surface water, groundwater, seawater, produced water, and water obtained from third parties.
Total water consumption	thousand m³	GRI 303-5: Total water consumption, calculated as total water withdrawn minus total water discharged. Represents water incorporated into products, evaporated, or otherwise retained within organizational boundaries.
Total volume of wastewater	thousand m³	GRI 303-4: Total volume of wastewater discharged outside the organization's operational boundaries, either to receiving water bodies or to third parties.
Non-compliance incidents related to water quality permits	Number	GRI 303-4: Number of incidents of non-compliance with water discharge quality permits, standards, or regulations during the reporting period.
Total Water Withdrawal by Source		
Surface water (rivers, lakes, etc.)	thousand m³	GRI 303-3-a: Water withdrawn from surface water sources, including rivers, lakes, and wetlands.
Groundwater (well water)	thousand m³	GRI 303-3-a: Water withdrawn from groundwater sources through wells.
Seawater	thousand m³	GRI 303-3-a: Water withdrawn from the sea or ocean.
Produced Water	thousand m³	GRI 303-3-a: Water generated as a by-product of operational processes.
Third-party Water (Purchased Water)	thousand m³	GRI 303-3-a: Water obtained from municipal water supplies or other external providers.
Total Water Withdrawal	thousand m³	GRI 303-3: Total water withdrawn from all sources during the reporting period.
Water Withdrawal in Water-Stressed Areas		
Surface Water	thousand m³	GRI 303-3-b: Water withdrawn from surface water sources located in areas classified as having 'high' or 'extremely high' water stress (e.g., as identified using the WRI Aqueduct or equivalent tools).
Groundwater	thousand m³	GRI 303-3-b: Water withdrawn from groundwater sources located in areas classified as having 'high' or 'extremely high' water stress.
Seawater	thousand m³	GRI 303-3-b: Water withdrawn from seawater sources located in areas classified as having 'high' or 'extremely high' water stress (as identified using tools such as WRI Aqueduct or equivalent tools).
Produced Water	thousand m³	GRI 303-3-b: Water withdrawn from produced water sources located in areas classified as having 'high' or 'extremely high' water stress (as identified using tools such as WRI Aqueduct or equivalent tools).
Third-party Water	thousand m³	GRI 303-3-b: Water obtained from third-party water sources located in areas classified as having 'high' or 'extremely high' water stress (as identified using tools such as WRI Aqueduct or equivalent tools).
Total (Water-Stressed Areas)	thousand m³	GRI 303-3-b: Total water withdrawn in areas classified as having high water stress.
Water Withdrawal by Water Type		
Freshwater (≤1,000 mg/L TDS)	thousand m³	GRI 303-3-c: Water with a total dissolved solids (TDS) concentration of 1,000 mg/L or less.
Other Water (>1,000 mg/L TDS)	thousand m³	GRI 303-3-c: Water with a total dissolved solids (TDS) concentration of more than 1,000 mg/L.
Total	thousand m³	GRI 303-3-c: Total water withdrawn by water type.
Total Water Discharge by Receiving Water Destination		
Surface water (rivers, lakes, etc.)	thousand m³	GRI 303-4-a: Volume of water discharged to surface water.
Groundwater	thousand m³	GRI 303-4-a: Volume of water discharged to groundwater.
Seawater	thousand m³	GRI 303-4-a: Volume of water discharged to the sea or ocean.
Third Party (Wastewater Treatment Plant, Organized Industrial Zone, etc.)	thousand m³	GRI 303-4-a: Volume of water discharged to third parties, including wastewater treatment facilities and organized industrial zones (OIZs).
Total Water Discharge	thousand m³	GRI 303-4: Total volume of water discharged to all receiving destinations.

Indicator	Unit	Reporting Guidelines
Water Provided for Reuse		
Water Supplied to Other Organizations	thousand m³	GRI 303-4: Volume of water supplied to other organizations for reuse.
Water Discharge by Water Type		
Freshwater (≤1,000 mg/L TDS)	thousand m³	GRI 303-4-b: Discharged water with a TDS concentration of 1,000 mg/L or less.
Other Water (>1,000 mg/L TDS)	thousand m³	GRI 303-4-b: Discharged water with a TDS concentration of more than 1,000 mg/L.
Total	thousand m³	GRI 303-4-b: Total water discharged by water type.
Water Discharge in Water-Stressed Areas		
Freshwater (≤1,000 mg/L TDS)	thousand m³	GRI 303-4-c: Freshwater discharged in areas classified as having high water stress (TDS ≤1,000 mg/L).
Other Water (>1,000 mg/L TDS)	thousand m³	GRI 303-4-c: Other water discharged in areas classified as having high water stress (TDS >1,000 mg/L).
Total (Water-Stressed Areas)	thousand m³	GRI 303-4-c: Total water discharged in areas classified as having high water stress.
Total Water Consumption		
Total Water Consumption	thousand m³	GRI 303-5-a: Total volume of water consumed, calculated as total water withdrawn less total water discharged.
Water Consumption in Water-Stressed Areas		
Water Consumption in Water-Stressed Areas	thousand m³	GRI 303-5-b: Total water consumed in areas classified as having high water stress.
Change in Water Storage		
Opening Water Storage	thousand m³	GRI 303-5-c: Total volume of water in storage at the beginning of the reporting period.
Closing Water Storage	thousand m³	GRI 303-5-c: Total volume of water in storage at the end of the reporting period.

HUMAN RESOURCES DATA – REPORTING GUIDELINES

These guidelines summarize the definitions, scope, and calculation methodologies for the human resources indicators included in this report. Unless otherwise specified, all indicators are calculated based on the calendar year (1 January–31 December) and reflect active employees as of the end of the reporting period (31 December).

Indicator	Unit	Reporting Guidelines
Workforce Composition		
Total Employees (Excluding Interns and Part-time Employees)	Employees	Number of all employees at the company. Active employees as of year-end (31 December) are included in the count. Interns and part-time employees are not included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Average Employees (Excluding Interns and Part-time Employees)	Employees	It is calculated by summing the number of employees at the end of each of the twelve months in the year and dividing the total by 12. In other words, it represents the average number of employees over the course of the year. Interns and part-time employees are not included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Total Employees	Employees	Number of all employees at the company. Active employees as of year-end (31 December) are included in the count. Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Average Employees	Employees	It is calculated by summing the number of employees at the end of each of the twelve months in the year and dividing the total by 12. In other words, it represents the average number of employees over the course of the year. Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Total Full-Time Equivalent (FTE) Employees	FTE	Full-Time Equivalent (FTE). The company doctor, who is the only part-time employee, works 1 day per month; based on a full-time standard of approximately 21.7 working days per month, the doctor's FTE share is calculated as approximately 0.046. FTE = total number of employees – the doctor's non-working share (1 – 0.046).
Average Full-Time Equivalent (FTE) Employees	FTE	Full-Time Equivalent (FTE). The company doctor, who is the only part-time employee, works 1 day per month; based on a full-time standard of approximately 21.7 working days per month, the doctor's FTE share is calculated as approximately 0.046. FTE = total number of employees – the doctor's non-working share (1 – 0.046).
Workforce by Gender		
Female Employees (Excluding Interns and Part-time Employees)	Employees	Number of female employees at the company. Active employees as of year-end (31 December) are included in the count. Interns and part-time employees are not included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Male Employees (Excluding Interns and Part-time Employees)	Employees	Number of male employees at the company. Active employees as of year-end (31 December) are included in the count. Interns and part-time employees are not included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Female Employees	Employees	Number of female employees at the company. Active employees as of year-end (31 December) are included in the count. Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Male Employees	Employees	Number of male employees at the company. Active employees as of year-end (31 December) are included in the count. Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Female Employee Ratio	%	Calculated by dividing the number of female employees by the total workforce. Presented as a percentage. Interns and part-time employees are also included in the count.
Male Employee Ratio	%	Calculated by dividing the number of male employees by the total workforce. Presented as a percentage. Interns and part-time employees are also included in the count.
Board of Directors and Executive Committee Composition		
Female Board and Executive Committee Members	Members	Number of female members serving on the Board of Directors and Executive Committee.
Male Board and Executive Committee Members	Members	Number of male members serving on the Board of Directors and Executive Committee.
Board and Executive Committee Members under 30	Members	The number of Board and Executive Committee members whose age falls within this range. Age is determined as of 31 December of the applicable year (based on the age reached during the year).
Board and Executive Committee Members Aged 30–50	Members	The number of Board and Executive Committee members whose age falls within this range. Age is determined as of 31 December of the applicable year (based on the age reached during the year).
Board and Executive Committee Members Over 50	Members	The number of Board and Executive Committee members whose age falls within this range. Age is determined as of 31 December of the applicable year (based on the age reached during the year).
Board and Executive Committee Members with 0–5 Years of Service	Members	Number of Board and Executive Committee members whose length of service falls within this range.
Board and Executive Committee Members with 5–10 Years of Service	Employees	Number of Board and Executive Committee members whose length of service falls within this range.
Board and Executive Committee Members with 10 or More Years of Service	Members	Number of Board and Executive Committee members whose length of service falls within this range.

Indicator	Unit	Reporting Guidelines
Total Board and Executive Committee Members	**Members**	**Total number of Board of Directors and Executive Committee members. This population is reported separately from the workforce.**
Female Board and Executive Committee Member Ratio	%	Calculated by dividing the number of female members by the total number of Board and Executive Committee members. Indicates gender diversity within governance bodies (GRI 405-1).
Male Board and Executive Committee Member Ratio	%	Calculated by dividing the number of male members by the total number of Board and Executive Committee members. Indicates gender diversity within governance bodies (GRI 405-1).
Percentage of Board and Executive Committee Members under 30	%	Calculated by dividing the number of members in the applicable age group by the total number of Board and Executive Committee members. Indicates age diversity within governance bodies (GRI 405-1). Age is determined as of 31 December of the applicable year.
Percentage of Board and Executive Committee Members Aged 30–50	%	Calculated by dividing the number of members in the applicable age group by the total number of Board and Executive Committee members. Indicates age diversity within governance bodies (GRI 405-1). Age is determined as of 31 December of the applicable year.
Percentage of Board and Executive Committee Members Over 50	%	Calculated by dividing the number of members in the applicable age group by the total number of Board and Executive Committee members. Indicates age diversity within governance bodies (GRI 405-1). Age is determined as of 31 December of the applicable year.
Percentage of Board and Executive Committee Members with 0–5 Years of Service	%	Calculated by dividing the number of members whose length of service falls within the applicable range by the total number of Board and Executive Committee members.
Percentage of Board and Executive Committee Members with Between 5 and 10 Years of Service	%	Calculated by dividing the number of members whose length of service falls within the applicable range by the total number of Board and Executive Committee members.
Percentage of Board and Executive Committee Members with 10 or More Years of Service	%	Calculated by dividing the number of members whose length of service falls within the applicable range by the total number of Board and Executive Committee members.
Employees by Age Group		
Female Employees under 30	Employees	Number of female employees in the applicable age group. Age is determined as of 31 December of the applicable year (based on the age reached during the year). Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Female Employees Aged 30-50	Employees	Number of female employees in the applicable age group. Age is determined as of 31 December of the applicable year (based on the age reached during the year). Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Female Employees Over 50	Employees	Number of female employees in the applicable age group. Age is determined as of 31 December of the applicable year (based on the age reached during the year). Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Male Employees under 30	Employees	Number of male employees in the applicable age group. Age is determined as of 31 December of the applicable year (based on the age reached during the year). Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Male Employees Aged 30-50	Employees	Number of male employees in the applicable age group. Age is determined as of 31 December of the applicable year (based on the age reached during the year). Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Male Employees Over 50	Employees	Number of male employees in the applicable age group. Age is determined as of 31 December of the applicable year (based on the age reached during the year). Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Total Employees under 30	Employees	Number of employees in the applicable age group. Age is determined as of 31 December of the applicable year (based on the age reached during the year). Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Total Employees Aged 30-50	Employees	Number of employees in the applicable age group. Age is determined as of 31 December of the applicable year (based on the age reached during the year). Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Total Employees Over 50	Employees	Number of employees in the applicable age group. Age is determined as of 31 December of the applicable year (based on the age reached during the year). Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Percentage of Employees under 30	%	Calculated by dividing the number of employees in the applicable age group by the total workforce. Age is determined as of 31 December of the applicable year (based on the age reached during the year). Interns and part-time employees are also included in the count.
Percentage of Employees Aged 30-50	%	Calculated by dividing the number of employees in the applicable age group by the total workforce. Age is determined as of 31 December of the applicable year (based on the age reached during the year). Interns and part-time employees are also included in the count.
Percentage of Employees over 50	%	Calculated by dividing the number of employees in the applicable age group by the total workforce. Age is determined as of 31 December of the applicable year (based on the age reached during the year). Interns and part-time employees are also included in the count.

Indicator	Unit	Reporting Guidelines
Employees by Education Level		
Female Employees with Primary Education	Employees	Number of female employees whose highest completed level of education is primary and lower secondary education. Employees are classified based on their highest completed level of education. Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Female Employees with High School Education (Including Associate Degree)	Employees	Number of female employees whose highest completed level of education is high school, vocational high school, or associate degree. Employees are classified based on their highest completed level of education. Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Female Employees with University Degree or Higher	Employees	Number of female employees whose highest completed level of education is a bachelor's degree, master's degree, or doctorate. Employees are classified based on their highest completed level of education. Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Female Employees with No Formal Education	Employees	Number of female employees who have not attended formal education. Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Male Employees with Primary Education	Employees	Number of male employees whose highest completed level of education is primary and lower secondary education. Employees are classified based on their highest completed level of education. Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Male Employees with High School Education (Including Associate Degree)	Employees	Number of male employees whose highest completed level of education is high school, vocational high school, or associate degree. Employees are classified based on their highest completed level of education. Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Male Employees with University Degree or Higher	Employees	Number of male employees whose highest completed level of education is a bachelor's degree, master's degree, or doctorate. Employees are classified based on their highest completed level of education. Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Male Employees with No Formal Education	Employees	Number of male employees who have not attended formal education. Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Total Employees with Primary Education	Employees	Total number of employees whose highest completed level of education is primary and lower secondary education. Employees are classified based on their highest completed level of education. Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Total Employees with High School Education (Including Associate Degree)	Employees	Total number of employees whose highest completed level of education is high school, vocational high school, or associate degree. Employees are classified based on their highest completed level of education. Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Total Employees with University Degree or Higher	Employees	Total number of employees whose highest completed level of education is a bachelor's degree, master's degree, or doctorate. Employees are classified based on their highest completed level of education. Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Total Employees with No Formal Education	Employees	Total number of employees who have not attended formal education. Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Employees by Employment Status		
Full-Time Female Employees	Employees	Number of female employees working according to the company's defined full-time (standard) weekly working hours. Classification is based on the employee's employment status as stated in their employment contract ("Full-Time"). Active employees as of year-end (31 December) are included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Part-Time Female Employees	Employees	Number of female employees whose weekly working hours are less than the company's defined full-time working hours (part-time). Classification is based on the employee's employment status as stated in their employment contract ("Part-Time"). The only employee classified within this category is the company physician, who is classified under the specialist (officer/specialist) job level category and as a white-collar employee in the employee category classification. Active employees as of year-end (31 December) are included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Full-Time Male Employees	Employees	Number of male employees working according to the company's defined full-time (standard) weekly working hours. Classification is based on the employee's employment status as stated in their employment contract ("Full-Time"). Active employees as of year-end (31 December) are included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Part-Time Male Employees	Employees	Number of male employees whose weekly working hours are less than the company's defined full-time working hours (part-time). Classification is based on the employee's employment status as stated in their employment contract ("Part-Time"). The only employee classified within this category is the company physician, who is classified under the specialist (officer/specialist) job level category and as a white-collar employee in the employee category classification. Active employees as of year-end (31 December) are included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.

Indicator	Unit	Reporting Guidelines
Total Full-Time Employees	Employees	Number of employees working according to the company's defined full-time (standard) weekly working hours. Classification is based on the employee's employment status as stated in their employment contract ("Full-Time"). Active employees as of year-end (31 December) are included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Total Part-Time Employees	Employees	Number of employees whose weekly working hours are less than the company's defined full-time working hours (part-time). Classification is based on the employee's employment status as stated in their employment contract ("Part-Time"). The only employee classified within this category is the company physician, who is classified under the specialist (officer/specialist) job level category and as a white-collar employee in the employee category classification. Active employees as of year-end (31 December) are included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Workforce by Collar Type		
Female blue-collar employees	Employees	Number of female employees classified as blue-collar employees who perform physical work in field operations or production activities. Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Female White-Collar Employees	Employees	Number of female employees classified as white-collar employees who perform office-based or administrative work. Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Female Gray-Collar Employees	Employees	Number of female employees classified as gray-collar employees who perform both office-based and field-based technical work. Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Male Blue-Collar Employees	Employees	Number of male employees classified as blue-collar employees who perform physical work in field operations or production activities. Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Male White-Collar Employees	Employees	Number of male employees classified as white-collar employees who perform office-based or administrative work. Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Male Gray-Collar Employees	Employees	Number of male employees classified as gray-collar employees who perform both office-based and field-based technical work. Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Total Blue-Collar Employees	Employees	Number of employees classified as blue-collar employees who perform physical work in field operations or production activities. Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Total White-Collar Employees	Employees	Number of employees classified as white-collar employees who perform office-based or administrative work. Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Total Gray-Collar Employees	Employees	Number of employees classified as gray-collar employees who perform both office-based and field-based technical work. Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Percentage of Blue-Collar Employees	%	Calculated by dividing the number of blue-collar employees by the total workforce. Shows the distribution of the workforce by employee category as a percentage. Interns and part-time employees are also included in the count.
Percentage of White-Collar Employees	%	Calculated by dividing the number of white-collar employees by the total workforce. Shows the distribution of the workforce by employee category as a percentage. Interns and part-time employees are also included in the count.
Percentage of Gray-Collar Employees	%	Calculated by dividing the number of gray-collar employees by the total workforce. Shows the distribution of the workforce by employee category as a percentage. Interns and part-time employees are also included in the count.
Workforce by Length of Service		
Female Employees with 0–5 Years of Service	Employees	Number of female employees whose length of service falls within this range, calculated from the employment start date to the end of the applicable year (31 December). Employees must still be actively employed at year-end. Categories are defined as follows: 0–5 years (less than 5 years), 5–10 years (5 years included, less than 10 years), and 10 years and more (10 years included). Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Female Employees with 5-10 Years of Service	Employees	Number of female employees whose length of service falls within this range, calculated from the employment start date to the end of the applicable year (31 December). Employees must still be actively employed at year-end. Categories are defined as follows: 0–5 years (less than 5 years), 5–10 years (5 years included, less than 10 years), and 10 years and more (10 years included). Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.

Indicator	Unit	Reporting Guidelines
Female Employees with 10 Years or More of Service	Employees	Number of female employees whose length of service falls within this range, calculated from the employment start date to the end of the applicable year (31 December). Employees must still be actively employed at year-end. Categories are defined as follows: 0–5 years (less than 5 years), 5–10 years (5 years included, less than 10 years), and 10 years and more (10 years included). Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Male Employees with 0–5 Years of Service	Employees	Number of male employees whose length of service falls within this range, calculated from the employment start date to the end of the applicable year (31 December). Employees must still be actively employed at year-end. Categories are defined as follows: 0–5 years (less than 5 years), 5–10 years (5 years included, less than 10 years), and 10 years and more (10 years included). Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Male Employees with 5-10 Years of Service	Employees	Number of male employees whose length of service falls within this range, calculated from the employment start date to the end of the applicable year (31 December). Employees must still be actively employed at year-end. Categories are defined as follows: 0–5 years (less than 5 years), 5–10 years (5 years included, less than 10 years), and 10 years and more (10 years included). Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Male Employees with 10 Years or More of Service	Employees	Number of male employees whose length of service falls within this range, calculated from the employment start date to the end of the applicable year (31 December). Employees must still be actively employed at year-end. Categories are defined as follows: 0–5 years (less than 5 years), 5–10 years (5 years included, less than 10 years), and 10 years and more (10 years included). Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Total Employees with 0–5 Years of Service	Employees	Number of employees whose length of service falls within this range, calculated from the employment start date to the end of the applicable year (31 December). Employees must still be actively employed at year-end. Categories are defined as follows: 0–5 years (less than 5 years), 5–10 years (5 years included, less than 10 years), and 10 years and more (10 years included). Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Total Employees with 5-10 Years of Service	Employees	Number of employees whose length of service falls within this range, calculated from the employment start date to the end of the applicable year (31 December). Employees must still be actively employed at year-end. Categories are defined as follows: 0–5 years (less than 5 years), 5–10 years (5 years included, less than 10 years), and 10 years and more (10 years included). Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Total Employees with 10 Years or More of Service	Employees	Number of employees whose length of service falls within this range, calculated from the employment start date to the end of the applicable year (31 December). Employees must still be actively employed at year-end. Categories are defined as follows: 0–5 years (less than 5 years), 5–10 years (5 years included, less than 10 years), and 10 years and more (10 years included). Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Percentage of Employees with 0–5 Years of Service	%	Calculated by dividing the number of employees within the applicable length-of-service category by the total number of employees. Categories are defined as follows: 0–5 years (less than 5 years), 5–10 years (5 years included, less than 10 years), and 10 years and more (10 years included). Interns and part-time employees are also included in the count.
Percentage of Employees with 5-10 Years of Service	%	Calculated by dividing the number of employees within the applicable length-of-service category by the total number of employees. Categories are defined as follows: 0–5 years (less than 5 years), 5–10 years (5 years included, less than 10 years), and 10 years and more (10 years included). Interns and part-time employees are also included in the count.
Percentage of Employees with 10 Years or More of Service	%	Calculated by dividing the number of employees within the applicable length-of-service category by the total number of employees. Categories are defined as follows: 0–5 years (less than 5 years), 5–10 years (5 years included, less than 10 years), and 10 years and more (10 years included). Interns and part-time employees are also included in the count.
Female Employees with Average Length of Service	Year	Average length of service of female employees, calculated based on the period from each employee's employment start date to the end of year. Calculated in days and converted into years by dividing by 365.25. Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Male Employees with Average Length of Service	Year	Average length of service of male employees, calculated based on the period from each employee's employment start date to the end of year. Calculated in days and converted into years by dividing by 365.25. Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Total Employees with Average Length of Service	Year	Average length of service of employees, calculated based on the period from each employee's employment start date to the end of year. Calculated in days and converted into years by dividing by 365.25. Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Workforce by Job Level/Position		
Female Senior Level Executives	Employees	Number of female senior level executives, including General Managers, Deputy General Managers, and Directors. The employee's level is determined based on the management level specified in the HR records. Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Female Mid-Level Executives	Employees	Number of female mid-level (Senior Manager) executives. The employee's level is determined based on the management level specified in the HR records. Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Female Executives	Employees	Number of female executives, including Managers and Deputy Managers. The employee's level is determined based on the management level specified in the HR records. Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.

Indicator	Unit	Reporting Guidelines
Female Officers/Asst. Officers/ Specialists/Asst. Specialists	Employees	Number of female employees classified as Officers/Specialists, including Specialists, Assistant Specialists, Senior Specialists, Engineers, Technicians, Technical Staff, Lawyers, Physicians, Assistants, and Office/Administrative Staff, among other non-managerial roles. The employee's level is determined based on the management level specified in the HR records. The part-time company physician is also classified within this job level (Specialist) based on their professional title. Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Female Interns	Employees	Number of female interns. The employee's level is determined based on the management level specified in the HR records. Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Male Senior Level Executives	Employees	Number of male senior level executives, including General Managers, Deputy General Managers, and Directors. The employee's level is determined based on the management level specified in the HR records. Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Male Mid-Level Executives	Employees	Number of male mid-level (Senior Manager) executives. The employee's level is determined based on the management level specified in the HR records. Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Male Executives	Employees	Number of male executives, including Managers and Deputy Managers. The employee's level is determined based on the management level specified in the HR records. Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Male Officers/Asst. Officers/ Specialists/Asst. Specialists	Employees	Number of male employees classified as Officers/Specialists, including Specialists, Assistant Specialists, Senior Specialists, Engineers, Technicians, Technical Staff, Lawyers, Physicians, Assistants, and Office/Administrative Staff, among other non-managerial roles. The employee's level is determined based on the management level specified in the HR records. The part-time company physician is also classified within this job level (Specialist) based on their professional title. Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Male Interns	Employees	Number of male interns. The employee's level is determined based on the management level specified in the HR records. Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Total Senior Level Executives	Employees	Number of senior level executives, including General Managers, Deputy General Managers, and Directors. The employee's level is determined based on the management level specified in the HR records. Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Total Mid-Level Executives	Employees	Number of mid-level (Senior Manager) executives. The employee's level is determined based on the management level specified in the HR records. Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Total Executives	Employees	Number of executives, including Managers and Deputy Managers. The employee's level is determined based on the management level specified in the HR records. Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Total Officers/Asst. Officers/ Specialists/Asst. Specialists	Employees	Number of employees classified as Officers/Specialists, including Specialists, Assistant Specialists, Senior Specialists, Engineers, Technicians, Technical Staff, Lawyers, Physicians, Assistants, and Office/Administrative Staff, among other non-managerial roles. The employee's level is determined based on the management level specified in the HR records. The part-time company physician is also classified within this job level (Specialist) based on their professional title. Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Total Interns	Employees	Number of interns. The employee's level is determined based on the management level specified in the HR records. Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Female Senior Level Executives under 30	Employees	Number of female senior level executives whose age falls within the applicable age group, including General Managers, Deputy General Managers, and Directors. The employee's level is determined based on the management level specified in the HR records. Interns and part-time employees are also included in the count. Age is determined as of 31 December of the applicable year (based on the age reached during the year). Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Female Mid-Level Executives under 30	Employees	Number of female mid-level executives whose age falls within the applicable age group, including Senior Managers. The employee's level is determined based on the management level specified in the HR records. Interns and part-time employees are also included in the count. Age is determined as of 31 December of the applicable year (based on the age reached during the year). Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Female Executives under 30	Employees	Number of female executives whose age falls within the applicable age group, including Managers and Deputy Managers. The employee's level is determined based on the management level specified in the HR records. Interns and part-time employees are also included in the count. Age is determined as of 31 December of the applicable year (based on the age reached during the year). Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Female Officers/Asst. Officers/ Specialists/Asst. Specialists under 30	Employees	Number of female employees whose age falls within the applicable age group, classified as Officers/Specialists, including Specialists, Assistant Specialists, Senior Specialists, Engineers, Technicians, Technical Staff, Lawyers, Physicians, Assistants, and Office/Administrative Staff, among other non-managerial roles. The employee's level is determined based on the management level specified in the HR records. The part-time company physician is also classified within this job level (Specialist) based on their professional title. Interns and part-time employees are also included in the count. Age is determined as of 31 December of the applicable year (based on the age reached during the year). Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.

Indicator	Unit	Reporting Guidelines
Female Interns under 30	Employees	Number of female interns in the applicable age group. The employee's level is determined based on the management level specified in the HR records. Interns and part-time employees are also included in the count. Age is determined as of 31 December of the applicable year (based on the age reached during the year). Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Female Senior-Level Executives Aged 30-50	Employees	Number of female senior level executives whose age falls within the applicable age group, including General Managers, Deputy General Managers, and Directors. The employee's level is determined based on the management level specified in the HR records. Interns and part-time employees are also included in the count. Age is determined as of 31 December of the applicable year (based on the age reached during the year). Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Female Mid-Level Executives Aged 30-50	Employees	Number of female mid-level executives whose age falls within the applicable age group, including Senior Managers. The employee's level is determined based on the management level specified in the HR records. Interns and part-time employees are also included in the count. Age is determined as of 31 December of the applicable year (based on the age reached during the year). Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Female Executives Aged 30-50	Employees	Number of female executives whose age falls within the applicable age group, including Managers and Deputy Managers. The employee's level is determined based on the management level specified in the HR records. Interns and part-time employees are also included in the count. Age is determined as of 31 December of the applicable year (based on the age reached during the year). Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Female Officers/Asst. Officers/ Specialists/Asst. Specialists Aged 30-50	Employees	Number of female employees whose age falls within the applicable age group, classified as Officers/Specialists, including Specialists, Assistant Specialists, Senior Specialists, Engineers, Technicians, Technical Staff, Lawyers, Physicians, Assistants, and Office/Administrative Staff, among other non-managerial roles. The employee's level is determined based on the management level specified in the HR records. The part-time company physician is also classified within this job level (Specialist) based on their professional title. Interns and part-time employees are also included in the count. Age is determined as of 31 December of the applicable year (based on the age reached during the year). Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Female Interns Aged 30-50	Employees	Number of female interns in the applicable age group. The employee's level is determined based on the management level specified in the HR records. Interns and part-time employees are also included in the count. Age is determined as of 31 December of the applicable year (based on the age reached during the year). Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Female Senior Level Executives Over 50	Employees	Number of female senior level executives whose age falls within the applicable age group, including General Managers, Deputy General Managers, and Directors. The employee's level is determined based on the management level specified in the HR records. Interns and part-time employees are also included in the count. Age is determined as of 31 December of the applicable year (based on the age reached during the year). Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Female Mid-Level Executives Over 50	Employees	Number of female mid-level executives whose age falls within the applicable age group, including Senior Managers. The employee's level is determined based on the management level specified in the HR records. Interns and part-time employees are also included in the count. Age is determined as of 31 December of the applicable year (based on the age reached during the year). Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Female Executives over 50	Employees	Number of female executives whose age falls within the applicable age group, including Managers and Deputy Managers. The employee's level is determined based on the management level specified in the HR records. Interns and part-time employees are also included in the count. Age is determined as of 31 December of the applicable year (based on the age reached during the year). Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Female Officers/Asst. Officers/ Specialists/Asst. Specialists over 50	Employees	Number of female employees whose age falls within the applicable age group, classified as Officers/Specialists, including Specialists, Assistant Specialists, Senior Specialists, Engineers, Technicians, Technical Staff, Lawyers, Physicians, Assistants, and Office/Administrative Staff, among other non-managerial roles. The employee's level is determined based on the management level specified in the HR records. The part-time company physician is also classified within this job level (Specialist) based on their professional title. Interns and part-time employees are also included in the count. Age is determined as of 31 December of the applicable year (based on the age reached during the year). Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Female Interns over 50	Employees	Number of female interns in the applicable age group. The employee's level is determined based on the management level specified in the HR records. Interns and part-time employees are also included in the count. Age is determined as of 31 December of the applicable year (based on the age reached during the year). Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Male Senior Level Executives under 30	Employees	Number of male senior level executives whose age falls within the applicable age group, including General Managers, Deputy General Managers, and Directors. The employee's level is determined based on the management level specified in the HR records. Interns and part-time employees are also included in the count. Age is determined as of 31 December of the applicable year (based on the age reached during the year). Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Male Mid-Level Executives under 30	Employees	Number of male mid-level executives whose age falls within the applicable age group, including Senior Managers. The employee's level is determined based on the management level specified in the HR records. Interns and part-time employees are also included in the count. Age is determined as of 31 December of the applicable year (based on the age reached during the year). Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Male Executives under 30	Employees	Number of male executives whose age falls within the applicable age group, including Managers and Deputy Managers. The employee's level is determined based on the management level specified in the HR records. Interns and part-time employees are also included in the count. Age is determined as of 31 December of the applicable year (based on the age reached during the year). Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Male Officers/Asst. Officers/ Specialists/Asst. Specialists under 30	Employees	Number of male employees whose age falls within the applicable age group, classified as Officers/Specialists, including Specialists, Assistant Specialists, Senior Specialists, Engineers, Technicians, Technical Staff, Lawyers, Physicians, Assistants, and Office/Administrative Staff, among other non-managerial roles. The employee's level is determined based on the management level specified in the HR records. The part-time company physician is also classified within this job level (Specialist) based on their professional title. Interns and part-time employees are also included in the count. Age is determined as of 31 December of the applicable year (based on the age reached during the year). Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.

Indicator	Unit	Reporting Guidelines
Male Interns under 30	Employees	Number of male interns in the applicable age group. The employee's level is determined based on the management level specified in the HR records. Interns and part-time employees are also included in the count. Age is determined as of 31 December of the applicable year (based on the age reached during the year). Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Male Senior-Level Executives Aged 30-50	Employees	Number of male senior level executives whose age falls within the applicable age group, including General Managers, Deputy General Managers, and Directors. The employee's level is determined based on the management level specified in the HR records. Interns and part-time employees are also included in the count. Age is determined as of 31 December of the applicable year (based on the age reached during the year). Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Male Mid-Level Executives Aged 30-50	Employees	Number of male mid-level executives whose age falls within the applicable age group, including Senior Managers. The employee's level is determined based on the management level specified in the HR records. Interns and part-time employees are also included in the count. Age is determined as of 31 December of the applicable year (based on the age reached during the year). Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Male Executives Aged 30-50	Employees	Number of male executives whose age falls within the applicable age group, including Managers and Deputy Managers. The employee's level is determined based on the management level specified in the HR records. Interns and part-time employees are also included in the count. Age is determined as of 31 December of the applicable year (based on the age reached during the year). Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Male Officers/Asst. Officers/ Specialists/Asst. Specialists Aged 30-50	Employees	Number of male employees whose age falls within the applicable age group, classified as Officers/Specialists, including Specialists, Assistant Specialists, Senior Specialists, Engineers, Technicians, Technical Staff, Lawyers, Physicians, Assistants, and Office/Administrative Staff, among other non-managerial roles. The employee's level is determined based on the management level specified in the HR records. The part-time company physician is also classified within this job level (Specialist) based on their professional title. Interns and part-time employees are also included in the count. Age is determined as of 31 December of the applicable year (based on the age reached during the year). Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Male Interns Aged 30-50	Employees	Number of male interns in the applicable age group. The employee's level is determined based on the management level specified in the HR records. Interns and part-time employees are also included in the count. Age is determined as of 31 December of the applicable year (based on the age reached during the year). Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Male Senior Level Executives Over 50	Employees	Number of male senior level executives whose age falls within the applicable age group, including General Managers, Deputy General Managers, and Directors. The employee's level is determined based on the management level specified in the HR records. Interns and part-time employees are also included in the count. Age is determined as of 31 December of the applicable year (based on the age reached during the year). Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Male Mid-Level Executives Over 50	Employees	Number of male mid-level executives whose age falls within the applicable age group, including Senior Managers. The employee's level is determined based on the management level specified in the HR records. Interns and part-time employees are also included in the count. Age is determined as of 31 December of the applicable year (based on the age reached during the year). Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Male Executives over 50	Employees	Number of male executives whose age falls within the applicable age group, including Managers and Deputy Managers. The employee's level is determined based on the management level specified in the HR records. Interns and part-time employees are also included in the count. Age is determined as of 31 December of the applicable year (based on the age reached during the year). Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Male Officers/Asst. Officers/ Specialists/Asst. Specialists over 50	Employees	Number of male employees whose age falls within the applicable age group, classified as Officers/Specialists, including Specialists, Assistant Specialists, Senior Specialists, Engineers, Technicians, Technical Staff, Lawyers, Physicians, Assistants, and Office/Administrative Staff, among other non-managerial roles. The employee's level is determined based on the management level specified in the HR records. The part-time company physician is also classified within this job level (Specialist) based on their professional title. Interns and part-time employees are also included in the count. Age is determined as of 31 December of the applicable year (based on the age reached during the year). Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Male Interns over 50	Employees	Number of male interns in the applicable age group. The employee's level is determined based on the management level specified in the HR records. Interns and part-time employees are also included in the count. Age is determined as of 31 December of the applicable year (based on the age reached during the year). Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Total Senior Level Executives under 30	Employees	Number of senior level executives whose age falls within the applicable age group, including General Managers, Deputy General Managers, and Directors. The employee's level is determined based on the management level specified in the HR records. Interns and part-time employees are also included in the count. Age is determined as of 31 December of the applicable year (based on the age reached during the year). Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.

Indicator	Unit	Reporting Guidelines
Total Mid-Level Executives under 30	Employees	Number of mid-level executives whose age falls within the applicable age group, including Senior Managers. The employee's level is determined based on the management level specified in the HR records. Interns and part-time employees are also included in the count. Age is determined as of 31 December of the applicable year (based on the age reached during the year). Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Total Executives under 30	Employees	Number of executives whose age falls within the applicable age group, including Managers and Deputy Managers. The employee's level is determined based on the management level specified in the HR records. Interns and part-time employees are also included in the count. Age is determined as of 31 December of the applicable year (based on the age reached during the year). Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Total Officers/Asst. Officers/ Specialists/Asst. Specialists under 30	Employees	Number of employees whose age falls within the applicable age group, classified as Officers/Specialists, including Specialists, Assistant Specialists, Senior Specialists, Engineers, Technicians, Technical Staff, Lawyers, Physicians, Assistants, and Office/Administrative Staff, among other non-managerial roles. The employee's level is determined based on the management level specified in the HR records. The part-time company physician is also classified within this job level (Specialist) based on their professional title. Interns and part-time employees are also included in the count. Age is determined as of 31 December of the applicable year (based on the age reached during the year). Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Total Interns under 30	Employees	Number of interns in the applicable age group. The employee's level is determined based on the management level specified in the HR records. Interns and part-time employees are also included in the count. Age is determined as of 31 December of the applicable year (based on the age reached during the year). Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Total Senior-Level Executives Aged 30-50	Employees	Number of senior level executives whose age falls within the applicable age group, including General Managers, Deputy General Managers, and Directors. The employee's level is determined based on the management level specified in the HR records. Interns and part-time employees are also included in the count. Age is determined as of 31 December of the applicable year (based on the age reached during the year). Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Total Mid-Level Executives Aged 30-50	Employees	Number of mid-level executives whose age falls within the applicable age group, including Senior Managers. The employee's level is determined based on the management level specified in the HR records. Interns and part-time employees are also included in the count. Age is determined as of 31 December of the applicable year (based on the age reached during the year). Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Total Executives Aged 30-50	Employees	Number of executives whose age falls within the applicable age group, including Managers and Deputy Managers. The employee's level is determined based on the management level specified in the HR records. Interns and part-time employees are also included in the count. Age is determined as of 31 December of the applicable year (based on the age reached during the year). Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Total Officers/Asst. Officers/ Specialists/Asst. Specialists Aged 30-50	Employees	Number of employees whose age falls within the applicable age group, classified as Officers/Specialists, including Specialists, Assistant Specialists, Senior Specialists, Engineers, Technicians, Technical Staff, Lawyers, Physicians, Assistants, and Office/Administrative Staff, among other non-managerial roles. The employee's level is determined based on the management level specified in the HR records. The part-time company physician is also classified within this job level (Specialist) based on their professional title. Interns and part-time employees are also included in the count. Age is determined as of 31 December of the applicable year (based on the age reached during the year). Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Total Interns Aged 30-50	Employees	Number of interns in the applicable age group. The employee's level is determined based on the management level specified in the HR records. Interns and part-time employees are also included in the count. Age is determined as of 31 December of the applicable year (based on the age reached during the year). Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Total Senior Level Executives over 50	Employees	Number of senior level executives whose age falls within the applicable age group, including General Managers, Deputy General Managers, and Directors. The employee's level is determined based on the management level specified in the HR records. Interns and part-time employees are also included in the count. Age is determined as of 31 December of the applicable year (based on the age reached during the year). Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Total Mid-Level Executives Over 50	Employees	Number of mid-level executives whose age falls within the applicable age group, including Senior Managers. The employee's level is determined based on the management level specified in the HR records. Interns and part-time employees are also included in the count. Age is determined as of 31 December of the applicable year (based on the age reached during the year). Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Total Executives over 50	Employees	Number of executives whose age falls within the applicable age group, including Managers and Deputy Managers. The employee's level is determined based on the management level specified in the HR records. Interns and part-time employees are also included in the count. Age is determined as of 31 December of the applicable year (based on the age reached during the year). Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Total Officers/Asst. Officers/Specialists/Asst. Specialists over 50	Employees	Number of employees whose age falls within the applicable age group, classified as Officers/Specialists, including Specialists, Assistant Specialists, Senior Specialists, Engineers, Technicians, Technical Staff, Lawyers, Physicians, Assistants, and Office/Administrative Staff, among other non-managerial roles. The employee's level is determined based on the management level specified in the HR records. The part-time company physician is also classified within this job level (Specialist) based on their professional title. Interns and part-time employees are also included in the count. Age is determined as of 31 December of the applicable year (based on the age reached during the year). Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.

Indicator	Unit	Reporting Guidelines
Total Interns over 50	Employees	Number of interns in the applicable age group. The employee's level is determined based on the management level specified in the HR records. Interns and part-time employees are also included in the count. Age is determined as of 31 December of the applicable year (based on the age reached during the year). Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Female Senior Level Executives with 0–5 Years of Service	Employees	Number of female senior level executives whose length of service falls within the applicable category, including General Managers, Deputy General Managers, and Directors. The employee's level is determined based on the management level specified in the HR records. Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Female Mid-Level Executives with 0–5 Years of Service	Employees	Number of female mid-level executives whose length of service falls within the applicable category, including Senior Managers. The employee's level is determined based on the management level specified in the HR records. Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Female Executives with 0–5 Years of Service	Employees	Number of female executives whose length of service falls within the applicable category, including Managers and Deputy Managers. The employee's level is determined based on the management level specified in the HR records. Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Female Officers / Assistant Officers / Specialists / Assistant Specialists with 0–5 Years of Service	Employees	Number of female employees whose length of service falls within the applicable category, classified as Officers/Specialists, including Specialists, Assistant Specialists, Senior Specialists, Engineers, Technicians, Technical Staff, Lawyers, Physicians, Assistants, and Office/Administrative Staff, among other non-managerial roles. The employee's level is determined based on the management level specified in the HR records. The part-time company physician is also classified within this job level (Specialist) based on their professional title. Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Female Interns with 0–5 Years of Service	Employees	Number of female interns in the applicable length of service category. The employee's level is determined based on the management level specified in the HR records. Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Female Senior Level Executives with 5-10 Years of Service	Employees	Number of female senior level executives whose length of service falls within the applicable category, including General Managers, Deputy General Managers, and Directors. The employee's level is determined based on the management level specified in the HR records. Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Female Mid-Level Executives with 5-10 Years of Service	Employees	Number of female mid-level executives whose length of service falls within the applicable category, including Senior Managers. The employee's level is determined based on the management level specified in the HR records. Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Female Executives with 5-10 Years of Service	Employees	Number of female executives whose length of service falls within the applicable category, including Managers and Deputy Managers. The employee's level is determined based on the management level specified in the HR records. Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Female Officers / Assistant Officers / Specialists / Assistant Specialists with 5-10 Years of Service	Employees	Number of female employees whose length of service falls within the applicable category, classified as Officers/Specialists, including Specialists, Assistant Specialists, Senior Specialists, Engineers, Technicians, Technical Staff, Lawyers, Physicians, Assistants, and Office/Administrative Staff, among other non-managerial roles. The employee's level is determined based on the management level specified in the HR records. The part-time company physician is also classified within this job level (Specialist) based on their professional title. Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Female Interns with 5-10 Years of Service	Employees	Number of female interns in the applicable length of service category. The employee's level is determined based on the management level specified in the HR records. Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Female Senior Level Executives with 10 Years or More of Service	Employees	Number of female senior level executives whose length of service falls within the applicable category, including General Managers, Deputy General Managers, and Directors. The employee's level is determined based on the management level specified in the HR records. Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Female Mid-Level Executives with 10 Years or More of Service	Employees	Number of female mid-level executives whose length of service falls within the applicable category, including Senior Managers. The employee's level is determined based on the management level specified in the HR records. Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Female Executives with 10 Years or More of Service	Employees	Number of female executives whose length of service falls within the applicable category, including Managers and Deputy Managers. The employee's level is determined based on the management level specified in the HR records. Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.

Indicator	Unit	Reporting Guidelines
Female Officers / Assistant Officers / Specialists / Assistant Specialists with 10 Years or More of Service	Employees	Number of female employees whose length of service falls within the applicable category, classified as Officers/Specialists, including Specialists, Assistant Specialists, Senior Specialists, Engineers, Technicians, Technical Staff, Lawyers, Physicians, Assistants, and Office/Administrative Staff, among other non-managerial roles. The employee's level is determined based on the management level specified in the HR records. The part-time company physician is also classified within this job level (Specialist) based on their professional title. Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Female Interns with 10 Years or More of Service	Employees	Number of female interns in the applicable length of service category. The employee's level is determined based on the management level specified in the HR records. Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Male Senior Level Executives with 0–5 Years of Service	Employees	Number of male senior level executives whose length of service falls within the applicable category, including General Managers, Deputy General Managers, and Directors. The employee's level is determined based on the management level specified in the HR records. Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Male Mid-Level Executives with 0–5 Years of Service	Employees	Number of male mid-level executives whose length of service falls within the applicable category, including Senior Managers. The employee's level is determined based on the management level specified in the HR records. Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Male Executives with 0–5 Years of Service	Employees	Number of male executives whose length of service falls within the applicable category, including Managers and Deputy Managers. The employee's level is determined based on the management level specified in the HR records. Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Male Officers / Assistant Officers / Specialists / Assistant Specialists with 0–5 Years of Service	Employees	Number of male employees whose length of service falls within the applicable category, classified as Officers/Specialists, including Specialists, Assistant Specialists, Senior Specialists, Engineers, Technicians, Technical Staff, Lawyers, Physicians, Assistants, and Office/Administrative Staff, among other non-managerial roles. The employee's level is determined based on the management level specified in the HR records. The part-time company physician is also classified within this job level (Specialist) based on their professional title. Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Male Interns with 0–5 Years of Service	Employees	Number of male interns in the applicable length of service category. The employee's level is determined based on the management level specified in the HR records. Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Male Senior Level Executives with 5-10 Years of Service	Employees	Number of male senior level executives whose length of service falls within the applicable category, including General Managers, Deputy General Managers, and Directors. The employee's level is determined based on the management level specified in the HR records. Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Male Mid-Level Executives with 5-10 Years of Service	Employees	Number of male mid-level executives whose length of service falls within the applicable category, including Senior Managers. The employee's level is determined based on the management level specified in the HR records. Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Male Executives with 5-10 Years of Service	Employees	Number of male executives whose length of service falls within the applicable category, including Managers and Deputy Managers. The employee's level is determined based on the management level specified in the HR records. Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Male Officers / Assistant Officers / Specialists / Assistant Specialists with 5-10 Years of Service	Employees	Number of male employees whose length of service falls within the applicable category, classified as Officers/Specialists, including Specialists, Assistant Specialists, Senior Specialists, Engineers, Technicians, Technical Staff, Lawyers, Physicians, Assistants, and Office/Administrative Staff, among other non-managerial roles. The employee's level is determined based on the management level specified in the HR records. The part-time company physician is also classified within this job level (Specialist) based on their professional title. Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Male Interns with 5-10 Years of Service	Employees	Number of male interns in the applicable length of service category. The employee's level is determined based on the management level specified in the HR records. Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Male Senior Level Executives with 10 Years or More of Service	Employees	Number of male senior level executives whose length of service falls within the applicable category, including General Managers, Deputy General Managers, and Directors. The employee's level is determined based on the management level specified in the HR records. Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Male Mid-Level Executives with 10 Years or More of Service	Employees	Number of male mid-level executives whose length of service falls within the applicable category, including Senior Managers. The employee's level is determined based on the management level specified in the HR records. Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.

Indicator	Unit	Reporting Guidelines
Male Executives with 10 Years or More of Service	Employees	Number of male executives whose length of service falls within the applicable category, including Managers and Deputy Managers. The employee's level is determined based on the management level specified in the HR records. Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Male Officers / Assistant Officers / Specialists / Assistant Specialists with 10 Years or More of Service	Employees	Number of male employees whose length of service falls within the applicable category, classified as Officers/Specialists, including Specialists, Assistant Specialists, Senior Specialists, Engineers, Technicians, Technical Staff, Lawyers, Physicians, Assistants, and Office/Administrative Staff, among other non-managerial roles. The employee's level is determined based on the management level specified in the HR records. The part-time company physician is also classified within this job level (Specialist) based on their professional title. Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Male Interns with 10 Years or More of Service	Employees	Number of male interns in the applicable length of service category. The employee's level is determined based on the management level specified in the HR records. Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Total Senior Level Executives with 0–5 Years of Service	Employees	Number of senior level executives whose length of service falls within the applicable category, including General Managers, Deputy General Managers, and Directors. The employee's level is determined based on the management level specified in the HR records. Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Total Mid-Level Executives with 0–5 Years of Service	Employees	Number of mid-level executives whose length of service falls within the applicable category, including Senior Managers. The employee's level is determined based on the management level specified in the HR records. Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Total Executives with 0–5 Years of Service	Employees	Number of executives whose length of service falls within the applicable category, including Managers and Deputy Managers. The employee's level is determined based on the management level specified in the HR records. Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Total Officers / Assistant Officers / Specialists / Assistant Specialists with 0–5 Years of Service	Employees	Number of employees whose length of service falls within the applicable category, classified as Officers/Specialists, including Specialists, Assistant Specialists, Senior Specialists, Engineers, Technicians, Technical Staff, Lawyers, Physicians, Assistants, and Office/Administrative Staff, among other non-managerial roles. The employee's level is determined based on the management level specified in the HR records. The part-time company physician is also classified within this job level (Specialist) based on their professional title. Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Total Interns with 0–5 Years of Service	Employees	Number of interns in the applicable length of service category. The employee's level is determined based on the management level specified in the HR records. Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Total Senior Level Executives with 5-10 Years of Service	Employees	Number of senior level executives whose length of service falls within the applicable category, including General Managers, Deputy General Managers, and Directors. The employee's level is determined based on the management level specified in the HR records. Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Total Mid-Level Executives with 5-10 Years of Service	Employees	Number of mid-level executives whose length of service falls within the applicable category, including Senior Managers. The employee's level is determined based on the management level specified in the HR records. Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Total Executives with 5-10 Years of Service	Employees	Number of executives whose length of service falls within the applicable category, including Managers and Deputy Managers. The employee's level is determined based on the management level specified in the HR records. Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Total Officers / Assistant Officers / Specialists / Assistant Specialists with 5-10 Years of Service	Employees	Number of employees whose length of service falls within the applicable category, classified as Officers/Specialists, including Specialists, Assistant Specialists, Senior Specialists, Engineers, Technicians, Technical Staff, Lawyers, Physicians, Assistants, and Office/Administrative Staff, among other non-managerial roles. The employee's level is determined based on the management level specified in the HR records. The part-time company physician is also classified within this job level (Specialist) based on their professional title. Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Total Interns with 5-10 Years of Service	Employees	Number of interns in the applicable length of service category. The employee's level is determined based on the management level specified in the HR records. Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Total Senior Level Executives with 10 Years or More of Service	Employees	Number of senior level executives whose length of service falls within the applicable category, including General Managers, Deputy General Managers, and Directors. The employee's level is determined based on the management level specified in the HR records. Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Total Mid-Level Executives with 10 Years or More of Service	Employees	Number of mid-level executives whose length of service falls within the applicable category, including Senior Managers. The employee's level is determined based on the management level specified in the HR records. Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Total Executives with 10 Years or More of Service	Employees	Number of executives whose length of service falls within the applicable category, including Managers and Deputy Managers. The employee's level is determined based on the management level specified in the HR records. Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.

Indicator	Unit	Reporting Guidelines
Total Officers / Assistant Officers / Specialists / Assistant Specialists with 10 Years or More of Service	Employees	Number of employees whose length of service falls within the applicable category, classified as Officers/Specialists, including Specialists, Assistant Specialists, Senior Specialists, Engineers, Technicians, Technical Staff, Lawyers, Physicians, Assistants, and Office/Administrative Staff, among other non-managerial roles. The employee's level is determined based on the management level specified in the HR records. The part-time company physician is also classified within this job level (Specialist) based on their professional title. Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Total Interns with 10 Years or More of Service	Employees	Number of interns in the applicable length of service category. The employee's level is determined based on the management level specified in the HR records. Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Percentage of Female Executives Among All Executives	%	Calculated by dividing the number of female executives by the total number of executives, representing the gender distribution among executives.
Percentage of Male Executives Among All Executives	%	Calculated by dividing the number of male executives by the total number of executives, representing the gender distribution among executives.
Percentage of Female Executives Among All Employees	%	Calculated by dividing the number of female executives by the total workforce.
Percentage of Male Executives Among All Employees	%	Calculated by dividing the number of male executives by the total workforce.
Employees by Contract Type		
Female Employees with Employment Contract of Indefinite Duration/ Permanent Female Employees	Employees	Number of female employees employed under indefinite duration (permanent) employment contracts. Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Female Employees with Temporary Employment Contract	Employees	Number of female employees employed under temporary (definite duration) employment contracts. Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Number of Female Employees Covered by Collective Bargaining Agreement	Employees	Number of female employees whose employment is covered by a collective bargaining agreement. Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Seasonal and Temporary Female Employees	Employees	Number of female employees whose employment contract type is classified as seasonal/temporary employment. Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Male Employees with Employment Contract of Indefinite Duration/ Permanent Male Employees	Employees	Number of male employees employed under indefinite duration (permanent) employment contracts. Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Male Employees with Temporary Employment Contract	Employees	Number of male employees employed under temporary (definite duration) employment contracts. Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Number of Male Employees Covered by Collective Bargaining Agreement	Employees	Number of male employees whose employment is covered by a collective bargaining agreement. Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Seasonal and Temporary Male Employees	Employees	Number of male employees whose employment contract type is classified as seasonal/temporary employment. Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Total Employees with Employment Contract of Indefinite Duration/ Permanent Employees	Employees	Number of employees employed under indefinite duration (permanent) employment contracts. Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Total Employees with Temporary Employment Contract	Employees	Number of employees employed under temporary (definite duration) employment contracts. Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Total Employees Covered by Collective Bargaining Agreement	Employees	Number of employees whose employment is covered by a collective bargaining agreement (union). Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Total Seasonal and Temporary Employees	Employees	Number of employees whose employment contract type is classified as seasonal/temporary employment. Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Percentage of Employees Covered by Collective Bargaining Agreement	%	Calculated by dividing the number of employees covered by collective bargaining agreements by the total number of employees.

Indicator	Unit	Reporting Guidelines
Employees by Region		
Female Employees – Marmara Region	Employees	Number of female employees working in the Marmara Region. Employees are classified based on their work location. Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Female Employees – Aegean Region	Employees	Number of female employees working in the Aegean Region. Employees are classified based on their work location. Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Female Employees – Mediterranean Region	Employees	Number of female employees working in the Mediterranean Region. Employees are classified based on their work location. Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Female Employees – Central Anatolia Region	Employees	Number of female employees working in the Central Anatolia Region. Employees are classified based on their work location. Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Female Employees – Eastern Anatolia Region	Employees	Number of female employees working in the Eastern Anatolia Region. Employees are classified based on their work location. Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Female Employees – Southeastern Anatolia Region	Employees	Number of female employees working in the Southeastern Anatolia Region. Employees are classified based on their work location. Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Female Employees – Black Sea Region	Employees	Number of female employees working in the Black Sea Region. Employees are classified based on their work location. Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Male Employees – Marmara Region	Employees	Number of male employees working in the Marmara Region. Employees are classified based on their work location. Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Male Employees – Aegean Region	Employees	Number of male employees working in the Aegean Region. Employees are classified based on their work location. Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Male Employees – Mediterranean Region	Employees	Number of male employees working in the Mediterranean Region. Employees are classified based on their work location. Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Male Employees – Central Anatolia Region	Employees	Number of male employees working in the Central Anatolia Region. Employees are classified based on their work location. Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Male Employees – Eastern Anatolia Region	Employees	Number of male employees working in the Eastern Anatolia Region. Employees are classified based on their work location. Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Male Employees – Southeastern Anatolia Region	Employees	Number of male employees working in the Southeastern Anatolia Region. Employees are classified based on their work location. Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Male Employees – Black Sea Region	Employees	Number of male employees working in the Black Sea Region. Employees are classified based on their work location. Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Total Employees – Marmara Region	Employees	Number of employees working in the Marmara Region. Employees are classified based on their work location. Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Total Employees – Aegean Region	Employees	Number of employees working in the Aegean Region. Employees are classified based on their work location. Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Total Employees – Mediterranean Region	Employees	Number of employees working in the Mediterranean Region. Employees are classified based on their work location. Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Total Employees – Central Anatolia Region	Employees	Number of employees working in the Central Anatolia Region. Employees are classified based on their work location. Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Total Employees – Eastern Anatolia Region	Employees	Number of employees working in the Eastern Anatolia Region. Employees are classified based on their work location. Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.

Indicator	Unit	Reporting Guidelines
Total Employees – Southeastern Anatolia Region	Employees	Number of employees working in the Southeastern Anatolia Region. Employees are classified based on their work location. Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Total Employees – Black Sea Region	Employees	Number of employees working in the Black Sea Region. Employees are classified based on their work location. Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Employees with Disabilities		
Female Employees with Disabilities	Employees	Number of female employees with disabilities. Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Male Employees with Disabilities	Employees	Number of male employees with disabilities. Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Total Employees with Disabilities	Employees	Number of employees with disabilities. Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Percentage of Employees with Disabilities	%	Calculated by dividing the number of employees with disabilities by the total workforce.
Total number of employees with disabilities required by law to be employed	Employees	Number of employees with disabilities required to be employed under applicable legal quota requirements. This requirement applies to the companies that exceed the statutory employee threshold.
Workforce by Employee Type		
Subcontracted Female Employees	Employees	Number of female employees employed by subcontractors (sub-employers). These employees are not employees of the company.
Female Contractor Employees	Employees	Number of female employees employed by contractors (external service providers). These employees are not employees of the company.
Subcontracted Male Employees	Employees	Number of male employees employed by subcontractors (sub-employers). These employees are not employees of the company.
Male Contractor Employees	Employees	Number of male employees employed by contractors (external service providers). These employees are not employees of the company.
Total Subcontracted Employees	Employees	Number of employees employed by subcontractors (sub-employers). These employees are not employees of the company.
Total Contractor Employees	Employees	Number of employees employed by external service providers (contractors). These employees are not employees of the company.
Employees Newly Hired		
Female New Hires	Employees	Number of female employees newly hired during the year. Interns and part-time employees are also included in the count.
Male New Hires	Employees	Number of male employees newly hired during the year. Interns and part-time employees are also included in the count.
Percentage of Female New Hires	%	Calculated by dividing the number of female new hires during the year by the total number of new hires during the year.
Percentage of Male New Hires	%	Calculated by dividing the number of male new hires during the year by the total number of new hires during the year.
New Hires under 30	Employees	Number of new hires during the year whose age falls within the applicable age group. Age is determined as of 31 December of the applicable year (based on the age reached during the year).
New Hires Aged 30-50	Employees	Number of new hires during the year whose age falls within the applicable age group. Age is determined as of 31 December of the applicable year (based on the age reached during the year).
New Hires Over 50	Employees	Number of new hires during the year whose age falls within the applicable age group. Age is determined as of 31 December of the applicable year (based on the age reached during the year).
Senior Level Executive New Hires	Employees	Number of new hires during the year who are classified as senior level executives, including General Managers, Deputy General Managers, and Directors.
Mid-Level Executive New Hires	Employees	Number of new hires during the year who are classified as mid-level executives, including Senior Managers.
Executive New Hires	Employees	Number of new hires during the year who are classified as executives, including Managers and Deputy Managers.
Officer/Asst. Officer/Specialist/Asst. Specialist New Hires	Employees	Number of new hires during the year who are classified as Officers/Specialists, including Specialists, Assistant Specialists, Senior Specialists, Engineers, Technicians, Technical Staff, Lawyers, Physicians, Assistants, and Office/Administrative Staff, among other non-managerial roles. The part-time company physician is also classified within this job level (Specialist) based on their professional title.

Indicator	Unit	Reporting Guidelines
Intern New Hires	Employees	Number of newly hired interns during the year.
Total New Hires	Employees	Total number of new hires during the year. Interns and part-time employees are also included in the count.
Employees Resigning the Company		
Female Employees Leaving the Company	Employees	Number of female employees leaving the company during the year. Interns and part-time employees are also included in the count.
Male Employees Leaving the Company	Employees	Number of male employees leaving the company during the year. Interns and part-time employees are also included in the count.
Employees Leaving the Company – Under 30	Employees	Number of employees leaving the company during the year whose age falls within the applicable age group. Age is determined as of 31 December of the applicable year (based on the age reached during the year).
Employees Leaving the Company – Aged 30–50	Employees	Number of employees leaving the company during the year whose age falls within the applicable age group. Age is determined as of 31 December of the applicable year (based on the age reached during the year).
Employees Leaving the Company – Over 50	Employees	Number of employees leaving the company during the year whose age falls within the applicable age group. Age is determined as of 31 December of the applicable year (based on the age reached during the year).
Senior Level Executives Leaving the Company	Employees	Number of employees leaving the company during the year who are classified as senior level executives, including General Managers, Deputy General Managers, and Directors.
Mid-Level Executives Leaving the Company	Employees	Number of employees leaving the company during the year who are classified as mid-level executives, including Senior Managers.
Executives Leaving the Company	Employees	Number of employees leaving the company during the year who are classified as executives, including Managers and Deputy Managers.
Officers/Asst. Officers/ Specialists/Asst. Specialists Leaving the Company	Employees	Number of employees leaving the company during the year who are classified as Officers/Specialists, including Specialists, Assistant Specialists, Senior Specialists, Engineers, Technicians, Technical Staff, Lawyers, Physicians, Assistants, and Office/Administrative Staff, among other non-managerial roles. The part-time company physician is also classified within this job level (Specialist) based on their professional title.
Interns Leaving the Company	Employees	Number of interns leaving the company during the year.
Employees Leaving the Company – 0–5 Years of Service	Employees	Number of employees leaving the company during the year whose length of service falls within the applicable category.
Employees Leaving the Company – 5-10 Years of Service	Employees	Number of employees leaving the company during the year whose length of service falls within the applicable category.
Employees Leaving the Company – 10 Years or More of Service	Employees	Number of employees leaving the company during the year whose length of service falls within the applicable category.
Total Employees Leaving the Company	Employees	Total number of employees leaving the company during the year for any reason (Resignation + Dismissal). Employees with a termination date between 1 January and 31 December, inclusive, are counted. Interns and part-time employees are also included in the count.
Employees Leaving the Company Due to Retirement	Employees	Number of employees leaving the company due to "retirement" during the year. Employees are classified based on the reason for leaving the company in Human Resources records. The sum of all reasons for leaving the company, including resignations, equals the total number of employees leaving the company. Interns and part-time employees are also included in the count.
Employees Leaving the Company Due to Death	Employees	Number of employees whose reason for leaving the company is recorded as "Death" during the year. Employees are classified based on the reason for leaving the company in Human Resources records. The sum of all reasons for leaving the company, including resignations, equals the total number of employees leaving the company. Interns and part-time employees are also included in the count.
Employees Leaving the Company Due to Transfer	Employees	Number of employees whose reason for leaving the company is recorded as "Transfer" during the year. Employees are classified based on the reason for leaving the company in Human Resources records. The sum of all reasons for leaving the company, including resignations, equals the total number of employees leaving the company. Interns and part-time employees are also included in the count.
Employees Leaving the Company for Other Reasons	Employees	Number of employees whose reason for leaving the company is recorded as "Other" during the year. Employees are classified based on the reason for leaving the company in Human Resources records. The sum of all reasons for leaving the company, including resignations, equals the total number of employees leaving the company. Interns and part-time employees are also included in the count.
Ratio of Female Employees Leaving the Company (to Total Workforce)	%	Calculated by dividing the number of female employees leaving the company during the year by the total workforce.
Ratio of Male Employees Leaving the Company (to Total Workforce)	%	Calculated by dividing the number of male employees leaving the company during the year by the total workforce.
Total Open Positions	Employees	Number of open positions that remained unfilled as of the end of the year.

Indicator	Unit	Reporting Guidelines
Employees Voluntarily Resigning the Company		
Female Employees Voluntarily Leaving the Company	Employees	Number of female employees voluntarily leaving the company (resignation) during the year. Interns and part-time employees are also included in the count.
Male Employees Voluntarily Leaving the Company	Employees	Number of male employees voluntarily leaving the company (resignation) during the year. Interns and part-time employees are also included in the count.
Employees Voluntarily Leaving the Company – Under 30	Employees	Number of employees who voluntarily left the company and whose age falls within the applicable age group. Age is determined as of 31 December of the applicable year (based on the age reached during the year).
Employees Voluntarily Leaving the Company – Aged 30–50	Employees	Number of employees who voluntarily left the company and whose age falls within the applicable age group. Age is determined as of 31 December of the applicable year (based on the age reached during the year).
Employees Voluntarily Leaving the Company – Over 50	Employees	Number of employees who voluntarily left the company and whose age falls within the applicable age group. Age is determined as of 31 December of the applicable year (based on the age reached during the year).
Senior Level Executives Voluntarily Leaving the Company	Employees	Number of senior level executives (General Managers, Deputy General Managers, and Directors) who voluntarily left the company.
Mid-Level Executives Voluntarily Leaving the Company	Employees	Number of employees voluntarily leaving the company who are classified as mid-level executives, including Senior Managers.
Executives Voluntarily Leaving the Company	Employees	Number of employees voluntarily leaving the company who are classified as executives, including Managers and Deputy Managers.
Officer/Asst. Officer/Specialist/Asst. Specialist Employees Voluntarily Leaving the Company	Employees	Number of employees voluntarily leaving the company who are classified as Officers/Specialists, including Specialists, Assistant Specialists, Senior Specialists, Engineers, Technicians, Technical Staff, Lawyers, Physicians, Assistants, and Office/Administrative Staff, among other non-managerial roles. The part-time company physician is also classified within this job level (Specialist) based on their professional title.
Interns Voluntarily Leaving the Company	Employees	Number of interns who voluntarily left the company.
Employees Voluntarily Leaving the Company – 0–5 Years of Service	Employees	Number of employees who voluntarily left the company and whose length of service falls within this category.
Employees Voluntarily Leaving the Company – 5-10 Years of Service	Employees	Number of employees who voluntarily left the company and whose length of service falls within this category.
Employees Voluntarily Leaving the Company – 10 Years or More of Service	Employees	Number of employees who voluntarily left the company and whose length of service falls within this category.
Total Employees Voluntarily Leaving the Company	Number	Total number of employees voluntarily leaving the company (resignation) during the year. Only employees who leave due to “resignation” are included; retirements and other reasons are excluded. Interns and part-time employees are also included in the count.
Positions Filled with Internal Candidates		
Female Employees Promoted Internally	Number	Number of female employees promoted internally during the year (without external recruitment).
Female Employees Promoted	Number	Number of female employees promoted during the year.
Male Employees Promoted Internally	Number	Number of male employees promoted internally during the year (without external recruitment).
Male Employees Promoted	Number	Number of male employees promoted during the year.
Total Employees Promoted Internally	Number	Number of employees promoted internally during the year (without external recruitment).
Total Employees Promoted	Number	Number of employees promoted during the year.

Indicator	Unit	Reporting Guidelines
Employee Turnover Rate		
Voluntary Turnover Rate for Female Employees	%	Calculated by dividing the number of employees who left during the year by the average number of employees during the same year. The denominator is the average number of employees over the 12 months of the year, including interns and part-time employees. In accordance with GRI 401-1, each breakdown is divided by the same total denominator. This ensures that the sum of the breakdowns equals the overall turnover rate and allows the groups to be compared. Only employees who leave due to "resignation" are included. The numerator (number of employees who left the Company) includes only female employees, while the denominator is the average number of all employees. Interns and part-time employees are also included in the count.
Turnover Rate for Female Employees	%	Calculated by dividing the number of employees who left during the year by the average number of employees during the same year. The denominator is the average number of employees over the 12 months of the year, including interns and part-time employees. In accordance with GRI 401-1, each breakdown is divided by the same total denominator. This ensures that the sum of the breakdowns equals the overall turnover rate and allows the groups to be compared. The numerator (number of employees who left the Company) includes only female employees, while the denominator is the average number of all employees. Interns and part-time employees are also included in the count.
Voluntary Turnover Rate for Male Employees	%	Calculated by dividing the number of employees who left during the year by the average number of employees during the same year. The denominator is the average number of employees over the 12 months of the year, including interns and part-time employees. In accordance with GRI 401-1, each breakdown is divided by the same total denominator. This ensures that the sum of the breakdowns equals the overall turnover rate and allows the groups to be compared. Only employees who leave due to "resignation" are included. The numerator (number of employees who left the Company) includes only male employees, while the denominator is the average number of all employees. Interns and part-time employees are also included in the count.
Turnover Rate for Male Employees	%	Calculated by dividing the number of employees who left during the year by the average number of employees during the same year. The denominator is the average number of employees over the 12 months of the year, including interns and part-time employees. In accordance with GRI 401-1, each breakdown is divided by the same total denominator. This ensures that the sum of the breakdowns equals the overall turnover rate and allows the groups to be compared. The numerator (number of employees who left the Company) includes only male employees, while the denominator is the average number of all employees. Interns and part-time employees are also included in the count.
Voluntary Turnover Rate for Employees under 30	%	Calculated by dividing the number of employees who left during the year by the average number of employees during the same year. The denominator is the average number of employees over the 12 months of the year, including interns and part-time employees. In accordance with GRI 401-1, each breakdown is divided by the same total denominator. This ensures that the sum of the breakdowns equals the overall turnover rate and allows the groups to be compared. Only employees who leave due to "resignation" are included. The numerator (number of employees who left) includes only employees under 30, while the denominator is the average number of all employees. Interns and part-time employees are also included in the count. Age is determined as of 31 December of the applicable year (based on the age reached during the year).
Turnover Rate for Employees under 30 due to Reasons Other Than Resignation	%	Calculated by dividing the number of employees who left during the year by the average number of employees during the same year. The denominator is the average number of employees over the 12 months of the year, including interns and part-time employees. In accordance with GRI 401-1, each breakdown is divided by the same total denominator. This ensures that the sum of the breakdowns equals the overall turnover rate and allows the groups to be compared. Includes all reasons for leaving other than resignation (e.g., retirement, death, transfer, employer-initiated termination, and other reasons); it is not limited to employer-initiated terminations. The numerator (number of employees who left) includes only employees under 30, while the denominator is the average number of all employees. Interns and part-time employees are also included in the count. Age is determined as of 31 December of the applicable year (based on the age reached during the year).
Total Turnover Rate for Employees under 30	%	Calculated by dividing the number of employees who left during the year by the average number of employees during the same year. The denominator is the average number of employees over the 12 months of the year, including interns and part-time employees. In accordance with GRI 401-1, each breakdown is divided by the same total denominator. This ensures that the sum of the breakdowns equals the overall turnover rate and allows the groups to be compared. Includes all employees who leave the Company (due to resignation and other reasons). The numerator (number of employees who left) includes only employees under 30, while the denominator is the average number of all employees. Interns and part-time employees are also included in the count. Age is determined as of 31 December of the applicable year (based on the age reached during the year).
Voluntary Turnover Rate for Employees Aged 30-50	%	Calculated by dividing the number of employees who left during the year by the average number of employees during the same year. The denominator is the average number of employees over the 12 months of the year, including interns and part-time employees. In accordance with GRI 401-1, each breakdown is divided by the same total denominator. This ensures that the sum of the breakdowns equals the overall turnover rate and allows the groups to be compared. Only employees who leave due to "resignation" are included. The numerator (number of employees who left) includes only employees aged 30-50, while the denominator is the average number of all employees. Interns and part-time employees are also included in the count. Age is determined as of 31 December of the applicable year (based on the age reached during the year).
Turnover Rate for Employees Aged 30-50 due to Reasons Other Than Resignation	%	Calculated by dividing the number of employees who left during the year by the average number of employees during the same year. The denominator is the average number of employees over the 12 months of the year, including interns and part-time employees. In accordance with GRI 401-1, each breakdown is divided by the same total denominator. This ensures that the sum of the breakdowns equals the overall turnover rate and allows the groups to be compared. Includes all reasons for leaving other than resignation (e.g., retirement, death, transfer, employer-initiated termination, and other reasons); it is not limited to employer-initiated terminations. The numerator (number of employees who left) includes only employees aged 30-50, while the denominator is the average number of all employees. Interns and part-time employees are also included in the count. Age is determined as of 31 December of the applicable year (based on the age reached during the year).
Total Turnover Rate for Employees Aged 30-50	%	Calculated by dividing the number of employees who left during the year by the average number of employees during the same year. The denominator is the average number of employees over the 12 months of the year, including interns and part-time employees. In accordance with GRI 401-1, each breakdown is divided by the same total denominator. This ensures that the sum of the breakdowns equals the overall turnover rate and allows the groups to be compared. Includes all employees who leave the Company (due to resignation and other reasons). The numerator (number of employees who left) includes only employees aged 30-50, while the denominator is the average number of all employees. Interns and part-time employees are also included in the count. Age is determined as of 31 December of the applicable year (based on the age reached during the year).
Voluntary Turnover Rate for Employees over 50	%	Calculated by dividing the number of employees who left during the year by the average number of employees during the same year. The denominator is the average number of employees over the 12 months of the year, including interns and part-time employees. In accordance with GRI 401-1, each breakdown is divided by the same total denominator. This ensures that the sum of the breakdowns equals the overall turnover rate and allows the groups to be compared. Only employees who leave due to "resignation" are included. The numerator (number of employees who left) includes only employees above 50, while the denominator is the average number of all employees. Interns and part-time employees are also included in the count. Age is determined as of 31 December of the applicable year (based on the age reached during the year).
Turnover Rate for Employees above 50 due to Reasons Other Than Resignation	%	Calculated by dividing the number of employees who left during the year by the average number of employees during the same year. The denominator is the average number of employees over the 12 months of the year, including interns and part-time employees. In accordance with GRI 401-1, each breakdown is divided by the same total denominator. This ensures that the sum of the breakdowns equals the overall turnover rate and allows the groups to be compared. Includes all reasons for leaving other than resignation (e.g., retirement, death, transfer, employer-initiated termination, and other reasons); it is not limited to employer-initiated terminations. The numerator (number of employees who left) includes only employees above 50, while the denominator is the average number of all employees. Interns and part-time employees are also included in the count. Age is determined as of 31 December of the applicable year (based on the age reached during the year).
Total Turnover Rate for Employees over 50	%	Calculated by dividing the number of employees who left during the year by the average number of employees during the same year. The denominator is the average number of employees over the 12 months of the year, including interns and part-time employees. In accordance with GRI 401-1, each breakdown is divided by the same total denominator. This ensures that the sum of the breakdowns equals the overall turnover rate and allows the groups to be compared. Includes all employees who leave the Company (due to resignation and other reasons). The numerator (number of employees who left) includes only employees above 50, while the denominator is the average number of all employees. Interns and part-time employees are also included in the count. Age is determined as of 31 December of the applicable year (based on the age reached during the year).

Indicator	Unit	Reporting Guidelines
Voluntary Turnover Rate for Senior Executives	%	Calculated by dividing the number of employees who left during the year by the average number of employees during the same year. The denominator is the average number of employees over the 12 months of the year, including interns and part-time employees. In accordance with GRI 401-1, each breakdown is divided by the same total denominator. This ensures that the sum of the breakdowns equals the overall turnover rate and allows the groups to be compared. Only employees who leave due to "resignation" are included. The numerator (number of employees who left) includes only senior executives, while the denominator is the average number of all employees. Interns and part-time employees are also included in the count.
Turnover Rate for Senior Executives Due to Reasons Other Than Resignation	%	Calculated by dividing the number of employees who left during the year by the average number of employees during the same year. The denominator is the average number of employees over the 12 months of the year, including interns and part-time employees. In accordance with GRI 401-1, each breakdown is divided by the same total denominator. This ensures that the sum of the breakdowns equals the overall turnover rate and allows the groups to be compared. Includes all reasons for leaving other than resignation (e.g., retirement, death, transfer, employer-initiated termination, and other reasons); it is not limited to employer-initiated terminations. The numerator (number of employees who left) includes only senior executives, while the denominator is the average number of all employees. Interns and part-time employees are also included in the count.
Total Turnover Rate for Senior Executives	%	Calculated by dividing the number of employees who left during the year by the average number of employees during the same year. The denominator is the average number of employees over the 12 months of the year, including interns and part-time employees. In accordance with GRI 401-1, each breakdown is divided by the same total denominator. This ensures that the sum of the breakdowns equals the overall turnover rate and allows the groups to be compared. Includes all employees who leave the Company (due to resignation and other reasons). The numerator (number of employees who left) includes only senior executives, while the denominator is the average number of all employees. Interns and part-time employees are also included in the count.
Voluntary Turnover Rate for Mid-level Executives	%	Calculated by dividing the number of employees who left during the year by the average number of employees during the same year. The denominator is the average number of employees over the 12 months of the year, including interns and part-time employees. In accordance with GRI 401-1, each breakdown is divided by the same total denominator. This ensures that the sum of the breakdowns equals the overall turnover rate and allows the groups to be compared. Only employees who leave due to "resignation" are included. The numerator (number of employees who left) includes only mid-level executives, while the denominator is the average number of all employees. Interns and part-time employees are also included in the count.
Turnover Rate for Mid-level Executives Due to Reasons Other Than Resignation	%	Calculated by dividing the number of employees who left during the year by the average number of employees during the same year. The denominator is the average number of employees over the 12 months of the year, including interns and part-time employees. In accordance with GRI 401-1, each breakdown is divided by the same total denominator. This ensures that the sum of the breakdowns equals the overall turnover rate and allows the groups to be compared. Includes all reasons for leaving other than resignation (e.g., retirement, death, transfer, employer-initiated termination, and other reasons); it is not limited to employer-initiated terminations. The numerator (number of employees who left) includes only mid-level executives, while the denominator is the average number of all employees. Interns and part-time employees are also included in the count.
Total Turnover Rate for Mid-level Executives	%	Calculated by dividing the number of employees who left during the year by the average number of employees during the same year. The denominator is the average number of employees over the 12 months of the year, including interns and part-time employees. In accordance with GRI 401-1, each breakdown is divided by the same total denominator. This ensures that the sum of the breakdowns equals the overall turnover rate and allows the groups to be compared. Includes all employees who leave the Company (due to resignation and other reasons). The numerator (number of employees who left) includes only mid-level executives, while the denominator is the average number of all employees. Interns and part-time employees are also included in the count.
Total Voluntary Turnover Rate for Employees	%	Calculated by dividing the number of employees who left during the year by the average number of employees during the same year. The denominator is the average number of employees over the 12 months of the year, including interns and part-time employees. In accordance with GRI 401-1, each breakdown is divided by the same total denominator. This ensures that the sum of the breakdowns equals the overall turnover rate and allows the groups to be compared. Only employees who leave due to "resignation" are included. Interns and part-time employees are also included in the count.
Total Turnover Rate for Employees Leaving due to Reasons Other Than Resignation	%	Calculated by dividing the number of employees who left during the year by the average number of employees during the same year. The denominator is the average number of employees over the 12 months of the year, including interns and part-time employees. In accordance with GRI 401-1, each breakdown is divided by the same total denominator. This ensures that the sum of the breakdowns equals the overall turnover rate and allows the groups to be compared. Includes all reasons for leaving other than resignation (e.g., retirement, death, transfer, employer-initiated termination, and other reasons); it is not limited to employer-initiated terminations. Interns and part-time employees are also included in the count.
Turnover Rate for High-Potential Employees	%	The rate of employees identified as high-potential who left the company during the year. Measures the loss of high-potential talent.
Total Employee Turnover Rate	%	Calculated by dividing the number of employees who left during the year by the average number of employees during the same year. The denominator is the average number of employees over the 12 months of the year, including interns and part-time employees. In accordance with GRI 401-1, each breakdown is divided by the same total denominator. This ensures that the sum of the breakdowns equals the overall turnover rate and allows the groups to be compared. Includes all employees who leave the Company (due to resignation and other reasons). Interns and part-time employees are also included in the count.
Backup Ratio	%	The percentage of critical positions with at least one ready successor. A higher rate indicates that vacant positions can be filled quickly through internal succession.
Employee Leaves		
Female Employees Taking Maternity Leave	Employees	Number of female employees who took maternity leave during the year. Includes only female employees; leave taken by male employees is reported separately as paternity leave.
Female Employees Returning from Maternity Leave	Employees	Number of female employees who returned to work after maternity leave.
Female Employees Who Remained Employed for at Least 12 Months After Returning from Maternity/Parental Leave	Employees	Number of female employees who remained employed for at least 12 months after returning from leave (measures post-leave loyalty). Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.
Male Employees Taking Paternity Leave	Employees	Number of male employees who took paternity leave during the year. Includes only male employees.
Male Employees Returning from Paternity Leave	Employees	Number of male employees who returned to work after paternity leave.
Male Employees Who Remained Employed for at Least 12 Months After Returning from Paternity/Parental Leave	Employees	Number of male employees who remained employed for at least 12 months after returning from leave (measures post-leave loyalty). Interns and part-time employees are also included in the count. Employees whose termination date is the counting date (31 December or the applicable month-end) are considered separated as of that date and are therefore excluded.

Indicator	Unit	Reporting Guidelines
Total Employees Who Remained Employed for at Least 12 Months After Returning from Maternity/ Paternity/Parental Leave	Employees	Number of employees who remained employed for at least 12 months after returning from leave (measures post-leave retention). Interns and part-time employees are also included in the count.
Duration of Parental Leave (Paid) for Female Employees	Weeks	The legally granted duration of paid parental leave for female employees.
Duration of Parental Leave (Paternal Leave) (Paid) for Male Employees	Days	The legally granted duration of paid parental leave for male employees. This leave is taken as paternity leave for male employees.
Female Employees Eligible for Family-Related Leave and Taking Leave	Employees	Number of employees who took family-related leave. This is the sum of two sub-metrics: maternity leave for female employees and parental (paternity) leave for male employees. This value is reported for female employees.
Male Employees Eligible for Family-Related Leave and Taking Leave	Employees	Number of employees who took family-related leave. This is the sum of two sub-metrics: maternity leave for female employees and parental (paternity) leave for male employees. This value is reported for male employees.
Total Employees Eligible for Family-Related Leave and Taking Leave	Employees	Number of employees who took family-related leave. This is the sum of two sub-metrics: maternity leave for female employees and parental (paternity) leave for male employees. This value is the total of female and male employees.
Percentage of Female Employees Eligible for Family-Related Leave and Taking Leave	%	Calculated by dividing the number of female employees who took family-related leave (e.g., maternity, paternity) by the total number of employees eligible for such leave.
Percentage of Male Employees Eligible for Family-Related Leave and Taking Leave	%	Calculated by dividing the number of male employees who took family-related leave (e.g., maternity, paternity) by the total number of employees eligible for such leave.
Percentage of Total Employees Eligible for Family-Related Leave and Taking Leave	%	Calculated by dividing the number of employees who took family-related leave (e.g., maternity, paternity) by the total number of female employees eligible for such leave.
Employee Loyalty and Performance		
Employee Loyalty Score	%	The score derived from the employee loyalty (satisfaction) survey. It is typically expressed as the percentage of employees who gave positive responses.
Female Employees Receiving Performance Evaluations	Employees	Number of female employees who received a performance evaluation during the year.
Male Employees Receiving Performance Evaluations	Employees	Number of male employees who received a performance evaluation during the year.
Blue-Collar Employees Receiving Performance Evaluations	Employees	Number of blue-collar employees who received a performance evaluation during the year.
White-Collar Employees Receiving Performance Evaluations	Employees	Number of white-collar employees who received a performance evaluation during the year.
Gray-Collar Employees Receiving Performance Evaluations	Employees	Number of gray-collar employees (technical personnel performing both office and field work) who received a performance evaluation during the year. The value is zero as gray-collar employees are not included in the performance evaluation system.
Female White-Collar Employees Receiving Performance Evaluations	Employees	Number of female white-collar employees who received a performance evaluation during the year.
Male White-Collar Employees Receiving Performance Evaluations	Employees	Number of female blue-collar employees who received a performance evaluation during the year.
Female Gray-Collar Employees Receiving Performance Evaluations	Employees	Number of female gray-collar employees (technical personnel performing both office and field work) who received a performance evaluation during the year. The value is zero as gray-collar employees are not included in the performance evaluation system.
White-Collar Male Employees Receiving Performance Evaluations	Employees	Number of male white-collar employees who received a performance evaluation during the year.
Blue-Collar Male Employees Receiving Performance Evaluations	Employees	Number of male blue-collar employees who received a performance evaluation during the year.

Indicator	Unit	Reporting Guidelines
Gray-Collar Male Employees Receiving Performance Evaluations	Employees	Number of male gray-collar employees (technical personnel performing both office and field work) who received a performance evaluation during the year. The value is zero as gray-collar employees are not included in the performance evaluation system.
Senior Executives Receiving Performance Evaluations	Employees	Number of senior executives (General Managers, Deputy General Managers and Directors) who received a performance evaluation during the year.
Total Mid-level Executives Receiving Performance Evaluations	Employees	Number of employees receiving performance evaluation during the year who are classified as mid-level executives, including Senior Managers.
Total Executives Receiving Performance Evaluations	Employees	Number of employees who received a performance evaluation during the year who are classified as executives, including Managers and Deputy Managers.
Total Officers/Asst. Officers/ Specialists/Asst. Specialists Receiving Performance Evaluations	Employees	Number of employees who received a performance evaluation during the year who are classified as Officers/Specialists, including Specialists, Assistant Specialists, Senior Specialists, Engineers, Technicians, Technical Staff, Lawyers, Physicians, Assistants, and Office/ Administrative Staff, among other non-managerial roles. The part-time company physician is also classified within this job level (Specialist) based on their professional title.
Total Interns Receiving Performance Evaluations	Employees	Number of interns who received a performance evaluation during the year.
Total Employees Receiving Performance Evaluations	Employees	Total number of employees who received a regular performance and career development review during the year. This is the total of female and male employees.
Percentage of Female Employees Receiving Performance Evaluations	%	Calculated by dividing the number of employees who received regular performance and career development reviews by the total number of female employees (GRI 404-3 coverage rate).
Percentage of Male Employees Receiving Performance Evaluations	%	Calculated by dividing the number of employees who received regular performance and career development reviews by the total number of male employees (GRI 404-3 coverage rate).
Percentage of Total Employees Receiving Performance Evaluations	%	Calculated by dividing the number of employees who received regular performance and career development reviews by the total number of employees (GRI 404-3 coverage rate).
Performance Evaluation Frequency	Frequency	Indicates how frequently performance evaluations are conducted.
Remote Working		
Female Employees Working Remotely	Employees	Number of female employees who worked remotely (from home) during the year.
Male Employees Working Remotely	Employees	Number of male employees who worked remotely (from home).
Total Employees Working Remotely	Employees	Number of employees who worked remotely (from home).
Average Number of Remote Workdays per Female Employee	Days	Average number of days female employees worked remotely (from home) during the year.
Average Number of Remote Workdays per Male Employee	Days	Average number of days male employees worked remotely (from home) during the year.
Average Number of Remote Workdays per Employee	Days	Average number of days employees worked remotely (from home) during the year.
Employee Training and Development		
Total Training Hours for Female Employees	Hours	Total training hours completed by female employees during the year. The 2025 value was calculated based on training participation records for the year.
Total Training Hours for Male Employees	Hours	Total training hours completed by male employees during the year. The 2025 value was calculated based on training participation records for the year.
Total Training Hours for Blue-Collar Employees	Hours	Total training hours completed by blue-collar employees during the year. The 2025 value was calculated based on training participation records for the year.
Total Training Hours for White-Collar Employees	Hours	Total training hours completed by white-collar employees during the year. The 2025 value was calculated based on training participation records for the year.
Total Training Hours for Gray-Collar Employees	Hours	Total training hours completed by gray-collar employees during the year. The 2025 value was calculated based on training participation records for the year.

Indicator	Unit	Reporting Guidelines
Total Training Hours for Female Blue-Collar Employees	Hours	Total training hours completed by female blue-collar employees during the year. The 2025 value was calculated based on training participation records for the year.
Total Training Hours for Male Blue-Collar Employees	Hours	Total training hours completed by male blue-collar employees during the year. The 2025 value was calculated based on training participation records for the year.
Total Training Hours for Female White-Collar Employees	Hours	Total training hours completed by female white-collar employees during the year. The 2025 value was calculated based on training participation records for the year.
Total Training Hours for Male White-Collar Employees	Hours	Total training hours completed by male white-collar employees during the year. The 2025 value was calculated based on training participation records for the year.
Total Training Hours for Female Gray-Collar Employees	Hours	Total training hours completed by female gray-collar employees during the year. The 2025 value was calculated based on training participation records for the year.
Total Training Hours for Male Gray-Collar Employees	Hours	Total training hours completed by male gray-collar employees during the year. The 2025 value was calculated based on training participation records for the year.
Total Training Hours for Senior Executives	Hours	Total training hours completed by Senior Executives during the year. The 2025 value was calculated based on training participation records for the year.
Total Training Hours for Mid-level Executives	Hours	Total training hours completed by Mid-level Executives during the year. The 2025 value was calculated based on training participation records for the year.
Total Training Hours for Executives	Hours	Total training hours completed by executives during the year. The 2025 value was calculated based on training participation records for the year.
Total Training Hours for Officers/Asst. Officers/ Specialists/Asst. Specialists	Hours	Total training hours completed by Officers/Asst. Officers/ Specialists/Asst. Specialists during the year. The 2025 value was calculated based on training participation records for the year.
Total Training Hours for Interns	Hours	Total training hours completed by interns during the year. The 2025 value was calculated based on training participation records for the year.
Total Training Hours	Hours	Total training hours completed by all employees during the year. The 2025 value was calculated based on training participation records for the year.
Training Hours per Female Employee	Person/ Hour	Calculated by dividing the total training hours of female employees by the number of employees in the same group (GRI 404-1: average within the category). For example, the total training hours completed by blue-collar employees are divided by the number of blue-collar employees. The 2025 value was calculated based on training participation records for the year.
Training Hours per Male Employee	Person/ Hour	Calculated by dividing the total training hours of male employees by the number of employees in the same group (GRI 404-1: average within the category). For example, the total training hours completed by blue-collar employees are divided by the number of blue-collar employees. The 2025 value was calculated based on training participation records for the year.
Training Hours per Blue-Collar Employee	Person/ Hour	Calculated by dividing the total training hours of blue-collar employees by the number of employees in the same group (GRI 404-1: average within the category). For example, the total training hours completed by blue-collar employees are divided by the number of blue-collar employees. The 2025 value was calculated based on training participation records for the year.
Training Hours per White-Collar Employee	Person/ Hour	Calculated by dividing the total training hours of white-collar employees by the number of employees in the same group (GRI 404-1: average within the category). For example, the total training hours completed by blue-collar employees are divided by the number of blue-collar employees. The 2025 value was calculated based on training participation records for the year.
Training Hours per Gray-Collar Employee	Person/ Hour	Calculated by dividing the total training hours of gray-collar employees by the number of employees in the same group (GRI 404-1: average within the category). For example, the total training hours completed by blue-collar employees are divided by the number of blue-collar employees. The 2025 value was calculated based on training participation records for the year.
Training Hours per Female Blue-Collar Employee	Person/ Hour	Calculated by dividing the total training hours of female blue-collar employees by the number of employees in the same group (GRI 404-1: average within the category). For example, the total training hours completed by blue-collar employees are divided by the number of blue-collar employees. The 2025 value was calculated based on training participation records for the year.
Training Hours per Male Blue-Collar Employee	Person/ Hour	Calculated by dividing the total training hours of male blue-collar employees by the number of employees in the same group (GRI 404-1: average within the category). For example, the total training hours completed by blue-collar employees are divided by the number of blue-collar employees. The 2025 value was calculated based on training participation records for the year.
Training Hours per Female White-Collar Employee	Person/ Hour	Calculated by dividing the total training hours of female white-collar employees by the number of employees in the same group (GRI 404-1: average within the category). For example, the total training hours completed by blue-collar employees are divided by the number of blue-collar employees. The 2025 value was calculated based on training participation records for the year.
Training Hours per Male White-Collar Employee	Person/ Hour	Calculated by dividing the total training hours of male white-collar employees by the number of employees in the same group (GRI 404-1: average within the category). For example, the total training hours completed by blue-collar employees are divided by the number of blue-collar employees. The 2025 value was calculated based on training participation records for the year.
Training Hours per Female Gray-Collar Employee	Person/ Hour	Calculated by dividing the total training hours of female gray-collar employees by the number of employees in the same group (GRI 404-1: average within the category). For example, the total training hours completed by blue-collar employees are divided by the number of blue-collar employees. The 2025 value was calculated based on training participation records for the year.
Training Hours per Male Gray-Collar Employee	Person/ Hour	Calculated by dividing the total training hours of male gray-collar employees by the number of employees in the same group (GRI 404-1: average within the category). For example, the total training hours completed by blue-collar employees are divided by the number of blue-collar employees. The 2025 value was calculated based on training participation records for the year.

Indicator	Unit	Reporting Guidelines
Training Hours per Senior Executive	Person/ Hour	Calculated by dividing the total training hours of Senior-Level Executives by the number of employees in the same group (GRI 404-1: average within the category). For example, the total training hours completed by blue-collar employees are divided by the number of blue-collar employees. The 2025 value was calculated based on training participation records for the year.
Training Hours per Mid-level Executive	Person/ Hour	Calculated by dividing the total training hours of Mid-Level Executives by the number of employees in the same group (GRI 404-1: average within the category). For example, the total training hours completed by blue-collar employees are divided by the number of blue-collar employees. The 2025 value was calculated based on training participation records for the year.
Training Hours per Executive	Person/ Hour	Calculated by dividing the total training hours of Executives by the number of employees in the same group (GRI 404-1: average within the category). For example, the total training hours completed by blue-collar employees are divided by the number of blue-collar employees. The 2025 value was calculated based on training participation records for the year.
Training Hours per Officer/Asst. Officer/ Specialist/ Asst. Specialist	Person/ Hour	Calculated by dividing the total training hours of Officers/Asst. Officers/Specialists/Asst. Specialists by the number of employees in the same group (GRI 404-1: average within the category). For example, the total training hours completed by blue-collar employees are divided by the number of blue-collar employees. The 2025 value was calculated based on training participation records for the year.
Total Training Hours per Person	Person/ Hour	Calculated by dividing the total training hours by the total number of employees, resulting in the average number of training hours per employee. The 2025 value was calculated based on training participation records for the year.
Female Employees Receiving Environmental Training	Employees	Number of female employees who received environmental training. The 2025 value was calculated based on training participation records for the year.
Male Employees Receiving Environmental Training	Employees	Number of male employees who received environmental training. The 2025 value was calculated based on training participation records for the year.
Total Employees Receiving Environmental Training	Employees	Number of employees who received environmental training. The 2025 value was calculated based on training participation records for the year.
Female Employees Receiving Sustainability Training	Employees	Number of female employees who received sustainability training. The 2025 value was calculated based on training participation records for the year.
Male Employees Receiving Sustainability Training	Employees	Number of male employees who received sustainability training. The 2025 value was calculated based on training participation records for the year.
Total Employees Receiving Sustainability Training	Employees	Number of employees who received sustainability training. The 2025 value was calculated based on training participation records for the year.
Total Environmental Training Hours for Female Employees	Hours	Total hours of environmental training. The 2025 value was calculated based on training participation records for the year.
Total Environmental Training Hours for Male Employees	Hours	Total hours of environmental training. The 2025 value was calculated based on training participation records for the year.
Total Environmental Training Hours	Hours	Total hours of environmental training. The 2025 value was calculated based on training participation records for the year.
Total Sustainability Training Hours for Female Employees	Hours	Total hours of sustainability training. The 2025 value was calculated based on training participation records for the year.
Total Sustainability Training Hours for Male Employees	Hours	Total hours of sustainability training. The 2025 value was calculated based on training participation records for the year.
Total Sustainability Training Hours	Hours	Total hours of sustainability training. The 2025 value was calculated based on training participation records for the year.
Total Training Cost	TRY	Total amount spent on training during the year (TRY).
Training Cost per Employee	TRY / FTE	It is calculated by dividing the total training cost by the Average Full-Time Equivalent (FTE) workforce (training cost per FTE, TL/FTE). Since the cost is incurred throughout the year, the 12-month average FTE, rather than the year-end FTE, is used as the denominator.
Number of Employees Participating in Skill Development Programs	Employees	Number of employees who participated in skill development programs.
Percentage of Employees Participating in Skill Development Programs (of Total Employees)	%	Calculated by dividing the number of employees who participated in skill development programs by the total number of employees.

Indicator	Unit	Reporting Guidelines
Volunteering		
Total Hours Spent by Employees on Volunteer Programs	Hours	Total hours employees spent participating in volunteer activities.
Number of Employees Participating in Volunteer Programs		Number of employees who participated in volunteer programs.
Percentage of Employees Participating in Volunteer Programs	%	Calculated by dividing the number of employees participating in volunteer programs by the total number of employees.
Total Number of Volunteer Programs Conducted	Number	Volunteer-related metric.
Remuneration		
Average Hourly Wage	TRY	Average hourly wage paid to employees (TRY).
Percentage of Non-Permanent Employees Paid Below the Minimum Wage	%	Percentage of employees paid below the applicable minimum wage.
Percentage of Employees Paid Below the Applicable Minimum Wage Standard	%	Percentage of employees paid below the applicable minimum wage.
Gender-Based Pay Gap	%	The difference between the average salaries of male and female employees, divided by the average salary of male employees. The higher the percentage, the greater the pay gap to the disadvantage of female employees. This value is calculated for all employees.
Gender Pay Gap at Board Level	%	The difference between the average salaries of male and female employees, divided by the average salary of male employees. The higher the percentage, the greater the pay gap to the disadvantage of female employees. This value is calculated for the Board of Directors.
Gender Pay Gap for Senior Level Executives	%	The difference between the average salaries of male and female employees, divided by the average salary of male employees. The higher the percentage, the greater the pay gap to the disadvantage of female employees. This value is calculated for senior executives.
Gender-Based Pay Gap for Mid-level Executives	%	The difference between the average salaries of male and female employees, divided by the average salary of male employees. The higher the percentage, the greater the pay gap to the disadvantage of female employees. This value is calculated for mid-level executives.
Gender-Based Pay Gap for Executives	%	The difference between the average salaries of male and female employees, divided by the average salary of male employees. The higher the percentage, the greater the pay gap to the disadvantage of female employees. This value is calculated for executives.
Gender-Based Pay Gap for Officer/Asst. Officer/ Specialist/Asst. Specialists	%	The difference between the average salaries of male and female employees, divided by the average salary of male employees. The higher the percentage, the greater the pay gap to the disadvantage of female employees. This value is calculated for officers/specialists. The part-time company physician is also classified within this job level (Specialist) based on their professional title.
Gender-Based Pay Gap for Interns	%	The difference between the average salaries of male and female employees, divided by the average salary of male employees. The higher the percentage, the greater the pay gap to the disadvantage of female employees. This value is calculated for interns.
Female-to-Male Salary Ratio	%	Ratio of the average salary of female employees to the average salary of male employees.
Female-to-Male Annual Total Salary Ratio (%)	%	Ratio of the annual total salary of female employees to the annual total salary of male employees.
Total Meal Expenses	TRY	Total amount paid for employees' meals during the year (TRY).
Total Employee Transportation Expenses	TRY	Total amount paid for employee transportation during the year (TRY).
Total Health and Life Insurance Expenses	TRY	Total amount paid for employees' health and life insurance during the year (TRY).
Total Salaries and Wages Paid to Employees and Executives	TRY	Total salaries and wages paid to all employees and executives during the year (TRY).
Pay Gap for Ethnic Minorities	TRY	Pay gap between ethnic minority employees and other employees.
Percentage of Employees Earning the Minimum Wage by Region	%	Percentage of employees earning the minimum wage, by region.

Indicator	Unit	Reporting Guidelines
Discrimination		
Number of Discrimination Incidents	Number	Total number of discrimination incidents reported during the year.
Number of Significant Human Rights Issues and Incidents Related to Employees	Number	Number of significant human rights issues/incidents related to employees during the year.
Social Impact		
Percentage of Operations Subject to Social Impact Assessments	%	Percentage of total operations (facilities/sites) subject to social impact assessments.
Percentage of Operations Where Development Programs Are Implemented Based on the Needs of Local Communities in the Regions Where You Operate	%	Percentage of operations where development programs addressing the needs of local communities are implemented.

OCCUPATIONAL HEALTH AND SAFETY DATA REPORTING GUIDE

Table Name / Metric	Definition, Formula and Calculation Methodology
Total Hours Worked	Refers to the total number of hours actually worked by employees during the reporting period. The actual hours worked by each employee during the period are recorded individually and aggregated. Annual working hours are estimated based on the number of weekly working hours multiplied by the number of working weeks (e.g., 40 hours/week × 52 weeks = 2,080 hours/year). Unpaid leave, sick leave and other periods of absence are not included in actual hours worked. Part-time employees are accounted for on a pro-rate basis. This data serves as the denominator for all frequency rates, including LTIFR, TRIFR, HCIFR, FFR, NMFR, LDR and TCIR, and forms the basis for reliable rate reporting.
Number of Occupational Disease Cases	Refers to the number of occupational disease cases formally diagnosed during the reporting period by an occupational health specialist or authorized physician, with an established causal relationship to working conditions. New cases diagnosed for the first time during the reporting period are included in the count. Ongoing chronic cases from previous periods and suspected cases without a confirmed diagnosis are excluded. Chemical exposure, musculoskeletal disorders, hearing loss and other occupationally related conditions fall within the scope of this metric.
Occupational Disease Rate	The rate indicating the frequency of occupational disease cases per unit of working time (ODR – Occupational Disease Rate). It is calculated by dividing the number of occupational disease cases diagnosed during the reporting period by the total hours worked during the same period and multiplying the result by 1,000,000. Formula: (Number of occupational disease cases / Total hours worked) × 1,000,000. The result represents the number of occupational disease cases per 1 million hours worked and uses the same normalization basis as LTIFR and TRIFR: 1,000,000 hours worked.
Number of Lost Workdays Due to Occupational Diseases	Refers to the total number of workdays lost during the reporting period due to occupational diseases. For each occupational disease case, the days on which the employee was unable to attend work are recorded by case and aggregated for the reporting period. Absences directly related to the treatment and recovery process are included. Health-related absences not caused by the disease, such as preventive check-up visits, are excluded. This metric provides the absolute number of lost workdays. For the rate-based metric, see the Lost Workday Rate Due to Occupational Diseases section.
Lost Workday Rate Due to Occupational Diseases	Refers to the ratio of absence caused by occupational diseases to total working time. It is calculated by dividing the total number of days not worked due to occupational diseases during the reporting period by the total hours worked during the same period. Formula: Number of lost workdays due to occupational diseases / Total hours worked. The result is a dimensionless ratio (day/hour) and is not presented as a percentage.
Number of Lost Workdays Attributable to Deaths Resulting from Work-Related Illnesses	Refers to the number of lost workdays attributed to deaths resulting from work-related illnesses during the reporting period. For each fatal case, the workdays lost from the date on which incapacity for work began until the end of the reporting period is calculated. In accordance with the ILO standard widely used in international practice, Galata Wind uses either a value of 6,000 workdays for fatal cases or the actual number of lost workdays. Only deaths caused by illnesses with a confirmed causal relationship to work are included in this metric.
Number of Deaths Resulting from Work-Related Illnesses	Refers to the number of deaths resulting from work-related illnesses during the reporting period. Each employee who dies as a result of an occupational disease or another health condition with a confirmed causal relationship to work is recorded as a separate case. The illness must have been diagnosed during the reporting period. The death itself is not required to have occurred during the same period. This metric provides the number of fatalities. For the reporting of lost workdays attributed to these deaths, see the Number of Lost Workdays Attributable to Deaths Resulting from Work-Related Illnesses section.
Types of Occupational Diseases	Refers to the number of cases classified by the type of occupational disease diagnosed during the reporting period. Cases are classified under the following categories: musculoskeletal disorders, including tendinitis, herniated discs and similar conditions caused by repetitive movements, heavy lifting or strain; hearing loss, including occupational hearing loss caused by prolonged exposure to noise; respiratory diseases caused by exposure to dust, chemical vapors or minerals; skin diseases, including occupational dermatitis and eczema caused by chemical contact; psychological or stress-related illnesses, including disorders caused by occupational stress, burnout or trauma; and other categories. Each case is assigned to a single category based on the primary type of illness.
Illness-Related Lost Workday Rate	Refers to the ratio of absence resulting from all types of illness, whether occupational or non-occupational, to total working time. The total number of days not worked due to any illness during the reporting period (the total of days absent due to occupational and general illnesses) is divided by the total hours worked during the period. Formula: Number of lost workdays due to illness / Total hours worked. The result is a dimensionless ratio (day/hour) and, when assessed together with the Lost Day Rate (LDR), reveals the overall absenteeism profile.
Number of Accidents	Refers to the total number of work-related accident and injury cases reported by all stakeholders. Fatalities, occupational diseases, severe and minor injuries, lost-time and non-lost-time accidents, injuries requiring medical treatment, recordable/reportable incidents and commuting accidents fall within the scope of this metric. Each reported case is counted separately. Where the same incident affects more than one person, each injured person is recorded as a separate case.
Number of Lost-Time Accidents	Refers to the number of accident cases resulting in at least one full workday of absence on or after the day of the employee's injury. Any case in which the employee is unable to work on the first full workday following the accident is included in this metric. Absence occurring only on the day of the injury is not considered a lost-time accident. This data constitutes the numerator used in the LTIFR calculation.
Number of High-Consequence Work-Related Injuries	Refers to the number of work-related injury cases that do not result in death but lead to permanent disability, loss of limb or long-term incapacity for work. Defined in GRI 403-9 as "high-consequence work-related injuries (excluding fatalities)", this category represents a separate classification between recordable accidents and fatal accidents and covers the most severe injuries. Each case resulting in permanent disability or loss of limb during the reporting period is included in the count. Where a definitive diagnosis cannot be made on the date of the accident, the case is assigned to the relevant reporting period after recovery and diagnosis.
Number of Fatal Accidents	Refers to the number of deaths resulting from work-related accidents or injuries. Regardless of the time elapsed between the date of the accident and the date of death, every fatality with a confirmed causal relationship to the accident is included in this metric. Deaths resulting from work-related illnesses are reported as a separate metric and are excluded from the scope of this metric.
Work-Related Accidents by Injury Type	Refers to the number of work-related accident cases classified by injury mechanism. Each accident case is assigned to a single category based on the primary injury mechanism: Cuts, Slips/Falls, Falling Objects, Entrapment, Impact or Other. Where more than one mechanism is involved, the predominant cause is used. The total across all categories is reported in a manner consistent with the overall number of accidents.

Table Name / Metric	Definition, Formula and Calculation Methodology
Lost-Time Injury Frequency Rate	The standard safety performance rate indicating the frequency of lost-time injuries per unit of time worked (LTIFR – Lost-Time Injury Frequency Rate). It is calculated by dividing the number of accidents resulting in the loss of at least one workday during the reporting period by the total hours worked during the same period and multiplying the result by 1,000,000. Formula: (Number of lost-time accidents / Total hours worked) × 1,000,000. The result represents the number of lost-time accidents per 1 million hours worked.
High-Consequence Injury Frequency Rate	The rate indicating the frequency of high-consequence work-related injuries per unit of time worked (HCIFR – High-Consequence Injury Frequency Rate). It is calculated by dividing the number of high-consequence injuries during the reporting period by the total hours worked during the same period and multiplying the result by 1,000,000. Formula: (Number of high-consequence injuries / Total hours worked) × 1,000,000. The result represents the frequency of high-consequence injuries per 1 million hours worked and, together with LTIFR, enables accident severity to be normalized.
Total Recordable Injury Frequency Rate	A comprehensive rate indicating the frequency of all recordable accidents and injuries per unit of time worked (TRIFR – Total Recordable Injury Frequency Rate). It is calculated by dividing the total number of recordable accidents by the total hours worked during the period and multiplying the result by 1,000,000. Formula: (Total number of recordable accidents / Total hours worked) × 1,000,000. The scope includes fatalities, lost-time accidents, accidents requiring restricted duty, injuries requiring medical treatment and occupational diseases. While LTIFR covers only lost-time cases, TRIFR covers all recordable cases. Therefore, TRIFR is expected to be equal to or higher than LTIFR.
Total Case Incident Rate	The rate indicating the frequency of recordable accidents per 100 full-time employees (TCIR – Total Case Incident Rate). It is calculated by dividing the total number of recordable accidents by the total hours worked during the period and multiplying the result by 200,000. Formula: (Total number of recordable accidents / Total hours worked) × 200,000. The multiplier of 200,000 represents the annual working hours of 100 full-time employees: 100 employees × 2,000 hours/year. Although TRIFR and TCIR use the same numerator and denominator, they apply different normalization factors. Therefore, the relationship TCIR = TRIFR ÷ 5 always applies.
Fatal Frequency Rate	The rate indicating the frequency of fatalities resulting from work-related accidents per unit of time worked (FFR – Fatal Frequency Rate). It is calculated by dividing the number of fatalities resulting from work-related accidents during the reporting period by the total hours worked during the period and multiplying the result by 1,000,000. Formula: (Number of fatal accidents / Total hours worked) × 1,000,000. The result represents the frequency of fatal accidents per 1 million hours worked.
Near-Miss Frequency Rate	The rate indicating the frequency of near-miss incidents per unit of time worked (NMFR – Near-Miss Frequency Rate). A near miss is an incident that does not result in injury or property damage but could have resulted in an accident under different circumstances. It is calculated by dividing the total number of near-miss incidents reported during the reporting period by the total hours worked and multiplying the result by 1,000,000. Formula: (Total number of near-miss incidents / Total hours worked) × 1,000,000. A high NMFR may be regarded as an indicator of a proactive safety culture and reporting maturity.
Number of Near-Miss Incidents	Refers to the total number of near-miss incidents recorded during the reporting period. Every incident that does not result in injury or property damage but could have resulted in an accident under different circumstances is subject to reporting. All reports made during the period are counted individually and aggregated. This data constitutes the numerator used in the NMFR calculation. A high number of reported near misses indicates that a proactive safety culture has been established in the workplace and that reporting mechanisms are operating effectively.
Accident-Related Absence	Refers to the total number of workdays lost due to work-related accidents. For each case, the workdays from the date of the accident until the employee returns to work at full capacity are calculated separately and aggregated for the reporting period. The day of the accident is not included in this calculation. Time spent on restricted duty, or light duty, is not considered full absence. This data constitutes the numerator used in the Lost Day Rate (LDR) calculation.
Number of Lost Workdays Due to Work-Related Injuries	Refers to the total number of workdays lost due to work-related accidents or injuries. Only absences resulting from physical injuries caused by accidents are included in this metric. Absences resulting from occupational diseases are reported separately. For each accident case, the days not worked as a result of the injury are calculated by case and aggregated for the reporting period. For fatal cases, either a value of 6,000 workdays or the actual number of lost workdays may be used in accordance with the ILO standard.
Total Absence Rate	Refers to the ratio of absence due to all causes to total planned working time. The total number of absence days due to illness, accidents and all other reasons is divided by the total number of planned workdays for the period (number of employees × number of workdays in the period) and multiplied by 100. The resulting value is expressed as a percentage (%). Formula: (Total number of absence days / Total number of planned workdays) × 100. When assessed together with the Lost Day Rate (LDR), which covers only accident-related absences, this metric provides a comprehensive view of the causes of absence.
Lost Day Rate	Refers to the ratio of workdays lost due to accidents to total time worked (LDR – Lost Day Rate). It is calculated by dividing the total number of workdays lost due to work-related accidents by the total hours worked during the period and multiplying the result by 1,000,000. Formula: (Number of absence days due to accidents / Total hours worked) × 1,000,000. While LTIFR measures accident frequency, LDR indicates accident severity. Together, these two indicators provide a comprehensive assessment of safety performance.
Work Environments with a High Risk of Accidents or Occupational Diseases	Refers to the total number of people working in environments or roles associated with a high risk of accidents or occupational diseases during the reporting period. Activities requiring specific training and work permits, such as lockout/tagout (LOTO), confined-space work, working at height, electrical work, lifting and handling operations, and hazardous materials management, are included within this scope. The total number of people who worked in any of the specified high-risk roles for any period of time is reported. Where the same person worked in more than one high-risk role, that person is counted only once.
OHS Training	Refers to the total number of OHS training hours provided to employees during the reporting period and the average training time per person. Total training hours are calculated by multiplying the duration of each training program by the number of participants and aggregating the resulting values across all programs (e.g., 4 hours × 10 participants = 40 training hours). Training hours per person are calculated by dividing the total training hours by the total number of employees. All safety-focused training, including legally required OHS training, emergency drills and equipment safety training, falls within the scope of this metric. General professional development programs are excluded.
OHS Management System Coverage Rate	Refers to the percentage of workers covered by a formally established OHS management system aligned with international standards such as ISO 45001 or an equivalent standard. It is calculated by dividing the number of employees working at locations covered by a formal OHS management system by the total number of employees and multiplying the result by 100. Formula: (Number of employees covered by the OHS management system / Total number of employees) × 100. System coverage may be reported at three separate levels: established, implemented and audited by a third party.

LIMITED ASSURANCE REPORT

Deloitte.

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"CONVENIENCE TRANSLATION INTO ENGLISH OF PRACTITIONER'S LIMITED ASSURANCE REPORT ORIGINALLY ISSUED IN TURKISH"

INDEPENDENT ASSURANCE REPORT

DRT Bağımsız Denetim ve SMMM A.Ş. ("Deloitte") independent auditor's limited assurance report to the Board of Directors of Galata Wind Enerji A.Ş. ("Company") and its subsidiaries (together referred to as "Group") on the 2025 Sustainability Report for the year ended 31 December 2025.

Scope of Limited Assurance Engagement

We have been engaged to perform a limited assurance engagement in accordance with International Standard on Assurance Engagements (ISAE) 3000 (Revised) and ISAE 3410 (the "Standards") on whether the Selected Sustainability Information listed below (the "Selected Information") in the Company's Sustainability Report for the year ended 31 December 2025 (the "2025 Sustainability Report") has been prepared in accordance with the principles set out in the Reporting Guidance section of the Company's Annual Report on pages 153 and 154.

Our assurance review does not cover information related to previous periods, other information included in the 2025 Sustainability Annual Report, or Sustainability Information or any other information related to the 2025 Sustainability Annual Report (including any images, audio files, or embedded videos).

Selected non-financial performance data for limited assurance

We have been engaged by the Group to perform limited assurance procedures on the accuracy of the following key performance indicators included in the 2025 Sustainability Report for the year ended 31 December 2025. The scope of the indicators subject to the limited assurance procedures, which are marked with the symbol ✓ and presented on pages 77, 79, 80, 150,151, 152 185 and 186 of the 2025 Sustainability Report, is as follows for the year ended 31 December 2025:

Environmental Indicators

- Scope 1 Emission (ton CO2e)
- Scope 2 Emission (ton CO2e)
- Scope 3 Emission (ton CO2)

Deloitte, Deloitte Touche Tohmatsu Limited ("DTTL"), onun küresel üye firma ağı ve ilgili kuruluşlarından bir veya daha fazlasını ifade eder. DTTL üye firmalarının her biri yasal olarak ayrı ve bağımsız kuruluşlardır. DTTL müşterilere hizmet sunmamaktadır. Daha fazla bilgi almak için www.deloitte.com/about adresini ziyaret ediniz.

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Structural constraints

All assurance engagements have inherent limitations due to the selective testing of the information under review. Fraud, error or non-compliance may therefore occur and not be detected. In addition, non-financial information, such as non financial information contained in reporting documents, is subject to more structural limitations than financial information, given the nature and methods used to identify, calculate and sample or estimate such information.

Our audit provides limited assurance as defined in ISAE 3000 (Revised). The procedures performed as part of a limited assurance engagement differ in nature and timing - and to a lesser extent - from a reasonable assurance engagement. The level of assurance obtained in a limited assurance engagement is therefore significantly narrower than the scope of a reasonable assurance engagement.

Special Purpose

Our work has been undertaken to inform the Group's Board of Directors of the matters we are required to report in this report and for no other purpose. To the extent permitted by law, we accept no responsibility to any person or entity other than the Group's Board of Directors for the assurance audit we have conducted or the conclusion we have reached.

Our Independence and Competence

We comply with the independence and other ethical provisions of the Code of Ethics for Accounting Professionals published by the International Ethics Standards Board for Accounting Professionals, which sets out the basic principles of integrity, objectivity, professional competence and due care, confidentiality and professional behavior.

We apply the International Standard for Quality Management 1 (ISQM 1) and accordingly maintain a robust system of quality control, including policies and procedures that document compliance with relevant ethical and professional standards and requirements in laws or regulations.

Responsibilities of Management

The Company Executives are responsible for the preparation, accuracy and completeness of the sustainability information and statements in the report. The Company Managers are responsible for setting the Company's sustainability goals, establishing and maintaining appropriate performance management and internal control systems from which the reported information is derived.

Responsibilities of the Practitioner

Our responsibility is to reach a conclusion on the Selected Information based on our procedures. We conducted our limited assurance engagement in accordance with International Standards on Assurance Engagements and, in particular, International Standard on Assurance Engagements (ISAE 3000) (Revised) and Assurance Engagements on Greenhouse Gas Statements (ISAE 3410) on Assurance Engagements Other than Independent Audits.

The assurance engagement performed represents a limited assurance engagement. The nature, timing and extent of the procedures performed in a limited assurance engagement are limited compared to those required in a reasonable assurance engagement. As a result, the level of assurance obtained in a limited assurance engagement is lower.

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Our Key Assurance Procedures

We carried out limited assurance on the accuracy of the selected key performance indicators specified below in the section "Selected non-financial performance data for limited assurance" related to 2025 year and included into the Report.

To achieve limited assurance, the ISAE 3000 (Revised) and (ISAE) 3410 ("Standards") requires that we review the processes, systems and competencies used to compile the areas on which we provide our assurance. Considering the risk of material error, we planned and performed our work to obtain all of the information and explanations we considered necessary to provide sufficient evidence to support our assurance conclusion.

To form our conclusions, we undertook the following procedures:

- Analyzed on a sample basis the key systems, processes, policies and controls relating to the collation, aggregation, validation and reporting processes of the selected sustainability performance indicators;
- Made inquiries with employees of the Group responsible for sustainability performance, policies and corresponding reporting;
- Performed selective substantive testing to confirm the accuracy of received data to the selected key performance indicators;
- Made inquiries of management and senior executives to obtain an understanding of the overall governance and internal control environment, risk management, materiality assessment and stakeholder engagement processes relevant to the identification, management and reporting of sustainability issues; and

We believe that our evidence obtained is sufficient and appropriate to provide a basis for our limited assurance conclusion.

Limited Assurance Conclusion

Based on our work and the assurance procedures performed, nothing has come to our attention that causes us to believe, in our opinion, that the Selected Information referred to above in the Group's 2025 Sustainability Report for the year ended 31 December 2025, for which we were engaged to provide limited assurance, has not been prepared, in all material respects, in accordance with the Reporting Manual, as described in the "Auditor's Responsibilities" section above.

Restriction on Use

This report has been prepared for the Board of Directors of Galata Wind Enerji A.Ş. to assist the Group in reporting on its sustainability performance and activities, including the results thereof. We permit this report to be included in the Sustainability Report for the year ended 31 December 2025, solely to enable the Board of Directors of Galata Wind Enerji A.Ş. to demonstrate that it has fulfilled its responsibilities by obtaining an independent limited assurance report on the Selected Information. To the extent permitted by law, and except where otherwise expressly agreed in writing in advance, we do not accept or assume any responsibility or liability in relation to the work we have performed or this report to any person or entity other than the Board of Directors of Galata Wind Enerji A.Ş. and Galata Wind Enerji A.Ş.

DRT BAĞIMSIZ DENETİM VE SERBEST MUHASEBECİ MALİ MÜŞAVİRLİK A.Ş.
Member of **DELOITTE TOUCHE TOHMATSU LIMITED**

Zere Gaye Şentürk, SMMM
Partner

İstanbul, 8 August 2026

KEY PERFORMANCE INDICATORS

ENVIRONMENTAL PERFORMANCE INDICATORS

GHG EMISSIONS (GHG PROTOCOL)

Scope	Unit	2023	2024	2025
Scope 1	tCO_2e	264.88	543.19	419.85 ✓
Scope 2	tCO_2e	860.80	828.49	869.22 ✓
Scope 3 Category 1 – Purchased goods and services	tCO_2e	320.97	0.31	1,097.37 ✓
Scope 3 Category 2 – Capital goods	tCO_2e	7.62	Not calculated yet	15,762.57 ✓
Scope 3 Category 3 – Fuel and energy related activities	tCO_2e	Not calculated yet	106.76	107.48 ✓
Scope 3 Category 4 – Upstream transportation and distribution	tCO_2e	Not calculated yet	Not calculated yet	Not calculated yet
Scope 3 Category 5 – Waste generated in operations	tCO_2e	2.34	7.12	8.79 ✓
Scope 3 Category 6 – Business Travel	tCO_2e	5.73	74.63	66.29 ✓
Scope 3 Category 7 – Employee commuting	tCO_2e	108.62	43.62	136.38 ✓
Scope 3 Category 8 – Upstream leased assets	tCO_2e	Not calculated yet	Not calculated yet	76.46 ✓
Scope 3 Category 9 – Downstream transportation and distribution	tCO_2e	13.25	Not calculated yet	Not calculated yet
Scope 3 Category 10 – Processing of sold products	tCO_2e	Not applicable	Not applicable	Not applicable
Scope 3 Category 11 – Use of sold products	tCO_2e	Not applicable	Not applicable	Not applicable
Scope 3 Category 12 – End-of-life treatment of sold products	tCO_2e	Not applicable	Not applicable	Not applicable
Scope 3 Category 8 – Downstream leased assets	tCO_2e	Not applicable	Not applicable	Not applicable
Scope 3 Category 14 – Franchises	tCO_2e	Not applicable	Not applicable	Not applicable
Scope 3 Category 15 – Investments	tCO_2e	Not calculated yet	Not calculated yet	Not calculated yet

GHG EMISSIONS (TS:EN ISO 14064-1 2019)

Category	Unit	2023	2024	2025
1.1 Direct Emissions from Stationary Combustion	tCO_2e	7.35	1.23	6.32 ✓
1.2 Direct Emissions from Mobile Combustion	tCO_2e	139.44	127.31	29.38 ✓
1.4 Direct Fugitive Emissions	tCO_2e	118.08	414.65	384.15 ✓
Category 1	**tCO_2e**	**264.90**	**543.19**	**419.85 ✓**
2.1 Indirect Emissions from Imported Electricity	tCO_2e	860.80	828.49	869.22 ✓
Category 2	**tCO_2e**	**860.80**	**828.49**	**869.22 ✓**
3.1 Input Materials	tCO_2e	13.25	Not calculated yet	Not calculated yet
3.3 Indirect Emissions from Employee Commuting	tCO_2e	20.11	43.62	136.38 ✓
3.4 Indirect Emissions from Visitor and Customer Transportation	tCO_2e	88.52	Not calculated yet	9.62 ✓
3.5 Indirect Emissions from Business Travel	tCO_2e	5.73	74.63	56.67 ✓
Category 3	**tCO_2e**	**127.61**	**118.25**	**202.66 ✓**
4.1 Indirect Emissions from Purchased Products	tCO_2e	320.97	107.06	112.16 ✓
4.2 Indirect Emissions from Capital Assets	tCO_2e	7.62	Not calculated yet	15,762.57 ✓
4.3 Indirect Emissions from Solid and Liquid Waste Disposal	tCO_2e	2.34	7.12	8.79 ✓
4.4 Indirect Emissions from the Use of Assets Not Owned by the Company	tCO_2e	Not calculated yet	Not calculated yet	76.46 ✓

REDUCTION OF GREENHOUSE GAS EMISSIONS

Reduction of Greenhouse Gas Emissions	Unit	2023	2024	2025
Scope-1 Emissions reduction amount	tCO_2e	-62.2	-340.49	-217.15
Scope-2 Emissions reduction amount	tCO_2e	-247.6	-215.3	-256.02
Scope-3 Emissions reduction amount	tCO_2e	-52	-288.25	-16,592.09
Total emissions reduction amount	tCO_2e	-436.07	-125.05	-17,065.26
Scope-1 Emissions reduction percentage	%	-30.69	-167.97	-107.12
Scope-2 Emissions reduction percentage	%	-40.38	-35.11	-41.75
Scope-3 Emissions reduction percentage	%	-52	-70.91	-2.501,93*
Total emissions reduction percentage	**%**	**-29.48**	**-8.45**	**-1.153,78**

**These large negative values reflect the expanded coverage of Scope 3 emissions calculations in 2025 (particularly the inclusion of capital goods), rather than an actual decline in performance.*

EMISSION INTENSITY

Emission Intensity	Unit	2023	2024	2025
Total GHG Emissions Intensity by Revenue	tCO_2e/TRY	0.00000059	0.000000679	0.0000063
Scope 1 + Scope 2 Emissions Intensity by Revenue	tCO_2e/TRY	0.000000419	0.00000058	0.00000043
Scope 1 Emissions Intensity	tCO_2e/amount of energy generated (MWh)	0.000363	0.000670	0.000477
Scope 2 Emissions Intensity	tCO_2e/amount of energy generated (MWh)	0.001180	0.001023	0.000987
Scope-3 emissions intensity	tCO_2e/amount of energy generated (MWh)	0.000628	0.000287	0.0196
Total (Scope 1+2+3) Emissions Intensity	**tCO_2e/MWh**	**0.00217**	**0.00198**	**0.0211**

CARBON REMOVALS AND CARBON CREDIT DATA

Carbon Removals and Carbon Credits	Birim	2023	2024	2025
Unit	2023	2024	2025	529,532
Amount of Carbon Credits Purchased	tCO_2e	0	0	0
Tonne equivalent of CO_2 offsets, credits, and allowances purchased and/or generated by the company during the fiscal year.	tCO_2e	0	0	0

ENERGY MANAGEMENT PERFORMANCE INDICATORS

ENERGY MANAGEMENT DATA IN MWH

ENERGY GENERATION (MWH)

Indicator	Unit	2023	2024	2025	Report Note (Reporting Guideline)
Total renewable energy generation	MWh	729,613	810,121	880,596	Total renewable electricity generated from wind and solar at the wind (WPP) and solar (SPP) plants (MWh). This is net generation: internal/self-consumption has been deducted from gross generation, and it equals the energy sold.
Total energy generation	MWh	729,959	810,517	880,971	Net electricity generation monitored via the SCADA system. MWh; wind 826,844.8 MWh (93.9%), solar 54,126.0 MWh (6.1%). [BASE] Gross SCADA generation; internal/self-consumption is included in this value (2025: 880,971 MWh).

ENERGY SALES (MWH)

Indicator	Unit	2023	2024	2025	Report Note (Reporting Guideline)
Total Energy Sold	MWh	729,613	810,121	880,596	The portion of generated electricity sold to the market. All sales take place in regulated markets.

ENERGY PURCHASE / PROCUREMENT (MWH)

Indicator	Unit	2023	2024	2025	Report Note (Reporting Guideline)
Amount of renewable energy purchased	MWh	5.85	5.25	7.83	Represents the share used by Galata Wind from the Holding's rooftop solar plant (SPP).
Amount of non-renewable electricity purchased	MWh	1,956.35	1,874.42	1,966.57	The amount of non-renewable electricity purchased from the grid for the plants' internal consumption and the head office.
Total electricity purchased (MWh)	**MWh**	**1,962.21**	**1,879.67**	**1,974.40**	**The total of purchased renewable and non-renewable electricity (MWh).**

ENERGY CONSUMPTION FROM RENEWABLE SOURCES (MWH)

Indicator	Unit	2023	2024	2025	Report Note (Reporting Guideline)
Self-consumption (generation – sales)	MWh	345.76	396.30	375.05	Calculated by subtracting the energy sold from the total gross renewable energy generation (generation – sales); represents the plants' own internal consumption.
Consumption of electricity, heating, steam and cooling purchased/ acquired from renewable sources	MWh	5.85	5.25	7.83	Covers the consumption of electricity, heat, steam and cooling supplied from renewable sources. Since heat, steam and cooling consumption are not within the scope of our operations, the value consists solely of electricity. Represents the share used by Galata Wind from the Holding's rooftop solar plant (SPP).
Total renewable energy consumption	**MWh**	**351.61**	**401.54**	**382.88**	**The total renewable-sourced energy consumed during the year (MWh).**

ENERGY CONSUMPTION FROM FOSSIL SOURCES (MWH)

Indicator	Unit	2023	2024	2025	Report Note (Reporting Guideline)
Natural gas	MWh	0	0	23.70	The energy equivalent of natural gas consumed in heating and operations (MWh).
Purchased non-renewable electricity	MWh	1,956.35	1,874.42	1,966.57	The energy equivalent of the total non-renewable electricity consumed, including plant internal consumption and the head office (MWh).
Diesel	MWh	274.37	227.19	60.11	The amount of diesel fuel.
Gasoline	MWh	301.91	280.29	61.94	The energy equivalent of the amount of gasoline.
TOTAL	**MWh**	**2,532.63**	**2,381.90**	**2,112.32**	**It is the total amount of energy consumed from fossil sources (natural gas, diesel, purchased non-renewable electricity, and gasoline).**

ENERGY CONSUMPTION BY SOURCE TYPE (MWH)

Indicator	Unit	2023	2024	2025	Report Note (Reporting Guideline)
Total energy consumption from fossil sources	MWh	2,532.63	2,381.90	2,112.32	The total of natural gas, diesel, gasoline and purchased non-renewable electricity (MWh).
Total energy consumption from nuclear sources	MWh	0	0	0	Since no nuclear source is used in operations, the value is zero.
Total energy consumption from renewable sources	MWh	351.61	401.54	382.88	Self-consumption + the amount supplied from the rooftop solar plant (SPP).
TOTAL	**MWh**	**2,884.24**	**2,783.45**	**2,495.20**	**The total of fossil, nuclear and renewable source consumption.**

ENERGY CONSUMPTION BY SOURCE TYPE (%)

Indicator	Unit	2023	2024	2025	Report Note (Reporting Guideline)
Percentage of total energy consumption from fossil sources	%	87.81	85.57	84.66	The ratio of fossil source consumption to total fuel consumption (Fossil ÷ Total Fuel × 100).
Percentage of total energy consumption from nuclear sources	%	0	0	0	Since no nuclear source is used, the ratio is zero.
Percentage of total energy consumption from renewable sources	%	12.19	14.43	15.34	Calculated by subtracting the fossil and nuclear source percentages from 100 (100 – Fossil% – Nuclear%).
TOTAL	**%**	**100**	**100**	**100**	**The sum of the fossil, nuclear and renewable source percentages; it must equal 100%.**

FUEL CONSUMPTION (LITERS)

Indicator	Unit	2023	2024	2025	Report Note (Reporting Guideline)
Diesel (liters)	Litre	25835.61	21916.71	5708.019	The amount of diesel consumed in generators and vehicles (liters). The MWh value in the energy table is obtained by multiplying this amount by the calorific value.
Gasoline (litres)	Litre	31951.13	28896.1	6572.82	The amount of gasoline consumed in vehicles (liters). The MWh value in the energy table is obtained by multiplying this amount by the calorific value.

ENERGY CONSUMPTION BY FUEL TYPE (MWH)

Indicator	Unit	2023	2024	2025	Report Note (Reporting Guideline)
Natural gas	MWh	0	0	23.70	The energy equivalent of natural gas consumed in heating and operations (MWh).
Electricity	MWh	2,307.97	2,275.97	2,349.45	The energy equivalent of the total electricity consumed, including plant internal consumption and the head office (MWh).
Total coal	MWh	0	0	0	There is no coal consumption in operations.
Fuel oil	MWh	0	0	0	There is no fuel oil consumption in operations.
Diesel	MWh	274.37	227.19	60.11	The energy equivalent of the diesel consumed in generators and vehicles; consumption in liters is converted to MWh using the calorific value.
Gasoline	MWh	301.91	280.29	61.94	The energy equivalent of the gasoline consumed in vehicles; consumption in liters is converted to MWh using the calorific value.
Alternative fuels (biodiesel, bioethanol, hydrogen, synthetic fuels, etc.)	MWh	0.00	0.00	0.00	There is no consumption of alternative fuels (biodiesel, bioethanol, hydrogen, synthetic fuel, etc.).
TOTAL	**MWh**	**2,884.25**	**2,783.45**	**2,495.20**	**The total consumption, in energy terms, of all fuel types (natural gas, electricity, diesel, gasoline, etc.) (MWh).**

ENERGY CONSUMPTION BY FUEL TYPE (%)

Indicator	Unit	2023	2024	2025	Report Note (Reporting Guideline)
Natural gas	%	0	0	0.95	The share of the relevant fuel type in total fuel consumption (fuel consumption ÷ total fuel consumption × 100).
Electricity	%	80.02	81.77	94.16	The share of the relevant fuel type in total fuel consumption (fuel consumption ÷ total fuel consumption × 100).
Total coal	%	0	0	0	The share of the relevant fuel type in total fuel consumption (fuel consumption ÷ total fuel consumption × 100).
Fuel oil	%	0	0	0	The share of the relevant fuel type in total fuel consumption (fuel consumption ÷ total fuel consumption × 100).
Diesel	%	9.51	8.16	2.41	The share of the relevant fuel type in total fuel consumption (fuel consumption ÷ total fuel consumption × 100).
Gasoline	%	10.47	10.07	2.48	The share of the relevant fuel type in total fuel consumption (fuel consumption ÷ total fuel consumption × 100).
Alternative fuels (biodiesel, bioethanol, hydrogen, synthetic fuels, etc.)	%	0	0	0	The share of the relevant fuel type in total fuel consumption (fuel consumption ÷ total fuel consumption × 100).
TOTAL	**%**	**100**	**100**	**100**	**The sum of the fuel shares; the shares of all fuel types must total 100%.**

ENERGY MANAGEMENT DATA IN GJ

ENERGY GENERATION (GJ)

Indicator	Unit	2023	2024	2025	Report Note (Reporting Guideline)
Direct energy generated	Gj	2,626,609	2,916,437	3,171,495	Total renewable electricity generated from wind and solar at the wind (WPP) and solar (SPP) plants (GJ). This is net generation: internal/self-consumption has been deducted from gross generation, and it equals the energy sold.
Total renewable electricity generation (undifferentiated)	Gj	2,627,854	2,917,864	3,171,495	The total renewable energy generated from the wind (WPP) and solar (SPP) plants, plus the amount of renewable generation spent on internal consumption.
Electricity generated	Gj	2,626,609	2,916,437	3,171,495	The GJ equivalent of the electricity generated (2025: 880,970.8 MWh = 3,171,495 GJ). [BASE] GJ equivalent of generated electricity (1 MWh = 3.6 GJ). 2023-2024 are on a net basis and 2025 on a gross SCADA basis; therefore it does not exactly match MWh(net) × 3.6 for 2025.

ELECTRICITY GENERATION BY SOURCE (GJ)

Indicator	Unit	2023	2024	2025	Report Note (Reporting Guideline)
Total electricity generated from nuclear energy	Gj	0	0	0	Galata Wind generates electricity using only wind and solar energy; there is no generation from this source.
Total electricity generated from coal	Gj	0	0	0	Galata Wind generates electricity using only wind and solar energy; there is no generation from this source.
Total electricity generated from natural gas	Gj	0	0	0	Galata Wind generates electricity using only wind and solar energy; there is no generation from this source.
Total electricity generated from combined-cycle gas turbines (CGT).	Gj	0	0	0	Galata Wind generates electricity using only wind and solar energy; there is no generation from this source.
Total electricity generated from biomass	Gj	0	0	0	Galata Wind generates electricity using only wind and solar energy; there is no generation from this source.
Total electricity generated from hydropower	Gj	0	0	0	Galata Wind generates electricity using only wind and solar energy; there is no generation from this source.
Total electricity generated from geothermal energy	Gj	0	0	0	Galata Wind generates electricity using only wind and solar energy; there is no generation from this source.
Total electricity generated from solar energy	Gj	184,100	188,028	194,854	Electricity generated from the solar power plants (SPP).
Total electricity generated from wind energy	Gj	2,443,754	2,729,836	2,976,641	Electricity generated from the wind power plants (WPP).
Total electricity generated from other renewable sources	Gj	0	0	0	Galata Wind generates electricity using only wind and solar energy; there is no generation from this source.
TOTAL	**Gj**	**2,627,854**	**2,917,864**	**3,171,495**	**The total electricity generation by source (solar, wind, etc.) (GJ).**

PERCENTAGE DISTRIBUTION OF GENERATION BY SOURCE (%)

Indicator	Unit	2023	2024	2025	Report Note (Reporting Guideline)
Percentage of total energy generation from renewable energy (subtotal)	%	100	100	100	The ratio of the sum of solar and wind generation to primary renewable generation ((Solar + Wind) ÷ total generation × 100).
Percentage of total energy generation from fossil energy	%	0	0	0	Since generation is based entirely on wind and solar, the share of fossil-based generation is zero.
Percentage of total energy generation from nuclear energy	%	0	0	0	There is no electricity generation from nuclear energy.

PERCENTAGE DISTRIBUTION OF RENEWABLE ENERGY BY SOURCE (%)

Indicator	Unit	2023	2024	2025	Report Note (Reporting Guideline)
Percentage of total energy generation from solar energy	%	7.01	6.44	6.14	The ratio of solar (SPP) electricity generation to primary renewable generation.
Percentage of total energy generation from wind energy	%	92.99	93.56	93.86	The ratio of wind (WPP) electricity generation to primary renewable generation.

ENERGY PURCHASE / PROCUREMENT (GJ)

Indicator	Unit	2023	2024	2025	Report Note (Reporting Guideline)
Total primary renewable energy purchased	Gj	21	19	28	Represents the share used by Galata Wind from the Holding's rooftop solar plant (SPP).
Direct energy purchased	Gj	7,043	6,748	7,080	The energy equivalent of the electricity and fuels purchased from the grid.
TOTAL	**Gj**	**7,064**	**6,767**	**7,108**	**The GJ equivalent of the electricity purchased from the grid and the share used by Galata Wind from the Holding's rooftop solar plant (SPP).**

TOTAL ENERGY AMOUNT (GJ)

Indicator	Unit	2023	2024	2025	Report Note (Reporting Guideline)
Total energy generated from primary renewable sources	Gj	2,627,854	2,917,864	3,171,495	The total energy generated from wind and solar sources (2025: 3,171,495 GJ).
Total primary renewable energy purchased	Gj	21	19	28	Represents the share used by Galata Wind from the Holding's rooftop solar plant (SPP).
Total primary renewable energy purchased and generated	Gj	2,627,875	2,917,883	3,171,523	The total of purchased and self-generated primary renewable energy.

ELECTRICITY CONSUMPTION (GJ)

Indicator	Unit	2023	2024	2025	Report Note (Reporting Guideline)
Direct energy consumption	Gj	7,044	6,748	7,080	The energy equivalent of the total non-renewable electricity consumed, including plant internal consumption and the head office (GJ).
Indirect energy consumption	Gj	1,265	1,445	1,378	The GJ equivalent of the electricity purchased from the grid and consumed.
Total direct and indirect energy consumption	Gj	8,309	8,193	8,458	The energy equivalent of the total electricity consumed, including plant internal consumption and the head office (GJ).

ENERGY INTENSITY AND OTHER RATIOS

Indicator	Unit	2023	2024	2025	Report Note (Reporting Guideline)
Net revenue (from high climate-impact sectors)	TL	3,513,213,873	3,094,818,150	2,939,691,769	The denominator of energy intensity; the net revenue obtained from operations in high climate-impact sectors (Financial Impact table).
Energy intensity	MWh/TL	0.000000821	0.000000899	0.000000846	Calculated by dividing total energy consumption (total fuel) by net revenue (MWh/TL).
Percentage of grid or transmission losses	%	0	0	0	Galata Wind does not own or operate any transmission or distribution line; grid or transmission losses are not reported.

Changes in energy intensity occurred in 2023 and 2024 as a result of net income changes due to inflation accounting. The changes in net income and energy intensity are reflected in the table.

AIR EMISSIONS

AIR MANAGEMENT PERFORMANCE INDICATORS

Air Emissions / ESRS E2-4, GRI and others	Unit	2023	2024	2025
NOx	tonnes or mg/NmE	0	0	0
SOx	tonnes or mg/NmE	0	0	0
Persistent Organic Pollutants (POPs)	kg	0	0	0
Total Organic Carbon (TOC)	tonne	0	0	0
Hazardous Air Pollutants (HAPs)	tonne	0	0	0
Particulate Matter (PM-PM10)	tonne	0	0	0
TOC	mg/NmE	0	0	0
Ozone-depleting substances	CFC-11	0	0	0
Lead (Pb)	tonne	0	0	0
Mercury (Hg)	tonne	0	0	0
Percentage of the above air emissions occurring in or near densely populated areas	%	0	0	0

RESOURCE USE

TOTAL WATER WITHDRAWAL BY SOURCE (2023–2025, M³)

Water Source	Unit	2023	2024	2025
Surface water (rivers, lakes, etc.)	thousand m³	0	0	0
Groundwater (well water)	thousand m³	0	0	0
Seawater	thousand m³	0	0	0
Produced Water	thousand m³	0	0	0
Third-party Water (Purchased Water)	thousand m³	792	737.54	1,254.04
Total Water Withdrawal	thousand m³	792	737.54	1,254.04

WATER WITHDRAWAL IN WATER-STRESS REGIONS (2023–2025, M³)

As a renewable energy company, Galata Wind recognizes the importance of sustainable water management to minimize its environmental impact and ensure the responsible use of water resources. Our water management strategy focuses on the economical and efficient use of water at every stage of our operations. Since we generate power exclusively from solar and wind energy and do not use water in our production activities, we do not set a quantitative water efficiency target. Municipal water is used for cleaning and domestic purposes.

Water Source	Unit	2023	2024	2025
Surface Water	thousand m³	0	0	0
Groundwater	thousand m³	0	0	0
Seawater	thousand m³	0	0	0
Produced Water	thousand m³	0	0	0
Third-party Water	thousand m³	792	737.54	1,254.04
Total (Water-Stressed Areas)	thousand m³	792	737.54	1,254.04

WATER WITHDRAWAL BY WATER TYPE

Water Type	Unit	2023	2024	2025
Freshwater (≤1,000 mg/L TDS)	thousand m³	792	737.54	1,254.04
Other Water (>1,000 mg/L TDS)	thousand m³	0	0	0
Total	thousand m³	792	737.54	1,254.04

TOTAL WATER DISCHARGE BY RECEIVING WATER

Discharge Environment	Unit	2023	2024	2025
Surface water (rivers, lakes, etc.)	thousand m³	0	0	0
Groundwater	thousand m³	0	0	0
Seawater	thousand m³	0	0	0
Third Party (Wastewater Treatment Plant, Organized Industrial Zone, etc.)	thousand m³	752.4	676	500.17
Total Water Discharge	thousand m³	752.4	676	500.17

WATER PROVIDED FOR REUSE

Indicator	Unit	2023	2024	2025
Water supplied to other organizations (m³)	thousand m³	0	0	0

WATER DISCHARGE BY WATER TYPE (THOUSAND M³)

Water Type	Unit	2023	2024	2025
Freshwater (≤1,000 mg/L TDS)	thousand m³	0	0	0
Other Water (>1,000 mg/L TDS)	thousand m³	752.4	676	500.17
Total	thousand m³	752.4	676	500.17

WATER DISCHARGE IN WATER-STRESSED AREAS

Water Type	Unit	2023	2024	2025
Freshwater (≤1,000 mg/L TDS)	thousand m³	0	0	0
Other Water (>1,000 mg/L TDS)	thousand m³	752.4	676	500.17
Total (Water-Stressed Areas)	thousand m³	752.4	676	500.17

TOTAL WATER CONSUMPTION

Indicator	Unit	2023	2024	2025
Total Water Consumption	Thousand m³	792	737.54	753,87

WATER CONSUMPTION IN WATER-STRESSED AREAS

Indicator	Unit	2023	2024	2025
Water Consumption in Water-Stressed Areas	Thousand m³	792	737.54	753.87

CHANGE IN WATER STORAGE

Indicator	Unit	2023	2024	2025
Opening Water Storage	thousand m^3	0	0	0
Closing Water Storage	thousand m^3	0	0	0
Change in Water Storage	thousand m^3	0	0	0

BIODIVERSITY PERFORMANCE INDICATORS

BIODIVERSITY

Number of facilities located in biodiversity conservation areas	Unit	2023	2024	2025
Areas under legal protection	Number	0	0	0
UNESCO World Heritage Sites	Number	0	0	0
UNESCO Man and the Biosphere Program Reserves	Number	0	0	0
Ramsar Sites	Number	0	0	0
Key Biodiversity Areas	Number	4	4	3
Other	Number	0	0	0

RESOURCE MANAGEMENT AND CIRCULARITY

PACKAGING MATERIALS USAGE

Materials used for packaging	Unit	2023	2024	2025
Plastic (plastic bags, etc.)	kg	0	243	239
Paper (paper bags, etc.)	kg	0	241	9

HAZARDOUS WASTE

Hazardous Waste	Unit	2023	2024	2025
Amount of waste recovered for energy	kg	0	0	0
Amount of waste recycled	kg	0	0	0
Amount of waste sent to landfill/solid waste disposal site	kg	14,926	8,842	15,040
Total amount of e-waste	kg	0	0	0
Total amount of hazardous waste	kg	14,926	8,842	15,040

NON-HAZARDOUS WASTE

Non-Hazardous Waste	Unit	2023	2024	2025
Amount of waste recovered for energy	kg	0	0	0
Amount of waste recycled	kg	0	0	0
Amount of waste sent to landfill/solid waste disposal site	kg	17,905	10,873	4,150
Total amount of non-hazardous waste	kg	17,905	10,873	4,150
Waste recovery rate	%	0	0	0

WASTE MANAGEMENT SUMMARY

Waste Management	Unit	2023	2024	2025
Total amount of waste	kg	32,831	19,715	19,190
Waste recycling rate	%	0	0	0
Waste reduction target	%	4	8	16
Amount of non-recycled waste	kg	32,831	19,715	19,190
Percentage of non-recycled waste	%	100	100	100

MAJOR SPILLS AND LEAKAGE

Major Spills	Unit	2023	2024	2025
Total number of recorded major spills (intentional and accidental oil and other hydrocarbon spills)	number	0	0	0
Total volume of recorded major spills (intentional and accidental oil and other hydrocarbon spills)	thousand barrels	0	0	0

FINANCIAL IMPACT

Financial Impact	Unit	2023	2024	2025
Green CapEx in compliance with the performance indicators in the taxonomy	TRY	2,426,054,043	2,459,194,283	1,561,710,979
Green OpEx in compliance with the performance indicators in the taxonomy	TRY	333,111,131	330,460,712	315,134,641
Energy intensity (total energy consumption per unit of net revenue) resulting from activities in sectors with a high climate impact	MWh/TRY	0.000000821	0.000000899	0.000000846
Total energy consumption resulting from activities in sectors with a high climate impact	%	100	100	100
Net revenue from operations in sectors highly affected by climate change	TRY	3,513,213,873	3,094,818,150	2,939,691,769
Net revenue from operations outside of sectors highly affected by climate change	TRY	0	0	0
Total amount of environmental R&D costs	TRY	0	0	0
Total amount of environmental costs	TRY	2,107,965,539	2,789,654,995	1,876,845,620
Total amount of environmental fines	TRY	0	0	0
Domestic carbon price	TRY	0	0	0
Current share of green capital expenditures allocated to climate-related opportunities	%, TRY	99	99	97
Percentage of revenue generated from the company's environmental products and services	%	100	100	100
Percentage of green products or services reported by the company	%	100	100	100

*All amounts reported under this heading are presented in accordance with inflation accounting. The values published in the 2024 Sustainability Report have been updated. The change is due to the inflationary environment in Türkiye. For the inflation rate see **Turkish Statistical Institute.***

EMISSIONS FROM GOODS AND SERVICES

Products, Services and Operations	Unit	2023	2024	2025
Percentage of the company's buildings that hold an environmental management system certification	%	100	100	100
Percentage of operations subject to environmental impact assessments and continuous monitoring	%	100	100	100
Percentage of green products and services reported	%	100	100	100
Percentage of transmission and distribution losses	%	n/a	n/a	n/a
Availability rate	%	98	98	98.46

KEY KPI SUMMARY

KEY KPI	Unit	2023	2024	2025
Carbon Intensity	tCO2e / Installed Capacity (MW)	4.18	4.62	3.64
Energy Intensity	GJ / Installed Capacity (MW)	28.6	27.6	20
Green Electricity	GJ / Installed Capacity (MW)	8.7	7.1	9.4
Waste Density	t / Installed Capacity (MW)	0.113	0.07	0,05

SASB ELECTRIC UTILITIES SUSTAINABILITY METRICS

SASB – Electric Utilities & Power Generators	Unit	2023	2024	2025
Gross global Scope 1 emissions, percentage covered under emissions-limiting and reporting regulations	%	Scope 1 emissions: 264.9 tCO_2e; percentage covered under emissions-limiting and reporting regulations: 0	Scope 1 emissions: 543.19 tCO_2e; percentage covered under emissions-limiting and reporting regulations: 0	Scope 1 emissions: 419.85 tCO_2e ✓; percentage covered under emissions-limiting and reporting regulations: 0
GHG emissions from electricity distribution	tCO_2e	19.3822	15.74	24.44
Number of customers served in markets subject to renewable portfolio standards (RPS)	Number	4	4	4
Percentage fulfillment of RPS targets by market	%	100	100	100
Air emissions of the following pollutants: (1) Nitrogen Oxides – NOx (excluding N_2O), (2) Sulfur Oxides – SOx, (3) particulate matter (PM10), (4) lead (Pb) and (5) mercury (Hg)	Metric tonnes (t)	0	0	0
Number of non-compliance incidents relating to physical security and/or cybersecurity standards or regulatory obligations	Number	0	0	0
Energy consumption per employee	MWh	51.7	41.5	37.1
Amount of coal combustion residuals (CCR) generated from coal combustion, percentage recycled	%	Galata Wind generates electricity using only wind and solar energy.		
Total number of coal combustion residual (CCR) impoundments, broken down by hazard potential classification and structural integrity assessment	Number	Galata Wind does not sell electricity directly to consumers.		
Average retail electricity rates for (1) residential, (2) commercial and (3) industrial customers	TRY	Galata Wind does not sell electricity directly to consumers.		
Typical monthly electricity bill for residential customers for (1) 500 kWh and (2) 1,000 kWh of electricity consumption	Invoice Frequency	Galata Wind does not sell electricity directly to consumers.		
Number of residential customer electric connections disconnected for non-payment, percentage reconnected within 30 days	%	Galata Wind does not sell electricity directly to consumers.		
Percentage of electric load served by smart grid technology	Percentage by megawatt hour (%) (MWh)	Galata Wind does not sell electricity directly to consumers.		
Percentage of electric utility revenues from rate structures that (1) are decoupled and (2) contain a lost revenue adjustment mechanism (LRAM)	%	Galata Wind does not sell electricity directly to consumers.		
Customer electricity savings from efficiency measures, broken down by market	MWh	Galata Wind does not sell electricity directly to consumers.		

SASB – Electric Utilities & Power Generators	Unit	2023	2024	2025
Total number of nuclear power units, broken down by U.S. Nuclear Regulatory Commission (NRC) Action Matrix Column	Number	Galata Wind generates electricity using only wind and solar energy.		
Total number of nuclear power units, broken down by U.S. Nuclear Regulatory Commission (NRC) Action Matrix Column	Duration in minutes	(1)n/a (2)n/a (3)n/a Galata Wind does not sell electricity directly to consumers.		
Number of significant event days included in (1) System Average Interruption Duration Index (SAIDI), (2) System Average Interruption Frequency Index (SAIFI) and (3) Customer Average Interruption Duration Index (CAIDI)	Figure	(1)0 (2)0 (3)0 Galata Wind does not sell electricity directly to consumers.		
Number of customers served with (1) residential, (2) commercial and (3) industrial electricity distribution services	Number	Electricity generated from SPPs for retail and sold to YEPAŞ and ARAS EPSAŞ was calculated as 51,139 MWh. The amount of electricity distributed to wholesale customers was calculated based on electricity generated from WPPs and sold to EPİAŞ under bilateral agreements and amounted to 678,475 MWh.	Electricity generated from SPPs for retail and sold to YEPAŞ and ARAS EPSAŞ was calculated as 52,230 MWh. The amount of electricity distributed to wholesale customers was calculated based on electricity generated from WPPs and sold to EPİAŞ under bilateral agreements and amounted to 757,891 MWh.	Electricity generated from SPPs for retail and sold to YEPAŞ and ARAS EPSAŞ was calculated as 54,126 MWh. The amount of electricity distributed to wholesale customers was calculated based on electricity generated from WPPs and sold to EPİAŞ under bilateral agreements and amounted to 826,844.8 MWh.
Total amount of electricity distributed to (1) residential, (2) commercial and (3) industrial customers and (4) all other retail and (5) wholesale customers	MWh	Electricity generated from SPPs for retail and sold to YEPAŞ and ARAS EPSAŞ was calculated as 51,139 MWh. The amount of electricity distributed to wholesale customers was calculated based on electricity generated from WPPs and sold to EPİAŞ under bilateral agreements and amounted to 678,475 MWh.	Electricity generated from SPPs for retail and sold to YEPAŞ and ARAS EPSAŞ was calculated as 52,230 MWh. The amount of electricity distributed to wholesale customers was calculated based on electricity generated from WPPs and sold to EPİAŞ under bilateral agreements and amounted to 757,891 MWh.	Electricity generated from SPPs for retail and sold to YEPAŞ and ARAS EPSAŞ was calculated as 54,126 MWh. The amount of electricity distributed to wholesale customers was calculated based on electricity generated from WPPs and sold to EPİAŞ under bilateral agreements and amounted to 826,844.8 MWh.
Length of transmission and distribution lines	km	Galata Wind does not sell electricity directly to consumers. Galata Wind neither owns nor operates electricity transmission or distribution lines.		
Total electricity generated, percentage by major energy source, percentage in regulated markets	MWh, %	Total generation: 729,613.588 MWh Total generation from WPPs: 678,474.775 Share of WPPs in total generation: 93% Generation from SPPs: 51,138.813 MWh Share of SPPs in total generation: 7% Percentage in regulated markets: 100%	Total generation: 810,121.482 MWh Generation from WPPs: 757,891.443 MWh Share of WPPs in total generation: 93.6% Generation from SPPs: 52,230.039 MWh Share of SPPs in total generation: 6,4% Percentage in regulated markets: 100%	Total generation: 880,971 MWh Generation from WPPs: 826,844.8 MWh — Share of WPPs in total generation: 93.9% Generation from SPPs: 54,126.0 MWh — Share of SPPs in total generation: 6.1% Percentage in regulated markets: 100%
Total electricity purchased wholesale	MWh	67.4 MWh. Amount of electricity purchased for the Head Office building.	73.8 MWh. Amount of electricity purchased for the Head Office building.	75.8 MWh. Amount of electricity purchased for the Head Office building.

HUMAN RESOURCES AND SOCIAL IMPACT PERFORMANCE INDICATORS

A digital calculation tool has been introduced to strengthen consistency in the calculation and reporting of human resources data. As part of this process, calculation methodologies have been reviewed and updated where necessary in line with relevant reporting standards, particularly the GRI Standards. The standardisation of data processing and calculation procedures has resulted in differences in certain indicators compared with the previous reporting period. The Human Resources Reporting Guide, outlining the updated calculation methodologies and reporting principles, has been shared.

WORKFORCE COMPOSITION

Metrics	Unit	2023	2024	2025
Total Employees (Excluding Interns and Part-time Employees)	Employees	55	66	66
Average Employees (Excluding Interns and Part-time Employees)	Employees	56	59.67	65.08
Total Employees	Employees	56	68	67
Average Employees	Employees	57	61.25	66.58
Total Full-Time Equivalent (FTE)	FTE	55.05	67.05	66.05
Average Full-Time Equivalent (FTE)	FTE	56.05	60.30	65.63

WORKFORCE BY GENDER

Indicator	Unit	2023	2024	2025
Female Employees (Excluding Interns and Part-time Employees)	Employees	15	17	18
Male Employees (Excluding Interns and Part-time Employees)	Employees	40	49	48
Female Employees	Employees	16	19	19
Male Employees	Employees	40	49	48
Female Employee Ratio	%	28.57%	27.94%	28.36%
Male Employee Ratio	%	71.43%	72.06%	71.64%

EMPLOYEES BY AGE GROUP

Indicator	Unit	2023	2024	2025
Female Employees under 30	Employees	5	7	7
Female Employees Aged 30-50	Employees	11	11	11
Female Employees Over 50	Employees	0	1	1
Male Employees under 30	Employees	4	6	5
Male Employees Aged 30-50	Employees	31	38	37
Male Employees Over 50	Employees	5	5	6
Total Employees under 30	Employees	9	13	12
Total Employees Aged 30-50	Employees	42	49	48
Total Employees Over 50	Employees	5	6	7
Percentage of Employees under 30	%	16.07%	19.12%	17.91%
Percentage of Employees Aged 30-50	%	75.00%	72.06%	71.64%
Percentage of Employees over 50	%	8.93%	8.82%	10.45%

EMPLOYEES BY EDUCATION LEVEL

Indicator	Unit	2023	2024	2025
Female Employees with Primary Education	Employees	0	0	0
Female Employees with High School Education (Including Associate Degree)	Employees	1	2	1
Female Employees with University Degree or Higher	Employees	15	17	18
Female Employees with No Formal Education	Employees	0	0	0
Male Employees with Primary Education	Employees	4	3	3
Male Employees with High School Education (Including Associate Degree)	Employees	19	21	20
Male Employees with University Degree or Higher	Employees	17	25	25
Male Employees with No Formal Education	Employees	0	0	0
Total Employees with Primary Education	Employees	4	3	3
Total Employees with High School Education (Including Associate Degree)	Employees	20	23	21
Total Employees with University Degree or Higher	Employees	32	42	43
Total Employees with No Formal Education	Employees	0	0	0

EMPLOYEES BY EMPLOYMENT STATUS

Indicator	Unit	2023	2024	2025
Full-Time Female Employees	Employees	15	18	18
Part-Time Female Employees	Employees	1	1	1
Full-Time Male Employees	Employees	40	49	48
Part-Time Male Employees	Employees	0	0	0
Total Full-Time Employees	Employees	55	67	66
Total Part-Time Employees	Employees	1	1	1

WORKFORCE BY EMPLOYEE CATEGORY

Indicator	Unit	2023	2024	2025
Female blue-collar employees	Employees	0	0	0
Female White-Collar Employees	Employees	16	19	19
Female Gray-Collar Employees	Employees	0	0	0
Male Blue-Collar Employees	Employees	3	2	2
Male White-Collar Employees	Employees	16	24	25
Male Gray-Collar Employees	Employees	21	23	21
Total Blue-Collar Employees	Employees	3	2	2
Total White-Collar Employees	Employees	32	43	44
Total Gray-Collar Employees	Employees	21	23	21
Percentage of Blue-Collar Employees	%	5.36%	2.94%	2.99%
Percentage of White-Collar Employees	%	57.14%	63.24%	65.67%
Percentage of Gray-Collar Employees	%	37.50%	33.82%	31.34%

WORKFORCE BY LENGTH OF SERVICE

Indicator	Unit	2023	2024	2025
Female Employees with 0–5 Years of Service	Employees	11	13	13
Female Employees with 5-10 Years of Service	Employees	3	3	2
Female Employees with 10 Years or More of Service	Employees	2	3	4
Male Employees with 0–5 Years of Service	Employees	21	31	29
Male Employees with 5-10 Years of Service	Employees	7	6	7
Male Employees with 10 Years or More of Service	Employees	12	12	12
Total Employees with 0–5 Years of Service	Employees	32	44	42
Total Employees with 5-10 Years of Service	Employees	10	9	9
Total Employees with 10 Years or More of Service	Employees	14	15	16
Percentage of Employees with 0–5 Years of Service	%	57.14%	64.71%	62.69%
Percentage of Employees with 5-10 Years of Service	%	17.86%	13.24%	13.43%
Percentage of Employees with 10 Years or More of Service	%	25.00%	22.06%	23.88%
Female Employees with Average Length of Service	Year	5.23	4.55	5.50
Male Employees with Average Length of Service	Year	6.27	5.46	6.13
Total Employees with Average Length of Service	Year	5.97	5.20	5.95

EMPLOYEE DISTRIBUTION BY MANAGEMENT LEVEL

Indicator	Unit	2023	2024	2025
Female Senior Level Executives	Employees	2	2	2
Female Mid-Level Executives	Employees	3	5	5
Female Executives	Employees	3	2	2
Female Officers/Asst. Officers/ Specialists/Asst. Specialists	Employees	8	9	10
Female Interns	Employees	0	1	0
Male Senior Level Executives	Employees	4	4	4
Male Mid-Level Executives	Employees	3	4	4
Male Executives	Employees	5	7	9
Male Officers/Asst. Officers/ Specialists/Asst. Specialists	Employees	28	34	31
Male Interns	Employees	0	0	0
Total Senior Level Executives	Employees	6	6	6
Total Mid-Level Executives	Employees	6	9	9
Total Executives	Employees	8	9	11
Total Officers/Asst. Officers/ Specialists/Asst. Specialists	Employees	36	43	41
Total Interns	Employees	0	1	0
Female Senior Level Executives under 30	Employees	0	0	0
Female Mid-Level Executives under 30	Employees	0	0	0
Female Executives under 30	Employees	0	0	0
Female Officers/Asst. Officers/ Specialists/Asst. Specialists under 30	Employees	4	6	5
Female Interns under 30	Employees	0	1	0
Female Senior-Level Executives Aged 30-50	Employees	2	2	2
Female Mid-Level Executives Aged 30-50	Employees	3	5	5
Female Executives Aged 30-50	Employees	3	2	2
Female Officers/Asst. Officers/ Specialists/Asst. Specialists Aged 30-50	Employees	3	2	2
Female Interns Aged 30-50	Employees	0	0	0
Female Senior Level Executives Over 50	Employees	0	0	0
Female Mid-Level Executives Over 50	Employees	0	0	0
Female Executives over 50	Employees	0	0	0
Female Officers/Asst. Officers/ Specialists/Asst. Specialists over 50	Employees	0	1	1
Female Interns over 50	Employees	0	0	0

Indicator	Unit	2023	2024	2025
Male Senior Level Executives under 30	Employees	0	0	0
Male Mid-Level Executives under 30	Employees	0	0	0
Male Executives under 30	Employees	0	0	0
Male Officers/Asst. Officers/ Specialists/Asst. Specialists under 30	Employees	5	7	6
Male Interns under 30	Employees	0	0	0
Male Senior-Level Executives Aged 30-50	Employees	4	4	4
Male Mid-Level Executives Aged 30-50	Employees	3	4	4
Male Executives Aged 30-50	Employees	3	5	7
Male Officers/Asst. Officers/ Specialists/Asst. Specialists Aged 30-50	Employees	21	25	22
Male Interns Aged 30-50	Employees	0	0	0
Male Senior Level Executives Over 50	Employees	0	0	0
Male Mid-Level Executives Over 50	Employees	0	0	0
Male Executives over 50	Employees	2	2	2
Male Officers/Asst. Officers/ Specialists/Asst. Specialists over 50	Employees	3	3	4
Male Interns over 50	Employees	0	0	0
Total Senior Level Executives under 30	Employees	0	0	0
Total Mid-Level Executives under 30	Employees	0	0	0
Total Executives under 30	Employees	0	0	0
Total Officers/Asst. Officers/ Specialists/Asst. Specialists under 30	Employees	9	12	12
Total Interns under 30	Employees	0	1	0
Total Senior-Level Executives Aged 30-50	Employees	6	6	6
Total Mid-Level Executives Aged 30-50	Employees	6	9	9
Total Executives Aged 30-50	Employees	6	7	9
Total Officers/Asst. Officers/ Specialists/Asst. Specialists Aged 30-50	Employees	24	27	24
Total Interns Aged 30-50	Employees	0	0	0
Total Senior Level Executives over 50	Employees	0	0	0
Total Mid-Level Executives Over 50	Employees	0	0	0
Total Executives over 50	Employees	2	2	2
Total Officers/Asst. Officers/Specialists/Asst. Specialists over 50	Employees	3	4	5
Total Interns over 50	Employees	0	0	0

Indicator	Unit	2023	2024	2025
Female Senior Level Executives with 0–5 Years of Service	Employees	1	1	1
Female Mid-Level Executives with 0–5 Years of Service	Employees	2	3	3
Female Executives with 0–5 Years of Service	Employees	1	1	1
Female Officers / Assistant Officers / Specialists / Assistant Specialists with 0–5 Years of Service	Employees	7	7	8
Female Interns with 0–5 Years of Service	Employees	0	1	0
Female Senior Level Executives with 5-10 Years of Service	Employees	0	0	0
Female Mid-Level Executives with 5-10 Years of Service	Employees	1	1	1
Female Executives with 5-10 Years of Service	Employees	1	0	0
Female Officers / Assistant Officers / Specialists / Assistant Specialists with 5-10 Years of Service	Employees	1	2	1
Female Interns with 5-10 Years of Service	Employees	0	0	0
Female Senior Level Executives with 10 Years or More of Service	Employees	1	1	1
Female Mid-Level Executives with 10 Years or More of Service	Employees	0	1	1
Female Executives with 10 Years or More of Service	Employees	1	1	1
Female Officers / Assistant Officers / Specialists / Assistant Specialists with 10 Years or More of Service	Employees	0	0	1
Female Interns with 10 Years or More of Service	Employees	0	0	0
Male Senior Level Executives with 0–5 Years of Service	Employees	1	1	1
Male Mid-Level Executives with 0–5 Years of Service	Employees	3	3	2
Male Executives with 0–5 Years of Service	Employees	3	5	6
Male Officers / Assistant Officers / Specialists / Assistant Specialists with 0–5 Years of Service	Employees	14	22	20
Male Interns with 0–5 Years of Service	Employees	0	0	0
Male Senior Level Executives with 5-10 Years of Service	Employees	1	1	1
Male Mid-Level Executives with 5-10 Years of Service	Employees	0	1	2
Male Executives with 5-10 Years of Service	Employees	2	2	3
Male Officers / Assistant Officers / Specialists / Assistant Specialists with 5-10 Years of Service	Employees	4	2	1
Male Interns with 5-10 Years of Service	Employees	0	0	0
Male Senior Level Executives with 10 Years or More of Service	Employees	2	2	2
Male Mid-Level Executives with 10 Years or More of Service	Employees	0	0	0
Male Executives with 10 Years or More of Service	Employees	0	0	0
Male Officers / Assistant Officers / Specialists / Assistant Specialists with 10 Years or More of Service	Employees	10	10	10
Male Interns with 10 Years or More of Service	Employees	0	0	0

Indicator	Unit	2023	2024	2025
Total Senior Level Executives with 0–5 Years of Service	Employees	2	2	2
Total Mid-Level Executives with 0–5 Years of Service	Employees	5	6	5
Total Executives with 0–5 Years of Service	Employees	4	6	7
Total Officers / Assistant Officers / Specialists / Assistant Specialists with 0–5 Years of Service	Employees	21	29	28
Total Interns with 0–5 Years of Service	Employees	0	1	0
Total Senior Level Executives with 5-10 Years of Service	Employees	1	1	1
Total Mid-Level Executives with 5-10 Years of Service	Employees	1	2	3
Total Executives with 5-10 Years of Service	Employees	3	2	3
Total Officers / Assistant Officers / Specialists / Assistant Specialists with 5-10 Years of Service	Employees	5	4	2
Total Interns with 5-10 Years of Service	Employees	0	0	0
Total Senior Level Executives with 10 Years or More of Service	Employees	3	3	3
Total Mid-Level Executives with 10 Years or More of Service	Employees	0	1	1
Total Executives with 10 Years or More of Service	Employees	1	1	1
Total Officers / Assistant Officers / Specialists / Assistant Specialists with 10 Years or More of Service	Employees	10	10	11
Total Interns with 10 Years or More of Service	Employees	0	0	0
Percentage of Female Executives Among All Executives	%	40.00%	37.50%	34.62%
Percentage of Male Executives Among All Executives	%	60.00%	62.50%	65.38%
Percentage of Female Executives Among All Employees	%	14.29%	13.24%	13.43%
Percentage of Male Executives Among All Employees	%	21.43%	22.06%	25.37%

BOARD OF DIRECTORS AND EXECUTIVE COMMITTEE COMPOSITION

Indicator	Unit	2023	2024	2025
Female Board and Executive Committee Members	Employees	2	2	2
Male Board and Executive Committee Members	Employees	7	7	7
Board and Executive Committee Members with 0–5 Years of Service	Employees	7	7	5
Board and Executive Committee Members with 5–10 Years of Service	Employees	0	0	2
Board and Executive Committee Members with 10 or More Years of Service	Employees	2	2	2
Total Board and Executive Committee Members	Employees	9	9	9
Female Board and Executive Committee Member Ratio	%	22.22%	22.22%	22.22%
Male Board and Executive Committee Member Ratio	%	77.78%	77.78%	77.78%
Percentage of Board and Executive Committee Members with 0–5 Years of Service	%	77.78%	77.78%	55.56%
Percentage of Board and Executive Committee Members with Between 5 and 10 Years of Service	%	0.00%	0.00%	22.22%
Percentage of Board and Executive Committee Members with 10 or More Years of Service	%	22.22%	22.22%	22.22%
Board of Directors Members Aged Under 30	Employees	0	0	0
Board of Directors Members Aged 30–50	Employees	3	3	3
Board of Directors Members Aged Over 50	Employees	2	2	2

Age-related data is disclosed only for members of the Board of Directors.

EMPLOYEES BY CONTRACT TYPE

Indicator	Unit	2023	2024	2025
Female Employees with Employment Contract of Indefinite Duration/Permanent Female Employees	Employees	16	19	19
Female Employees with Temporary Employment Contract	Employees	0	0	0
Number of Female Employees Covered by Collective Bargaining Agreement	Employees	0	0	0
Seasonal and Temporary Female Employees	Employees	0	0	0
Male Employees with Employment Contract of Indefinite Duration/Permanent Male Employees	Employees	41	50	48
Male Employees with Temporary Employment Contract	Employees	0	0	0
Number of Male Employees Covered by Collective Bargaining Agreement	Employees	0	0	0
Seasonal and Temporary Male Employees	Employees	0	0	0
Total Employees with Employment Contract of Indefinite Duration/Permanent Employees	Employees	57	69	67
Total Employees with Temporary Employment Contract	Employees	0	0	0
Total Employees Covered by Collective Bargaining Agreement	Employees	0	0	0
Total Seasonal and Temporary Employees	Employees	0	0	0
Percentage of Employees Covered by Collective Bargaining Agreement	%	0.00%	0.00%	0.00%

EMPLOYEES BY REGION

Indicator	Unit	2023	2024	2025
Female Employees – Marmara Region	Employees	16	18	18
Female Employees – Aegean Region	Employees	0	0	0
Female Employees – Mediterranean Region	Employees	0	1	1
Female Employees – Central Anatolia Region	Employees	0	0	0
Female Employees – Eastern Anatolia Region	Employees	0	0	0
Female Employees – Southeastern Anatolia Region	Employees	0	0	0
Female Employees – Black Sea Region	Employees	0	0	0
Male Employees – Marmara Region	Employees	29	38	38
Male Employees – Aegean Region	Employees	0	0	0
Male Employees – Mediterranean Region	Employees	9	8	7
Male Employees – Central Anatolia Region	Employees	0	0	0
Male Employees – Eastern Anatolia Region	Employees	2	3	3
Male Employees – Southeastern Anatolia Region	Employees	0	0	0
Male Employees – Black Sea Region	Employees	0	0	0
Total Employees – Marmara Region	Employees	45	56	56
Total Employees – Aegean Region	Employees	0	0	0
Total Employees – Mediterranean Region	Employees	9	9	8
Total Employees – Central Anatolia Region	Employees	0	0	0
Total Employees – Eastern Anatolia Region	Employees	2	3	3
Total Employees – Southeastern Anatolia Region	Employees	0	0	0
Total Employees – Black Sea Region	Employees	0	0	0

EMPLOYEES WITH DISABILITIES

Indicator	Unit	2023	2024	2025
Female Employees with Disabilities	Employees	0	0	0
Male Employees with Disabilities	Employees	1	1	0
Total Employees with Disabilities	Employees	1	1	0
Percentage of Employees with Disabilities	%	1.79%	1.47%	0.00%
Total number of employees with disabilities required by law to be employed	Employees	0	0	0

WORKFORCE BY EMPLOYEE TYPE

Indicator	Unit	2023	2024	2025
Subcontracted Female Employees	Employees	0	0	0
Female Contractor Employees	Employees	0	3	0
Subcontracted Male Employees	Employees	39	195	58
Male Contractor Employees	Employees	19	58	164
Total Subcontracted Employees	Employees	39	195	58
Total Contractor Employees	Employees	19	61	164

NEW HIRES

Indicator	Unit	2023	2024	2025
Female New Hires	Employees	2	6	1
Male New Hires	Employees	9	11	2
Percentage of Female New Hires	%	18.18%	35.29%	33.33%
Percentage of Male New Hires	%	81.82%	64.71%	66.67%
New Hires under 30	Employees	3	5	1
New Hires Aged 30-50	Employees	7	12	2
New Hires Over 50	Employees	1	0	0
Senior Level Executive New Hires	Employees	1	0	0
Mid-Level Executive New Hires	Employees	0	3	0
Executive New Hires	Employees	1	3	2
Officer/Asst. Officer/Specialist/Asst. Specialist New Hires	Employees	9	10	1
Intern New Hires	Employees	0	1	0
Total New Hires	Employees	11	17	3

EMPLOYEES LEAVING THE COMPANY

Indicator	Unit	2023	2024	2025
Female Employees Leaving the Company	Employees	1	3	1
Male Employees Leaving the Company	Employees	8	2	3
Employees Leaving the Company – Under 30	Employees	2	1	2
Employees Leaving the Company – Aged 30–50	Employees	3	3	2
Employees Leaving the Company – Over 50	Employees	4	1	0
Senior Level Executives Leaving the Company	Employees	0	0	0
Mid-Level Executives Leaving the Company	Employees	0	0	0
Executives Leaving the Company	Employees	1	2	0
Officers/Asst. Officers/ Specialists/Asst. Specialists Leaving the Company	Employees	8	3	3
Interns Leaving the Company	Employees	0	0	1
Employees Leaving the Company – 0–5 Years of Service	Employees	3	2	3
Employees Leaving the Company – 5-10 Years of Service	Employees	1	1	0
Employees Leaving the Company – 10 Years or More of Service	Employees	5	2	1
Total Employees Leaving the Company	Employees	9	5	4
Employees Leaving the Company Due to Retirement	Employees	3	1	0
Employees Leaving the Company Due to Death	Employees	0	1	0
Employees Leaving the Company Due to Transfer	Employees	0	2	0
Employees Leaving the Company for Other Reasons	Employees	4	0	2
Ratio of Female Employees Leaving the Company (to Total Workforce)	%	1.79%	4.41%	1.49%
Ratio of Male Employees Leaving the Company (to Total Workforce)	%	14.29%	2.94%	4.48%
Total Open Positions	Employees	0	0	0

One female employee who left the company was in an intern position and left because her internship was completed.
One male employee who left the company transferred to our overseas company.

EMPLOYEES VOLUNTARILY LEAVING THE COMPANY

Indicator	Unit	2023	2024	2025
Female Employees Voluntarily Leaving the Company	Employees	0	1	0
Male Employees Voluntarily Leaving the Company	Employees	2	0	2
Employees Voluntarily Leaving the Company – Under 30	Employees	2	0	1
Employees Voluntarily Leaving the Company – Aged 30–50	Employees	0	1	1
Employees Voluntarily Leaving the Company – Over 50	Employees	0	0	0
Senior Level Executives Voluntarily Leaving the Company	Employees	0	0	0
Mid-Level Executives Voluntarily Leaving the Company	Employees	0	0	0
Executives Voluntarily Leaving the Company	Employees	0	1	0
Officer/Asst. Officer/Specialist/Asst. Specialist Employees Voluntarily Leaving the Company	Employees	2	0	2
Interns Voluntarily Leaving the Company	Employees	0	0	0
Employees Voluntarily Leaving the Company – 0–5 Years of Service	Employees	2	1	1
Employees Voluntarily Leaving the Company – 5-10 Years of Service	Employees	0	0	0
Employees Voluntarily Leaving the Company – 10 Years or More of Service	Employees	0	0	1
Total Employees Voluntarily Leaving the Company	Number	2	1	2

POSITIONS FILLED WITH INTERNAL CANDIDATES

Indicator	Unit	2023	2024	2025
Female Employees Promoted Internally	Number	0	1	1
Female Employees Promoted	Number	2	1	1
Male Employees Promoted Internally	Number	0	1	1
Male Employees Promoted	Number	2	1	1
Total Employees Promoted Internally	Number	6	2	2
Total Employees Promoted	Number	4	2	2
Positions Filled by Internal Candidates as a Percentage of New Hires	%	36.4	11.8	66.7

EMPLOYEE TURNOVER RATE

Indicator	Unit	2023	2024	2025
Voluntary Turnover Rate for Female Employees	%	0,00%	1,63%	0,00%
Turnover Rate for Female Employees	%	1,75%	4,90%	1,50%
Voluntary Turnover Rate for Male Employees	%	3,51%	0,00%	3,00%
Turnover Rate for Male Employees	%	14,04%	3,27%	4,51%
Voluntary Turnover Rate for Employees under 30	%	3,51%	0,00%	1,50%
Turnover Rate for Employees under 30 due to Reasons Other Than Resignation	%	0,00%	1,63%	1,50%
Total Turnover Rate for Employees under 30	%	3,51%	1,63%	3,00%
Voluntary Turnover Rate for Employees Aged 30-50	%	0,00%	1,63%	1,50%
Turnover Rate for Employees Aged 30-50 due to Reasons Other Than Resignation	%	5,26%	3,27%	1,50%
Total Turnover Rate for Employees Aged 30-50	%	5,26%	4,90%	3,00%
Voluntary Turnover Rate for Employees over 50	%	0,00%	0,00%	0,00%
Turnover Rate for Employees above 50 due to Reasons Other Than Resignation	%	7,02%	1,63%	0,00%
Total Turnover Rate for Employees over 50	%	7,02%	1,63%	0,00%
Voluntary Turnover Rate for Senior Executives	%	0,00%	0,00%	0,00%
Turnover Rate for Senior Executives Due to Reasons Other Than Resignation	%	0,00%	0,00%	0,00%
Total Turnover Rate for Senior Executives	%	0,00%	0,00%	0,00%
Voluntary Turnover Rate for Mid-level Executives	%	0,00%	0,00%	0,00%
Turnover Rate for Mid-level Executives Due to Reasons Other Than Resignation	%	0,00%	0,00%	0,00%
Total Turnover Rate for Mid-level Executives	%	0,00%	0,00%	0,00%
Total Voluntary Turnover Rate for Employees	%	3,51%	1,63%	3,00%
Total Turnover Rate for Employees Leaving due to Reasons Other Than Resignation	%	12,28%	6,53%	3,00%
Turnover Rate for High-Potential Employees	%	0,00%	0,00%	0,00%
Total Employee Turnover Rate	%	15,79%	8,16%	6,01%
Backup Ratio	%	80,00%	80,00%	100,00%

EMPLOYEE LEAVES

Indicator	Unit	2023	2024	2025
Female Employees Taking Maternity Leave	Employees	0	0	0
Female Employees Returning from Maternity Leave	Employees	0	0	0
Female Employees Who Remained Employed for at Least 12 Months After Returning from Maternity/Parental Leave	Employees	0	0	0
Male Employees Taking Paternity Leave	Employees	1	2	1
Male Employees Returning from Paternity Leave	Employees	1	2	1
Male Employees Who Remained Employed for at Least 12 Months After Returning from Paternity/Parental Leave	Employees	0	1	3
Total Employees Who Remained Employed for at Least 12 Months After Returning from Maternity/Paternity/Parental Leave	Employees	0	1	3
Duration of Parental Leave (Paid) for Female Employees	Weeks	16	16	16
Duration of Parental Leave (Paternal Leave) (Paid) for Male Employees	Days	10	10	10
Female Employees Eligible for Family-Related Leave and Taking Leave	Employees	0	0	0
Male Employees Eligible for Family-Related Leave and Taking Leave	Employees	1	2	1
Total Employees Eligible for Family-Related Leave and Taking Leave	Employees	1	2	1
Percentage of Female Employees Eligible for Family-Related Leave and Taking Leave	%	0.00%	0.00%	0.00%
Percentage of Male Employees Eligible for Family-Related Leave and Taking Leave	%	2.50%	4.08%	2.08%
Percentage of Total Employees Eligible for Family-Related Leave and Taking Leave	%	1.79%	2.94%	1.49%

EMPLOYEE LOYALTY AND PERFORMANCE

Indicator	Unit	2023	2024	2025
Employee Loyalty Score	%	83.00%	82.00%	88.00%
Female Employees Receiving Performance Evaluations	Employees	16	19	18
Male Employees Receiving Performance Evaluations	Employees	18	26	23
Blue-Collar Employees Receiving Performance Evaluations	Employees	0	0	0
White-Collar Employees Receiving Performance Evaluations	Employees	34	45	41
Gray-Collar Employees Receiving Performance Evaluations	Employees	0	0	0
Female White-Collar Employees Receiving Performance Evaluations	Employees	16	19	18
Male White-Collar Employees Receiving Performance Evaluations	Employees	0	0	0
Female Gray-Collar Employees Receiving Performance Evaluations	Employees	0	0	0
White-Collar Male Employees Receiving Performance Evaluations	Employees	18	26	23
Blue-Collar Male Employees Receiving Performance Evaluations	Employees	0	0	0
Gray-Collar Male Employees Receiving Performance Evaluations	Employees	0	0	0
Senior Executives Receiving Performance Evaluations	Employees	4	5	6
Total Mid-level Executives Receiving Performance Evaluations	Employees	21	11	19
Total Executives Receiving Performance Evaluations	Employees	-	0	25
Total Officers/Asst. Officers/ Specialists/Asst. Specialists Receiving Performance Evaluations	Employees	-	10	15
Total Interns Receiving Performance Evaluations	Employees	0	0	0
Total Employees Receiving Performance Evaluations	Employees	34	45	41
Percentage of Female Employees Receiving Performance Evaluations	%	100.00%	100.00%	94.74%
Percentage of Male Employees Receiving Performance Evaluations	%	45.00%	53.06%	47.92%
Percentage of Total Employees Receiving Performance Evaluations	%	60.71%	66.18%	61.19%
Performance Evaluation Frequency	Frequency	Once a year	Once a year	Once a year

REMOTE WORK

Indicator	Unit	2023	2024	2025
Female Employees Working Remotely	Employees	15	18	19
Male Employees Working Remotely	Employees	15	25	25
Total Employees Working Remotely	Employees	30	43	44
Average Number of Remote Workdays per Female Employee	Days	48	48	53
Average Number of Remote Workdays per Male Employee	Days	48	48	53
Average Number of Remote Workdays per Employee	Days	48	48	53

EMPLOYEE TRAINING AND DEVELOPMENT

Indicator	Unit	2023	2024	2025
Total Training Hours for Female Employees	Hours	724	1,736	596
Total Training Hours for Male Employees	Hours	2,053	4,029	1,510
Total Training Hours for Blue-Collar Employees	Hours	362	339	66
Total Training Hours for White-Collar Employees	Hours	2,087	4,838	1,141.50
Total Training Hours for Gray-Collar Employees	Hours	328	588	854.50
Total Training Hours for Female Blue-Collar Employees	Hours	14	0	0
Total Training Hours for Male Blue-Collar Employees	Hours	348	339	66
Total Training Hours for Female White-Collar Employees	Hours	710	1,736	596
Total Training Hours for Male White-Collar Employees	Hours	1,377	3,102	545.50
Total Training Hours for Female Gray-Collar Employees	Hours	0	0	0
Total Training Hours for Male Gray-Collar Employees	Hours	328	588	854.50
Total Training Hours for Senior Executives	Hours	121	36	20
Total Training Hours for Mid-level Executives	Hours	512.50	3,412	121
Total Training Hours for Executives	Hours	0		239.50
Officer/Asst. Officer/Specialist/Asst. Specialist Total Training Hours	Hours	651	1,367	1,680
Total Training Hours	Hours	2,777	5,765	106
Training Hours per Female Employee	Person/Hour	45.25	91.37	31.37
Training Hours per Male Employee	Person/Hour	51.33	82.22	30.54
Training Hours per Blue-Collar Employee	Person/Hour	120.67	169.50	33
Training Hours per White-Collar Employee	Person/Hour	65.22	112.51	25.94

Indicator	Unit	2023	2024	2025
Training Hours per Gray-Collar Employee	Person/Hour	15.62	25.57	40.69
Training Hours per Female Blue-Collar Employee	Person/Hour	There are no female blue-collar employees.	There are no female blue-collar employees.	There are no female blue-collar employees.
Training Hours per Male Blue-Collar Employee	Person/Hour	116	169.50	33
Training Hours per Female White-Collar Employee	Person/Hour	44.38	91.37	31.37
Training Hours per Male White-Collar Employee	Person/Hour	86	129.25	21.82
Training Hours per Female Gray-Collar Employee	Person/Hour	There are no female gray-collar employees.	There are no female gray-collar employees.	There are no female gray-collar employees.
Training Hours per Male Gray-Collar Employee	Person/Hour	15.62	25.57	40.69
Training Hours per Senior Executive	Person/Hour	20.17	6	3.33
Training Hours per Mid-level Executive	Person/Hour	85.42	379.11	13.44
Training Hours per Executive	Person/Hour	0	0	21.77
Officer/Asst. Officer/Specialist/Asst. Specialist Training Hours per Person	Person/Hour	18.08	31.79	40.98
Total Training Hours per Person	Person/Hour	49.59	83.55	32
Female Employees Receiving Environmental Training	Employees	0	10	0
Male Employees Receiving Environmental Training	Employees	0	35	1
Total Employees Receiving Environmental Training	Employees	0	45	1
Female Employees Receiving Sustainability Training	Employees	0	1	4
Male Employees Receiving Sustainability Training	Employees	0	32	2
Total Employees Receiving Sustainability Training	Employees	0	33	6
Total Environmental Training Hours for Female Employees	Hours	0	2	0
Total Environmental Training Hours for Male Employees	Hours	0	2	2.50
Total Environmental Training Hours	Hours	0	2	2.50
Total Sustainability Training Hours for Female Employees	Hours	0	3	26
Total Sustainability Training Hours for Male Employees	Hours	0	3	5.50
Total Sustainability Training Hours	Hours	0	6	31.50
Total Training Cost	TRY	419,927	576,403	607,394
Training Cost per Employee	TRY/FTE	7,492.52	9,559.53	9,254.89
Number of Employees Participating in Skill Development Programs	Employees	56	49	58
Percentage of Employees Participating in Skill Development Programs (of Total Employees)	%	100.00%	72.00%	%86,6

VOLUNTEERING

Indicator	Unit	2023	2024	2025
Total Hours Spent by Employees on Volunteer Programs	Hours	1,454	1,470	1,471
Number of Employees Participating in Volunteer Programs	Employees	24	15	45
Percentage of Employees Participating in Volunteer Programs	%	42.86%	22.00%	69.14%
Total Number of Volunteer Programs Conducted	Number	7	5	9

REMUNERATION

Indicator	Unit	2023	2024	2025
Average Hourly Wage	TRY	431.55	466.79	794.84
Percentage of Non-Permanent Employees Paid Below the Minimum Wage	%	0.00%	0.00%	0.00%
Percentage of Employees Paid Below the Applicable Minimum Wage Standard	%	0.00%	2.00%	0.00%
Gender-Based Pay Gap	%	59.59%	64.00%	52.00%
Gender Pay Gap at Board Level	%	90.28%	90.00%	57.00%
Gender Pay Gap for Senior Level Executives	%	71.80%	68.00%	30.00%
Gender-Based Pay Gap for Mid-level Executives	%	54.72%	43.00%	17.00%
Gender-Based Pay Gap for Executives	%	0.00%	0.00%	0.00%
Officer/Asst. Officer/Specialist/Asst. Specialist Gender-Based Pay Gap for Supervisors/Specialists	%	67.11%	65.00%	-7.00%
Gender-Based Pay Gap for Interns	%	0.00%	0.00%	0.00%
Female-to-Male Salary Ratio	%	38.00%	38.00%	99.00%
Female-to-Male Annual Total Salary Ratio (%)	%	42.00%	30.00%	99.00%
Total Meal Expenses	TRY	1,424,463.96	2,334,334.48	7,070,931.00
Total Employee Transportation Expenses	TRY	2,881,000.08	2,962,902.30	1,349,601.00
Total Health and Life Insurance Expenses	TRY	911,824.70	420,237.38	3,094,460.00
Total Salaries and Wages Paid to Employees and Executives	TRY	63,104,218	88,225,721	141,834,053
Pay Gap for Ethnic Minorities	TRY	0	0	0
Percentage of Employees Earning the Minimum Wage by Region	%	0.00%	0.00%	0.00%

DISCRIMINATION

Indicator	Unit	2023	2024	2025
Number of Discrimination Incidents	Number	0	0	0
Number of Significant Human Rights Issues and Incidents Related to Employees	Number	0	0	0

TOTAL NUMBER OF IDENTIFIED CASES OF VIOLATIONS INVOLVING THE RIGHTS OF LOCAL COMMUNITIES

Indicator	Unit	Number	2023	2024	2025
Percentage of Operations Subject to Social Impact Assessments	Percentage	%	0.00%	0.00%	0.00%
Percentage of Operations Where Development Programs Are Implemented Based on the Needs of Local Communities in the Regions Where You Operate	Percentage	%	0.00%	0.00%	0.00%

OHS PERFORMANCE INDICATORS
TOTAL HOURS WORKED

Metrics	Unit	Facility	2023	2024	2025
Total Working Hours for Galata Wind Female Employees	Hours	Taşpınar	2,268	2,241	2,324.5
	Hours	Mersin	0	2,000	2,324.5
	Hours	Şah	0	0	0
	Hours	Erzurum	0	0	0
	Hours	Çorum	0	0	0
	Hours	Head Office	38,264	34,016	35,752
	Hours	Total of All Facilities	40,532	38,257	40,401
Total Working Hours for Galata Wind Male Employees	Hours	Taşpınar	13,296	14,035.5	16,271.5
	Hours	Mersin	18,000	16,000	16,271.5
	Hours	Şah	14,000	14,000	16,271.5
	Hours	Erzurum	0	3,300	6,973.5
	Hours	Çorum	0	1,500	0
	Hours	Head Office	36,480	53,536	46,024.5
	Hours	Total of All Facilities	81,776	102,371.5	101,812.5
Total Working Hours for Galata Wind Employees	Hours	Taşpınar	15,564	16,276.5	18,596
	Hours	Mersin	18,000	18,000	18,596
	Hours	Şah	14,000	14,000	16,271.5
	Hours	Erzurum	0	3,300	6,973.5
	Hours	Çorum	0	1,500	0

Metrics	Unit	Facility	2023	2024	2025
	Hours	Head Office	74,744	87,552	81,776.5
	Hours	Total of All Facilities	122,308	140,628.5	142,213.5
Total Working Hours for Subcontractor Female Employees	Hours	Taşpınar	—	—	0
	Hours	Mersin	—	—	0
	Hours	Şah	—	—	0
	Hours	Erzurum	—	—	0
	Hours	Çorum	—	—	0
	Hours	Head Office	—	—	0
	Hours	Total of All Facilities	0	0	0
Total Working Hours for Subcontractor Male Employees	Hours	Taşpınar	—	—	0
	Hours	Mersin	—	—	0
	Hours	Şah	—	—	0
	Hours	Erzurum	—	—	0
	Hours	Çorum	—	—	0
	Hours	Head Office	—	—	0
	Hours	Total of All Facilities	0	0	0
Total Working Hours for Subcontractor Employees	Hours	Taşpınar	0	0	0
	Hours	Mersin	0	0	0
	Hours	Şah	0	0	0
	Hours	Erzurum	0	0	0
	Hours	Çorum	0	0	0
	Hours	Head Office	0	0	0
	Hours	Total of All Facilities	0	0	0
Total Working Hours for Contractor Female Employees	Hours	Taşpınar	—	—	0
	Hours	Mersin	—	—	0
	Hours	Şah	—	—	0
	Hours	Erzurum	—	—	0
	Hours	Çorum	—	—	0
	Hours	Head Office	—	—	0
	Hours	Total of All Facilities	0	0	0

Metrics	Unit	Facility	2023	2024	2025
Total Working Hours for Contractor Male Employees	Hours	Taşpınar	—	—	0
	Hours	Mersin	—	—	0
	Hours	Şah	—	—	0
	Hours	Erzurum	—	—	0
	Hours	Çorum	—	—	0
	Hours	Head Office	—	—	0
	Hours	Total of All Facilities	0	0	0
Total Working Hours for Contractor Employees	Hours	Taşpınar	0	0	0
	Hours	Mersin	0	0	0
	Hours	Şah	0	0	0
	Hours	Erzurum	0	0	0
	Hours	Çorum	0	0	0
	Hours	Head Office	0	0	0
	Hours	Total of All Facilities	0	0	0
Total Working Hours for Female Employees	Hours	Taşpınar	2,268	2,241	2,324.5
	Hours	Mersin	0	2,000	2,324.5
	Hours	Şah	0	0	0
	Hours	Erzurum	0	0	0
	Hours	Çorum	0	0	0
	Hours	Head Office	38,264	34,016	35,752
	Hours	Total of All Facilities	40,532	38,257	40,401
Total Working Hours for Male Employees	Hours	Taşpınar	13,296	14,035.5	16,271.5
	Hours	Mersin	18,000	16,000	16,271.5
	Hours	Şah	14,000	14,000	16,271.5
	Hours	Erzurum	0	3,300	6,973.5
	Hours	Çorum	0	1,500	0
	Hours	Head Office	36,480	53,536	46,024.5
	Hours	Total of All Facilities	81,776	102,371.5	101,812.5

Metrics	Unit	Facility	2023	2024	2025
Total Hours Worked	Hours	Taşpınar	15,564	16,276.5	18,596
	Hours	Mersin	18,000	18,000	18,596
	Hours	Şah	14,000	14,000	16,271.5
	Hours	Erzurum	0	3,300	6,973.5
	Hours	Çorum	0	1,500	0
	Hours	Head Office	74,744	87,552	81,776.5
	Hours	Total of All Facilities	122,308	140,628.5	142,213.5

NUMBER OF OCCUPATIONAL DISEASE CASES

Metrics	Unit	Facility	2023	2024	2025
Number of Occupational Diseases for Galata Wind Female Employees	Number	Taşpınar	0	0	0
	Number	Mersin	0	0	0
	Number	Şah	0	0	0
	Number	Erzurum	0	0	0
	Number	Çorum	0	0	0
	Number	Head Office	0	0	0
	Number	Total of All Facilities	0	0	0
Number of Occupational Diseases for Galata Wind Male Employees	Number	Taşpınar	0	0	0
	Number	Mersin	0	0	0
	Number	Şah	0	0	0
	Number	Erzurum	0	0	0
	Number	Çorum	0	0	0
	Number	Head Office	0	0	0
	Number	Total of All Facilities	0	0	0
Total Number of Occupational Diseases for Galata Wind Employees	Number	Taşpınar	0	0	0
	Number	Mersin	0	0	0
	Number	Şah	0	0	0
	Number	Erzurum	0	0	0
	Number	Çorum	0	0	0
	Number	Head Office	0	0	0
	Number	Total of All Facilities	0	0	0

Metrics	Unit	Facility	2023	2024	2025
Number of Occupational Diseases for Subcontractor Female Employees	Number	Taşpınar	0	0	0
	Number	Mersin	0	0	0
	Number	Şah	0	0	0
	Number	Erzurum	0	0	0
	Number	Çorum	0	0	0
	Number	Head Office	0	0	0
	Number	Total of All Facilities	0	0	0
Number of Occupational Diseases for Subcontractor Male Employees	Number	Taşpınar	0	0	0
	Number	Mersin	0	0	0
	Number	Şah	0	0	0
	Number	Erzurum	0	0	0
	Number	Çorum	0	0	0
	Number	Head Office	0	0	0
	Number	Total of All Facilities	0	0	0
Total Number of Occupational Diseases for Subcontractor Employees	Number	Taşpınar	0	0	0
	Number	Mersin	0	0	0
	Number	Şah	0	0	0
	Number	Erzurum	0	0	0
	Number	Çorum	0	0	0
	Number	Head Office	0	0	0
	Number	Total of All Facilities	0	0	0
Number of Occupational Diseases for Contractor Female Employees	Number	Taşpınar	0	0	0
	Number	Mersin	0	0	0
	Number	Şah	0	0	0
	Number	Erzurum	0	0	0
	Number	Çorum	0	0	0
	Number	Head Office	0	0	0
	Number	Total of All Facilities	0	0	0

Metrics	Unit	Facility	2023	2024	2025
Number of Occupational Diseases for Contractor Male Employees	Number	Taşpınar	0	0	0
	Number	Mersin	0	0	0
	Number	Şah	0	0	0
	Number	Erzurum	0	0	0
	Number	Çorum	0	0	0
	Number	Head Office	0	0	0
	Number	Total of All Facilities	0	0	0
Total Number of Occupational Diseases for Contractor Employees	Number	Taşpınar	0	0	0
	Number	Mersin	0	0	0
	Number	Şah	0	0	0
	Number	Erzurum	0	0	0
	Number	Çorum	0	0	0
	Number	Head Office	0	0	0
	Number	Total of All Facilities	0	0	0
Total Number of Occupational Diseases for Female Employees	Number	Taşpınar	0	0	0
	Number	Mersin	0	0	0
	Number	Şah	0	0	0
	Number	Erzurum	0	0	0
	Number	Çorum	0	0	0
	Number	Head Office	0	0	0
	Number	Total of All Facilities	0	0	0
Total Number of Occupational Diseases for Male Employees	Number	Taşpınar	0	0	0
	Number	Mersin	0	0	0
	Number	Şah	0	0	0
	Number	Erzurum	0	0	0
	Number	Çorum	0	0	0
	Number	Head Office	0	0	0
	Number	Total of All Facilities	0	0	0

Metrics	Unit	Facility	2023	2024	2025
Total Number of Occupational Diseases for Employees	Number	Taşpınar	0	0	0
	Number	Mersin	0	0	0
	Number	Şah	0	0	0
	Number	Erzurum	0	0	0
	Number	Çorum	0	0	0
	Number	Head Office	0	0	0
	Number	Total of All Facilities	0	0	0

OCCUPATIONAL DISEASE RATE

Metrics	Unit	Facility	2023	2024	2025
Occupational Disease Rate for Galata Wind Female Employees	Ratio	Taşpınar	0	0	0
	Ratio	Mersin	0	0	0
	Ratio	Şah	0	0	0
	Ratio	Erzurum	0	0	0
	Ratio	Çorum	0	0	0
	Ratio	Head Office	0	0	0
	Ratio	Total of All Facilities	0	0	0
Occupational Disease Rate for Galata Wind Male Employees	Ratio	Taşpınar	0	0	0
	Ratio	Mersin	0	0	0
	Ratio	Şah	0	0	0
	Ratio	Erzurum	0	0	0
	Ratio	Çorum	0	0	0
	Ratio	Head Office	0	0	0
	Ratio	Total of All Facilities	0	0	0
Total Occupational Disease Rate for Galata Wind Employees	Ratio	Taşpınar	0	0	0
	Ratio	Mersin	0	0	0
	Ratio	Şah	0	0	0
	Ratio	Erzurum	0	0	0
	Ratio	Çorum	0	0	0
	Ratio	Head Office	0	0	0
	Ratio	Total of All Facilities	0	0	0

Metrics	Unit	Facility	2023	2024	2025
Occupational Disease Rate for Subcontractor Female Employees	Ratio	Taşpınar	0	0	0
	Ratio	Mersin	0	0	0
	Ratio	Şah	0	0	0
	Ratio	Erzurum	0	0	0
	Ratio	Çorum	0	0	0
	Ratio	Head Office	0	0	0
	Ratio	Total of All Facilities	0	0	0
Occupational Disease Rate for Subcontractor Male Employees	Ratio	Taşpınar	0	0	0
	Ratio	Mersin	0	0	0
	Ratio	Şah	0	0	0
	Ratio	Erzurum	0	0	0
	Ratio	Çorum	0	0	0
	Ratio	Head Office	0	0	0
	Ratio	Total of All Facilities	0	0	0
Total Occupational Disease Rate for Subcontractor Employees	Ratio	Taşpınar	0	0	0
	Ratio	Mersin	0	0	0
	Ratio	Şah	0	0	0
	Ratio	Erzurum	0	0	0
	Ratio	Çorum	0	0	0
	Ratio	Head Office	0	0	0
	Ratio	Total of All Facilities	0	0	0
Occupational Disease Rate for Contractor Female Employees	Ratio	Taşpınar	0	0	0
	Ratio	Mersin	0	0	0
	Ratio	Şah	0	0	0
	Ratio	Erzurum	0	0	0
	Ratio	Çorum	0	0	0
	Ratio	Head Office	0	0	0
	Ratio	Total of All Facilities	0	0	0

Metrics	Unit	Facility	2023	2024	2025
Occupational Disease Rate for Contractor Male Employees	Ratio	Taşpınar	0	0	0
	Ratio	Mersin	0	0	0
	Ratio	Şah	0	0	0
	Ratio	Erzurum	0	0	0
	Ratio	Çorum	0	0	0
	Ratio	Head Office	0	0	0
	Ratio	Total of All Facilities	0	0	0
Total Occupational Disease Rate for Contractor Employees	Ratio	Taşpınar	0	0	0
	Ratio	Mersin	0	0	0
	Ratio	Şah	0	0	0
	Ratio	Erzurum	0	0	0
	Ratio	Çorum	0	0	0
	Ratio	Head Office	0	0	0
	Ratio	Total of All Facilities	0	0	0
Total Occupational Disease Rate for Female Employees	Ratio	Taşpınar	0	0	0
	Ratio	Mersin	0	0	0
	Ratio	Şah	0	0	0
	Ratio	Erzurum	0	0	0
	Ratio	Çorum	0	0	0
	Ratio	Head Office	0	0	0
	Ratio	Total of All Facilities	0	0	0
Total Occupational Disease Rate for Male Employees	Ratio	Taşpınar	0	0	0
	Ratio	Mersin	0	0	0
	Ratio	Şah	0	0	0
	Ratio	Erzurum	0	0	0
	Ratio	Çorum	0	0	0
	Ratio	Head Office	0	0	0
	Ratio	Total of All Facilities	0	0	0

Metrics	Unit	Facility	2023	2024	2025
Total Occupational Disease Rate for Employees	Ratio	Taşpınar	0	0	0
	Ratio	Mersin	0	0	0
	Ratio	Şah	0	0	0
	Ratio	Erzurum	0	0	0
	Ratio	Çorum	0	0	0
	Ratio	Head Office	0	0	0
	Ratio	Total of All Facilities	0	0	0

NUMBER OF LOST DAYS DUE TO OCCUPATIONAL DISEASES

Metrics	Unit	Facility	2023	2024	2025
Number of Lost Days Due to Occupational Diseases for Galata Wind Female Employees	Days	Taşpınar	0	0	0
	Days	Mersin	0	0	0
	Days	Şah	0	0	0
	Days	Erzurum	0	0	0
	Days	Çorum	0	0	0
	Days	Head Office	0	0	0
	Days	Total of All Facilities	0	0	0
Number of Lost Days Due to Occupational Diseases for Galata Wind Male Employees	Days	Taşpınar	0	0	0
	Days	Mersin	0	0	0
	Days	Şah	0	0	0
	Days	Erzurum	0	0	0
	Days	Çorum	0	0	0
	Days	Head Office	0	0	0
	Days	Total of All Facilities	0	0	0
Total Number of Lost Days Due to Occupational Diseases for Galata Wind Employees	Days	Taşpınar	0	0	0
	Days	Mersin	0	0	0
	Days	Şah	0	0	0
	Days	Erzurum	0	0	0
	Days	Çorum	0	0	0
	Days	Head Office	0	0	0
	Days	Total of All Facilities	0	0	0

Metrics	Unit	Facility	2023	2024	2025
Number of Lost Days Due to Occupational Diseases for Subcontractor Female Employees	Days	Taşpınar	0	0	0
	Days	Mersin	0	0	0
	Days	Şah	0	0	0
	Days	Erzurum	0	0	0
	Days	Çorum	0	0	0
	Days	Head Office	—	0	0
	Days	Total of All Facilities	0	0	0
Number of Lost Days Due to Occupational Diseases for Subcontractor Male Employees	Days	Taşpınar	0	0	0
	Days	Mersin	0	0	0
	Days	Şah	0	0	0
	Days	Erzurum	0	0	0
	Days	Çorum	0	0	0
	Days	Head Office	0	0	0
	Days	Total of All Facilities	0	0	0
Total Number of Lost Days Due to Occupational Diseases for Subcontractor Employees	Days	Taşpınar	0	0	0
	Days	Mersin	0	0	0
	Days	Şah	0	0	0
	Days	Erzurum	0	0	0
	Days	Çorum	0	0	0
	Days	Head Office	#VALUE!	0	0
	Days	Total of All Facilities	#VALUE!	0	0
Number of Lost Days Due to Occupational Diseases for Contractor Female Employees	Days	Taşpınar	0	0	0
	Days	Mersin	0	0	0
	Days	Şah	0	0	0
	Days	Erzurum	0	0	0
	Days	Çorum	0	0	0
	Days	Head Office	0	0	0
	Days	Total of All Facilities	0	0	0

Metrics	Unit	Facility	2023	2024	2025
Number of Lost Days Due to Occupational Diseases for Contractor Male Employees	Days	Taşpınar	0	0	0
	Days	Mersin	0	0	0
	Days	Şah	0	0	0
	Days	Erzurum	0	0	0
	Days	Çorum	0	0	0
	Days	Head Office	0	0	0
	Days	Total of All Facilities	0	0	0
Total Number of Lost Days Due to Occupational Diseases for Contractor Employees	Days	Taşpınar	0	0	0
	Days	Mersin	0	0	0
	Days	Şah	0	0	0
	Days	Erzurum	0	0	0
	Days	Çorum	0	0	0
	Days	Head Office	0	0	0
	Days	Total of All Facilities	0	0	0
Total Number of Lost Days Due to Occupational Diseases for Female Employees	Days	Taşpınar	0	0	0
	Days	Mersin	0	0	0
	Days	Şah	0	0	0
	Days	Erzurum	0	0	0
	Days	Çorum	0	0	0
	Days	Head Office	#VALUE!	0	0
	Days	Total of All Facilities	#VALUE!	0	0
Total Number of Lost Days Due to Occupational Diseases for Male Employees	Days	Taşpınar	0	0	0
	Days	Mersin	0	0	0
	Days	Şah	0	0	0
	Days	Erzurum	0	0	0
	Days	Çorum	0	0	0
	Days	Head Office	0	0	0
	Days	Total of All Facilities	0	0	0

Metrics	Unit	Facility	2023	2024	2025
Total Number of Lost Days Due to Occupational Diseases for Employees	Days	Taşpınar	0	0	0
	Days	Mersin	0	0	0
	Days	Şah	0	0	0
	Days	Erzurum	0	0	0
	Days	Çorum	0	0	0
	Days	Head Office	0	0	0
	Days	Total of All Facilities	0	0	0

LOST DAY RATE DUE TO OCCUPATIONAL DISEASES

Metrics	Unit	Facility	2023	2024	2025
Lost Day Rate Due to Occupational Diseases for Galata Wind Female Employees	Ratio	Taşpınar	0	0	0
	Ratio	Mersin	0	0	0
	Ratio	Şah	0	0	0
	Ratio	Erzurum	0	0	0
	Ratio	Çorum	0	0	0
	Ratio	Head Office	0	0	0
	Ratio	Total of All Facilities	0	0	0
Lost Day Rate Due to Occupational Diseases for Galata Wind Male Employees	Ratio	Taşpınar	0	0	0
	Ratio	Mersin	0	0	0
	Ratio	Şah	0	0	0
	Ratio	Erzurum	0	0	0
	Ratio	Çorum	0	0	0
	Ratio	Head Office	0	0	0
	Ratio	Total of All Facilities	0	0	0
Total Lost Day Rate Due to Occupational Diseases for Galata Wind Employees	Ratio	Taşpınar	0	0	0
	Ratio	Mersin	0	0	0
	Ratio	Şah	0	0	0
	Ratio	Erzurum	0	0	0
	Ratio	Çorum	0	0	0
	Ratio	Head Office	0	0	0
	Ratio	Total of All Facilities	0	0	0

Metrics	Unit	Facility	2023	2024	2025
Lost Day Rate Due to Occupational Diseases for Subcontractor Female Employees	Ratio	Taşpınar	0	0	0
	Ratio	Mersin	0	0	0
	Ratio	Şah	0	0	0
	Ratio	Erzurum	0	0	0
	Ratio	Çorum	0	0	0
	Ratio	Head Office	0	0	0
	Ratio	Total of All Facilities	0	0	0
Lost Day Rate Due to Occupational Diseases for Subcontractor Male Employees	Ratio	Taşpınar	0	0	0
	Ratio	Mersin	0	0	0
	Ratio	Şah	0	0	0
	Ratio	Erzurum	0	0	0
	Ratio	Çorum	0	0	0
	Ratio	Head Office	0	0	0
	Ratio	Total of All Facilities	0	0	0
Total Lost Day Rate Due to Occupational Diseases for Subcontractor Employees	Ratio	Taşpınar	0	0	0
	Ratio	Mersin	0	0	0
	Ratio	Şah	0	0	0
	Ratio	Erzurum	0	0	0
	Ratio	Çorum	0	0	0
	Ratio	Head Office	0	0	0
	Ratio	Total of All Facilities	0	0	0
Lost Day Rate Due to Occupational Diseases for Contractor Female Employees	Ratio	Taşpınar	0	0	0
	Ratio	Mersin	0	0	0
	Ratio	Şah	0	0	0
	Ratio	Erzurum	0	0	0
	Ratio	Çorum	0	0	0
	Ratio	Head Office	0	0	0
	Ratio	Total of All Facilities	0	0	0

Metrics	Unit	Facility	2023	2024	2025
Lost Day Rate Due to Occupational Diseases for Contractor Male Employees	Ratio	Taşpınar	0	0	0
	Ratio	Mersin	0	0	0
	Ratio	Şah	0	0	0
	Ratio	Erzurum	0	0	0
	Ratio	Çorum	0	0	0
	Ratio	Head Office	0	0	0
	Ratio	Total of All Facilities	0	0	0
Total Lost Day Rate Due to Occupational Diseases for Contractor Employees	Ratio	Taşpınar	0	0	0
	Ratio	Mersin	0	0	0
	Ratio	Şah	0	0	0
	Ratio	Erzurum	0	0	0
	Ratio	Çorum	0	0	0
	Ratio	Head Office	0	0	0
	Ratio	Total of All Facilities	0	0	0
Total Lost Day Rate Due to Occupational Diseases for Female Employees	Ratio	Taşpınar	0	0	0
	Ratio	Mersin	0	0	0
	Ratio	Şah	0	0	0
	Ratio	Erzurum	0	0	0
	Ratio	Çorum	0	0	0
	Ratio	Head Office	0	0	0
	Ratio	Total of All Facilities	0	0	0
Total Lost Day Rate Due to Occupational Diseases for Male Employees	Ratio	Taşpınar	0	0	0
	Ratio	Mersin	0	0	0
	Ratio	Şah	0	0	0
	Ratio	Erzurum	0	0	0
	Ratio	Çorum	0	0	0
	Ratio	Head Office	0	0	0
	Ratio	Total of All Facilities	0	0	0

Metrics	Unit	Facility	2023	2024	2025
Total Lost Day Rate Due to Occupational Diseases for Employees	Ratio	Taşpınar	0	0	0
	Ratio	Mersin	0	0	0
	Ratio	Şah	0	0	0
	Ratio	Erzurum	0	0	0
	Ratio	Çorum	0	0	0
	Ratio	Head Office	0	0	0
	Ratio	Total of All Facilities	0	0	0

NUMBER OF LOST DAYS ATTRIBUTABLE TO DEATHS RESULTING FROM WORK-RELATED ILLNESSES

Metrics	Unit	Facility	2023	2024	2025
Number of Lost Days Attributable to Deaths Resulting from Work-Related Illnesses for Galata Wind Female Employees	Days	Taşpınar	0	0	0
	Days	Mersin	0	0	0
	Days	Şah	0	0	0
	Days	Erzurum	0	0	0
	Days	Çorum	0	0	0
	Days	Head Office	0	0	0
	Days	Total of All Facilities	0	0	0
Number of Lost Days Attributable to Deaths Resulting from Work-Related Illnesses for Galata Wind Male Employees	Days	Taşpınar	0	0	0
	Days	Mersin	0	0	0
	Days	Şah	0	0	0
	Days	Erzurum	0	0	0
	Days	Çorum	0	0	0
	Days	Head Office	0	0	0
	Days	Total of All Facilities	0	0	0
Total Number of Lost Days Attributable to Deaths Resulting from Work-Related Illnesses for Galata Wind Employees	Days	Taşpınar	0	0	0
	Days	Mersin	0	0	0
	Days	Şah	0	0	0
	Days	Erzurum	0	0	0
	Days	Çorum	0	0	0
	Days	Head Office	0	0	0
	Days	Total of All Facilities	0	0	0

Metrics	Unit	Facility	2023	2024	2025
Number of Lost Days Attributable to Deaths Resulting from Work-Related Illnesses for Subcontractor Female Employees	Days	Taşpınar	0	0	0
	Days	Mersin	0	0	0
	Days	Şah	0	0	0
	Days	Erzurum	0	0	0
	Days	Çorum	0	0	0
	Days	Head Office	0	0	0
	Days	Total of All Facilities	0	0	0
Number of Lost Days Attributable to Deaths Resulting from Work-Related Illnesses for Subcontractor Male Employees	Days	Taşpınar	0	0	0
	Days	Mersin	0	0	0
	Days	Şah	0	0	0
	Days	Erzurum	0	0	0
	Days	Çorum	0	0	0
	Days	Head Office	0	0	0
	Days	Total of All Facilities	0	0	0
Total Number of Lost Days Attributable to Deaths Resulting from Work-Related Illnesses for Subcontractor Employees	Days	Taşpınar	0	0	0
	Days	Mersin	0	0	0
	Days	Şah	0	0	0
	Days	Erzurum	0	0	0
	Days	Çorum	0	0	0
	Days	Head Office	0	0	0
	Days	Total of All Facilities	0	0	0
Number of Lost Days Attributable to Deaths Resulting from Work-Related Illnesses for Contractor Female Employees	Days	Taşpınar	0	0	0
	Days	Mersin	0	0	0
	Days	Şah	0	0	0
	Days	Erzurum	0	0	0
	Days	Çorum	0	0	0
	Days	Head Office	0	0	0
	Days	Total of All Facilities	0	0	0

Metrics	Unit	Facility	2023	2024	2025
Number of Lost Days Attributable to Deaths Resulting from Work-Related Illnesses for Contractor Male Employees	Days	Taşpınar	0	0	0
	Days	Mersin	0	0	0
	Days	Şah	0	0	0
	Days	Erzurum	0	0	0
	Days	Çorum	0	0	0
	Days	Head Office	0	0	0
	Days	Total of All Facilities	0	0	0
Total Number of Lost Days Attributable to Deaths Resulting from Work-Related Illnesses for Contractor Employees	Days	Taşpınar	0	0	0
	Days	Mersin	0	0	0
	Days	Şah	0	0	0
	Days	Erzurum	0	0	0
	Days	Çorum	0	0	0
	Days	Head Office	0	0	0
	Days	Total of All Facilities	0	0	0
Total Number of Lost Days Attributable to Deaths Resulting from Work-Related Illnesses for Female Employees	Days	Taşpınar	0	0	0
	Days	Mersin	0	0	0
	Days	Şah	0	0	0
	Days	Erzurum	0	0	0
	Days	Çorum	0	0	0
	Days	Head Office	0	0	0
	Days	Total of All Facilities	0	0	0
Total Number of Lost Days Attributable to Deaths Resulting from Work-Related Illnesses for Male Employees	Days	Taşpınar	0	0	0
	Days	Mersin	0	0	0
	Days	Şah	0	0	0
	Days	Erzurum	0	0	0
	Days	Çorum	0	0	0
	Days	Head Office	0	0	0
	Days	Total of All Facilities	0	0	0

Metrics	Unit	Facility	2023	2024	2025
Total Number of Lost Days Attributable to Deaths Resulting from Work-Related Illnesses for Employees	Days	Taşpınar	0	0	0
	Days	Mersin	0	0	0
	Days	Şah	0	0	0
	Days	Erzurum	0	0	0
	Days	Çorum	0	0	0
	Days	Head Office	0	0	0
	Days	Total of All Facilities	0	0	0

NUMBER OF DEATHS RESULTING FROM WORK-RELATED ILLNESSES

Metrics	Unit	Facility	2023	2024	2025
Number of Deaths Resulting from Work-Related Illnesses for Galata Wind Female Employees	Number	Taşpınar	—	—	0
	Number	Mersin	—	—	0
	Number	Şah	—	—	0
	Number	Erzurum	—	—	0
	Number	Çorum	—	—	0
	Number	Head Office	—	—	0
	Number	Total of All Facilities	0	0	0
Number of Deaths Resulting from Work-Related Illnesses for Galata Wind Male Employees	Number	Taşpınar	—	—	0
	Number	Mersin	—	—	0
	Number	Şah	—	—	0
	Number	Erzurum	—	—	0
	Number	Çorum	—	—	0
	Number	Head Office	—	—	0
	Number	Total of All Facilities	0	0	0
Total Number of Deaths Resulting from Work-Related Illnesses for Galata Wind Employees	Number	Taşpınar	0	0	0
	Number	Mersin	0	0	0
	Number	Şah	0	0	0
	Number	Erzurum	0	0	0
	Number	Çorum	0	0	0
	Number	Head Office	0	0	0
	Number	Total of All Facilities	0	0	0

Metrics	Unit	Facility	2023	2024	2025
Number of Deaths Resulting from Work-Related Illnesses for Subcontractor Female Employees	Number	Taşpınar	—	—	0
	Number	Mersin	—	—	0
	Number	Şah	—	—	0
	Number	Erzurum	—	—	0
	Number	Çorum	—	—	0
	Number	Head Office	—	—	0
	Number	Total of All Facilities	0	0	0
Number of Deaths Resulting from Work-Related Illnesses for Subcontractor Male Employees	Number	Taşpınar	—	—	0
	Number	Mersin	—	—	0
	Number	Şah	—	—	0
	Number	Erzurum	—	—	0
	Number	Çorum	—	—	0
	Number	Head Office	—	—	0
	Number	Total of All Facilities	0	0	0
Total Number of Deaths Resulting from Work-Related Illnesses for Subcontractor Employees	Number	Taşpınar	0	0	0
	Number	Mersin	0	0	0
	Number	Şah	0	0	0
	Number	Erzurum	0	0	0
	Number	Çorum	0	0	0
	Number	Head Office	0	0	0
	Number	Total of All Facilities	0	0	0
Number of Deaths Resulting from Work-Related Illnesses for Contractor Female Employees	Number	Taşpınar	—	—	0
	Number	Mersin	—	—	0
	Number	Şah	—	—	0
	Number	Erzurum	—	—	0
	Number	Çorum	—	—	0
	Number	Head Office	—	—	0
	Number	Total of All Facilities	0	0	0

Metrics	Unit	Facility	2023	2024	2025
Number of Deaths Resulting from Work-Related Illnesses for Contractor Male Employees	Number	Taşpınar	—	—	0
	Number	Mersin	—	—	0
	Number	Şah	—	—	0
	Number	Erzurum	—	—	0
	Number	Çorum	—	—	0
	Number	Head Office	—	—	0
	Number	Total of All Facilities	0	0	0
Total Number of Deaths Resulting from Work-Related Illnesses for Contractor Employees	Number	Taşpınar	0	0	0
	Number	Mersin	0	0	0
	Number	Şah	0	0	0
	Number	Erzurum	0	0	0
	Number	Çorum	0	0	0
	Number	Head Office	0	0	0
	Number	Total of All Facilities	0	0	0
Total Number of Deaths Resulting from Work-Related Illnesses for Female Employees	Number	Taşpınar	0	0	0
	Number	Mersin	0	0	0
	Number	Şah	0	0	0
	Number	Erzurum	0	0	0
	Number	Çorum	0	0	0
	Number	Head Office	0	0	0
	Number	Total of All Facilities	0	0	0
Total Number of Deaths Resulting from Work-Related Illnesses for Male Employees	Number	Taşpınar	0	0	0
	Number	Mersin	0	0	0
	Number	Şah	0	0	0
	Number	Erzurum	0	0	0
	Number	Çorum	0	0	0
	Number	Head Office	0	0	0
	Number	Total of All Facilities	0	0	0

Metrics	Unit	Facility	2023	2024	2025
Total Number of Deaths Resulting from Work-Related Illnesses for Employees	Number	Taşpınar	0	0	0
	Number	Mersin	0	0	0
	Number	Şah	0	0	0
	Number	Erzurum	0	0	0
	Number	Çorum	0	0	0
	Number	Head Office	0	0	0
	Number	Total of All Facilities	0	0	0

TYPES OF OCCUPATIONAL DISEASES

Metrics	Unit	Facility	2023	2024	2025
Number of Musculoskeletal Disorder Cases	Number	Taşpınar	—	—	0
	Number	Mersin	—	—	0
	Number	Şah	—	—	0
	Number	Erzurum	—	—	0
	Number	Çorum	—	—	0
	Number	Head Office	—	—	0
	Number	Total of All Facilities	0	0	0
Number of Hearing Loss Cases	Number	Taşpınar	—	—	0
	Number	Mersin	—	—	0
	Number	Şah	—	—	0
	Number	Erzurum	—	—	0
	Number	Çorum	—	—	0
	Number	Head Office	—	—	0
	Number	Total of All Facilities	0	0	0
Number of Respiratory Disease Cases	Number	Taşpınar	—	—	0
	Number	Mersin	—	—	0
	Number	Şah	—	—	0
	Number	Erzurum	—	—	0
	Number	Çorum	—	—	0
	Number	Head Office	—	—	0
	Number	Total of All Facilities	0	0	0

Metrics	Unit	Facility	2023	2024	2025
Number of Skin Disease Cases	Number	Taşpınar	—	—	0
	Number	Mersin	—	—	0
	Number	Şah	—	—	0
	Number	Erzurum	—	—	0
	Number	Çorum	—	—	0
	Number	Head Office	—	—	0
	Number	Total of All Facilities	0	0	0
Number of Psychological/Stress-Related Illness Cases	Number	Taşpınar	—	—	0
	Number	Mersin	—	—	0
	Number	Şah	—	—	0
	Number	Erzurum	—	—	0
	Number	Çorum	—	—	0
	Number	Head Office	—	—	0
	Number	Total of All Facilities	0	0	0
Number of Other Occupational Disease Cases	Number	Taşpınar	—	—	0
	Number	Mersin	—	—	0
	Number	Şah	—	—	0
	Number	Erzurum	—	—	0
	Number	Çorum	—	—	0
	Number	Head Office	—	—	0
	Number	Total of All Facilities	0	0	0

LOST DAY RATE DUE TO ILLNESS

Metrics	Unit	Facility	2023	2024	2025
Lost Day Rate Due to Illness for Galata Wind Female Employees	Ratio	Taşpınar	0.02	0	0
	Ratio	Mersin	0	0	0
	Ratio	Şah	0	0	0
	Ratio	Erzurum	0	0	0
	Ratio	Çorum	0	0	0
	Ratio	Head Office	0.08	0.05	0
	Ratio	Total of All Facilities	0.02	0.01	0
Lost Day Rate Due to Illness for Galata Wind Male Employees	Ratio	Taşpınar	0	0.14	0
	Ratio	Mersin	0.02	0	0
	Ratio	Şah	0.35	1.4	0
	Ratio	Erzurum	0.01	0.15	0
	Ratio	Çorum	0.03	0	0
	Ratio	Head Office	0.07	0.13	0
	Ratio	Total of All Facilities	0.08	0.3	0
Total Lost Day Rate Due to Illness for Galata Wind Employees	Ratio	Taşpınar	0.01	0.07	0
	Ratio	Mersin	0.01	0	0
	Ratio	Şah	0.17	0.7	0
	Ratio	Erzurum	0.01	0.07	0
	Ratio	Çorum	0.01	0	0
	Ratio	Head Office	0.08	0.09	0
	Ratio	Total of All Facilities	0.05	0.16	0
Lost Day Rate Due to Illness for Subcontractor Female Employees	Ratio	Taşpınar	—	—	0
	Ratio	Mersin	—	—	0
	Ratio	Şah	—	—	0
	Ratio	Erzurum	—	—	0
	Ratio	Çorum	—	—	0
	Ratio	Head Office	—	—	0
	Ratio	Total of All Facilities	—	—	0

Metrics	Unit	Facility	2023	2024	2025
Lost Day Rate Due to Illness for Subcontractor Male Employees	Ratio	Taşpınar	—	—	0
	Ratio	Mersin	—	—	0
	Ratio	Şah	—	—	0
	Ratio	Erzurum	—	—	0
	Ratio	Çorum	—	—	0
	Ratio	Head Office	—	—	0
	Ratio	Total of All Facilities	—	—	0
Total Lost Day Rate Due to Illness for Subcontractor Employees	Ratio	Taşpınar	—	—	0
	Ratio	Mersin	—	—	0
	Ratio	Şah	—	—	0
	Ratio	Erzurum	—	—	0
	Ratio	Çorum	—	—	0
	Ratio	Head Office	—	—	0
	Ratio	Total of All Facilities	—	—	0
Lost Day Rate Due to Illness for Contractor Female Employees	Ratio	Taşpınar	—	—	0
	Ratio	Mersin	—	—	0
	Ratio	Şah	—	—	0
	Ratio	Erzurum	—	—	0
	Ratio	Çorum	—	—	0
	Ratio	Head Office	—	—	0
	Ratio	Total of All Facilities	—	—	0
Lost Day Rate Due to Illness for Contractor Male Employees	Ratio	Taşpınar	—	—	0
	Ratio	Mersin	—	—	0
	Ratio	Şah	—	—	0
	Ratio	Erzurum	—	—	0
	Ratio	Çorum	—	—	0
	Ratio	Head Office	—	—	0
	Ratio	Total of All Facilities	—	—	0

Metrics	Unit	Facility	2023	2024	2025
Total Lost Day Rate Due to Illness for Contractor Employees	Ratio	Taşpınar	—	—	0
	Ratio	Mersin	—	—	0
	Ratio	Şah	—	—	0
	Ratio	Erzurum	—	—	0
	Ratio	Çorum	—	—	0
	Ratio	Head Office	—	—	0
	Ratio	Total of All Facilities	—	—	0
Total Lost Day Rate Due to Illness for Female Employees	Ratio	Taşpınar	0.02	0	0
	Ratio	Mersin	0	0	0
	Ratio	Şah	0	0	0
	Ratio	Erzurum	0	0	0
	Ratio	Çorum	0	0	0
	Ratio	Head Office	0.08	0.05	0
	Ratio	Total of All Facilities	0.02	0.01	0
Total Lost Day Rate Due to Illness for Male Employees	Ratio	Taşpınar	0	0.14	0
	Ratio	Mersin	0.02	0	0
	Ratio	Şah	0.35	1.4	0
	Ratio	Erzurum	0.01	0.15	0
	Ratio	Çorum	0.03	0	0
	Ratio	Head Office	0.07	0.13	0
	Ratio	Total of All Facilities	0.08	0.3	0
Total Lost Day Rate Due to Illness for Employees	Ratio	Taşpınar	—	—	0
	Ratio	Mersin	—	—	0
	Ratio	Şah	—	—	0
	Ratio	Erzurum	—	—	0
	Ratio	Çorum	—	—	0
	Ratio	Head Office	—	—	0
	Ratio	Total of All Facilities	—	—	0

NUMBER OF ACCIDENTS

Metrics	Unit	Facility	2023	2024	2025
Number of Accidents for Galata Wind Female Employees	Number	Taşpınar	0	0	0
	Number	Mersin	0	0	0
	Number	Şah	0	0	0
	Number	Erzurum	0	0	0
	Number	Çorum	0	0	0
	Number	Head Office	0	0	0
	Number	Total of All Facilities	0	0	0
Number of Accidents for Galata Wind Male Employees	Number	Taşpınar	0	0	0
	Number	Mersin	0	0	0
	Number	Şah	0	0	0
	Number	Erzurum	0	0	0
	Number	Çorum	0	0	0
	Number	Head Office	0	0	0
	Number	Total of All Facilities	0	0	0
Total Number of Accidents for Galata Wind Employees	Number	Taşpınar	0	0	0
	Number	Mersin	0	0	0
	Number	Şah	0	0	0
	Number	Erzurum	0	0	0
	Number	Çorum	0	0	0
	Number	Head Office	0	0	0
	Number	Total of All Facilities	0	0	0
Number of Accidents for Subcontractor Female Employees	Number	Taşpınar	0	0	0
	Number	Mersin	0	0	0
	Number	Şah	0	0	0
	Number	Erzurum	0	0	0
	Number	Çorum	0	0	0
	Number	Head Office	0	0	0
	Number	Total of All Facilities	0	0	0

Metrics	Unit	Facility	2023	2024	2025
Number of Accidents for Subcontractor Male Employees	Number	Taşpınar	0	0	0
	Number	Mersin	0	0	0
	Number	Şah	0	0	0
	Number	Erzurum	0	0	0
	Number	Çorum	0	0	0
	Number	Head Office	0	0	0
	Number	Total of All Facilities	0	0	0
Total Number of Accidents for Subcontractor personnel	Number	Taşpınar	0	0	0
	Number	Mersin	0	0	0
	Number	Şah	0	0	0
	Number	Erzurum	0	0	0
	Number	Çorum	0	0	0
	Number	Head Office	0	0	0
	Number	Total of All Facilities	0	0	0
Number of Accidents for Contractor Female Employees	Number	Taşpınar	0	0	0
	Number	Mersin	0	0	0
	Number	Şah	0	0	0
	Number	Erzurum	0	0	0
	Number	Çorum	0	0	0
	Number	Head Office	0	0	0
	Number	Total of All Facilities	0	0	0
Number of Accidents for Contractor Male Employees	Number	Taşpınar	0	0	0
	Number	Mersin	0	0	0
	Number	Şah	0	0	0
	Number	Erzurum	0	0	0
	Number	Çorum	0	0	0
	Number	Head Office	0	0	0
	Number	Total of All Facilities	0	0	0

Metrics	Unit	Facility	2023	2024	2025
Total Number of Accidents for Contractor personnel	Number	Taşpınar	0	0	0
	Number	Mersin	0	0	0
	Number	Şah	0	0	0
	Number	Erzurum	0	0	0
	Number	Çorum	0	0	0
	Number	Head Office	0	0	0
	Number	Total of All Facilities	0	0	0
Total Number of Accidents for Female Employees	Number	Taşpınar	0	0	0
	Number	Mersin	0	0	0
	Number	Şah	0	0	0
	Number	Erzurum	0	0	0
	Number	Çorum	0	0	0
	Number	Head Office	0	0	0
	Number	Total of All Facilities	0	0	0
Total Number of Accidents for Male Employees	Number	Taşpınar	0	0	0
	Number	Mersin	0	0	0
	Number	Şah	0	0	0
	Number	Erzurum	0	0	0
	Number	Çorum	0	0	0
	Number	Head Office	0	0	0
	Number	Total of All Facilities	0	0	0
Total Number of Accidents for Employees	Number	Taşpınar	0	0	0
	Number	Mersin	0	0	0
	Number	Şah	0	0	0
	Number	Erzurum	0	0	0
	Number	Çorum	0	0	0
	Number	Head Office	0	0	0
	Number	Total of All Facilities	0	0	0

NUMBER OF LOST-TIME ACCIDENTS

Metrics	Unit	Facility	2023	2024	2025
Number of Lost Time Accidents for Galata Wind Female Employees	Number	Taşpınar	—	—	0
	Number	Mersin	—	—	0
	Number	Şah	—	—	0
	Number	Erzurum	—	—	0
	Number	Çorum	—	—	0
	Number	Head Office	—	—	0
	Number	Total of All Facilities	0	0	0
Number of Lost Time Accidents for Galata Wind Male Employees	Number	Taşpınar	—	—	0
	Number	Mersin	—	—	0
	Number	Şah	—	—	0
	Number	Erzurum	—	—	0
	Number	Çorum	—	—	0
	Number	Head Office	—	—	0
	Number	Total of All Facilities	0	0	0
Total Number of Lost Time Accidents for Galata Wind Employees	Number	Taşpınar	0	0	0
	Number	Mersin	0	0	0
	Number	Şah	0	0	0
	Number	Erzurum	0	0	0
	Number	Çorum	0	0	0
	Number	Head Office	0	0	0
	Number	Total of All Facilities	0	0	0
Number of Lost Time Accidents for Subcontractor Female Employees	Number	Taşpınar	—	—	0
	Number	Mersin	—	—	0
	Number	Şah	—	—	0
	Number	Erzurum	—	—	0
	Number	Çorum	—	—	0
	Number	Head Office	—	—	0
	Number	Total of All Facilities	0	0	0

Metrics	Unit	Facility	2023	2024	2025
Number of Lost Time Accidents for Subcontractor Male Employees	Number	Taşpınar	—	—	0
	Number	Mersin	—	—	0
	Number	Şah	—	—	0
	Number	Erzurum	—	—	0
	Number	Çorum	—	—	0
	Number	Head Office	—	—	0
	Number	Total of All Facilities	0	0	0
Total Number of Lost Time Accidents for Subcontractor personnel	Number	Taşpınar	0	0	0
	Number	Mersin	0	0	0
	Number	Şah	0	0	0
	Number	Erzurum	0	0	0
	Number	Çorum	0	0	0
	Number	Head Office	0	0	0
	Number	Total of All Facilities	0	0	0
Number of Lost Time Accidents for Contractor Female Employees	Number	Taşpınar	—	—	0
	Number	Mersin	—	—	0
	Number	Şah	—	—	0
	Number	Erzurum	—	—	0
	Number	Çorum	—	—	0
	Number	Head Office	—	—	0
	Number	Total of All Facilities	0	0	0
Number of Lost Time Accidents for Contractor Male Employees	Number	Taşpınar	—	—	0
	Number	Mersin	—	—	0
	Number	Şah	—	—	0
	Number	Erzurum	—	—	0
	Number	Çorum	—	—	0
	Number	Head Office	—	—	0
	Number	Total of All Facilities	0	0	0

Metrics	Unit	Facility	2023	2024	2025
Total Number of Lost Time Accidents for Contractor Personnel	Number	Taşpınar	0	0	0
	Number	Mersin	0	0	0
	Number	Şah	0	0	0
	Number	Erzurum	0	0	0
	Number	Çorum	0	0	0
	Number	Head Office	0	0	0
	Number	Total of All Facilities	0	0	0
Total Number of Lost Time Accidents for Female Employees	Number	Taşpınar	0	0	0
	Number	Mersin	0	0	0
	Number	Şah	0	0	0
	Number	Erzurum	0	0	0
	Number	Çorum	0	0	0
	Number	Head Office	0	0	0
	Number	Total of All Facilities	0	0	0
Total Number of Lost Time Accidents for Male Employees	Number	Taşpınar	0	0	0
	Number	Mersin	0	0	0
	Number	Şah	0	0	0
	Number	Erzurum	0	0	0
	Number	Çorum	0	0	0
	Number	Head Office	0	0	0
	Number	Total of All Facilities	0	0	0
Total Number of Lost Time Accidents for Employees	Number	Taşpınar	0	0	0
	Number	Mersin	0	0	0
	Number	Şah	0	0	0
	Number	Erzurum	0	0	0
	Number	Çorum	0	0	0
	Number	Head Office	0	0	0
	Number	Total of All Facilities	0	0	0

NUMBER OF HIGH-CONSEQUENCE WORK-RELATED INJURIES

Metrics	Unit	Facility	2023	2024	2025
Number of High-Consequence Work-Related Injuries for Galata Wind Female Employees	Number	Taşpınar	—	—	0
	Number	Mersin	—	—	0
	Number	Şah	—	—	0
	Number	Erzurum	—	—	0
	Number	Çorum	—	—	0
	Number	Head Office	—	—	0
	Number	Total of All Facilities	0	0	0
Number of High-Consequence Work-Related Injuries for Galata Wind Male Employees	Number	Taşpınar	—	—	0
	Number	Mersin	—	—	0
	Number	Şah	—	—	0
	Number	Erzurum	—	—	0
	Number	Çorum	—	—	0
	Number	Head Office	—	—	0
	Number	Total of All Facilities	0	0	0
Total Number of High-Consequence Work-Related Injuries for Galata Wind Employees	Number	Taşpınar	0	0	0
	Number	Mersin	0	0	0
	Number	Şah	0	0	0
	Number	Erzurum	0	0	0
	Number	Çorum	0	0	0
	Number	Head Office	0	0	0
	Number	Total of All Facilities	0	0	0
Number of High-Consequence Work-Related Injuries for Subcontractor Female Employees	Number	Taşpınar	—	—	0
	Number	Mersin	—	—	0
	Number	Şah	—	—	0
	Number	Erzurum	—	—	0
	Number	Çorum	—	—	0
	Number	Head Office	—	—	0
	Number	Total of All Facilities	0	0	0

Metrics	Unit	Facility	2023	2024	2025
Number of High-Consequence Work-Related Injuries for Subcontractor Male Employees	Number	Taşpınar	—	—	0
	Number	Mersin	—	—	0
	Number	Şah	—	—	0
	Number	Erzurum	—	—	0
	Number	Çorum	—	—	0
	Number	Head Office	—	—	0
	Number	Total of All Facilities	0	0	0
Total Number of High-Consequence Work-Related Injuries for Subcontractor personnel	Number	Taşpınar	0	0	0
	Number	Mersin	0	0	0
	Number	Şah	0	0	0
	Number	Erzurum	0	0	0
	Number	Çorum	0	0	0
	Number	Head Office	0	0	0
	Number	Total of All Facilities	0	0	0
Number of High-Consequence Work-Related Injuries for Contractor Female Employees	Number	Taşpınar	—	—	0
	Number	Mersin	—	—	0
	Number	Şah	—	—	0
	Number	Erzurum	—	—	0
	Number	Çorum	—	—	0
	Number	Head Office	—	—	0
	Number	Total of All Facilities	0	0	0
Number of High-Consequence Work-Related Injuries for Contractor Male Employees	Number	Taşpınar	—	—	0
	Number	Mersin	—	—	0
	Number	Şah	—	—	0
	Number	Erzurum	—	—	0
	Number	Çorum	—	—	0
	Number	Head Office	—	—	0
	Number	Total of All Facilities	0	0	0

Metrics	Unit	Facility	2023	2024	2025
Total Number of High-Consequence Work-Related Injuries for Contractor personnel	Number	Taşpınar	0	0	0
	Number	Mersin	0	0	0
	Number	Şah	0	0	0
	Number	Erzurum	0	0	0
	Number	Çorum	0	0	0
	Number	Head Office	0	0	0
	Number	Total of All Facilities	0	0	0
Total Number of High-Consequence Work-Related Injuries for Female Employees	Number	Taşpınar	0	0	0
	Number	Mersin	0	0	0
	Number	Şah	0	0	0
	Number	Erzurum	0	0	0
	Number	Çorum	0	0	0
	Number	Head Office	0	0	0
	Number	Total of All Facilities	0	0	0
Total Number of High-Consequence Work-Related Injuries for Male Employees	Number	Taşpınar	0	0	0
	Number	Mersin	0	0	0
	Number	Şah	0	0	0
	Number	Erzurum	0	0	0
	Number	Çorum	0	0	0
	Number	Head Office	0	0	0
	Number	Total of All Facilities	0	0	0
Total Number of High-Consequence Work-Related Injuries for Employees	Number	Taşpınar	0	0	0
	Number	Mersin	0	0	0
	Number	Şah	0	0	0
	Number	Erzurum	0	0	0
	Number	Çorum	0	0	0
	Number	Head Office	0	0	0
	Number	Total of All Facilities	0	0	0

NUMBER OF FATAL ACCIDENTS

Metrics	Unit	Facility	2023	2024	2025
Number of Fatal Accidents for Galata Wind Female Employees	Number	Taşpınar	0	0	0
	Number	Mersin	0	0	0
	Number	Şah	0	0	0
	Number	Erzurum	0	0	0
	Number	Çorum	0	0	0
	Number	Head Office	0	0	0
	Number	Total of All Facilities	0	0	0
Number of Fatal Accidents for Galata Wind Male Employees	Number	Taşpınar	0	0	0
	Number	Mersin	0	0	0
	Number	Şah	0	0	0
	Number	Erzurum	0	0	0
	Number	Çorum	0	0	0
	Number	Head Office	0	0	0
	Number	Total of All Facilities	0	0	0

Metrics	Unit	Facility	2023	2024	2025
Total Number of Fatal Accidents for Galata Wind Employees	Number	Taşpınar	0	0	0
	Number	Mersin	0	0	0
	Number	Şah	0	0	0
	Number	Erzurum	0	0	0
	Number	Çorum	0	0	0
	Number	Head Office	0	0	0
	Number	Total of All Facilities	0	0	0
Number of Fatal Accidents for Subcontractor Female Employees	Number	Taşpınar	0	0	0
	Number	Mersin	0	0	0
	Number	Şah	0	0	0
	Number	Erzurum	0	0	0
	Number	Çorum	0	0	0
	Number	Head Office	0	0	0
	Number	Total of All Facilities	0	0	0

Metrics	Unit	Facility	2023	2024	2025
Number of Fatal Accidents for Subcontractor Male Employees	Number	Taşpınar	0	0	0
	Number	Mersin	0	0	0
	Number	Şah	0	0	0
	Number	Erzurum	0	0	0
	Number	Çorum	0	0	0
	Number	Head Office	0	0	0
	Number	Total of All Facilities	0	0	0
Total Number of Fatal Accidents for Subcontractor personnel	Number	Taşpınar	0	0	0
	Number	Mersin	0	0	0
	Number	Şah	0	0	0
	Number	Erzurum	0	0	0
	Number	Çorum	0	0	0
	Number	Head Office	0	0	0
	Number	Total of All Facilities	0	0	0

Metrics	Unit	Facility	2023	2024	2025
Number of Fatal Accidents for Contractor Female Employees	Number	Taşpınar	0	0	0
	Number	Mersin	0	0	0
	Number	Şah	0	0	0
	Number	Erzurum	0	0	0
	Number	Çorum	0	0	0
	Number	Head Office	0	0	0
	Number	Total of All Facilities	0	0	0
Number of Fatal Accidents for Contractor Male Employees	Number	Taşpınar	0	0	0
	Number	Mersin	0	0	0
	Number	Şah	0	0	0
	Number	Erzurum	0	0	0
	Number	Çorum	0	0	0
	Number	Head Office	0	0	0
	Number	Total of All Facilities	0	0	0

Metrics	Unit	Facility	2023	2024	2025
Total Number of Fatal Accidents for Contractor personnel	Number	Taşpınar	0	0	0
	Number	Mersin	0	0	0
	Number	Şah	0	0	0
	Number	Erzurum	0	0	0
	Number	Çorum	0	0	0
	Number	Head Office	0	0	0
	Number	Total of All Facilities	0	0	0
Total Number of Fatal Accidents for Female Employees	Number	Taşpınar	0	0	0
	Number	Mersin	0	0	0
	Number	Şah	0	0	0
	Number	Erzurum	0	0	0
	Number	Çorum	0	0	0
	Number	Head Office	0	0	0
	Number	Total of All Facilities	0	0	0

Metrics	Unit	Facility	2023	2024	2025
Total Number of Fatal Accidents for Male Employees	Number	Taşpınar	0	0	0
	Number	Mersin	0	0	0
	Number	Şah	0	0	0
	Number	Erzurum	0	0	0
	Number	Çorum	0	0	0
	Number	Head Office	0	0	0
	Number	Total of All Facilities	0	0	0
Total Number of Fatal Accidents for Employees	Number	Taşpınar	0	0	0
	Number	Mersin	0	0	0
	Number	Şah	0	0	0
	Number	Erzurum	0	0	0
	Number	Çorum	0	0	0
	Number	Head Office	0	0	0
	Number	Total of All Facilities	0	0	0

WORK-RELATED ACCIDENTS BY INJURY TYPE

Metrics	Unit	Facility	2023	2024	2025
Number of Accidents Due to Cuts	Number	Taşpınar	0	0	0
	Number	Mersin	0	0	0
	Number	Şah	0	0	0
	Number	Erzurum	0	0	0
	Number	Çorum	0	0	0
	Number	Head Office	0	0	0
	Number	Total of All Facilities	0	0	0
Number of Accidents Due to Slips/Falls	Number	Taşpınar	0	0	0
	Number	Mersin	0	0	0
	Number	Şah	0	0	0
	Number	Erzurum	0	0	0
	Number	Çorum	0	0	0
	Number	Head Office	0	0	0
	Number	Total of All Facilities	0	0	0
Number of Accidents Due to Falling Objects	Number	Taşpınar	0	0	0
	Number	Mersin	0	0	0
	Number	Şah	0	0	0
	Number	Erzurum	0	0	0
	Number	Çorum	0	0	0
	Number	Head Office	0	0	0
	Number	Total of All Facilities	0	0	0
Number of Accidents Due to Entrapment	Number	Taşpınar	0	0	0
	Number	Mersin	0	0	0
	Number	Şah	0	0	0
	Number	Erzurum	0	0	0
	Number	Çorum	0	0	0
	Number	Head Office	0	0	0
	Number	Total of All Facilities	0	0	0

Metrics	Unit	Facility	2023	2024	2025
Number of Accidents Due to Collisions	Number	Taşpınar	0	0	0
	Number	Mersin	0	0	0
	Number	Şah	0	0	0
	Number	Erzurum	0	0	0
	Number	Çorum	0	0	0
	Number	Head Office	0	0	0
	Number	Total of All Facilities	0	0	0
Number of Accidents Due to Other Reasons	Number	Taşpınar	0	0	0
	Number	Mersin	0	0	0
	Number	Şah	0	0	0
	Number	Erzurum	0	0	0
	Number	Çorum	0	0	0
	Number	Head Office	0	0	0
	Number	Total of All Facilities	0	0	0

LOST-TIME INJURY FREQUENCY RATE

Metrics	Unit	Facility	2023	2024	2025
Lost Time Injury Frequency Rate for Galata Wind Female Employees	LTIFR	Taşpınar	0	0	0
	LTIFR	Mersin	0	0	0
	LTIFR	Şah	0	0	0
	LTIFR	Erzurum	0	0	0
	LTIFR	Çorum	0	0	0
	LTIFR	Head Office	0	0	0
	LTIFR	Total of All Facilities	0	0	0
Lost Time Injury Frequency Rate for Galata Wind Male Employees	LTIFR	Taşpınar	0	0	0
	LTIFR	Mersin	0	0	0
	LTIFR	Şah	0	0	0
	LTIFR	Erzurum	0	0	0
	LTIFR	Çorum	0	0	0
	LTIFR	Head Office	0	0	0
	LTIFR	Total of All Facilities	0	0	0
Total Lost Time Injury Frequency Rate for Galata Wind Employees	LTIFR	Taşpınar	0	0	0
	LTIFR	Mersin	0	0	0
	LTIFR	Şah	0	0	0
	LTIFR	Erzurum	0	0	0
	LTIFR	Çorum	0	0	0
	LTIFR	Head Office	0	0	0
	LTIFR	Total of All Facilities	0	0	0
Lost Time Injury Frequency Rate for Subcontractor Female Employees	LTIFR	Taşpınar	0	0	0
	LTIFR	Mersin	0	0	0
	LTIFR	Şah	0	0	0
	LTIFR	Erzurum	0	0	0
	LTIFR	Çorum	0	0	0
	LTIFR	Head Office	0	0	0
	LTIFR	Total of All Facilities	0	0	0

Metrics	Unit	Facility	2023	2024	2025
Lost Time Injury Frequency Rate for Subcontractor Male Employees	LTIFR	Taşpınar	0	0	0
	LTIFR	Mersin	0	0	0
	LTIFR	Şah	0	0	0
	LTIFR	Erzurum	0	0	0
	LTIFR	Çorum	0	0	0
	LTIFR	Head Office	0	0	0
	LTIFR	Total of All Facilities	0	0	0
Total Lost Time Injury Frequency Rate for Subcontractor personnel	LTIFR	Taşpınar	0	0	0
	LTIFR	Mersin	0	0	0
	LTIFR	Şah	0	0	0
	LTIFR	Erzurum	0	0	0
	LTIFR	Çorum	0	0	0
	LTIFR	Head Office	0	0	0
	LTIFR	Total of All Facilities	0	0	0
Lost Time Injury Frequency Rate for Contractor Female Employees	LTIFR	Taşpınar	0	0	0
	LTIFR	Mersin	0	0	0
	LTIFR	Şah	0	0	0
	LTIFR	Erzurum	0	0	0
	LTIFR	Çorum	0	0	0
	LTIFR	Head Office	0	0	0
	LTIFR	Total of All Facilities	0	0	0
Lost Time Injury Frequency Rate for Contractor Male Employees	LTIFR	Taşpınar	0	0	0
	LTIFR	Mersin	0	0	0
	LTIFR	Şah	0	0	0
	LTIFR	Erzurum	0	0	0
	LTIFR	Çorum	0	0	0
	LTIFR	Head Office	0	0	0
	LTIFR	Total of All Facilities	0	0	0

Metrics	Unit	Facility	2023	2024	2025
Total Lost Time Injury Frequency Rate for Contractor personnel	LTIFR	Taşpınar	0	0	0
	LTIFR	Mersin	0	0	0
	LTIFR	Şah	0	0	0
	LTIFR	Erzurum	0	0	0
	LTIFR	Çorum	0	0	0
	LTIFR	Head Office	0	0	0
	LTIFR	Total of All Facilities	0	0	0
Total Lost Time Injury Frequency Rate for Female Employees	LTIFR	Taşpınar	0	0	0
	LTIFR	Mersin	0	0	0
	LTIFR	Şah	0	0	0
	LTIFR	Erzurum	0	0	0
	LTIFR	Çorum	0	0	0
	LTIFR	Head Office	0	0	0
	LTIFR	Total of All Facilities	0	0	0
Total Lost Time Injury Frequency Rate for Male Employees	LTIFR	Taşpınar	0	0	0
	LTIFR	Mersin	0	0	0
	LTIFR	Şah	0	0	0
	LTIFR	Erzurum	0	0	0
	LTIFR	Çorum	0	0	0
	LTIFR	Head Office	0	0	0
	LTIFR	Total of All Facilities	0	0	0
Total Lost Time Injury Frequency Rate for Employees	LTIFR	Taşpınar	0	0	0
	LTIFR	Mersin	0	0	0
	LTIFR	Şah	0	0	0
	LTIFR	Erzurum	0	0	0
	LTIFR	Çorum	0	0	0
	LTIFR	Head Office	0	0	0
	LTIFR	Total of All Facilities	0	0	0

HIGH-CONSEQUENCE INJURY FREQUENCY RATE

Metrics	Unit	Facility	2023	2024	2025
High-Consequence Work-Related Injury Frequency Rate for Galata Wind Female Employees	HCIFR	Taşpınar	—	—	0
	HCIFR	Mersin	—	—	0
	HCIFR	Şah	—	—	0
	HCIFR	Erzurum	—	—	0
	HCIFR	Çorum	—	—	0
	HCIFR	Head Office	—	—	0
	HCIFR	Total of All Facilities	—	—	0
High-Consequence Work-Related Injury Frequency Rate for Galata Wind Male Employees	HCIFR	Taşpınar	—	—	0
	HCIFR	Mersin	—	—	0
	HCIFR	Şah	—	—	0
	HCIFR	Erzurum	—	—	0
	HCIFR	Çorum	—	—	0
	HCIFR	Head Office	—	—	0
	HCIFR	Total of All Facilities	—	—	0
Total High-Consequence Work-Related Injury Frequency Rate for Galata Wind Employees	HCIFR	Taşpınar	—	—	0
	HCIFR	Mersin	—	—	0
	HCIFR	Şah	—	—	0
	HCIFR	Erzurum	—	—	0
	HCIFR	Çorum	—	—	0
	HCIFR	Head Office	—	—	0
	HCIFR	Total of All Facilities	—	—	0
High-Consequence Work-Related Injury Frequency Rate for Subcontractor Female Employees	HCIFR	Taşpınar	—	—	0
	HCIFR	Mersin	—	—	0
	HCIFR	Şah	—	—	0
	HCIFR	Erzurum	—	—	0
	HCIFR	Çorum	—	—	0
	HCIFR	Head Office	—	—	0
	HCIFR	Total of All Facilities	—	—	0

Metrics	Unit	Facility	2023	2024	2025
High-Consequence Work-Related Injury Frequency Rate for Subcontractor Male Employees	HCIFR	Taşpınar	—	—	0
	HCIFR	Mersin	—	—	0
	HCIFR	Şah	—	—	0
	HCIFR	Erzurum	—	—	0
	HCIFR	Çorum	—	—	0
	HCIFR	Head Office	—	—	0
	HCIFR	Total of All Facilities	—	—	0
Total High-Consequence Work-Related Injury Frequency Rate for Subcontractor personnel	HCIFR	Taşpınar	—	—	0
	HCIFR	Mersin	—	—	0
	HCIFR	Şah	—	—	0
	HCIFR	Erzurum	—	—	0
	HCIFR	Çorum	—	—	0
	HCIFR	Head Office	—	—	0
	HCIFR	Total of All Facilities	—	—	0
High-Consequence Work-Related Injury Frequency Rate for Contractor Female Employees	HCIFR	Taşpınar	—	—	0
	HCIFR	Mersin	—	—	0
	HCIFR	Şah	—	—	0
	HCIFR	Erzurum	—	—	0
	HCIFR	Çorum	—	—	0
	HCIFR	Head Office	—	—	0
	HCIFR	Total of All Facilities	—	—	0
High-Consequence Work-Related Injury Frequency Rate for Contractor Male Employees	HCIFR	Taşpınar	—	—	0
	HCIFR	Mersin	—	—	0
	HCIFR	Şah	—	—	0
	HCIFR	Erzurum	—	—	0
	HCIFR	Çorum	—	—	0
	HCIFR	Head Office	—	—	0
	HCIFR	Total of All Facilities	—	—	0

Metrics	Unit	Facility	2023	2024	2025
Total High-Consequence Work-Related Injury Frequency Rate for Contractor personnel	HCIFR	Taşpınar	—	—	0
	HCIFR	Mersin	—	—	0
	HCIFR	Şah	—	—	0
	HCIFR	Erzurum	—	—	0
	HCIFR	Çorum	—	—	0
	HCIFR	Head Office	—	—	0
	HCIFR	Total of All Facilities	—	—	0
Total High-Consequence Work-Related Injury Frequency Rate for Female Employee	HCIFR	Taşpınar	—	—	0
	HCIFR	Mersin	—	—	0
	HCIFR	Şah	—	—	0
	HCIFR	Erzurum	—	—	0
	HCIFR	Çorum	—	—	0
	HCIFR	Head Office	—	—	0
	HCIFR	Total of All Facilities	—	—	0
Total High-Consequence Work-Related Injury Frequency Rate for Male Employees	HCIFR	Taşpınar	—	—	0
	HCIFR	Mersin	—	—	0
	HCIFR	Şah	—	—	0
	HCIFR	Erzurum	—	—	0
	HCIFR	Çorum	—	—	0
	HCIFR	Head Office	—	—	0
	HCIFR	Total of All Facilities	—	—	0
Total High-Consequence Work-Related Injury Frequency Rate for Employees	HCIFR	Taşpınar	—	—	0
	HCIFR	Mersin	—	—	0
	HCIFR	Şah	—	—	0
	HCIFR	Erzurum	—	—	0
	HCIFR	Çorum	—	—	0
	HCIFR	Head Office	—	—	0
	HCIFR	Total of All Facilities	—	—	0

TOTAL RECORDABLE INJURY FREQUENCY RATE

Metrics	Unit	Facility	2023	2024	2025
Recordable Injury Frequency Rate for Galata Wind Female Employees	TRIFR	Taşpınar	0	0	0
	TRIFR	Mersin	0	0	430.2
	TRIFR	Şah	0	0	0
	TRIFR	Erzurum	0	0	0
	TRIFR	Çorum	0	0	0
	TRIFR	Head Office	0	0	0
	TRIFR	Total of All Facilities	0	0	71.7
Recordable Injury Frequency Rate for Galata Wind Male Employees	TRIFR	Taşpınar	0	0	0
	TRIFR	Mersin	0	0	0
	TRIFR	Şah	0	0	0
	TRIFR	Erzurum	0	0	0
	TRIFR	Çorum	0	0	0
	TRIFR	Head Office	0	0	0
	TRIFR	Total of All Facilities	0	0	0
Total Recordable Injury Frequency Rate for Galata Wind Employees	TRIFR	Taşpınar	0	0	0
	TRIFR	Mersin	0	0	215.1
	TRIFR	Şah	0	0	0
	TRIFR	Erzurum	0	0	0
	TRIFR	Çorum	0	0	0
	TRIFR	Head Office	0	0	0
	TRIFR	Total of All Facilities	0	0	35.85
Recordable Injury Frequency Rate for Subcontractor Female Employees	TRIFR	Taşpınar	0	0	0
	TRIFR	Mersin	0	0	0
	TRIFR	Şah	0	0	0
	TRIFR	Erzurum	0	0	0
	TRIFR	Çorum	0	0	0
	TRIFR	Head Office	0	0	0
	TRIFR	Total of All Facilities	0	0	0

Metrics	Unit	Facility	2023	2024	2025
Recordable Injury Frequency Rate for Subcontractor Male Employees	TRIFR	Taşpınar	0	0	0
	TRIFR	Mersin	0	0	0
	TRIFR	Şah	0	0	0
	TRIFR	Erzurum	0	0	0
	TRIFR	Çorum	0	0	0
	TRIFR	Head Office	0	0	0
	TRIFR	Total of All Facilities	0	0	0
Total Recordable Injury Frequency Rate for Subcontractor personnel	TRIFR	Taşpınar	0	0	0
	TRIFR	Mersin	0	0	0
	TRIFR	Şah	0	0	0
	TRIFR	Erzurum	0	0	0
	TRIFR	Çorum	0	0	0
	TRIFR	Head Office	0	0	0
	TRIFR	Total of All Facilities	0	0	0
Recordable Injury Frequency Rate for Contractor Female Employees	TRIFR	Taşpınar	0	0	0
	TRIFR	Mersin	0	0	0
	TRIFR	Şah	0	0	0
	TRIFR	Erzurum	0	0	0
	TRIFR	Çorum	0	0	0
	TRIFR	Head Office	0	0	0
	TRIFR	Total of All Facilities	0	0	0
Recordable Injury Frequency Rate for Contractor Male Employees	TRIFR	Taşpınar	0	0	0
	TRIFR	Mersin	0	0	0
	TRIFR	Şah	0	0	0
	TRIFR	Erzurum	0	0	0
	TRIFR	Çorum	0	0	0
	TRIFR	Head Office	0	0	0
	TRIFR	Total of All Facilities	0	0	0

Metrics	Unit	Facility	2023	2024	2025
Total Recordable Injury Frequency Rate for Contractor personnel	TRIFR	Taşpınar	0	0	0
	TRIFR	Mersin	0	0	0
	TRIFR	Şah	0	0	0
	TRIFR	Erzurum	0	0	0
	TRIFR	Çorum	0	0	0
	TRIFR	Head Office	0	0	0
	TRIFR	Total of All Facilities	0	0	0
Total Recordable Injury Frequency Rate for Female Employees	TRIFR	Taşpınar	0	0	0
	TRIFR	Mersin	0	0	143.4
	TRIFR	Şah	0	0	0
	TRIFR	Erzurum	0	0	0
	TRIFR	Çorum	0	0	0
	TRIFR	Head Office	0	0	0
	TRIFR	Total of All Facilities	0	0	23.9
Total Recordable Injury Frequency Rate for Male Employees	TRIFR	Taşpınar	0	0	0
	TRIFR	Mersin	0	0	0
	TRIFR	Şah	0	0	0
	TRIFR	Erzurum	0	0	0
	TRIFR	Çorum	0	0	0
	TRIFR	Head Office	0	0	0
	TRIFR	Total of All Facilities	0	0	0
Total Recordable Injury Frequency Rate for Employees	TRIFR	Taşpınar	0	0	0
	TRIFR	Mersin	0	0	0
	TRIFR	Şah	0	0	0
	TRIFR	Erzurum	0	0	0
	TRIFR	Çorum	0	0	0
	TRIFR	Head Office	0	0	0
	TRIFR	Total of All Facilities	0	0	0

TOTAL CASE INCIDENT RATE

Metrics	Unit	Facility	2023	2024	2025
Case Incident Rate for Galata Wind Female Employees	TCIR	Taşpınar	0	0	0
	TCIR	Mersin	0	0	0
	TCIR	Şah	0	0	0
	TCIR	Erzurum	0	0	0
	TCIR	Çorum	0	0	0
	TCIR	Head Office	0	0	0
	TCIR	Total of All Facilities	0	0	0
Case Incident Rate for Galata Wind Male Employees	TCIR	Taşpınar	0	0	0
	TCIR	Mersin	0	0	0
	TCIR	Şah	0	0	0
	TCIR	Erzurum	0	0	0
	TCIR	Çorum	0	0	0
	TCIR	Head Office	0	0	0
	TCIR	Total of All Facilities	0	0	0
Total Case Incident Rate for Galata Wind Employees	TCIR	Taşpınar	0	0	0
	TCIR	Mersin	0	0	0
	TCIR	Şah	0	0	0
	TCIR	Erzurum	0	0	0
	TCIR	Çorum	0	0	0
	TCIR	Head Office	0	0	0
	TCIR	Total of All Facilities	0	0	0
Case Incident Rate for Subcontractor Female Employees	TCIR	Taşpınar	0	0	0
	TCIR	Mersin	0	0	0
	TCIR	Şah	0	0	0
	TCIR	Erzurum	0	0	0
	TCIR	Çorum	0	0	0
	TCIR	Head Office	0	0	0
	TCIR	Total of All Facilities	0	0	0

Metrics	Unit	Facility	2023	2024	2025
Case Incident Rate for Subcontractor Male Employees	TCIR	Taşpınar	0	0	0
	TCIR	Mersin	0	0	0
	TCIR	Şah	0	0	0
	TCIR	Erzurum	0	0	0
	TCIR	Çorum	0	0	0
	TCIR	Head Office	0	0	0
	TCIR	Total of All Facilities	0	0	0
Total Case Incident Rate for Subcontractor personnel	TCIR	Taşpınar	0	0	0
	TCIR	Mersin	0	0	0
	TCIR	Şah	0	0	0
	TCIR	Erzurum	0	0	0
	TCIR	Çorum	0	0	0
	TCIR	Head Office	0	0	0
	TCIR	Total of All Facilities	0	0	0
Case Incident Rate for Contractor Female Employees	TCIR	Taşpınar	0	0	0
	TCIR	Mersin	0	0	0
	TCIR	Şah	0	0	0
	TCIR	Erzurum	0	0	0
	TCIR	Çorum	0	0	0
	TCIR	Head Office	0	0	0
	TCIR	Total of All Facilities	0	0	0
Case Incident Rate for Contractor Male Employees	TCIR	Taşpınar	0	0	0
	TCIR	Mersin	0	0	0
	TCIR	Şah	0	0	0
	TCIR	Erzurum	0	0	0
	TCIR	Çorum	0	0	0
	TCIR	Head Office	0	0	0
	TCIR	Total of All Facilities	0	0	0

Metrics	Unit	Facility	2023	2024	2025
Total Case Incident Rate for Contractor personnel	TCIR	Taşpınar	0	0	0
	TCIR	Mersin	0	0	0
	TCIR	Şah	0	0	0
	TCIR	Erzurum	0	0	0
	TCIR	Çorum	0	0	0
	TCIR	Head Office	0	0	0
	TCIR	Total of All Facilities	0	0	0
Total Case Incident Rate for Female Employees	TCIR	Taşpınar	0	0	0
	TCIR	Mersin	0	0	0
	TCIR	Şah	0	0	0
	TCIR	Erzurum	0	0	0
	TCIR	Çorum	0	0	0
	TCIR	Head Office	0	0	0
	TCIR	Total of All Facilities	0	0	0
Total Case Incident Rate for Male Employees	TCIR	Taşpınar	0	0	0
	TCIR	Mersin	0	0	0
	TCIR	Şah	0	0	0
	TCIR	Erzurum	0	0	0
	TCIR	Çorum	0	0	0
	TCIR	Head Office	0	0	0
	TCIR	Total of All Facilities	0	0	0
Total Case Incident Rate for Employees	TCIR	Taşpınar	0	0	0
	TCIR	Mersin	0	0	0
	TCIR	Şah	0	0	0
	TCIR	Erzurum	0	0	0
	TCIR	Çorum	0	0	0
	TCIR	Head Office	0	0	0
	TCIR	Total of All Facilities	0	0	0

FATAL ACCIDENT FREQUENCY RATE

Metrics	Unit	Facility	2023	2024	2025
Fatal Accident Frequency Rate for Galata Wind Female Employees	FFR	Taşpınar	—	—	0
	FFR	Mersin	—	—	0
	FFR	Şah	—	—	0
	FFR	Erzurum	—	—	0
	FFR	Çorum	—	—	0
	FFR	Head Office	—	—	0
	FFR	Total of All Facilities	—	—	0
Fatal Accident Frequency Rate for Galata Wind Male Employees	FFR	Taşpınar	—	—	0
	FFR	Mersin	—	—	0
	FFR	Şah	—	—	0
	FFR	Erzurum	—	—	0
	FFR	Çorum	—	—	0
	FFR	Head Office	—	—	0
	FFR	Total of All Facilities	—	—	0
Total Fatal Accident Frequency Rate for Galata Wind Employees	FFR	Taşpınar	—	—	0
	FFR	Mersin	—	—	0
	FFR	Şah	—	—	0
	FFR	Erzurum	—	—	0
	FFR	Çorum	—	—	0
	FFR	Head Office	—	—	0
	FFR	Total of All Facilities	—	—	0
Fatal Accident Frequency Rate for Subcontractor Female Employees	FFR	Taşpınar	—	—	0
	FFR	Mersin	—	—	0
	FFR	Şah	—	—	0
	FFR	Erzurum	—	—	0
	FFR	Çorum	—	—	0
	FFR	Head Office	—	—	0
	FFR	Total of All Facilities	—	—	0

Metrics	Unit	Facility	2023	2024	2025
Fatal Accident Frequency Rate for Subcontractor Male Employees	FFR	Taşpınar	—	—	0
	FFR	Mersin	—	—	0
	FFR	Şah	—	—	0
	FFR	Erzurum	—	—	0
	FFR	Çorum	—	—	0
	FFR	Head Office	—	—	0
	FFR	Total of All Facilities	—	—	0
Total Fatal Accident Frequency Rate for Subcontractor personnel	FFR	Taşpınar	—	—	0
	FFR	Mersin	—	—	0
	FFR	Şah	—	—	0
	FFR	Erzurum	—	—	0
	FFR	Çorum	—	—	0
	FFR	Head Office	—	—	0
	FFR	Total of All Facilities	—	—	0
Fatal Accident Frequency Rate for Contractor Female Employees	FFR	Taşpınar	—	—	0
	FFR	Mersin	—	—	0
	FFR	Şah	—	—	0
	FFR	Erzurum	—	—	0
	FFR	Çorum	—	—	0
	FFR	Head Office	—	—	0
	FFR	Total of All Facilities	—	—	0
Fatal Accident Frequency Rate for Contractor Male Employees	FFR	Taşpınar	—	—	0
	FFR	Mersin	—	—	0
	FFR	Şah	—	—	0
	FFR	Erzurum	—	—	0
	FFR	Çorum	—	—	0
	FFR	Head Office	—	—	0
	FFR	Total of All Facilities	—	—	0

Metrics	Unit	Facility	2023	2024	2025
Total Fatal Accident Frequency Rate for Contractor personnel	FFR	Taşpınar	—	—	0
	FFR	Mersin	—	—	0
	FFR	Şah	—	—	0
	FFR	Erzurum	—	—	0
	FFR	Çorum	—	—	0
	FFR	Head Office	—	—	0
	FFR	Total of All Facilities	—	—	0
Total Fatal Accident Frequency Rate for Female Employees	FFR	Taşpınar	—	—	0
	FFR	Mersin	—	—	0
	FFR	Şah	—	—	0
	FFR	Erzurum	—	—	0
	FFR	Çorum	—	—	0
	FFR	Head Office	—	—	0
	FFR	Total of All Facilities	—	—	0
Total Fatal Accident Frequency Rate for Male Employees	FFR	Taşpınar	—	—	0
	FFR	Mersin	—	—	0
	FFR	Şah	—	—	0
	FFR	Erzurum	—	—	0
	FFR	Çorum	—	—	0
	FFR	Head Office	—	—	0
	FFR	Total of All Facilities	—	—	0
Total Fatal Accident Frequency Rate for Employees	FFR	Taşpınar	—	—	0
	FFR	Mersin	—	—	0
	FFR	Şah	—	—	0
	FFR	Erzurum	—	—	0
	FFR	Çorum	—	—	0
	FFR	Head Office	—	—	0
	FFR	Total of All Facilities	—	—	0

NEAR-MISS FREQUENCY RATE

Metrics	Unit	Facility	2023	2024	2025
Near-Miss Frequency Rate for Galata Wind Female Employees	NMFR	Taşpınar	—	—	0
	NMFR	Mersin	—	—	430.2
	NMFR	Şah	—	—	0
	NMFR	Erzurum	—	—	0
	NMFR	Çorum	—	—	0
	NMFR	Head Office	—	—	0
	NMFR	Total of All Facilities	—	—	71.7
Near-Miss Frequency Rate for Galata Wind Male Employees	NMFR	Taşpınar	—	—	0
	NMFR	Mersin	—	—	0
	NMFR	Şah	—	—	0
	NMFR	Erzurum	—	—	0
	NMFR	Çorum	—	—	0
	NMFR	Head Office	—	—	0
	NMFR	Total of All Facilities	—	—	0
Total Near-Miss Frequency Rate for Galata Wind Employees	NMFR	Taşpınar	—	—	0
	NMFR	Mersin	—	—	215.1
	NMFR	Şah	—	—	0
	NMFR	Erzurum	—	—	0
	NMFR	Çorum	—	—	0
	NMFR	Head Office	—	—	0
	NMFR	Total of All Facilities	—	—	35.85
Near-Miss Frequency Rate for Subcontractor Female Employees	NMFR	Taşpınar	—	—	0
	NMFR	Mersin	—	—	0
	NMFR	Şah	—	—	0
	NMFR	Erzurum	—	—	0
	NMFR	Çorum	—	—	0
	NMFR	Head Office	—	—	0
	NMFR	Total of All Facilities	—	—	0

Metrics	Unit	Facility	2023	2024	2025
Near-Miss Frequency Rate for Subcontractor Male Employees	NMFR	Taşpınar	—	—	0
	NMFR	Mersin	—	—	0
	NMFR	Şah	—	—	0
	NMFR	Erzurum	—	—	0
	NMFR	Çorum	—	—	0
	NMFR	Head Office	—	—	0
	NMFR	Total of All Facilities	—	—	0
Total Near-Miss Frequency Rate for Subcontractor personnel	NMFR	Taşpınar	—	—	0
	NMFR	Mersin	—	—	0
	NMFR	Şah	—	—	0
	NMFR	Erzurum	—	—	0
	NMFR	Çorum	—	—	0
	NMFR	Head Office	—	—	0
	NMFR	Total of All Facilities	—	—	0
Near-Miss Frequency Rate for Contractor Female Employees	NMFR	Taşpınar	—	—	0
	NMFR	Mersin	—	—	0
	NMFR	Şah	—	—	0
	NMFR	Erzurum	—	—	0
	NMFR	Çorum	—	—	0
	NMFR	Head Office	—	—	0
	NMFR	Total of All Facilities	—	—	0
Near-Miss Frequency Rate for Contractor Male Employees	NMFR	Taşpınar	—	—	0
	NMFR	Mersin	—	—	0
	NMFR	Şah	—	—	0
	NMFR	Erzurum	—	—	0
	NMFR	Çorum	—	—	0
	NMFR	Head Office	—	—	0
	NMFR	Total of All Facilities	—	—	0

Metrics	Unit	Facility	2023	2024	2025
Total Near-Miss Frequency Rate for Contractor personnel	NMFR	Taşpınar	—	—	0
	NMFR	Mersin	—	—	0
	NMFR	Şah	—	—	0
	NMFR	Erzurum	—	—	0
	NMFR	Çorum	—	—	0
	NMFR	Head Office	—	—	0
	NMFR	Total of All Facilities	—	—	0
Total Near-Miss Frequency Rate for Female Employees	NMFR	Taşpınar	—	—	0
	NMFR	Mersin	—	—	143.4
	NMFR	Şah	—	—	0
	NMFR	Erzurum	—	—	0
	NMFR	Çorum	—	—	0
	NMFR	Head Office	—	—	0
	NMFR	Total of All Facilities	—	—	23.9
Total Near-Miss Frequency Rate for Male Employees	NMFR	Taşpınar	—	—	0
	NMFR	Mersin	—	—	0
	NMFR	Şah	—	—	0
	NMFR	Erzurum	—	—	0
	NMFR	Çorum	—	—	0
	NMFR	Head Office	—	—	0
	NMFR	Total of All Facilities	—	—	0
Total Near-Miss Frequency Rate for Employees	NMFR	Taşpınar	—	—	0
	NMFR	Mersin	—	—	71.7
	NMFR	Şah	—	—	0
	NMFR	Erzurum	—	—	0
	NMFR	Çorum	—	—	0
	NMFR	Head Office	—	—	0
	NMFR	Total of All Facilities	—	—	11.95

NUMBER OF NEAR-MISS INCIDENTS

Metrics	Unit	Facility	2023	2024	2025
Number of Near-Miss Incidents for Galata Wind Female Employees	Number	Taşpınar	—	—	0
	Number	Mersin	—	—	1
	Number	Şah	—	—	0
	Number	Erzurum	—	—	0
	Number	Çorum	—	—	0
	Number	Head Office	—	—	0
	Number	Total of All Facilities	0	0	0
Number of Near-Miss Incidents for Galata Wind Male Employees	Number	Taşpınar	—	—	0
	Number	Mersin	—	—	0
	Number	Şah	—	—	0
	Number	Erzurum	—	—	0
	Number	Çorum	—	—	0
	Number	Head Office	—	—	0
	Number	Total of All Facilities	0	0	0
Total Number of Near-Miss Incidents for Galata Wind Employees	Number	Taşpınar	0	0	0
	Number	Mersin	0	0	0
	Number	Şah	0	0	0
	Number	Erzurum	0	0	0
	Number	Çorum	0	0	0
	Number	Head Office	0	0	0
	Number	Total of All Facilities	0	0	0
Number of Near-Miss Incidents for Subcontractor Female Employees	Number	Taşpınar	—	—	0
	Number	Mersin	—	—	0
	Number	Şah	—	—	0
	Number	Erzurum	—	—	0
	Number	Çorum	—	—	0
	Number	Head Office	—	—	0
	Number	Total of All Facilities	0	0	0

Metrics	Unit	Facility	2023	2024	2025
Number of Near-Miss Incidents for Subcontractor Male Employees	Number	Taşpınar	—	—	0
	Number	Mersin	—	—	0
	Number	Şah	—	—	0
	Number	Erzurum	—	—	0
	Number	Çorum	—	—	0
	Number	Head Office	—	—	0
	Number	Total of All Facilities	0	0	0
Total Number of Near-Miss Incidents for Subcontractor personnel	Number	Taşpınar	0	0	0
	Number	Mersin	0	0	0
	Number	Şah	0	0	0
	Number	Erzurum	0	0	0
	Number	Çorum	0	0	0
	Number	Head Office	0	0	0
	Number	Total of All Facilities	0	0	0
Number of Near-Miss Incidents for Contractor Female Employees	Number	Taşpınar	—	—	0
	Number	Mersin	—	—	0
	Number	Şah	—	—	0
	Number	Erzurum	—	—	0
	Number	Çorum	—	—	0
	Number	Head Office	—	—	0
	Number	Total of All Facilities	0	0	0
Number of Near-Miss Incidents for Contractor Male Employees	Number	Taşpınar	—	—	0
	Number	Mersin	—	—	0
	Number	Şah	—	—	0
	Number	Erzurum	—	—	0
	Number	Çorum	—	—	0
	Number	Head Office	—	—	0
	Number	Total of All Facilities	0	0	0

Metrics	Unit	Facility	2023	2024	2025
Total Number of Near-Miss Incidents for Contractor personnel	Number	Taşpınar	0	0	0
	Number	Mersin	0	0	0
	Number	Şah	0	0	0
	Number	Erzurum	0	0	0
	Number	Çorum	0	0	0
	Number	Head Office	0	0	0
	Number	Total of All Facilities	0	0	0
Total Number of Near-Miss Incidents for Female Employees	Number	Taşpınar	0	0	0
	Number	Mersin	0	0	0
	Number	Şah	0	0	0
	Number	Erzurum	0	0	0
	Number	Çorum	0	0	0
	Number	Head Office	0	0	0
	Number	Total of All Facilities	0	0	0
Total Number of Near-Miss Incidents for Male Employees	Number	Taşpınar	0	0	0
	Number	Mersin	0	0	0
	Number	Şah	0	0	0
	Number	Erzurum	0	0	0
	Number	Çorum	0	0	0
	Number	Head Office	0	0	0
	Number	Total of All Facilities	0	0	0
Total Number of Near-Miss Incidents for Employees	Number	Taşpınar	0	0	0
	Number	Mersin	0	0	0
	Number	Şah	0	0	0
	Number	Erzurum	0	0	0
	Number	Çorum	0	0	0
	Number	Head Office	0	0	0
	Number	Total of All Facilities	0	0	0

ACCIDENT-RELATED ABSENCE

Metrics	Unit	Facility	2023	2024	2025
Accident-Related Absence Days for Galata Wind Female Employees	Days	Taşpınar	0	0	0
	Days	Mersin	0	0	0
	Days	Şah	0	0	0
	Days	Erzurum	0	0	0
	Days	Çorum	0	0	0
	Days	Head Office	0	0	0
	Days	Total of All Facilities	0	0	0
Accident-Related Absence Days for Galata Wind Male Employees	Days	Taşpınar	0	0	0
	Days	Mersin	0	0	0
	Days	Şah	0	0	0
	Days	Erzurum	0	0	0
	Days	Çorum	0	0	0
	Days	Head Office	0	0	0
	Days	Total of All Facilities	0	0	0
Total Accident-Related Absence Days for Galata Wind Employees	Days	Taşpınar	0	0	0
	Days	Mersin	0	0	0
	Days	Şah	0	0	0
	Days	Erzurum	0	0	0
	Days	Çorum	0	0	0
	Days	Head Office	0	0	0
	Days	Total of All Facilities	0	0	0
Accident-Related Absence Days for Subcontractor Female Employees	Days	Taşpınar	0	0	0
	Days	Mersin	0	0	0
	Days	Şah	0	0	0
	Days	Erzurum	0	0	0
	Days	Çorum	0	0	0
	Days	Head Office	0	0	0
	Days	Total of All Facilities	0	0	0

Metrics	Unit	Facility	2023	2024	2025
Accident-Related Absence Days for Subcontractor Male Employees	Days	Taşpınar	0	0	0
	Days	Mersin	0	0	0
	Days	Şah	0	0	0
	Days	Erzurum	0	0	0
	Days	Çorum	0	0	0
	Days	Head Office	0	0	0
	Days	Total of All Facilities	0	0	0
Total Accident-Related Absence Days for Subcontractor personnel	Days	Taşpınar	0	0	0
	Days	Mersin	0	0	0
	Days	Şah	0	0	0
	Days	Erzurum	0	0	0
	Days	Çorum	0	0	0
	Days	Head Office	0	0	0
	Days	Total of All Facilities	0	0	0
Accident-Related Absence Days for Contractor Female Employees	Days	Taşpınar	0	0	0
	Days	Mersin	0	0	0
	Days	Şah	0	0	0
	Days	Erzurum	0	0	0
	Days	Çorum	0	0	0
	Days	Head Office	0	0	0
	Days	Total of All Facilities	0	0	0
Accident-Related Absence Days for Contractor Male Employees	Days	Taşpınar	0	0	0
	Days	Mersin	0	0	0
	Days	Şah	0	0	0
	Days	Erzurum	0	0	0
	Days	Çorum	0	0	0
	Days	Head Office	0	0	0
	Days	Total of All Facilities	0	0	0

Metrics	Unit	Facility	2023	2024	2025
Total Accident-Related Absence Days for Contractor personnel	Days	Taşpınar	0	0	0
	Days	Mersin	0	0	0
	Days	Şah	0	0	0
	Days	Erzurum	0	0	0
	Days	Çorum	0	0	0
	Days	Head Office	0	0	0
	Days	Total of All Facilities	0	0	0
Total Accident-Related Absence Days for Female Employees	Days	Taşpınar	0	0	0
	Days	Mersin	0	0	0
	Days	Şah	0	0	0
	Days	Erzurum	0	0	0
	Days	Çorum	0	0	0
	Days	Head Office	0	0	0
	Days	Total of All Facilities	0	0	0
Total Accident-Related Absence Days for Male Employees	Days	Taşpınar	0	0	0
	Days	Mersin	0	0	0
	Days	Şah	0	0	0
	Days	Erzurum	0	0	0
	Days	Çorum	0	0	0
	Days	Head Office	0	0	0
	Days	Total of All Facilities	0	0	0
Total Accident-Related Absence Days for Employees	Days	Taşpınar	0	0	0
	Days	Mersin	0	0	0
	Days	Şah	0	0	0
	Days	Erzurum	0	0	0
	Days	Çorum	0	0	0
	Days	Head Office	0	0	0
	Days	Total of All Facilities	0	0	0

NUMBER OF LOST DAYS DUE TO WORK-RELATED INJURIES

Metrics	Unit	Facility	2023	2024	2025
Number of Lost Days Due to Work-Related Injuries for Galata Wind Female Employees	Days	Taşpınar	0	0	0
	Days	Mersin	0	0	0
	Days	Şah	0	0	0
	Days	Erzurum	0	0	0
	Days	Çorum	0	0	0
	Days	Head Office	0	0	0
	Days	Total of All Facilities	0	0	0
Number of Lost Days Due to Work-Related Injuries for Galata Wind Male Employees	Days	Taşpınar	0	0	0
	Days	Mersin	0	0	0
	Days	Şah	0	0	0
	Days	Erzurum	0	0	0
	Days	Çorum	0	0	0
	Days	Head Office	0	0	0
	Days	Total of All Facilities	0	0	0
Total Number of Lost Days Due to Work-Related Injuries for Galata Wind Employees	Days	Taşpınar	0	0	0
	Days	Mersin	0	0	0
	Days	Şah	0	0	0
	Days	Erzurum	0	0	0
	Days	Çorum	0	0	0
	Days	Head Office	0	0	0
	Days	Total of All Facilities	0	0	0
Number of Lost Days Due to Work-Related Injuries for Subcontractor Female Employees	Days	Taşpınar	0	0	0
	Days	Mersin	0	0	0
	Days	Şah	0	0	0
	Days	Erzurum	0	0	0
	Days	Çorum	0	0	0
	Days	Head Office	0	0	0
	Days	Total of All Facilities	0	0	0

Metrics	Unit	Facility	2023	2024	2025
Number of Lost Days Due to Work-Related Injuries for Subcontractor Male Employees	Days	Taşpınar	0	0	0
	Days	Mersin	0	0	0
	Days	Şah	0	0	0
	Days	Erzurum	0	0	0
	Days	Çorum	0	0	0
	Days	Head Office	0	0	0
	Days	Total of All Facilities	0	0	0
Total Number of Lost Days Due to Work-Related Injuries for Subcontractor personnel	Days	Taşpınar	0	0	0
	Days	Mersin	0	0	0
	Days	Şah	0	0	0
	Days	Erzurum	0	0	0
	Days	Çorum	0	0	0
	Days	Head Office	0	0	0
	Days	Total of All Facilities	0	0	0
Number of Lost Days Due to Work-Related Injuries for Contractor Female Employees	Days	Taşpınar	0	0	0
	Days	Mersin	0	0	0
	Days	Şah	0	0	0
	Days	Erzurum	0	0	0
	Days	Çorum	0	0	0
	Days	Head Office	0	0	0
	Days	Total of All Facilities	0	0	0
Number of Lost Days Due to Work-Related Injuries for Contractor Male Employees	Days	Taşpınar	0	0	0
	Days	Mersin	0	0	0
	Days	Şah	0	0	0
	Days	Erzurum	0	0	0
	Days	Çorum	0	0	0
	Days	Head Office	0	0	0
	Days	Total of All Facilities	0	0	0

Metrics	Unit	Facility	2023	2024	2025
Total Number of Lost Days Due to Work-Related Injuries for Contractor personnel	Days	Taşpınar	0	0	0
	Days	Mersin	0	0	0
	Days	Şah	0	0	0
	Days	Erzurum	0	0	0
	Days	Çorum	0	0	0
	Days	Head Office	0	0	0
	Days	Total of All Facilities	0	0	0
Total Number of Lost Days Due to Work-Related Injuries for Female Employees	Days	Taşpınar	0	0	0
	Days	Mersin	0	0	0
	Days	Şah	0	0	0
	Days	Erzurum	0	0	0
	Days	Çorum	0	0	0
	Days	Head Office	0	0	0
	Days	Total of All Facilities	0	0	0
Total Number of Lost Days Due to Work-Related Injuries for Male Employees	Days	Taşpınar	0	0	0
	Days	Mersin	0	0	0
	Days	Şah	0	0	0
	Days	Erzurum	0	0	0
	Days	Çorum	0	0	0
	Days	Head Office	0	0	0
	Days	Total of All Facilities	0	0	0
Total Number of Lost Days Due to Work-Related Injuries for Employees	Days	Taşpınar	0	0	0
	Days	Mersin	0	0	0
	Days	Şah	0	0	0
	Days	Erzurum	0	0	0
	Days	Çorum	0	0	0
	Days	Head Office	0	0	0
	Days	Total of All Facilities	0	0	0

TOTAL ABSENCE RATE

Metrics	Unit	Facility	2023	2024	2025
Total Absence Rate for Galata Wind Female Employees	%	Taşpınar	0.02	0	0
	%	Mersin	0	0	0
	%	Şah	0	0	0
	%	Erzurum	0	0	0
	%	Çorum	0	0	0
	%	Head Office	0.08	0.05	0
	%	Total of All Facilities	0.02	0.01	0
Total Absence Rate for Galata Wind Male Employees	%	Taşpınar	0	0	0
	%	Mersin	0	0	0
	%	Şah	0.24	1.16	0
	%	Erzurum	0	0	0
	%	Çorum	0	0	0
	%	Head Office	0.07	0.13	0
	%	Total of All Facilities	0.05	0.21	0
Total Absence Rate for Galata Wind Employees	%	Taşpınar	0.01	0	0
	%	Mersin	0	0	0
	%	Şah	0.12	0.58	0
	%	Erzurum	0	0	0
	%	Çorum	0	0	0
	%	Head Office	0.08	0.09	0
	%	Total of All Facilities	0.03	0.11	0
Total Absence Rate for Subcontractor Female Employees	%	Taşpınar	—	—	0
	%	Mersin	—	—	0
	%	Şah	—	—	0
	%	Erzurum	—	—	0
	%	Çorum	—	—	0
	%	Head Office	—	—	0
	%	Total of All Facilities	—	—	0

Metrics	Unit	Facility	2023	2024	2025
Total Absence Rate for Subcontractor Male Employees	%	Taşpınar	—	—	0
	%	Mersin	—	—	0
	%	Şah	—	—	0
	%	Erzurum	—	—	0
	%	Çorum	—	—	0
	%	Head Office	—	—	0
	%	Total of All Facilities	—	—	0
Total Absence Rate for Subcontractor personnel	%	Taşpınar	—	—	0
	%	Mersin	—	—	0
	%	Şah	—	—	0
	%	Erzurum	—	—	0
	%	Çorum	—	—	0
	%	Head Office	—	—	0
	%	Total of All Facilities	—	—	0
Total Absence Rate for Contractor Female Employees	%	Taşpınar	—	—	0
	%	Mersin	—	—	0
	%	Şah	—	—	0
	%	Erzurum	—	—	0
	%	Çorum	—	—	0
	%	Head Office	—	—	0
	%	Total of All Facilities	—	—	0
Total Absence Rate for Contractor Male Employees	%	Taşpınar	—	—	0
	%	Mersin	—	—	0
	%	Şah	—	—	0
	%	Erzurum	—	—	0
	%	Çorum	—	—	0
	%	Head Office	—	—	0
	%	Total of All Facilities	—	—	0

Metrics	Unit	Facility	2023	2024	2025
Total Absence Rate for Contractor personnel	%	Taşpınar	—	—	0
	%	Mersin	—	—	0
	%	Şah	—	—	0
	%	Erzurum	—	—	0
	%	Çorum	—	—	0
	%	Head Office	—	—	0
	%	Total of All Facilities	—	—	0
Total Absence Rate for Female Employees	%	Taşpınar	0.02	0	0
	%	Mersin	0	0	0
	%	Şah	0	0	0
	%	Erzurum	0	0	0
	%	Çorum	0	0	0
	%	Head Office	0.08	0.05	0
	%	Total of All Facilities	0.02	0.01	0
Total Absence Rate for Male Employees	%	Taşpınar	0	0	0
	%	Mersin	0	0	0
	%	Şah	0.24	1.16	0
	%	Erzurum	0	0	0
	%	Çorum	0	0	0
	%	Head Office	0.07	0.13	0
	%	Total of All Facilities	0.05	0.21	0
Total Absence Rate for Employees	%	Taşpınar	—	—	0
	%	Mersin	—	—	0
	%	Şah	—	—	0
	%	Erzurum	—	—	0
	%	Çorum	—	—	0
	%	Head Office	—	—	0
	%	Total of All Facilities	—	—	0

LOST DAY RATE

Metrics	Unit	Facility	2023	2024	2025
Lost Day Rate for Galata Wind Female Employees	LDR	Taşpınar	0	0	0
	LDR	Mersin	0	0	0
	LDR	Şah	0	0	0
	LDR	Erzurum	0	0	0
	LDR	Çorum	0	0	0
	LDR	Head Office	0	0	0
	LDR	Total of All Facilities	0	0	0
Lost Day Rate for Galata Wind Male Employees	LDR	Taşpınar	0	0	0
	LDR	Mersin	0	0	0
	LDR	Şah	0	0	0
	LDR	Erzurum	0	0	0
	LDR	Çorum	0	0	0
	LDR	Head Office	0	0	0
	LDR	Total of All Facilities	0	0	0
Total Lost Day Rate for Galata Wind Employees	LDR	Taşpınar	0	0	0
	LDR	Mersin	0	0	0
	LDR	Şah	0	0	0
	LDR	Erzurum	0	0	0
	LDR	Çorum	0	0	0
	LDR	Head Office	0	0	0
	LDR	Total of All Facilities	0	0	0
Lost Day Rate for Subcontractor Female Employees	LDR	Taşpınar	0	0	0
	LDR	Mersin	0	0	0
	LDR	Şah	0	0	0
	LDR	Erzurum	0	0	0
	LDR	Çorum	0	0	0
	LDR	Head Office	0	0	0
	LDR	Total of All Facilities	0	0	0

Metrics	Unit	Facility	2023	2024	2025
Lost Day Rate for Subcontractor Male Employees	LDR	Taşpınar	0	0	0
	LDR	Mersin	0	0	0
	LDR	Şah	0	0	0
	LDR	Erzurum	0	0	0
	LDR	Çorum	0	0	0
	LDR	Head Office	0	0	0
	LDR	Total of All Facilities	0	0	0
Total Lost Day Rate for Subcontractor personnel	LDR	Taşpınar	0	0	0
	LDR	Mersin	0	0	0
	LDR	Şah	0	0	0
	LDR	Erzurum	0	0	0
	LDR	Çorum	0	0	0
	LDR	Head Office	0	0	0
	LDR	Total of All Facilities	0	0	0
Lost Day Rate for Contractor Female Employees	LDR	Taşpınar	0	0	0
	LDR	Mersin	0	0	0
	LDR	Şah	0	0	0
	LDR	Erzurum	0	0	0
	LDR	Çorum	0	0	0
	LDR	Head Office	0	0	0
	LDR	Total of All Facilities	0	0	0
Lost Day Rate for Contractor Male Employees	LDR	Taşpınar	0	0	0
	LDR	Mersin	0	0	0
	LDR	Şah	0	0	0
	LDR	Erzurum	0	0	0
	LDR	Çorum	0	0	0
	LDR	Head Office	0	0	0
	LDR	Total of All Facilities	0	0	0

Metrics	Unit	Facility	2023	2024	2025
Total Lost Day Rate for Contractor personnel	LDR	Taşpınar	0	0	0
	LDR	Mersin	0	0	0
	LDR	Şah	0	0	0
	LDR	Erzurum	0	0	0
	LDR	Çorum	0	0	0
	LDR	Head Office	0	0	0
	LDR	Total of All Facilities	0	0	0
Total Lost Day Rate for Female Employees	LDR	Taşpınar	0	0	0
	LDR	Mersin	0	0	0
	LDR	Şah	0	0	0
	LDR	Erzurum	0	0	0
	LDR	Çorum	0	0	0
	LDR	Head Office	0	0	0
	LDR	Total of All Facilities	0	0	0
Total Lost Day Rate for Male Employees	LDR	Taşpınar	0	0	0
	LDR	Mersin	0	0	0
	LDR	Şah	0	0	0
	LDR	Erzurum	0	0	0
	LDR	Çorum	0	0	0
	LDR	Head Office	0	0	0
	LDR	Total of All Facilities	0	0	0
Total Lost Day Rate for Employees	LDR	Taşpınar	0	0	0
	LDR	Mersin	0	0	0
	LDR	Şah	0	0	0
	LDR	Erzurum	0	0	0
	LDR	Çorum	0	0	0
	LDR	Head Office	0	0	0
	LDR	Total of All Facilities	0	0	0

Metrics	Unit	Facility	2023	2024	2025
Lost Day Rate for Galata Wind Female Employees	LDR	Taşpınar	0	0	0
	LDR	Mersin	0	0	0
	LDR	Şah	0	0	0
	LDR	Erzurum	0	0	0
	LDR	Çorum	0	0	0
	LDR	Head Office	0	0	0
	LDR	Total of All Facilities	0	0	0
Lost Day Rate for Galata Wind Male Employees	LDR	Taşpınar	0	0	0
	LDR	Mersin	0	0	0
	LDR	Şah	0	0	0
	LDR	Erzurum	0	0	0
	LDR	Çorum	0	0	0
	LDR	Head Office	0	0	0
	LDR	Total of All Facilities	0	0	0
Total Lost Day Rate for Galata Wind Employees	LDR	Taşpınar	0	0	0
	LDR	Mersin	0	0	0
	LDR	Şah	0	0	0
	LDR	Erzurum	0	0	0
	LDR	Çorum	0	0	0
	LDR	Head Office	0	0	0
	LDR	Total of All Facilities	0	0	0
Lost Day Rate for Subcontractor Female Employees	LDR	Taşpınar	0	0	0
	LDR	Mersin	0	0	0
	LDR	Şah	0	0	0
	LDR	Erzurum	0	0	0
	LDR	Çorum	0	0	0
	LDR	Head Office	0	0	0
	LDR	Total of All Facilities	0	0	0

Metrics	Unit	Facility	2023	2024	2025
Lost Day Rate for Subcontractor Male Employees	LDR	Taşpınar	0	0	0
	LDR	Mersin	0	0	0
	LDR	Şah	0	0	0
	LDR	Erzurum	0	0	0
	LDR	Çorum	0	0	0
	LDR	Head Office	0	0	0
	LDR	Total of All Facilities	0	0	0
Total Lost Day Rate for Subcontractor personnel	LDR	Taşpınar	0	0	0
	LDR	Mersin	0	0	0
	LDR	Şah	0	0	0
	LDR	Erzurum	0	0	0
	LDR	Çorum	0	0	0
	LDR	Head Office	0	0	0
	LDR	Total of All Facilities	0	0	0
Lost Day Rate for Contractor Female Employees	LDR	Taşpınar	0	0	0
	LDR	Mersin	0	0	0
	LDR	Şah	0	0	0
	LDR	Erzurum	0	0	0
	LDR	Çorum	0	0	0
	LDR	Head Office	0	0	0
	LDR	Total of All Facilities	0	0	0
Lost Day Rate for Contractor Male Employees	LDR	Taşpınar	0	0	0
	LDR	Mersin	0	0	0
	LDR	Şah	0	0	0
	LDR	Erzurum	0	0	0
	LDR	Çorum	0	0	0
	LDR	Head Office	0	0	0
	LDR	Total of All Facilities	0	0	0

Metrics	Unit	Facility	2023	2024	2025
Total Lost Day Rate for Contractor personnel	LDR	Taşpınar	0	0	0
	LDR	Mersin	0	0	0
	LDR	Şah	0	0	0
	LDR	Erzurum	0	0	0
	LDR	Çorum	0	0	0
	LDR	Head Office	0	0	0
	LDR	Total of All Facilities	0	0	0
Total Lost Day Rate for Female Employees	LDR	Taşpınar	0	0	0
	LDR	Mersin	0	0	0
	LDR	Şah	0	0	0
	LDR	Erzurum	0	0	0
	LDR	Çorum	0	0	0
	LDR	Head Office	0	0	0
	LDR	Total of All Facilities	0	0	0
Total Lost Day Rate for Male Employees	LDR	Taşpınar	0	0	0
	LDR	Mersin	0	0	0
	LDR	Şah	0	0	0
	LDR	Erzurum	0	0	0
	LDR	Çorum	0	0	0
	LDR	Head Office	0	0	0
	LDR	Total of All Facilities	0	0	0
Total Lost Day Rate for Employees	LDR	Taşpınar	0	0	0
	LDR	Mersin	0	0	0
	LDR	Şah	0	0	0
	LDR	Erzurum	0	0	0
	LDR	Çorum	0	0	0
	LDR	Head Office	0	0	0
	LDR	Total of All Facilities	0	0	0

WORK ENVIRONMENTS WITH A HIGH RISK OF ACCIDENTS OR OCCUPATIONAL DISEASES

Metrics	Unit	Facility	2023	2024	2025
Total Number of Galata Wind Employees Working in High-Risk Positions	Number	Taşpınar	7	8	8
	Number	Mersin	9	9	8
	Number	Şah	7	7	7
	Number	Erzurum	0	3	3
	Number	Çorum	0	1	0
	Number	Head Office	0	0	37
	Number	Total of All Facilities	23	28	63
Total Number of Contractor personnel Working in High-Risk Positions	Number	Taşpınar	3	3	15
	Number	Mersin	6	100	11
	Number	Şah	10	10	15
	Number	Erzurum	0	0	19
	Number	Çorum	0	0	4
	Number	Head Office	0	0	0
	Number	Total of All Facilities	19	113	64
Total Number of Subcontractor personnel Working in High-Risk Positions	Number	Taşpınar	5	5	0
	Number	Mersin	5	5	0
	Number	Şah	4	5	0
	Number	Erzurum	21	19	0
	Number	Çorum	4	4	0
	Number	Head Office	0	0	0
	Number	Total of All Facilities	39	38	0
Total Number of Employees Working in High-Risk Positions	Number	Taşpınar	15	16	23
	Number	Mersin	20	114	19
	Number	Şah	21	22	22
	Number	Erzurum	21	22	22
	Number	Çorum	4	5	4
	Number	Head Office	0	0	37
	Number	Total of All Facilities	81	179	127

OHS TRAINING

Metrics	Unit	Facility	2023	2024	2025
Total OHS Training Hours for Galata Wind Employees	Hours	Taşpınar	182	208	332
	Hours	Mersin	171	171	128
	Hours	Şah	154	143.5	254
	Hours	Erzurum	24	48	32
	Hours	Çorum	0	16	0
	Hours	Head Office	52	52	24
	Hours	Total of All Facilities	583	638.5	770
Total OHS Training Hours for Contractor personnel	Hours	Taşpınar	48	48	188
	Hours	Mersin	96	1,600	60
	Hours	Şah	148	148	108
	Hours	Erzurum	0	0	228
	Hours	Çorum	0	0	48
	Hours	Head Office	0	0	0
	Hours	Total of All Facilities	292	1,796	632
Total OHS Training Hours for Subcontractor personnel	Hours	Taşpınar	128	128	0
	Hours	Mersin	60	60	0
	Hours	Şah	24	60	0
	Hours	Erzurum	336	304	0
	Hours	Çorum	64	64	0
	Hours	Head Office	0	0	0
	Hours	Total of All Facilities	612	616	0
Total OHS Training Hours for Employees	Hours	Taşpınar	358	384	520
	Hours	Mersin	327	1,831	188
	Hours	Şah	326	351.5	362
	Hours	Erzurum	360	352	260
	Hours	Çorum	64	80	48
	Hours	Head Office	52	52	24
	Hours	Total of All Facilities	1,487	3,050.5	1,402

Metrics	Unit	Facility	2023	2024	2025
OHS Training Hours per Employee	Hours	Taşpınar	20	21	33
	Hours	Mersin	16.35	16.06	16
	Hours	Şah	15.52	15.98	36
	Hours	Erzurum	17.14	16	16
	Hours	Çorum	16	16	24
	Hours	Head Office	4	4	8
	Hours	Total of All Facilities	14.84	14.84	22.17

OHS MANAGEMENT SYSTEM COVERAGE RATE

Metrics	Unit	Facility	2023	2024	2025
OHS Management System Coverage Rate for Galata Wind Employees	%	Taşpınar	—	—	100
	%	Mersin	—	—	100
	%	Şah	—	—	100
	%	Erzurum	—	—	100
	%	Çorum	—	—	—
	%	Head Office	—	—	100
	%	Total of All Facilities	—	—	100
OHS Management System Coverage Rate for Subcontractor personnel	%	Taşpınar	—	—	0
	%	Mersin	—	—	0
	%	Şah	—	—	0
	%	Erzurum	—	—	0
	%	Çorum	—	—	0
	%	Head Office	—	—	0
	%	Total of All Facilities	—	—	0
OHS Management System Coverage Rate for Contractor personnel	%	Taşpınar	—	—	0
	%	Mersin	—	—	0
	%	Şah	—	—	0
	%	Erzurum	—	—	0
	%	Çorum	—	—	0
	%	Head Office	—	—	0
	%	Total of All Facilities	—	—	0

Metrics	Unit	Facility	2023	2024	2025
OHS Management System Coverage Rate for All Employees	%	Taşpınar	—	—	33.33
	%	Mersin	—	—	33.33
	%	Şah	—	—	33.33
	%	Erzurum	—	—	33.33
	%	Çorum	—	—	0
	%	Head Office	—	—	33.33
	%	Total of All Facilities	—	—	27.78
OHS Training Hours per Employee	Hours	Taşpınar	20	21	33
	Hours	Mersin	16.35	16.06	16
	Hours	Şah	15.52	15.98	36
	Hours	Erzurum	17.14	16	16
	Hours	Çorum	16	16	24
	Hours	Head Office	4	4	8
	Hours	Total of All Facilities	14.84	14.84	22.17

CORPORATE GOVERNANCE AND FINANCIAL PERFORMANCE INDICATORS

BUSINESS ETHICS

Indicator	Unit	2023	2024	2025
Percentage of at-risk functions covered by anti-bribery and anti-corruption training programs	%	n/a	66	100
Financial political contributions made	TRY	0	0	0
In-kind political contributions made	TRY	0	0	0
Amount of internal and external lobbying expenditures	TRY	0	0	0
Amount paid for membership in lobbying associations	TRY	0	0	0

BOARD OF DIRECTORS

Indicator	Unit	2023	2024	2025
Number of board members	Number	6	6	6
Number of executive board members	Number	1	1	1
Number of independent board members	Number	2	2	2
Number of women on the board	Number	1	1	1
Number of men on the board	Number	5	5	5
Rate of women members on the board	Rate	17	17	17

BOARD OF DIRECTORS' EDUCATIONAL BACKGROUND

Indicator	Unit	2023	2024	2025
Number of Board members with a university degree	Number	6	6	6
Number of Board members with a master's degree	Number	3	3	3
Number of Board members with a doctoral degree	Number	0	0	0
Number of Board members conducting post-doc research	Number	0	0	0

CORPORATE GOVERNANCE MEETINGS

Indicator	Unit	2023	2024	2025
Board members' attendance rate at board meetings (Çağlar Göğüş)	%	100	100	100
Board members' attendance rate at board meetings (Bora Yalınay)	%	100	100	100
Board members' attendance rate at board meetings (Burak Kuyan)	%	100	100	100
Board members' attendance rate at board meetings (Neslihan Sadıkoğlu)	%	100	100	100
Board members' attendance rate at board meetings (Hüseyin Faik Açıkalın)	%	92	86	94
Board members' attendance rate at board meetings (Ozan Korkmaz)	%	98	89	85
Average attendance at committee meetings	%	100	100	100

CORPORATE GOVERNANCE REMUNERATION

Indicator	Unit	2023	2024	2025
Total Gross Compensation of Officers Responsible for the Management of the Company	TRY	6,456,742.89	14,032,414.68	*
Total Net Compensation of Officers Responsible for the Management of the Company	TRY	6,407,736.21	13,925,908.65	*
Total Compensation Received by Managers	TRY	23,911,801	32,591,547	-
Total Compensation Paid to Non-Executive Board Members	TRY	23,911,801	-	-
Total Compensation Paid to All Senior Executives	TRY	23,911,801	32,591,547	-
Ratio of the Percentage Increase in the Annual Total Compensation of the Highest-Paid Employee to the Average Percentage Increase in the Annual Total Compensation of All Other Employees (excluding the Highest-Paid Employee)	%	103	88	-
Total Compensation of Non-Executive Board Members	TRY	1,062,050.88	2,039,780.76	-

**The relevant data are not disclosed in accordance with a decision by our Company's management.*

CORPORATE GOVERNANCE

Indicator	Unit	2023	2024	2025
Percentage of Maximum Voting or Ownership Rights Permitted	%		There are no preferential voting rights.	
Advance Notice Period (Days) / Minimum Period Before the Next Shareholders' Meeting During Which a Shareholder Proposal May Not Be Accepted	Day	0	0	0
Total Number of Proposals Submitted to the Highest Governance Body During the Reporting Period	Number	0	0	0
Total Number of Complaints Submitted to the Highest Governance Body During the Reporting Period	Number	0	0	-
Total Number of Whistleblowing Reports Submitted to the Highest Governance Body During the Reporting Period	Number	0	0	0
Minimum Number of Years Before Board Members May Be Re-elected	Number	1	1	1
Maximum Percentage of Voting or Ownership Rights Permitted	%	23,911,801	32,591,547	There are no preferential voting rights.
Local Employment of Senior Management	%	100	100	100

ANTI-CORRUPTION INDICATORS

Indicator	Unit	2023	2024	2025
Total number of operations assessed for risks related to corruption	Number	0	0	0
Total percentage of operations assessed for risks related to corruption	%	0	0	0
Total number of governance body members (board of directors, management committee, etc.) that the anti-corruption policies and procedures have been communicated to	Number	0	0	0
Total percentage of governance body members (board of directors, management committee, etc.) that the anti-corruption policies and procedures have been communicated to	%	0	0	0

FINANCIAL PERFORMANCE

Indicator	Unit	2023	2024	2025
Operating expenditures (OpEx) allocated to climate change	TRY	254,492,479	330,460,712*	315,134,641
Capital expenditures (CapEx) allocated to climate change	TRY	1,853,473,060	2,459,194,283*	1,561,710,979
Significant investment expenditures for coal-related economic activities	TRY	0	0	0
Significant investment expenditures for oil-related economic activities	TRY	0	0	0
Significant investment expenditures for gas-related economic activities	TRY	0	0	0
Net revenue from activities in sectors with high climate impact	TRY	2,684,048,748	3,094,818,159*	2,939,691,769
Net revenue from activities outside sectors with high climate impact	TRY	0	0	0
Financial effects of biodiversity offsets (direct and indirect costs)	TRY	5,747,150	1,223,803*	585,336
Revenue from low-carbon products	TRY	2,684,048,748	3,094,818,159*	2,939,691,769
Salaries and wages arising from sustainability reporting	TRY	109,203,252	202,221,188*	229,656,663
Gross margin	%	59	52	46
Operating expenses	%	5	10	10
EBITDA margin	%	76	69	68
EBIT margin	%	79	48	52
Net profit margin	%	34	35	29
Total sales	MWh	729,613	810,127	880,596
Net sales	TRY	2,684,048,748	3,094,818,159*	2,939,691,769
EBITDA	TRY	2,028,542,849	2,141,152,140*	2,011,600,115
Net profit	TRY	900,270,559	1,092,178,771*	845,427,565

Financial Performance	Unit	2023	2024	2025
Investment expenditures	TRY	1,900,041,322	2,624,231,801*	1,613,690,182
Total assets	TRY	13,224,429,952	19,384,520,193*	20,338,615,605
Working capital	TRY	92,620,601	1,060,893,811*	1,304,322,034
Gross profit	TRY	1,596,463,307	1,624,722,424*	1,346,447,809.00
Gross margin	%	59	52	46
Operating expenses	TRY	128,698,260	296,286,669*	298,603,432
EBIT	TRY	2,126,147,804	1,473,483,744*	1,538,845,175
ROA	%	7	6	4
ROE	%	9	8	6
Net financial debt/Equity	TRY	0.10	0.08	0.14
Investment amount-CapEx	TRY	1,900.04	2,624.23*	1,613.69
Operating expenditures-OpEx	TRY	125.47	286.44*	286.61
Payments to shareholders	TRY	761,888,112	695,610,958*	399,509,411*
Corporate income tax expense	TRY	260,872,272	145,137,716	192,352,446
Community investments	TRY	23,897,676	21,846,601	21,614,077***
Payments to suppliers	TRY	545,987,640	751,444,832*	698,434,991
Cash flows from operating activities	TRY	2,867,767,633	1,954,437,323*	1,647,716,357
Net financial debt	TRY	970,993,431	1,155,049,395*	1,336,077,487.00
Employee wages and benefits	TRY	109,203,252	202,221,187*	229,656,663
Economic value retained	TRY	1,086,916,158	1,290,521,823*	1,390,937,025
Total taxes paid	TRY	179,738,578	155,019,359*	221,153,679
Total monetary value of financial assistance received by the organization from any government	TRY	0	0	0
Total amount of tax relief and tax credits	TRY	0	0	0
Amount of subsidies	TRY	0	0	0
Amount of investment grants, research and development grants and other relevant types of grants	TRY	0	0	0
Total amount of significant infrastructure investments and services supported	TRY	0	0	0
Retained earnings	TRY	5,271,872,098	8,239,203,126*	7,839,693,715
Amount of green investments	TRY	1,853,473,060	2,459,194,283*	1,561,710,979
Trade Associations	TRY	26,179	1,373,772**	1,912,171
Sponsorship	TRY	3,018,546	2,811,706*	2,531,169

Financial Performance	Unit	2023	2024	2025
Total amount of donations	TRY	20,879,130	25,783,819*	19,701,906
Total amount of political contributions	TRY	0	0	0
Amount of domestic and international lobbying expenditures	TRY	0	0	0
Amount paid for membership in lobbying associations	TRY	0	0	0
Political contributions in kind	TRY	0	0	0

**Data for 2024 are presented differently from the previous sustainability report due to the application of inflation accounting.*
*** The expenditure KPI depicted as "amount paid for membership in lobbying associations" has to be "0" as if given in TR version of the report. The said KPI in p.164 of the former report (2024 SR) defines the 'expenditure of trade associations membership' indeed. The 2024 value – "57,694" has to be 1,303,772 TL*
**** Expenditure for sponsorship is included in the expenditure for donations.*

SUSTAINABLE SUPPLY CHAIN MANAGEMENT

Sustainable Supply Chain Management	Unit	2023	2024	2025	Reporting Guidance
Procurement amount	TRY	1,523,878,375	2,578,972,104	1,386,753,669.54	Refers to the total procurement amount from all suppliers that issued invoices in the relevant year.
Local procurement amount	1,386,753,669.54	1,190,293,097	-2,554,725,684	1,288,268,596	
Local procurement rate		78	99	56	
Total number of suppliers	TRY	1,190,293,097	3,343,939,930*	1,288,268,596	Refers to the total number of all suppliers that issued invoices in the relevant year.
Supplier audit	%	78	99*	56	Refers to online or face-to-face audits to be conducted for suppliers that responded to the Sustainable Supplier Survey and the General Supplier Survey and were identified as high-risk because their overall average score was below 40 points.
Audit (assessment) rate of suppliers with procurement exceeding TRY 5 million	Number	480	479	557	Refers to online or face-to-face audits to be conducted for suppliers that responded to the Sustainable Supplier Survey and the General Supplier Survey, had procurement of TRY 5 million or more in the relevant year, and were identified as high-risk because their overall average score was below 40 points.
Number of high-risk suppliers	Number	0	0	0	Refers to the total number of suppliers that responded to the Sustainable Supplier Survey and the General Supplier Survey and had an overall average score below 40 points.
High-risk supplier rate	%	0	0	0	Calculated by dividing the number of suppliers that responded to the Sustainable Supplier Survey and the General Supplier Survey and were identified as high-risk by the total number of suppliers, and multiplying the resulting value by 100.
Audit rate	Number	n/a	n/a	7	Refers to suppliers that responded to the Sustainable Supplier Survey and the General Supplier Survey, had procurement of TRY 5 million or more in the relevant year, had an overall average score below 40 points and were identified as high-risk, and completed DİEP activities following online or face-to-face audits.

1- Data for 2024 differ from those presented in our previous sustainability report due to the application of inflation accounting.
2- The assessment is based solely on suppliers that responded to the surveys, and the results are expressed as a proportion of the total number of suppliers.
3- Data reported as "0" in our 2023 report indicate that the relevant activities had not yet commenced. These entries have been updated to "n/a".
4- As the audits had not yet been completed during the reporting period, data relating to the assessment results are presented as "n/a".

SUPPLY CHAIN SOCIAL ASSESSMENTS

Indicator	Unit	2023	2024	2025	Reporting Guideline
Percentage of new suppliers assessed using social criteria	%	0	70	74	Calculated by dividing the total number of suppliers to whom the Sustainable Supplier Survey and General Supplier Survey were sent by the total number of suppliers and multiplying the resulting value by 100.
Number of suppliers assessed for social impacts	Number	0	368	493	Represents the total number of suppliers to whom the Sustainable Supplier Survey and General Supplier Survey were sent. Both surveys include assessment criteria related to social matters.
Number of suppliers identified as having significant actual and potential negative social impacts	Number	n/a	5	0	Represents the number of suppliers whose average score on social criteria is below 40 based on the results of the Sustainable Supplier Survey and General Supplier Survey.
Percentage of suppliers identified as having significant actual and potential negative social impacts with whom improvements were agreed upon as a result of the assessment	%	n/a	n/a	n/a	Represents the number of suppliers whose average score on social criteria is below 40 based on the results of the Sustainable Supplier Survey and General Supplier Survey, and whose risk status was confirmed through online and on-site audits.
Percentage of suppliers identified as having significant actual and potential negative social impacts with whom business relationships were terminated as a result of the assessment	%	n/a	n/a	n/a	Represents the number of suppliers whose average score on social criteria is below 40 based on the results of the Sustainable Supplier Survey and General Supplier Survey, whose risk status was confirmed through online and on-site audits, and with whom corrective and improvement actions under the DİEP were agreed upon, but whose business relationship was terminated due to their failure to complete the relevant corrective and improvement actions within the specified timeframe.

SUPPLY CHAIN ENVIRONMENTAL ASSESSMENTS

Indicator	Unit	2023	2024	2025	Reporting Guideline
Percentage of new suppliers assessed using environmental criteria	%	0	70	74	Represents the total number of suppliers to whom the Sustainable Supplier Survey and General Supplier Survey were sent. Both surveys include assessment criteria related to environmental matters.
Number of suppliers assessed for environmental impacts	Number	0	386	493	Represents the total number of suppliers to whom the Sustainable Supplier Survey and General Supplier Survey were sent. Both surveys include assessment criteria related to social matters.
Number of suppliers identified as having significant actual and potential negative environmental impacts	Number	n/a	15	0	Represents the number of suppliers whose average score on environmental criteria is below 40 based on the results of the Sustainable Supplier Survey and General Supplier Survey.
Percentage of suppliers identified as having significant actual and potential negative environmental impacts with whom improvements were agreed upon as a result of the assessment	%	n/a	n/a	n/a	Represents the number of suppliers whose average score on environmental criteria is below 40 based on the results of the Sustainable Supplier Survey and General Supplier Survey, and whose risk status was confirmed through online and on-site audits.
Percentage of suppliers identified as having significant actual and potential negative environmental impacts with whom improvements were agreed upon as a result of the assessment	%	n/a	n/a	n/a	Represents the number of suppliers whose average score on environmental criteria is below 40 based on the results of the Sustainable Supplier Survey and General Supplier Survey, and whose risk status was confirmed through online and on-site audits.
Percentage of suppliers identified as having significant actual and potential negative environmental impacts with whom business relationships were terminated as a result of the assessment	%	n/a	n/a	n/a	Represents the number of suppliers whose average score on environmental criteria is below 40 based on the results of the Sustainable Supplier Survey and General Supplier Survey, whose risk status was confirmed through online and on-site audits, and with whom corrective and improvement actions under the DİEP were agreed upon, but whose business relationship was terminated due to their failure to complete the relevant corrective and improvement actions within the specified timeframe.

PAYMENT AND COMPLIANCE INDICATORS

Payment-Related Practices	Unit	2023	2024	2025
Average time for suppliers to pay an invoice	Days	30	30	30
Percentage of payments made to suppliers in accordance with standard payment terms	%	100	100	100
Number of ongoing legal proceedings for late payments to suppliers	Number	0	0	0

ANTI-CORRUPTION COMPLIANCE INDICATORS

Anti-corruption	Unit	2023	2024	2025
Total number of suppliers to whom anti-corruption policies and procedures have been communicated	Number	0	0	0
Total percentage of suppliers to whom anti-corruption policies and procedures have been communicated	%	0	0	0

FREEDOM OF ASSOCIATION METRICS

Freedom of Association	Unit	2023	2024	2025
Number of suppliers in which workers' rights to exercise freedom of association or collective bargaining may be at significant risk	Number	0	0	0

CHILD LABOR METRICS

Child Labor	Unit	2023	2024	2025
Number of suppliers considered to be at risk for child labor	Number	0	0	0

FORCED OR COMPULSORY LABOR METRICS

Forced or Compulsory Labor	Unit	2023	2024	2025
Number of suppliers considered to be at risk for forced or compulsory labor	Number	0	0	0

RISK MANAGEMENT AND COMPLIANCE INDICATORS

Indicator	Unit	2023	2024	2025
Percentage of buildings and facilities where management systems are implemented (ISO 14001)	%	100	100	100
Percentage of buildings and facilities where management systems are implemented (ISO 5001)	%	100	100	100
Percentage of buildings and facilities where management systems are implemented (ISO 27001)	%	100	100	100
Percentage of buildings and facilities where management systems are implemented (ISO 45001)	%	100	100	100
Percentage of company facilities or subsidiaries certified under any widely accepted management system (ISO 14001)	%	100	100	100
Percentage of company facilities or subsidiaries certified under any widely accepted management system (ISO 5001)	%	100	100	100
Percentage of company facilities or subsidiaries certified under any widely accepted management system (ISO 27001)	%	100	100	100
Percentage of company facilities or subsidiaries certified under any widely accepted management system (ISO 45001)	%	100	100	100
Number of RESK Committee meetings	Number	6	6	6
Number of Sustainability Committee meetings	Number	1	1	2

ETHICS HOTLINE PERFORMANCE INDICATORS

Indicator	Unit	2023	2024	2025
Total number of Ethics Hotline reports	Number	0	0	0
Number of reports processed	Number	0	0	0
Number of reports found to be substantiated and acted upon	Number	0	0	0
Number of complaints made through channels available for employees to raise concerns	Number	0	0	0

LEGAL INDICATORS

Indicator	Unit	2023	2024	2025
Amount of fines, penalties and compensation resulting from violations related to social and human rights factors	TRY	0	0	0
Amount of fines, penalties and compensation for severe human rights issues and incidents connected to employees	TRY	0	0	0
Total financial loss resulting from legal proceedings or violations related to labor law	TRY	TRY 64,595.37	TRY 375,298.27	TRY 253,014.91
Total financial loss resulting from lawsuits related to discrimination cases involving employees	TRY	0	0	0
Amount of fines, penalties and compensation resulting from violations related to social and human rights factors	TRY	0	0	0
Number of convictions for violations of anti-corruption and anti-bribery laws	Number	0	0	0
Amount of fines for violations of anti-corruption and anti-bribery laws	TRY	0	0	0
Total number of confirmed incidents of corruption or bribery	Number	0	0	0
Total number of confirmed incidents in which employees were dismissed or disciplined for corruption or bribery	Number	0	0	0
Total number of incidents in which contracts with business partners were terminated or not renewed due to violations related to corruption or bribery	Number	0	0	0
Total number of significant instances of non-compliance with laws and regulations	Number	2	0	0
Instances for which fines were incurred	Number	0	0	0
Instances for which non-monetary sanctions were incurred	Number	0	0	0
Total number of instances of non-compliance with laws and regulations for which monetary sanctions were incurred	Number	2	0	0
Amount of fines for instances of non-compliance with laws and regulations	TRY	0	0	0
Total litigation expenses reported by the company	TRY	15,655.80	5,219.50	22,938.28
Number of public legal cases regarding corruption brought against the organization or its employees	Number	0	0	0
Number of legal actions pending or completed during the reporting period regarding anti-competitive behavior and violations of anti-trust and monopoly legislation	Number	0	0	0
Number of confirmed conflict-of-interest incidents	Number	-	-	0
Number of confirmed money laundering and/or insider trading/dealing incidents	Number	-	-	0

DATA SECURITY AND CYBERSECURITY METRICS

Indicator	Unit	2023	2024	2025
Number of data breaches	Number	0	0	0
Percentage of breaches involving personal information	%	0	0	0
Number of customers affected	Number	0	0	0
Number of non-compliance incidents relating to physical security and/or cybersecurity standards or regulatory obligations	Number	0	0	0

DIGITAL TRANSFORMATION INDICATORS

Indicator	Unit	2023	2024	2025
Total number of digital projects	Number	9	5	5
Number of active digital projects	Number	4	3	3
Number of completed digital projects	Number	4	3	3
Total cost of all completed projects	TRY	6.3 million	9.4 million	9.4 million
Digital literacy rate of power plants	%	100	100	100
Digital literacy rate of blue-collar employees	%	100	100	100
Number of investments in sustainable technologies, innovation, and digital transformation	Number	4	3	3
Total amount of digital infrastructure investments and services	TRY	6.3 million	9.4 million	13.87 million

CUSTOMER RELATIONS INDICATORS

Indicator	Unit	2023	2024	2025
Total number of substantiated complaints received concerning breaches of customer privacy	Number	0	0	0
Complaints received from outside parties and substantiated by the organization concerning breaches of customer privacy	Number	0	0	0
Complaints from regulatory bodies concerning breaches of customer privacy	Number	0	0	0
Total number of identified leaks, thefts or losses of customer data	Number	0	0	0
Total number of incidents of non-compliance with regulations and/or voluntary codes concerning marketing communications, including advertising, promotion and sponsorship	Number	0	0	0
Total number of incidents of non-compliance with regulations and/or voluntary codes concerning the health and safety impacts of products and services	Number	0	0	0
Customer satisfaction rate*	%	n/a	n/a	n/a

* Customer satisfaction is considered secondary in reporting as Galata Wind operates a business-to-business (B2B) business model rather than a consumer-oriented model.

MEMBERSHIPS AND COLLABORATIONS

MEMBERSHIPS

Turkish Wind Energy Association

Electricity Producers Association

Energy Investors Association

Turkish Section of the International Solar Energy Society

Energy Traders Association

Corporate Governance Association of Türkiye

Turkish Investor Relations Society

World Energy Council Türkiye

Foreign Economic Relations Board

United Nations Global Compact

Green Collar Women Association

Business Council for Sustainable Development Türkiye

UN Women Empowerment Principles

COLLABORATIONS

Aydın Doğan Foundation

Earth My Home Association

Great Place to Work

Republic of Türkiye Ministry of Energy and Natural Resources

Ministry of Environment, Urbanization and Climate Change

Republic of Türkiye Ministry of Agriculture and Forestry

General Directorate of Nature Conservation and National Parks

Istanbul Gedik University

GRI, ESRS, TSRS, SASB AND UN SDG CROSS-REFERENCE INDEX

GRI Disclosures and Indicators	ESRS Disclosures and Indicators	IFRS S1-S2 / TSRS S1-S2	SASB	UNGC	SDG	UN WEPs	Where to Find the Disclosure
GRI 2: General Disclosures 2021							
2-1 Organizational details	See also the indicators of Directive 2013/34/EU						Presented in the "About Our Report" and "About Us – About Our Company" sections on pages 4-5 and 24-26; contact details are in "Report Contact Information" on page 357.
2-2 Entities included in the organization's sustainability reporting	ESRS 1 5.1; ESRS 2 BP-1 §5 (a) and (b) i			G12		Principle 7	Presented in the "About Our Report" section on pages 4-5.
2-3 Reporting period, frequency and contact point (2-3-a and 2-3-b)	ESRS 1 §73			G12		Principle 7	Presented in the "About Our Report" section on pages 4-5 and in "Report Contact Information" on page 357.
2-4 Restatements of information	ESRS 2 BP-2 §13, §14 (a), (b)	IFRS S1 Location of Information 60, 61, 62, 63, Timing of Reporting 64, 65, 66, 67, 68, 69 IFRS S1 Measurement Uncertainty 77, 73, 74, 75, 76, 77, 78, 79, 80, 81, 82, Errors 83, 84, 85, 86					Presented in the "About Our Report" section on pages 4-5.
2-5 External assurance (External Assurance of the Report)	See also the independent assurance requirements of Directive (EU) 2022/2464			G13			Presented in the "About Our Report" and "Annexes – Limited Assurance Report" sections on pages 5 and 182.
2-6 Activities, value chain and other business relationships	ESRS 2 SBM-1 §40 (a) I, (a) ii, (b), (c), §42 (c)	IFRS S1 Business Model and Value Chain 32, Strategy and Decision-making 33, IFRS S2 Business Model and Value Chain 13, Strategy and Decision-making 14, Financial Position, Financial Performance and Cash Flows 15, 16, 17, 18, 19, 20, 21					Presented in the "About Us – About Our Company" and "Our Business Model and Value Chain Map" sections on pages 24-26 and 43-44.
2-7 Employees	ESRS 2 SBM-1 §40 (a) iii; ESRS S1 S1-6 §50 (a), (b) and (d), (e), §51, §52					Principle 7	Presented in the "People, Safety and Transformative Culture – The Company's Own Workforce" section on pages 103-105 and in "Annexes – Human Resources and Social Impact Performance Indicators" on pages 200-210.
2-8 Workers who are not employees	ESRS S1 S1-7 §55, §56						Presented in the "The Company's Own Workforce" section on pages 103-105 and in "Annexes – Workforce Distribution by Employee Type" on page 210.
2-9 Governance structure and composition (2-9-a [for public entities], 2-9-b, 2-9-c-i, c-ii, c-v to c-viii)	ESRS 2 GOV-1 §21, §22 (a), §23; ESRS G1 §5 (b). See also the corporate governance statement indicators under Directive 2013/34/EU for public-interest entities.	IFRS S1 Governance 26, 27, IFRS S2 Governance 5, 6, 7		G5, L7		Principles 1, 2	Presented in the "About Us – Our Corporate Governance Structure and Committees" section on pages 27-34 and in "Annexes – Board of Directors and Executive Committee Distribution" on page 207.
2-10 Nomination and selection of the highest governance body	ESRS 2 GOV-1, GOV-2, GOV-3, GOV-4, GOV-5. This topic is not included in the sustainability topics list in ESRS 1 AR §16.	IFRS S1 Governance 26, 27, IFRS S2 Governance 5,6, 7					Presented in the "Our Corporate Governance Structure and Committees" section on pages 27-29.
2-11 Chair of the highest governance body	ESRS 2 GOV-1, GOV-2, GOV-3, GOV-4, GOV-5. This topic is not included in the sustainability topics list in ESRS 1 AR §16.	IFRS S1 Governance 26, 27, IFRS S2 Governance 5,6, 7					Presented in the "Our Corporate Governance Structure and Committees" section on pages 27-34.
2-12 Role of the highest governance body in overseeing the management of impacts	ESRS 2 GOV-1 §22 (c); GOV-2 §26 (a), (b); SBM-2 §45 (d); ESRS G1 §5 (a)	IFRS S1 Governance 26-27, IFRS S2 Governance 5, 6, 7, IFRS S2 29 (g)		G1, G7		Principles 1, 2	Presented in the "About Us – Our Sustainability Management" and "Climate Leadership and Energy Transformation – Governance" sections on pages 30, 35-36 and 69.
2-13 Delegation of responsibility for managing impacts	ESRS 2 GOV-1 §22 (c); GOV-2 §26 (a); ESRS G1 G1-3 §18 (c)	IFRS S1 Governance 26-27, IFRS S2 Governance 5, 6, 7, IFRS S2 29 (g)		G4, G5			Presented in the "About Us – Our Sustainability Management" section on pages 35-36.
2-14 Role of the highest governance body in sustainability reporting	ESRS 2 GOV-5 §36; IRO-1 §53 (d)	IFRS S1 Objective 1, 2, 3, 4, IFRS S1 Governance 26-27, IFRS S2 Governance 5, 6, 7, IFRS S2 Climate-related Metrics 29 (g)		G1		Principles 1, 2	Presented in the "About Our Report" and "Our Sustainability Management" sections on pages 4-5 and 35-36.
2-15 Conflicts of interest	ESRS G1, G1-1, G1-2, G1-3, G1-4, G1-5, G1-6. This topic is not included in the sustainability topics list in ESRS 1 AR §16.	IFRS S1 Governance 26, 27, IFRS S2 Governance 5,6, 7					Presented in the "People, Safety and Transformative Culture – Business Ethics" section on pages 128-130.
2-16 Communication of critical concerns	ESRS 2 GOV-2 §26 (a); ESRS G1 G1-1 AR 1 (a); G1-3 §18 (c)						Presented in the "Our Sustainability Management" and "Employee Feedback and Grievance Mechanisms" sections on pages 35-36 and 106-108.

GRI Disclosures and Indicators	ESRS Disclosures and Indicators	IFRS S1-S2 / TSRS S1-S2	SASB	UNGC	SDG	UN WEPs	Where to Find the Disclosure
2-17 Collective knowledge of the highest governance body	ESRS 2 GOV-1 §23	IFRS S1 Governance 26, 27, IFRS S2 Governance 5, 6, 7, IFRS S2 Climate-related Metrics 29 (g) IFRS S1 Governance 26, 27, IFRS S2 Governance 5, 6, 7, IFRS S2 Climate-related Metrics 29 (g)					Presented in the "Our Corporate Governance Structure and Committees" section on pages 32-34.
2-18 Evaluation of the performance of the highest governance body	ESRS 2 GOV-1, GOV-2, GOV-3, GOV-4, GOV-5. This topic is not included in the sustainability topics list in ESRS 1 AR §16.	IFRS S2 Climate-related Metrics 29 (g)					Presented in the "Our Corporate Governance Structure and Committees" section on pages 31-34.
2-19 Remuneration policies	ESRS 2 GOV-3 §29 (e). See also the remuneration report indicators under Directive (EU) 2017/828 for undertakings based in the EU.	IFRS S1 Governance 26-27, IFRS S2 Governance 5, 6, 7, IFRS S2, IFRS S2 Climate-related Metrics 29 (g)		G10			Presented in the "Our Corporate Governance Structure and Committees" section on page 31.
2-20 Process to determine remuneration	ESRS 2 GOV-3 §29 (e). See also the remuneration report indicators under Directive (EU) 2017/828 for undertakings based in the EU.	IFRS S1 Governance 26-27, IFRS S2 Governance 5, 6,7, IFRS S2 Climate-related Metrics 29 (g)					Presented in the "Our Corporate Governance Structure and Committees" section on page 31.
2-21 Annual total compensation ratio (2-21-a and 2-21-c)	ESRS S1 S1-16 §97 (b), (c)			L8		Principles 1, 2	Presented in the "People, Safety and Transformative Culture – Fair Wage, Equal Pay" section on pages 111-113.
2-22 Statement on sustainable development strategy	ESRS 2 SBM-1 §40 (g)	IFRS S2 Strategy, IFRS S1 Strategy		G1			Presented in the "Messages from the Management" and "About Us – Our Integrated Corporate and Sustainability Strategy" sections on pages 7-10 and 37-42.
2-23 Policy commitments (2-23-a-i and a-iv; 2-23-b, 2-23-d, 2-23-e, 2-23-f); 102-1 Climate change transition plan; 102-2 Climate change adaptation plan; 102-3 Just transition	ESRS 2 GOV-4; MDR-P §65 (b), (c), (f); ESRS S1 S1-1 §19, §21, AR 14; ESRS S2 S2-1 §16, §17, §19, AR 16; ESRS S3 S3-1 §14, §16, §17, AR 11; ESRS S4 S4-1 §15, §17, AR 13; ESRS G1 G1-1 §7 and AR 1 (b)	IFRS S1 Governance 26-27, IFRS S2 Climate-related Metrics 29 (g)		G2, G3, G7, G7.1, HR2, HR2.1, L1.1, E1.1, AC2		Principles 1, 2, 5, 6, 7	Presented in the "Our Integrated Corporate and Sustainability Strategy", "Social Impact – Human Rights Policy" and "Business Ethics" sections on pages 37-42, 100 and 128-131.
2-24 Embedding policy commitments	ESRS 2 GOV-2 §26 (b); MDR-P §65 (c); ESRS S1 S1-4 AR 35; ESRS S2 S2-4 AR 30; ESRS S3 S3-4 AR 27; ESRS S4 S4-4 AR 27; ESRS G1 G1-1 §9 and §10 (g)	IFRS S1 Governance 26- 27, IFRS S2 Governance 5, 6, 7 IFRS S2 Climate-related Metrics 29 (g)		G2, G3, G7, G7.1, HR2, HR2.1, L1.1, E1.1, AC2		Principles 1, 2, 5, 6, 7	Presented in the "Our Integrated Corporate and Sustainability Strategy" and "Business Ethics" sections on pages 37-42 and 128-131.
2-25 Processes to remediate negative impacts; 102-1 Climate transition plan; 102-2 Climate adaptation plan; 102-3 Just transition	ESRS S1 S1-1 §20 (c); S1-3 §32 (a), (b), (e), AR 31; ESRS S2 S2-1 §17 (c); S2-3 §27 (a), (b), (e), AR 26; S2-4 §33 (c); ESRS S3 S3-1 §16 (c); S3-3 §27 (a), (b), (e), AR 23; S3-4 §33 (c); ESRS S4 S4-1 §16 (c); S4-3 §25 (a), (b), (e), AR 23; S4-4 §32 (c); ESRS G1 G1-1 §10 (a); G1-3 §18 (a)	IFRS S1 Governance 26, 27, Strategy 28, 29, Sustainability-related Risks and Opportunities 30, 31, Business Model and Value Chain 32, Financial Position, Financial Performance and Cash Flows 34, 35, 36, 37, 38, 39, 40, Risk Management 43, 44, Metrics and Targets, 45, 46, 47, 48, 49, 50, 51, 52, 53, Sources of Guidance 54, 55, 56, 57, 58, 59, IFRS S2 Strategy 8,9, Climate-related Risks and Opportunities, 10, 11, 12, Business Model and Value Chain 13, Strategy and Decision-making 14, Financial Position, Financial Performance and Cash Flows 15, 16, 17, 18, 19, 20, 21, Climate Resilience 22,23, Risk Management 24, 25, 16, Metrics and Targets 27, 28, Climate-related Metrics 29, 30, 31, 32, Climate-related Targets 33, 34, 35, 36, 37	Nuclear Safety Management, IF-EU-540a.1, IF-EU-540a.2				Presented in the "Employee Feedback and Grievance Mechanisms" and "Social Impact" sections on pages 106-108 and 100-102.
2-26 Mechanisms for seeking advice and raising concerns	ESRS S1 S1-3 AR 32 (d); ESRS S2 S2-3 AR 27 (d); ESRS S3 S3-3 AR 24 (d); ESRS S4 S4-3 AR 24 (d); ESRS G1 G1-1 §10 (a); G1-3 §18 (a)			G8, G8.1		Principle 1	Presented in the "Employee Feedback and Grievance Mechanisms" and "About Us – Our Stakeholder Management" sections on pages 106-108 and 45-46.
2-27 Compliance with laws and regulations	ESRS 2 SBM-3 §48 (d); ESRS E2 E2-4 AR 25 (b); ESRS S1 S1-17 §103 (c), (d) and §104 (b); ESRS G1 G1-4 §24 (a)	IFRS S1, S2, ESRS, CDP, TCFD, TSRS, SDG, UNGC, Sources of Guidance 54, 55, 56, 57, 58, 59, Statement of Compliance 72, 73	Water Management, IF-EU-140a.2; Grid Resiliency, IF-EU-550a.1				Presented in the "Business Ethics – Compliance Management" section on pages 128-131 and in "Annexes – Legal Indicators" on page 310.

GRI Disclosures and Indicators	ESRS Disclosures and Indicators	IFRS S1-S2 / TSRS S1-S2	SASB	UNGC	SDG	UN WEPs	Where to Find the Disclosure
2-28 Membership associations	Political engagement is a sustainability topic for G1 is a sustainability topic under ESRS 1 AR §16. Therefore, this GRI disclosure is a metric to be disclosed in line with the entity's priorities through MDR-P, MDR-A, MDR-T and/or entity-specific additional disclosures pursuant to ESRS 1 §11 and MDR-M.		Nuclear Safety Management, IF-EU-540a.1, IF-EU-540a.2				Presented in the "Highlights in 2025 – International Commitments and Memberships" section on page 16 and in "Business Ethics – Our Commitment to International Frameworks" on page 130.
2-29 Approach to stakeholder engagement	ESRS 2 SBM-2 §45 (a) I, (a) iv; ESRS S1 S1-1 §20 (b); S1-2 §25, §27 (e) and §28; ESRS S2 S2-1 §17 (b); S2-2 §20, §22 (e), §23; ESRS S3 S3-1 §16 (b); S3-2 §19, §21 (d), §22; ESRS S4 S4-1 §16 (b); S4-2 §18, §20 (d), §21			G11			Presented in the "About Us – Our Stakeholder Management" and "Double Materiality Analysis – Stakeholder Perspectives Analysis" sections on pages 45-46 and 55-58.
2-30 Collective bargaining agreements	ESRS S1 S1-8 §60 (a) and §61			L1.2, L6			Presented in the "Diversity, Equity and Inclusion – Our Policy and Management Approach" and "Social Impact – Human Rights Policy" sections on pages 115 and 100.
GRI 3: Material Topics 2021							
3-1 Process to determine material topics	ESRS 2 BP-1 AR 1 (a); IRO-1 §53 (b) ii, (b) iv	IFRS S1 Materiality 17-18		G7, G7.1, HR3, L2, E2		Principles 1, 2, 3, 4, 5, 6, 7	Presented in the "Double Materiality Analysis" section on pages 48-60.
3-2 List of material topics	ESRS 2 SBM-3 §48 (a) and (g)			HR1, E12		Principles 1, 2, 3, 4, 5, 6, 7	Presented in the "Double Materiality Analysis – Final Materiality and Results" section on page 60.
3-3 Management of material topics	ESRS 2 SBM-1 §40 (e); SBM-3 §48 (c) i and (c) iv; MDR-P, MDR-A, MDR-M, MDR-T; ESRS S1 S1-2 §27; S1-4 §39 and AR 40 (a); S1-5 §47 (b), (c); ESRS S2 S2-2 §22; S2-4 §33, AR 33 and AR 36 (a); S2-5 §42 (b), (c); ESRS S3 S3-2 §21; S3-4 §33, AR 31, AR 34 (a); S3-5 §42 (b), (c); ESRS S4 S4-2 §20; S4-4 §31, AR 30 and AR 33 (a); S4-5 §41 (b), (c)	IFRS S1 Governance 26, 27, Strategy 28, 29, Sustainability-related Risks and Opportunities 30, 31, Business Model and Value Chain 32, Financial Position, Financial Performance and Cash Flows 34, 35, 36, 37, 38, 39, 40, Risk Management 43, 44, Metrics and Targets, 45, 46, 47, 48, 49, 50, 51, 52, 53, Sources of Guidance 54, 55, 56, 57, 58, 59, IFRS S2 Strategy 8,9, Climate-related Risks and Opportunities, 10, 11, 12, Business Model and Value Chain 13, Strategy and Decision-making 14, Financial Position, Financial Performance and Cash Flows 15, 16, 17, 18, 19, 20, 21, Climate Resilience 22,23, Risk Management 24, 25, 16, Metrics and Targets 27, 28, Climate-related Metrics 29, 30, 31, 32, Climate-related Targets 33, 34, 35, 36, 37		G9, HR3, HR4, HR5, HR6, HR7, HR8, L1, L2, L3, L4, L5, L11, L12, E1, E2, E3, E22, AC1, AC4, AC6, AC7, AC8		Principles 1, 2, 3, 4, 5, 6, 7	Presented in the "Double Materiality Analysis" and "Annexes – Double Materiality Analysis Results" sections on pages 59-60 and 332-352; the management of material topics is presented in the "Strategic Focus Areas" section on pages 66-131.
GRI 201: Economic Performance 2016							
201-1 Direct economic value generated and distributed	ESRS 1-3 §3.1, 3.2, 3.3, 3.4, 3.5, 3.6. This topic is not included in the sustainability topics list in ESRS 1 AR §16.						Presented in the "Highlights in 2025 – Our Financial Performance" section on page 13 and in "Annexes – Corporate Governance and Financial Performance Indicators" on page 305.
201-2 Financial implications and other risks and opportunities due to climate change; 102-1 Climate transition plan; 102-2 Climate adaptation plan; 102-10 Carbon credits	ESRS 2 SBM-3 §48 (a), (d), (e); ESRS E1 §18; E1-3 §26; E1-9 §64	IFRS S1 Business Model and Value Chain 32, Financial Position, Financial Performance and Cash Flows 34, 35, 36, 37, 38, 39, 40, c, IFRS S2 Business Model and Value Chain 13, IFRS S2 Financial Position, Financial Performance and Cash Flows 15, 16, 17, 18, 19, 20, 21 IFRS S1 Governance 26, 27, Strategy 28, 29, Sustainability-related Risks and Opportunities 30, 31, Business Model and Value Chain 32, Financial Position, Financial Performance and Cash Flows 34, 35, 36, 37, 38, 39, 40, Risk Management 43, 44, Metrics and Targets, 45, 46, 47, 48, 49, 50, 51, 52, 53, Sources of Guidance 54, 55, 56, 57, 58, 59, IFRS S2 Strategy 8,9, Climate-related Risks and Opportunities, 10, 11, 12, Business Model and Value Chain 13, Strategy and Decision-making 14, Financial Position, Financial Performance and Cash Flows 15, 16, 17, 18, 19, 20, 21, Climate Resilience 22,23, Risk Management 24, 25, 16, Metrics and Targets 27, 28, Climate-related Metrics 29, 30, 31, 32, Climate-related Targets 33, 34, 35, 36, 37		E2, E3, E4, E4.1, E4.2, E5, E9			Presented in the "Climate Leadership and Energy Transformation – Climate Risks and Opportunities" section on pages 73-76.
201-3 Defined benefit plan obligations and other retirement plans	ESRS S1 S1-1, S1-2, S1-3, S1-4, S1-5, S1-6, S1-7, S1-9, S1-10, S1-11, S1-14, S1-15						Presented in the "People, Safety and Transformative Culture – Fair Wage, Equal Pay" section on pages 111-113.

GRI Disclosures and Indicators	ESRS Disclosures and Indicators	IFRS S1-S2 / TSRS S1-S2	SASB	UNGC	SDG	UN WEPs	Where to Find the Disclosure
201-4 Financial assistance received from government	This topic is not included in the sustainability topics list in ESRS 1 AR §16.						Presented in the "People, Safety and Transformative Culture – Tax (Tax Incentives and Our Renewable Energy Investments)" section on pages 126-127.
GRI 202: Market Presence 2016							
202-2 Proportion of senior management hired from the local community	The economic, social and cultural rights of communities are a sustainability topic for S3 is a sustainability topic under ESRS 1 AR §16. Therefore, this GRI disclosure is a metric to be disclosed in line with the entity's priorities through MDR-P, MDR-A, MDR-T and/or entity-specific additional disclosures pursuant to ESRS 1 §11 and MDR-M.						Presented in the "Responsible Value Chain and Shared Social Impact – Social Impact (Local Employment)" section on page 100.
GRI 203: Indirect Economic Impacts 2016							
203-1 Infrastructure investments and services supported	The economic, social and cultural rights of communities are a sustainability topic for S3 is a sustainability topic under ESRS 1 AR §16. Therefore, this GRI disclosure is a metric to be disclosed in line with the entity's priorities through MDR-P, MDR-A, MDR-T and/or entity-specific additional disclosures pursuant to ESRS 1 §11 and MDR-M.						Presented in the "Responsible Value Chain and Shared Social Impact – Social Impact" section on pages 100-102 and in "Annexes – Corporate Governance and Financial Performance Indicators" on pages 305-306.
203-2 Significant indirect economic impacts	ESRS S1 S1-4 AR 41; ESRS S2 S2-4 AR 37; ESRS S3 S3-4 AR 36						Presented in the "Responsible Value Chain and Shared Social Impact – Social Impact" section on pages 100-102.
GRI 204: Procurement Practices 2016							
3-3 Management of material topics	ESRS G1 G1-2 §12	IFRS S1 Governance 26, 27, Strategy 28, 29, Sustainability-related Risks and Opportunities 30, 31, Business Model and Value Chain 32, Financial Position, Financial Performance and Cash Flows 34, 35, 36, 37, 38, 39, 40, Risk Management 43, 44, Metrics and Targets, 45, 46, 47, 48, 49, 50, 51, 52, 53, Sources of Guidance 54, 55, 56, 57, 58, 59, IFRS S2 Strategy 8,9, Climate-related Risks and Opportunities, 10, 11, 12, Business Model and Value Chain 13, Strategy and Decision-making 14, Financial Position, Financial Performance and Cash Flows 15, 16, 17, 18, 19, 20, 21, Climate Resilience 22,23, Risk Management 24, 25, 16, Metrics and Targets 27, 28, Climate-related Metrics 29, 30, 31, 32, Climate-related Targets 33, 34, 35, 36, 37					Presented in the "Responsible Value Chain – Our Sustainability Supply Chain Management" section on pages 97-99.
204-1 Proportion of spending on local suppliers	The economic, social and cultural rights of communities are a sustainability topic for S3 is a sustainability topic under ESRS 1 AR §16. Therefore, this GRI disclosure is a metric to be disclosed in line with the entity's priorities through MDR-P, MDR-A, MDR-T and/or entity-specific additional disclosures pursuant to ESRS 1 §11 and MDR-M.						Presented in the "Responsible Value Chain – Our Sustainability Supply Chain Management" section on pages 97-99 and in "Social Impact (Local Procurement)" on page 100.
GRI 205: Anti-corruption 2016							
3-3 Management of material topics	ESRS G1 G1-1 §7; G1-3 §16 and §18 (a) and §24 (b)	IFRS S1 Governance 26, 27, Strategy 28, 29, Sustainability-related Risks and Opportunities 30, 31, Business Model and Value Chain 32, Financial Position, Financial Performance and Cash Flows 34, 35, 36, 37, 38, 39, 40, Risk Management 43, 44, Metrics and Targets, 45, 46, 47, 48, 49, 50, 51, 52, 53, Sources of Guidance 54, 55, 56, 57, 58, 59, IFRS S2 Strategy 8,9, Climate-related Risks and Opportunities, 10, 11, 12, Business Model and Value Chain 13, Strategy and Decision-making 14, Financial Position, Financial Performance and Cash Flows 15, 16, 17, 18, 19, 20, 21, Climate Resilience 22,23, Risk Management 24, 25, 16, Metrics and Targets 27, 28, Climate-related Metrics 29, 30, 31, 32, Climate-related Targets 33, 34, 35, 36, 37		AC1, AC4, AC6, AC7, AC8			Presented in the "People, Safety and Transformative Culture – Business Ethics (Compliance Management)" section on pages 128-131.
205-1 Operations assessed for risks related to corruption	ESRS G1 G1-3 AR 5			G6, AC1, AC4, AC6, AC7, AC8			Presented in the "People, Safety and Transformative Culture – Business Ethics (Compliance Management / Anti-Bribery and Anti-Corruption)" section on pages 128-130 and in "Annexes – Anti-corruption Indicators" on page 304.
205-2 Communication and training about anti-corruption policies and procedures	ESRS G1 G1-3 §20, §21 (b) and (c), AR 7 and 8			AC1, AC3, AC4, AC6, AC7, AC8			Presented in the "Business Ethics (Anti-Bribery and Anti-Corruption)" section on pages 128-130 and in "Annexes – Business Ethics Indicators" on page 302.
205-3 Confirmed incidents of corruption and actions taken	ESRS G1 G1-4 §25			AC1, AC4, AC5, AC6, AC7, AC8			Presented in the "Business Ethics (Anti-Bribery and Anti-Corruption)" section on page 129 and in "Annexes – Anti-corruption Indicators" on page 304.

GRI Disclosures and Indicators	ESRS Disclosures and Indicators	IFRS S1-S2 / TSRS S1-S2	SASB	UNGC	SDG	UN WEPs	Where to Find the Disclosure
GRI 206: Anti-competitive Behavior 2016							
206-1 Legal actions for anti-competitive behavior, anti-trust and monopoly practices	This topic is not included in the sustainability topics list in ESRS 1 AR §16.						Presented in the "People, Safety and Transformative Culture – Business Ethics" section on pages 128-131 and in "Annexes – Legal Indicators" on page 310.
GRI 207: Tax 2019							
207-1 Approach to tax	This topic is not included in the sustainability topics list in ESRS 1 AR §16.						Presented in the "People, Safety and Transformative Culture – Tax" section on pages 126-127.
207-2 Tax governance, control and risk management	This topic is not included in the sustainability topics list in ESRS 1 AR §16.						Presented in the "People, Safety and Transformative Culture – Tax" section on pages 126-127.
207-3 Stakeholder engagement and management of concerns related to tax	This topic is not included in the sustainability topics list in ESRS 1 AR §16.						Presented in the "People, Safety and Transformative Culture – Tax" section on pages 126-127.
207-4 Country-by-country reporting	This topic is not included in the sustainability topics list in ESRS 1 AR §16.						Presented in the "People, Safety and Transformative Culture – Tax" section on pages 126-127.
GRI 301: Materials 2016							
3-3 Management of material topics	ESRS E5 E5-1 §12; E5-2 §17; E5-3 §21	IFRS S1 Governance 26, 27, Strategy 28, 29, Sustainability-related Risks and Opportunities 30, 31, Business Model and Value Chain 32, Financial Position, Financial Performance and Cash Flows 34, 35, 36, 37, 38, 39, 40, Risk Management 43, 44, Metrics and Targets, 45, 46, 47, 48, 49, 50, 51, 52, 53, Sources of Guidance 54, 55, 56, 57, 58, 59, IFRS S2 Strategy 8,9, Climate-related Risks and Opportunities, 10, 11, 12, Business Model and Value Chain 13, Strategy and Decision-making 14, Financial Position, Financial Performance and Cash Flows 15, 16, 17, 18, 19, 20, 21, Climate Resilience 22,23, Risk Management 24, 25, 16, Metrics and Targets 27, 28, Climate-related Metrics 29, 30, 31, 32, Climate-related Targets 33, 34, 35, 36, 37					Presented in the "Nature-Positive Operations & Biodiversity – Resource Use / Circular Economy" section on pages 84-87.
301-1 Materials used by weight or volume	ESRS E5 E5-4 §31 (a)						Presented in the "Nature-Positive Operations & Biodiversity – Resource Use / Circular Economy" section on pages 84-87.
301-2 Recycled input materials used	ESRS E5 E5-4 §31 (c)						Presented in the "Resource Use / Circular Economy" section on pages 84-87.
301-3 Reclaimed products and their packaging materials	ESRS E5 E5-4 §31. Resource outflows related to products and services and Waste are sustainability topics for E5 under ESRS 1 AR §16. Therefore, this GRI disclosure is a metric to be disclosed in line with the entity's priorities through MDR-P, MDR-A, MDR-T and/or entity-specific additional disclosures pursuant to ESRS 1 §11 and MDR-M.						Presented in the "Resource Use / Circular Economy" section on pages 84-87.
GRI 302: Energy 2016							
3-3 Management of material topics; 102-1 Climate transition plan; 102-2 Climate adaptation plan; 102-4 GHG emission reduction targets and progress	ESRS E1 E1-2 §25 (c), (d); E1-3 §26; E1-4 §33	IFRS S1 Governance 26, 27, Strategy 28, 29, Sustainability-related Risks and Opportunities 30, 31, Business Model and Value Chain 32, Financial Position, Financial Performance and Cash Flows 34, 35, 36, 37, 38, 39, 40, Risk Management 43, 44, Metrics and Targets, 45, 46, 47, 48, 49, 50, 51, 52, 53, Sources of Guidance 54, 55, 56, 57, 58, 59, IFRS S2 Strategy 8,9, Climate-related Risks and Opportunities, 10, 11, 12, Business Model and Value Chain 13, Strategy and Decision-making 14, Financial Position, Financial Performance and Cash Flows 15, 16, 17, 18, 19, 20, 21, Climate Resilience 22,23, Risk Management 24, 25, 16, Metrics and Targets 27, 28, Climate-related Metrics 29, 30, 31, 32, Climate-related Targets 33, 34, 35, 36, 37		E1, E3, E4, E4.1, E4.2, E5			Presented in the "Climate Leadership and Energy Transformation – Climate Strategy / Energy" section on pages 66-72.
302-1 Energy consumption within the organization (302-1-a, b, c, e and g); 102-2 Climate change adaptation plan	ESRS E1 E1-5 §37; §38; AR 32 (a), (c), (e) and (f)	IFRS S2 Climate-related Metrics 29,30,31,32, Climate-related Targets 33, 34, 35, 36, 37	GHG Emissions and Energy Resource Planning, IF-EU-110a.4; Activity Metrics, IF-EU-000.D, IF-EU-000.E	E1, E3, E4, E4.1, E4.2, E5, E10			Presented in the "Climate Leadership and Energy Transformation – Energy" section on pages 70-72 and in "Annexes – Energy Performance Indicators" on pages 187-191.

GRI Disclosures and Indicators	ESRS Disclosures and Indicators	IFRS S1-S2 / TSRS S1-S2	SASB	UNGC	SDG	UN WEPs	Where to Find the Disclosure
302-2 Energy consumption outside the organization	Energy is a sustainability topic for E1 is a sustainability topic under ESRS 1 AR §16. Therefore, this GRI disclosure is a metric to be disclosed in line with the entity's priorities through MDR-P, MDR-A, MDR-T and/or entity-specific additional disclosures pursuant to ESRS 1 §11 and MDR-M.	IFRS S2, IFRS S2 Climate-related Metrics 29, 30, 31, 32, Climate-related Targets 33, 34, 35, 36, 37		E1, E3, E4, E4.1, E4.2, E5			Presented in the "Climate Leadership and Energy Transformation – Energy" section on pages 70-72 and in "Annexes – Energy Performance Indicators" on pages 187-191.
302-3 Energy intensity	ESRS E1 E1-5 §40, §42	IFRS S2, IFRS S2 Climate-related Metrics 29, 30, 31, 32, Climate-related Targets 33, 34, 35, 36, 37		E1, E3, E4, E4.1, E4.2, E5			Presented in the "Climate Leadership and Energy Transformation – Energy" section on pages 70-72 and in "Annexes – Energy Intensity and Other Ratios" on pages 190-191.
302-4 Reduction of energy consumption; 102-1 Climate transition plan; 102-2 Climate adaptation plan; 102-3 Just transition	ESRS E1-1, E1-2, E1-3, E1-4 Energy. Energy is a sustainability topic for E1 is a sustainability topic under ESRS 1 AR §16. Therefore, this GRI disclosure is a metric to be disclosed in line with the entity's priorities through MDR-P, MDR-A, MDR-T and/or entity-specific additional disclosures pursuant to ESRS 1 §11 and MDR-M.	IFRS S2, IFRS S2 Climate-related Metrics 29, 30, 31, 32, Climate-related Targets 33, 34, 35, 36, 37		E1, E3, E4, E4.1, E4.2, E5			Presented in the "Climate Leadership and Energy Transformation – Energy" section on pages 70-72 and in "Annexes – Energy Performance Indicators" on pages 187-191.
302-5 Reductions in energy requirements of products and services; 102-1 Climate transition plan; 102-2 Climate adaptation plan; 102-3 Just transition; 102-4 GHG reduction targets and progress	ESRS E1-1, E1-2, E1-3, E1-4 Energy. Energy is a sustainability topic for E1 is a sustainability topic under ESRS 1 AR §16. Therefore, this GRI disclosure is a metric to be disclosed in line with the entity's priorities through MDR-P, MDR-A, MDR-T and/or entity-specific additional disclosures pursuant to ESRS 1 §11 and MDR-M.	IFRS S2, IFRS S2 Climate-related Metrics 29, 30, 31, 32, Climate-related Targets 33, 34, 35, 36, 37		E1, E3, E4, E4.1, E4.2, E5			Presented in the "Climate Leadership and Energy Transformation – Energy" section on pages 70-72 and in "Annexes – SASB Electric Utilities & Power Generators" on pages 198-200.
GRI 303: Water and Effluents 2018							
3-3 Management of material topics	ESRS E2 AR 9 (b); E2-1 §12; E2-2 §16 and §19; E2-3 §20; ESRS E3 E3-1 §9; E3-2 §15, §17, §18; E3-3 §20	IFRS S1 Governance 26, 27, Strategy 28, 29, Sustainability-related Risks and Opportunities 30, 31, Business Model and Value Chain 32, Financial Position, Financial Performance and Cash Flows 34, 35, 36, 37, 38, 39, 40, Risk Management 43, 44, Metrics and Targets, 45, 46, 47, 48, 49, 50, 51, 52, 53, Sources of Guidance 54, 55, 56, 57, 58, 59, IFRS S2 Strategy 8,9, Climate-related Risks and Opportunities, 10, 11, 12, Business Model and Value Chain 13, Strategy and Decision-making 14, Financial Position, Financial Performance and Cash Flows 15, 16, 17, 18, 19, 20, 21, Climate Resilience 22,23, Risk Management 24, 25, 16, Metrics and Targets 27, 28, Climate-related Metrics 29, 30, 31, 32, Climate-related Targets 33, 34, 35, 36, 37		E1, E2, E3, E4, E4.1, E4.2, E5			Presented in the "Nature-Positive Operations & Biodiversity – Resource Use (Water Management)" section on pages 84-85.
303-1 Interactions with water as a shared resource	ESRS 2 SBM-3 §48 (a); MDR-T §80 (f); ESRS E3 §8 (a); AR 15 (a); E3-2 §15, AR 20			E1, E2, E3, E4, E4.1, E4.2, E5, E13			Presented in the "Nature-Positive Operations & Biodiversity – Resource Use (Water Management)" section on pages 84-85 and in "Annexes – Water Management Performance Indicators" on pages 192-193.
303-2 Management of water discharge-related impacts (303-2-iv)	ESRS E2 E2-3 §24			E1, E2, E3, E4, E4.1, E4.2, E5, E13			Presented in the "Resource Use (Water Management)" section on pages 84-85 and in "Annexes – Water Management Performance Indicators" on pages 192-193.
303-3 Water withdrawal	ESRS E3-4 §28. Water withdrawal is a sustainability topic for E3 is a sustainability topic under ESRS 1 AR §16. Therefore, this GRI disclosure is a metric to be disclosed in line with the entity's priorities through MDR-P, MDR-A, MDR-T and/or entity-specific additional disclosures pursuant to ESRS 1 §11 and MDR-M.		Water Management, IF-EU-140a.1	E1, E2, E3, E4, E4.1, E4.2, E5, E13			Presented in the "Resource Use (Water Management)" section on pages 84-85 and in "Annexes – Water Management Performance Indicators" on pages 192-193.
303-4 Water discharge	ESRS E3-4 §28. Water discharges are a sustainability topic for E3 is a sustainability topic under ESRS 1 AR §16. Therefore, this GRI disclosure is a metric to be disclosed in line with the entity's priorities through MDR-P, MDR-A, MDR-T and/or entity-specific additional disclosures pursuant to ESRS 1 §11 and MDR-M.			E1, E2, E3, E4, E4.1, E4.2, E5			Presented in the "Resource Use (Water Management)" section on pages 84-85 and in "Annexes – Total Water Discharge by Destination" on page 193.

GRI Disclosures and Indicators	ESRS Disclosures and Indicators	IFRS S1-S2 / TSRS S1-S2	SASB	UNGC	SDG	UN WEPs	Where to Find the Disclosure
303-5 Water consumption	ESRS E3-4 §28; ESRS E3 E3-4 §28 (a), (b), (d) and (e)			E1, E2, E3, E4, E4.1, E4.2, E5			Presented in the "Resource Use (Water Management)" section on pages 84-85 and in "Annexes – Water Management Performance Indicators" on pages 192-193.
GRI 304: Biodiversity 2016							
3-3 Management of material topics; 102-1 Climate transition plan; 102-2 Climate adaptation plan; 102-3 Just transition	ESRS E4 E4-1 AR 1 (b) and (d); E4-2 §20 and §22; E4-3 §25 and §28 (a); E4-4 §29	IFRS S1 Governance 26, 27, Strategy 28, 29, Sustainability-related Risks and Opportunities 30, 31, Business Model and Value Chain 32, Financial Position, Financial Performance and Cash Flows 34, 35, 36, 37, 38, 39, 40, Risk Management 43, 44, Metrics and Targets, 45, 46, 47, 48, 49, 50, 51, 52, 53, Sources of Guidance 54, 55, 56, 57, 58, 59, IFRS S2 Strategy 8,9, Climate-related Risks and Opportunities, 10, 11, 12, Business Model and Value Chain 13, Strategy and Decision-making 14, Financial Position, Financial Performance and Cash Flows 15, 16, 17, 18, 19, 20, 21, Climate Resilience 22,23, Risk Management 24, 25, 16, Metrics and Targets 27, 28, Climate-related Metrics 29, 30, 31, 32, Climate-related Targets 33, 34, 35, 36, 37		E1, E2, E3, E4, E4.1, E4.2, E5			Presented in the "Nature-Positive Operations & Biodiversity – Biodiversity and Ecosystems" section on pages 89-96.
304-1 Operational sites owned, leased, managed in, or adjacent to protected areas and areas of high biodiversity value outside protected areas (304-1-a-iv and v)	ESRS E4 §16 (a) i; §19 (a); E4-5 §35			E1, E2, E3, E4, E4.1, E4.2, E5, E15, E16			Presented in the "Nature-Positive Operations & Biodiversity – Biodiversity and Ecosystems" section on pages 93-96.
304-2 Significant impacts of activities, products and services on biodiversity (304-2-a-i, ii, iii, iv, v, vi; 304-2-b)	ESRS E4 E4-5 §35, §38, §39, §40 (a) and (c)	IFRS S1 Governance 26, 27, Strategy 28, 29, Sustainability-related Risks and Opportunities 30, 31, Business Model and Value Chain 32, Financial Position, Financial Performance and Cash Flows 34, 35, 36, 37, 38, 39, 40, Risk Management 43, 44, Metrics and Targets, 45, 46, 47, 48, 49, 50, 51, 52, 53, Sources of Guidance 54, 55, 56, 57, 58, 59, IFRS S2 Strategy 8,9, Climate-related Risks and Opportunities, 10, 11, 12, Business Model and Value Chain 13, Strategy and Decision-making 14, Financial Position, Financial Performance and Cash Flows 15, 16, 17, 18, 19, 20, 21, Climate Resilience 22,23, Risk Management 24, 25, 16, Metrics and Targets 27, 28, Climate-related Metrics 29, 30, 31, 32, Climate-related Targets 33, 34, 35, 36, 37		E1, E2, E3, E4, E4.1, E4.2, E5			Presented in the "Biodiversity and Ecosystems" section on pages 89-95.
304-3 Habitats protected or restored (304-3-a and b)	ESRS E4 E4-3 §28 (b) and AR 20 (e); E4-4 AR 26 (a)			E1, E2, E3, E4, E4.1, E4.2, E5, E17			Presented in the "Biodiversity and Ecosystems – Şah WPP and Karacabey Wildlife Conservation Efforts" section on page 96.
304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	ESRS E4 E4-5 §40 (d) i	IFRS S1 Governance 26, 27, Strategy 28, 29, Sustainability-related Risks and Opportunities 30, 31, Business Model and Value Chain 32, Financial Position, Financial Performance and Cash Flows 34, 35, 36, 37, 38, 39, 40, Risk Management 43, 44, Metrics and Targets, 45, 46, 47, 48, 49, 50, 51, 52, 53, Sources of Guidance 54, 55, 56, 57, 58, 59, IFRS S2 Strategy 8,9, Climate-related Risks and Opportunities, 10, 11, 12, Business Model and Value Chain 13, Strategy and Decision-making 14, Financial Position, Financial Performance and Cash Flows 15, 16, 17, 18, 19, 20, 21, Climate Resilience 22,23, Risk Management 24, 25, 16, Metrics and Targets 27, 28, Climate-related Metrics 29, 30, 31, 32, Climate-related Targets 33, 34, 35, 36, 37		E1, E2, E3, E4, E4.1, E4.2, E5			Presented in the "Biodiversity and Ecosystems" section on pages 93-96.
GRI 305: Emissions 2016							
3-3 Management of material topics and GRI 305 1.2; 102-1 Climate transition plan; 102-2 Climate adaptation plan; 102-3 Just transition; 102-4 GHG reduction targets and progress; 102-8 GHG emissions intensity; 102-9 GHG removals in the value chain	ESRS E1 E1-2 §22; E1-3 §26; E1-4 §33 and §34 (b); E1-7 §56 (b) and §61 (c); ESRS E2 AR 9 (b); E2-1 §12; E2-2 §16 and §19; E2-3 §20	IFRS S1 Governance 26, 27, Strategy 28, 29, Sustainability-related Risks and Opportunities 30, 31, Business Model and Value Chain 32, Financial Position, Financial Performance and Cash Flows 34, 35, 36, 37, 38, 39, 40, Risk Management 43, 44, Metrics and Targets, 45, 46, 47, 48, 49, 50, 51, 52, 53, Sources of Guidance 54, 55, 56, 57, 58, 59, IFRS S2 Strategy 8,9, Climate-related Risks and Opportunities, 10, 11, 12, Business Model and Value Chain 13, Strategy and Decision-making 14, Financial Position, Financial Performance and Cash Flows 15, 16, 17, 18, 19, 20, 21, Climate Resilience 22,23, Risk Management 24, 25, 16, Metrics and Targets 27, 28, Climate-related Metrics 29, 30, 31, 32, Climate-related Targets 33, 34, 35, 36, 37		E1, E2, E3, E4, E4.1, E4.2, E5			Presented in the "Climate Leadership and Energy Transformation – GHG Emissions / Net Zero Target and Decarbonization Roadmap" section on pages 77-82.
305-1 Direct (Scope 1) GHG emissions; 102-5 Scope 1 GHG emissions; 102-4 GHG reduction targets and progress	ESRS E1 E1-4 §34 (c); E1-6 §44 (a); §46; §50; AR 25 (b) and (c); AR 39 (a), (d); AR 40; AR 43 (c), (d)	IFRS S2, IFRS S2 Climate-related Metrics 29, 30, 31, 32, Climate-related Targets 33, 34, 35, 36, 37		E1, E2, E3, E4, E4.1, E4.2, E5, E6			Presented in the "Climate Leadership and Energy Transformation – GHG Emissions" section on pages 77-78 and in "Annexes – GHG Emissions Performance Indicators" on pages 183-186.
305-2 Energy indirect (Scope 2) GHG emissions; 102-6 Scope 2 GHG emissions; 102-4 GHG reduction targets and progress	ESRS E1 E1-4 §34 (c); E1-6 §44 (b); §46; §49; §50; AR 25 (b) and (c); AR 39 (a), (d); AR 40; AR 45 (a), (c), (d), (f)	IFRS S2, IFRS S2 Climate-related Metrics 29, 30, 31, 32, Climate-related Targets 33, 34, 35, 36, 37		E1, E2, E3, E4, E4.1, E4.2, E5, E6			Presented in the "GHG Emissions" section on pages 77-78 and in "Annexes – GHG Emissions Performance Indicators" on pages 183-186.

GRI Disclosures and Indicators	ESRS Disclosures and Indicators	IFRS S1-S2 / TSRS S1-S2	SASB	UNGC	SDG	UN WEPs	Where to Find the Disclosure
305-3 Other indirect (Scope 3) GHG emissions; 102-7 Scope 3 GHG emissions; 102-4 GHG reduction targets and progress; 102-9 GHG removals in the value chain	ESRS E1 E1-4 §34 (c); E1-6 §44 (c); §51; AR 25 (b) and (c); AR 39 (a), (d); AR 46 (a) (i), (k)	IFRS S2, IFRS S2 Climate-related Metrics 29, 30, 31, 32, Climate-related Targets 33, 34, 35, 36, 37		E1, E2, E3, E4, E4.1, E4.2, E5, E7, E7.1			Presented in the "GHG Emissions" section on pages 77-78 and in "Annexes – GHG Emissions Performance Indicators" on pages 183-186.
305-4 GHG emissions intensity; 102-8 GHG emissions intensity	ESRS E1 E1-6 §53; §54; AR 39 (c); AR 53 (a)	IFRS S2, IFRS S2 Climate-related Metrics 29, 30, 31, 32, Climate-related Targets 33, 34, 35, 36, 37		E1, E2, E3, E4, E4.1, E4.2, E5			Presented in the "GHG Emissions" section on pages 77-78 and in "Annexes – Emission Intensity" on page 186.
305-5 Reduction of GHG emissions (305-5-a, c and 2.9.5); 102-4 GHG reduction targets and progress; 102-8 GHG emissions intensity; 102-9 GHG removals in the value chain	ESRS E1 E1-3 §29 (b); E1-4 §34 (c); AR 25 (b) and (c); E1-7 §56	IFRS S2, IFRS S2 Climate-related Metrics 29, 30, 31, 32, Climate-related Targets 33, 34, 35, 36, 37		E1, E2, E3, E4, E4.1, E4.2, E5			Presented in the "GHG Emissions" and "Net Zero Target and Decarbonization Roadmap" sections on pages 77-82 and in "Annexes – GHG Emission Reduction" on page 185.
305-6 Emissions of ozone-depleting substances (ODS)	Air pollution is a sustainability topic for E2 is a sustainability topic under ESRS 1 AR §16. Therefore, this GRI disclosure is a metric to be disclosed in line with the entity's priorities through MDR-P, MDR-A, MDR-T and/or entity-specific additional disclosures pursuant to ESRS 1 §11 and MDR-M.	IFRS S2, IFRS S2 Climate-related Metrics 29, 30, 31, 32, Climate-related Targets 33, 34, 35, 36, 37	Air Quality, IF-EU-120a.1	E1, E2, E3, E4, E4.1, E4.2, E5			Presented in the "GHG Emissions" section on pages 77-78 and in "Annexes – GHG Emissions Performance Indicators" on pages 183-186.
305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	ESRS E2 E2-4 §28 (a); §30 (b), (c), (e); §31; AR 21; AR 26		Air Quality, IF-EU-120a.1	E1, E2, E3, E4, E4.1, E4.2, E5, E18			Presented in the "GHG Emissions" section on pages 77-78 and in "Annexes – GHG Emissions Performance Indicators" on pages 183-186.
GRI 306: Waste 2020							
3-3 Management of material topics	ESRS E5 AR 7 (a); E5-1 §12; E5-2 §17; E5-3 §21	IFRS S1 Governance 26, 27, Strategy 28, 29, Sustainability-related Risks and Opportunities 30, 31, Business Model and Value Chain 32, Financial Position, Financial Performance and Cash Flows 34, 35, 36, 37, 38, 39, 40, Risk Management 43, 44, Metrics and Targets, 45, 46, 47, 48, 49, 50, 51, 52, 53, Sources of Guidance 54, 55, 56, 57, 58, 59, IFRS S2 Strategy 8,9, Climate-related Risks and Opportunities, 10, 11, 12, Business Model and Value Chain 13, Strategy and Decision-making 14, Financial Position, Financial Performance and Cash Flows 15, 16, 17, 18, 19, 20, 21, Climate Resilience 22,23, Risk Management 24, 25, 16, Metrics and Targets 27, 28, Climate-related Metrics 29, 30, 31, 32, Climate-related Targets 33, 34, 35, 36, 37		E1, E2, E3, E4, E4.2, E5			Presented in the "Nature-Positive Operations & Biodiversity – Hazardous Waste and Chemical Management / Our Waste Performance" section on pages 88-89.
306-1 Waste generation and significant waste-related impacts	ESRS 2 SBM-3 §48 (a), (c) i and iv; ESRS E5 E5-4 §30		Coal Ash Management, IF-EU-150a.1, IF-EU-150a.2	E1, E2, E3, E4, E4.2, E5			Presented in the "Nature-Positive Operations & Biodiversity – Hazardous Waste and Chemical Management / Our Waste Performance" section on pages 88-89 and in "Annexes – Waste Indicators" on pages 195-196.
306-2 Management of significant waste-related impacts (306-2-a and c)	ESRS E5 E5-2 §17 and §20 (e) and (f); E5-5 §40 and AR 33 (c)		Coal Ash Management, IF-EU-150a.1, IF-EU-150a.2	E1, E2, E3, E4, E4.2, E5			Presented in the "Hazardous Waste and Chemical Management / Our Waste Performance" section on pages 88-89 and in "Annexes – Waste Indicators" on pages 195-196.
306-3 Waste generated	ESRS E5 E5-5 §37 (a), §38-§40		Coal Ash Management, IF-EU-150a.1, IF-EU-150a.2	E1, E2, E3, E4, E4.2, E5, E19			Presented in the "Hazardous Waste and Chemical Management / Our Waste Performance" section on pages 88-89 and in "Annexes – Waste Indicators" on pages 195-196.
306-4 Waste diverted from disposal (306-4-a, b, c, e)	ESRS E5 E5-5 §37 (c), §38 and §40			E1, E2, E3, E4, E4.2, E5, E20			Presented in the "Our Waste Performance" section on page 89 and in "Annexes – Waste Indicators" on pages 195-196.
306-5 Waste directed to disposal (306-5-a, b, c, e)	ESRS E5 E5-5 §37 (c), §38 and §40			E1, E2, E3, E4, E4.2, E5, E20			Presented in the "Our Waste Performance" section on page 89 and in "Annexes – Waste Indicators" on pages 195-196.

GRI Disclosures and Indicators	ESRS Disclosures and Indicators	IFRS S1-S2 / TSRS S1-S2	SASB	UNGC	SDG	UN WEPs	Where to Find the Disclosure
GRI 308: Supplier Environmental Assessment 2016							
3-3 Management of material topics; 102-9 GHG removals in the value chain	ESRS G1 G1-2 §12 and §15 (a)	IFRS S1 Governance 26, 27, Strategy 28, 29, Sustainability-related Risks and Opportunities 30, 31, Business Model and Value Chain 32, Financial Position, Financial Performance and Cash Flows 34, 35, 36, 37, 38, 39, 40, Risk Management 43, 44, Metrics and Targets, 45, 46, 47, 48, 49, 50, 51, 52, 53, Sources of Guidance 54, 55, 56, 57, 58, 59, IFRS S2 Strategy 8,9, Climate-related Risks and Opportunities, 10, 11, 12, Business Model and Value Chain 13, Strategy and Decision-making 14, Financial Position, Financial Performance and Cash Flows 15, 16, 17, 18, 19, 20, 21, Climate Resilience 22,23, Risk Management 24, 25, 16, Metrics and Targets 27, 28, Climate-related Metrics 29, 30, 31, 32, Climate-related Targets 33, 34, 35, 36, 37					Presented in the "Responsible Value Chain – Our Sustainability Supply Chain Management" section on pages 97-99.
308-1 New suppliers screened using environmental criteria	ESRS G1 G1-2 §15 (b)						Presented in the "Responsible Value Chain – Our Sustainability Supply Chain Management" section on pages 97-99 and in "Annexes – Supply Chain / Risk Management and Compliance Indicators" on pages 307-309.
308-2 Negative environmental impacts in the supply chain and actions taken (308-2-c); 102-9 GHG removals in the value chain	ESRS 2 SBM-3 §48 (c) i and iv	IFRS S1 Risk Management 43- 44, Metrics and Targets 45, 47, 48, 49, 50, 51, 52, 53, IFRS S2 Strategy 8, IFRS S2 Financial Position, Financial Performance and Cash Flows 15, 16, 17, 18, 19, 20, 21, IFRS S2 Climate Resilience 22, 23, IFRS S2 Risk Management, 24, 25, 26, IFRS S2 Metrics and Targets 27, 28, IFRS S2 Climate-related Metrics 29, 30, 31, 32, Climate-related Targets 33, 34, 35, 36, 37 IFRS S1 Risk Management 43- 44, Metrics and Targets 45, 47, 48, 49, 50, 51, 52, 53, IFRS S2 Strategy 8, IFRS S2 Financial Position, Financial Performance and Cash Flows 15, 16, 17, 18, 19, 20, 21, IFRS S2 Climate Resilience 22, 23, IFRS S2 Risk Management, 24, 25, 26, IFRS S2 Metrics and Targets 27, 28, IFRS S2 Climate-related Metrics 29, 30, 31, 32, Climate-related Targets 33, 34, 35, 36, 37					Presented in the "Our Sustainability Supply Chain Management" section on pages 97-99 and in "Annexes – Supply Chain / Risk Management and Compliance Indicators" on pages 307-309.
GRI 401: Employment 2016							
3-3 Management of material topics; 102-3 Just transition	ESRS S1 S1-1 §17; §20 (c); S1-2 §27; S1-4 §38; §39; AR 40 (a); S1-5 §44; §47 (b), (c); ESRS S2 §11 (c); S2-1 §14; §17 (c); S2-2 §22; S2-4 §32; §33 (a), (b); §36; AR 33; AR 36 (a); S2-5 §39, §42 (b), (c)	IFRS S1 Governance 26, 27, Strategy 28, 29, Sustainability-related Risks and Opportunities 30, 31, Business Model and Value Chain 32, Financial Position, Financial Performance and Cash Flows 34, 35, 36, 37, 38, 39, 40, Risk Management 43, 44, Metrics and Targets, 45, 46, 47, 48, 49, 50, 51, 52, 53, Sources of Guidance 54, 55, 56, 57, 58, 59, IFRS S2 Strategy 8,9, Climate-related Risks and Opportunities, 10, 11, 12, Business Model and Value Chain 13, Strategy and Decision-making 14, Financial Position, Financial Performance and Cash Flows 15, 16, 17, 18, 19, 20, 21, Climate Resilience 22,23, Risk Management 24, 25, 16, Metrics and Targets 27, 28, Climate-related Metrics 29, 30, 31, 32, Climate-related				Principles 1, 2	Presented in the "People, Safety and Transformative Culture – The Company's Own Workforce" section on pages 103-105.
401-1 New employee hires and employee turnover (401-1-b)	ESRS S1 S1-6 §50 (c)						Presented in the "People, Safety and Transformative Culture – The Company's Own Workforce" section on pages 103-105 and in "Annexes – Employee Turnover" on pages 211-214.
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees (401-2-a-ii, a-iii, a-iv, a-v and b)	ESRS S1 S1-11 §74; §75; AR 75						Presented in the "People, Safety and Transformative Culture – Fair Wage, Equal Pay" section on pages 111-113.
401-3 Parental leave (401-3-a and b)	ESRS S1 S1-15 §93						Presented in the "The Company's Own Workforce / Fair Wage, Equal Pay" sections on pages 103-105 and 111-113 and in "Annexes – Employee Leaves" on page 214.
GRI 402: Labor/Management Relations 2016							
3-3 Management of material topics; 102-3 Just transition	ESRS S1 S1-1 §17; §20 (c); S1-2 §27; S1-4 §38; §39; AR 40 (a); S1-5 §44; §47 (b), (c); ESRS S2 §11 (c); S2-1 §14; §17 (c); S2-2 §22; S2-4 §32; §33 (a), (b); §36; AR 33; AR 36 (a); S2-5 §39, §42 (b), (c)	IFRS S1 Governance 26, 27, Strategy 28, 29, Sustainability-related Risks and Opportunities 30, 31, Business Model and Value Chain 32, Financial Position, Financial Performance and Cash Flows 34, 35, 36, 37, 38, 39, 40, Risk Management 43, 44, Metrics and Targets, 45, 46, 47, 48, 49, 50, 51, 52, 53, Sources of Guidance 54, 55, 56, 57, 58, 59, IFRS S2 Strategy 8,9, Climate-related Risks and Opportunities, 10, 11, 12, Business Model and Value Chain 13, Strategy and Decision-making 14, Financial Position, Financial Performance and Cash Flows 15, 16, 17, 18, 19, 20, 21, Climate Resilience 22,23, Risk Management 24, 25, 16, Metrics and Targets 27, 28, Climate-related Metrics 29, 30, 31, 32, Climate-related Targets 33, 34, 35, 36, 37				Principles 1, 2	Presented in the "People, Safety and Transformative Culture – Employee Feedback and Grievance Mechanisms" section on pages 106-108.
402-1 Minimum notice periods regarding operational changes	Social dialogue and collective bargaining are sustainability topics for S1 is a sustainability topic under ESRS 1 AR §16. Therefore, this GRI disclosure is a metric to be disclosed in line with the entity's priorities through MDR-P, MDR-A, MDR-T and/or entity-specific additional disclosures pursuant to ESRS 1 §11 and MDR-M.						Presented in the "People, Safety and Transformative Culture – Employee Feedback and Grievance Mechanisms" section on pages 106-108 and in "Diversity, Equity and Inclusion – Our Policy and Management Approach" on page 115.
GRI 403: Occupational Health and Safety 2018							

GRI Disclosures and Indicators	ESRS Disclosures and Indicators	IFRS S1-S2 / TSRS S1-S2	SASB	UNGC	SDG	UN WEPs	Where to Find the Disclosure
403-6 Promotion of worker health	ESRS S1-13, S1-14; ESRS S2-2, S2-3, S2-4, S2-5. Social protection is a sustainability topic for S1 is a sustainability topic under ESRS 1 AR §16. Therefore, this GRI disclosure is a metric to be disclosed in line with the entity's priorities through MDR-P, MDR-A, MDR-T and/or entity-specific additional disclosures pursuant to ESRS 1 §11 and MDR-M.						Presented in the "Occupational Health and Safety" and "Fair Wage, Equal Pay (private health insurance)" sections on pages 116-118 and 111-113.
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	ESRS S2 S2-4 §32 (a)	IFRS S1 Governance 26, 27, Strategy 28, 29, Sustainability-related Risks and Opportunities 30, 31, Business Model and Value Chain 32, Financial Position, Financial Performance and Cash Flows 34, 35, 36, 37, 38, 39, 40, Risk Management 43, 44, Metrics and Targets, 45, 46, 47, 48, 49, 50, 51, 52, 53, IFRS S2 Strategy 8,9, Climate-related Risks and Opportunities, 10, 11, 12, Business Model and Value Chain 13, Strategy and Decision-making 14, Financial Position, Financial Performance and Cash Flows 15, 16, 17, 18, 19, 20, 21, Climate Resilience 22,23, Risk Management 24, 25, 16					Presented in the "Occupational Health and Safety" section on pages 116-118.
403-8 Workers covered by an occupational health and safety management system (403-8-a and b)	ESRS S1 S1-14 §88 (a); §90			L10		Principle 3	Presented in the "Occupational Health and Safety" section on pages 116-118 and in "Annexes – OHS Management System Coverage Rate" on page 294.
403-9 Work-related injuries (403-9-a-i, a-ii, b-i, b-ii, c-iii, d, e)	ESRS S1 S1-4 §38 (a); S1-14 §88 (b) and (c); AR 82			L10, L9			Presented in the "Occupational Health and Safety" section on pages 116-118 and in "Annexes – Occupational Health and Safety Performance Indicators" on pages 245-294.
403-10 Work-related ill health (403-10-a-i, a-ii, b-i, b-ii, c-iii)	ESRS S1 S1-4 §38 (a); S1-14 §88 (b) and (d); §89; AR 82						Presented in the "Occupational Health and Safety" section on pages 116-118 and in "Annexes – Occupational Health and Safety Performance Indicators" on pages 245-294.
GRI 404: Training and Education 2016							
3-3 Management of material topics; 102-3 Just transition	ESRS S1 S1-1 §17; §20 (c); S1-2 §27; S1-4 §38; §39; AR 40 (a); S1-5 §44; §47 (b), (c); ESRS S2 §11 (c); S2-1 §14; §17 (c); S2-2 §22; S2-4 §32; §33 (a), (b); §36; AR 33; AR 36 (a); S2-5 §39, §42 (b), (c)	IFRS S1 Governance 26, 27, Strategy 28, 29, Sustainability-related Risks and Opportunities 30, 31, Business Model and Value Chain 32, Financial Position, Financial Performance and Cash Flows 34, 35, 36, 37, 38, 39, 40, Risk Management 43, 44, Metrics and Targets, 45, 46, 47, 48, 49, 50, 51, 52, 53, Sources of Guidance 54, 55, 56, 57, 58, 59, IFRS S2 Strategy 8,9, Climate-related Risks and Opportunities, 10, 11, 12, Business Model and Value Chain 13, Strategy and Decision-making 14, Financial Position, Financial Performance and Cash Flows 15, 16, 17, 18, 19, 20, 21, Climate Resilience 22,23, Risk Management 24, 25, 16, Metrics and Targets 27, 28, Climate-related Metrics 29, 30, 31, 32, Climate-related Targets 33, 34, 35, 36, 37		L4		Principle 4	Presented in the "People, Safety and Transformative Culture – Training, Competence and Development" section on pages 109-110.
404-1 Average hours of training per year per employee	ESRS S1 S1-13 §83 (b) and §84			L4		Principle 4	Presented in the "People, Safety and Transformative Culture – Training, Competence and Development" section on pages 109-110 and in "Annexes – Training Indicators" on pages 217, 220-222.
404-2 Programs for upgrading employee skills and transition assistance programs (404-2-a); 102-3 Just transition	ESRS S1 S1-1 AR 17 (h)			L4		Principle 4	Presented in the "Training, Competence and Development" section on pages 109-110.
404-3 Percentage of employees receiving regular performance and career development reviews	ESRS S1 S1-13 §83 (a) and §84			L4		Principle 4	Presented in the "Training, Competence and Development" section on pages 109-110 and in "Annexes – Employee Engagement and Performance" on page 215.
GRI 405: Diversity and Equal Opportunity 2016							
3-3 Management of material topics; 102-3 Just transition	ESRS S1 §24 (a); S1 S1-1 §17; §20 (c); S1-2 §27; S1-4 §38; §39; AR 40 (a); S1-5 §44; §47 (b), (c); ESRS S2 §11 (c); S2-1 §14; §17 (c); S2-2 §22; S2-4 §32; §33 (a), (b); §36; AR 33; AR 36 (a); S2-5 §39, §42 (b), (c)	IFRS S1 Governance 26, 27, Strategy 28, 29, Sustainability-related Risks and Opportunities 30, 31, Business Model and Value Chain 32, Financial Position, Financial Performance and Cash Flows 34, 35, 36, 37, 38, 39, 40, Risk Management 43, 44, Metrics and Targets, 45, 46, 47, 48, 49, 50, 51, 52, 53, Sources of Guidance 54, 55, 56, 57, 58, 59, IFRS S2 Strategy 8,9, Climate-related Risks and Opportunities, 10, 11, 12, Business Model and Value Chain 13, Strategy and Decision-making 14, Financial Position, Financial Performance and Cash Flows 15, 16, 17, 18, 19, 20, 21, Climate Resilience 22,23, Risk Management 24, 25, 16, Metrics and Targets 27, 28, Climate-related Metrics 29, 30, 31, 32, Climate-related Targets 33, 34, 35, 36, 37				Principles 1, 2	Presented in the "People, Safety and Transformative Culture – Diversity, Equity and Inclusion" section on pages 114-115.
405-1 Diversity of governance bodies and employees (405-1-a-i and iii; 405-1-b)	ESRS 2 GOV-1 §21 (d); ESRS S1 S1-6 §50 (a); S1-9 §66 (a), (b); S1-12 §79	IFRS S1 Governance 26, 27, IFRS S2 5, 6, 7		L10, L7		Principles 1, 2, 5, 6, 7	Presented in the "People, Safety and Transformative Culture – Diversity, Equity and Inclusion" section on pages 114-115, in "Our Corporate Governance Structure and Committees (Board Diversity)" on pages 32-34, and in "Annexes – Employee Distribution / Board of Directors and Executive Committee Distribution" on pages 200-207.
405-2 Ratio of basic salary and remuneration of women to men	ESRS S1 S1-16 §97 and §98			L10, L8		Principles 1, 2, 5, 6, 7	Presented in the "Fair Wage, Equal Pay / Diversity, Equity and Inclusion" sections on pages 111-115.

GRI Disclosures and Indicators	ESRS Disclosures and Indicators	IFRS S1-S2 / TSRS S1-S2	SASB	UNGC	SDG	UN WEPs	Where to Find the Disclosure
GRI 406: Non-discrimination 2016							
3-3 Management of material topics; 102-3 Just transition	ESRS S1 S1-1 §17; §20 (c); §24 (a) ve (d); S1-2 §27; S1-4 §38; §39; §AR 40 (a); S1-5 §44; §47 (b) ve (c); ESRS S2 §11 (c); S2-1 §14; §17 (c); S2-2 §22; S2-4 §32; §33 (a) ve (b); §36; §AR 33; §AR 36 (a); S2-5 §39, §42 (b) ve (c); ESRS S4 §10 (b); S4-1 §13; §16 (c); S4-2 §20; S4-4 §31; §32 (a) ve (b); §35; §AR 30; §AR 33 (a); S4-5 §38; §41 (b) ve (c)	IFRS S1 Governance 26, 27, Strategy 28, 29, Sustainability-related Risks and Opportunities 30, 31, Business Model and Value Chain 32, Financial Position, Financial Performance and Cash Flows 34, 35, 36, 37, 38, 39, 40, Risk Management 43, 44, Metrics and Targets, 45, 46, 47, 48, 49, 50, 51, 52, 53, Sources of Guidance 54, 55, 56, 57, 58, 59, IFRS S2 Strategy 8,9, Climate-related Risks and Opportunities, 10, 11, 12, Business Model and Value Chain 13, Strategy and Decision-making 14, Financial Position, Financial Performance and Cash Flows 15, 16, 17, 18, 19, 20, 21, Climate Resilience 22,23, Risk Management 24, 25, 16, Metrics and Targets 27, 28, Climate-related Metrics 29, 30, 31, 32, Climate-related Targets 33, 34, 35, 36, 37		L1, L2, L3, L4, L5, L10, L11, L12		Principles 1, 2, 5, 6, 7	Presented in the "People, Safety and Transformative Culture – Diversity, Equity and Inclusion (Our Policy and Management Approach)" section on page 115.
406-1 Incidents of discrimination and corrective actions taken	ESRS S1 S1-17 §97, §103 (a), AR 103			L1, L2, L3, L4, L5, L10, L11, L12		Principles 1, 2, 5, 6, 7	Presented in the "People, Safety and Transformative Culture – Diversity, Equity and Inclusion (Our Policy and Management Approach)" section on page 115 and in "Annexes – Discrimination" on page 219.
GRI 407: Freedom of Association and Collective Bargaining 2016							
3-3 Management of material topics; 102-3 Just transition	ESRS S1 S1-1 §17; §20 (c); S1-2 §27; S1-4 §38; §39; AR 40 (a); S1-5 §44; §47 (b), (c); ESRS S2 §11 (c); S2-1 §14; §17 (c); S2-2 §22; S2-4 §32; §33 (a), (b); §36; AR 33; AR 36 (a); S2-5 §39, §42 (b), (c)	IFRS S1 Governance 26, 27, Strategy 28, 29, Sustainability-related Risks and Opportunities 30, 31, Business Model and Value Chain 32, Financial Position, Financial Performance and Cash Flows 34, 35, 36, 37, 38, 39, 40, Risk Management 43, 44, Metrics and Targets, 45, 46, 47, 48, 49, 50, 51, 52, 53, Sources of Guidance 54, 55, 56, 57, 58, 59, IFRS S2 Strategy 8,9, Climate-related Risks and Opportunities, 10, 11, 12, Business Model and Value Chain 13, Strategy and Decision-making 14, Financial Position, Financial Performance and Cash Flows 15, 16, 17, 18, 19, 20, 21, Climate Resilience 22,23, Risk Management 24, 25, 16, Metrics and Targets 27, 28, Climate-related Metrics 29, 30, 31, 32, Climate-related Targets 33, 34, 35, 36, 37		L1, L2, L3, L4, L5, L10, L11, L12			Presented in the "Social Impact (Human Rights Policy)" section on page 100 and in "Our Sustainability Supply Chain Management" on pages 97-99.
407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Freedom of association and collective bargaining are sustainability topics for S1 and S2 is a sustainability topic under ESRS 1 AR §16. Therefore, this GRI disclosure is a metric to be disclosed in line with the entity's priorities through MDR-P, MDR-A, MDR-T and/or entity-specific additional disclosures pursuant to ESRS 1 §11 and MDR-M.			L1, L2, L3, L4, L5, L10, L11, L12			Presented in the "Responsible Value Chain and Shared Social Impact – Social Impact (Human Rights Policy)" section on page 100 and in "Our Sustainability Supply Chain Management" on pages 97-99.
GRI 408: Child Labor 2016							
3-3 Management of material topics; 102-3 Just transition	ESRS S1 S1-1 §17; §20 (c); §22; S1-2 §27; S1-4 §38; §39; AR 40 (a); S1-5 §44; §47 (b), (c); ESRS S2 §11 (c); S2-1 §14; §17 (c); S2-2 §22; S2-4 §32; §33 (a), (b); §36; AR 33; AR 36 (a); S2-5 §39, §42 (b), (c)	IFRS S1 Governance 26, 27, Strategy 28, 29, Sustainability-related Risks and Opportunities 30, 31, Business Model and Value Chain 32, Financial Position, Financial Performance and Cash Flows 34, 35, 36, 37, 38, 39, 40, Risk Management 43, 44, Metrics and Targets, 45, 46, 47, 48, 49, 50, 51, 52, 53, Sources of Guidance 54, 55, 56, 57, 58, 59, IFRS S2 Strategy 8,9, Climate-related Risks and Opportunities, 10, 11, 12, Business Model and Value Chain 13, Strategy and Decision-making 14, Financial Position, Financial Performance and Cash Flows 15, 16, 17, 18, 19, 20, 21, Climate Resilience 22,23, Risk Management 24, 25, 16, Metrics and Targets 27, 28, Climate-related Metrics 29, 30, 31, 32, Climate-related Targets 33, 34, 35, 36, 37		L1, L2, L3, L4, L5, L10, L11, L12			Presented in the "Social Impact (Human Rights Policy)" section on page 100 and in "Our Sustainability Supply Chain Management" on pages 97-99.
408-1 Operations and suppliers at significant risk for incidents of child labor	ESRS S1 §14 (g); S1-1 §22; ESRS S2 §11 (b); S2-1 §18			L1, L2, L3, L4, L5, L10, L11, L12			Presented in the "Social Impact (Human Rights Policy)" section on page 100 and in "Our Sustainability Supply Chain Management" on pages 97-99.
GRI 409: Forced or Compulsory Labor 2016							
3-3 Management of material topics; 102-3 Just transition	ESRS S1 S1-1 §17; §20 (c); §22; S1-2 §27; S1-4 §38; §39; AR 40 (a); S1-5 §44; §47 (b), (c); ESRS S2 §11 (c); S2-1 §14; §17 (c); S2-2 §22; S2-4 §32; §33 (a), (b); §36; AR 33; AR 36 (a); S2-5 §39, §42 (b), (c)	IFRS S1 Governance 26, 27, Strategy 28, 29, Sustainability-related Risks and Opportunities 30, 31, Business Model and Value Chain 32, Financial Position, Financial Performance and Cash Flows 34, 35, 36, 37, 38, 39, 40, Risk Management 43, 44, Metrics and Targets, 45, 46, 47, 48, 49, 50, 51, 52, 53, Sources of Guidance 54, 55, 56, 57, 58, 59, IFRS S2 Strategy 8,9, Climate-related Risks and Opportunities, 10, 11, 12, Business Model and Value Chain 13, Strategy and Decision-making 14, Financial Position, Financial Performance and Cash Flows 15, 16, 17, 18, 19, 20, 21, Climate Resilience 22,23, Risk Management 24, 25, 16, Metrics and Targets 27, 28, Climate-related Metrics 29, 30, 31, 32, Climate-related Targets 33, 34, 35, 36, 37		L1, L2, L3, L4, L5, L10, L11, L12			Presented in the "Social Impact (Human Rights Policy)" section on page 100 and in "Our Sustainability Supply Chain Management" on pages 97-99.
409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	ESRS S1 §14 (f); S1-1 §22; ESRS S2 §11 (b); S2-1 §18			L1, L2, L3, L4, L5, L10, L11, L12			Presented in the "Social Impact (Human Rights Policy)" section on page 100 and in "Our Sustainability Supply Chain Management" on pages 97-99.

GRI Disclosures and Indicators	ESRS Disclosures and Indicators	IFRS S1-S2 / TSRS S1-S2	SASB	UNGC	SDG	UN WEPs	Where to Find the Disclosure
GRI 410: Security Practices 2016							
3-3 Management of material topics	ESRS S3 §9 (b); S3-1 §12 and §16 (c); S3-2 §21; S3-4 §32 (a), (d), §33 (a), (b), §35, §36; AR 31, AR 34 (a); S3-5 §39, §43	IFRS S1 Governance 26, 27, Strategy 28, 29, Sustainability-related Risks and Opportunities 30, 31, Business Model and Value Chain 32, Financial Position, Financial Performance and Cash Flows 34, 35, 36, 37, 38, 39, 40, Risk Management 43, 44, Metrics and Targets, 45, 46, 47, 48, 49, 50, 51, 52, 53, Sources of Guidance 54, 55, 56, 57, 58, 59, IFRS S2 Strategy 8,9, Climate-related Risks and Opportunities, 10, 11, 12, Business Model and Value Chain 13, Strategy and Decision-making 14, Financial Position, Financial Performance and Cash Flows 15, 16, 17, 18, 19, 20, 21, Climate Resilience 22,23, Risk Management 24, 25, 16, Metrics and Targets 27, 28, Climate-related Metrics 29, 30, 31, 32, Climate-related Targets 33, 34, 35, 36, 37					Presented in the "Responsible Value Chain and Shared Social Impact – Social Impact (Human Rights Policy)" section on pages 100-102.
410-1 Security personnel trained in human rights policies or procedures	Security personnel are a sustainability topic for S3 is a sustainability topic under ESRS 1 AR §16. Therefore, this GRI disclosure is a metric to be disclosed in line with the entity's priorities through MDR-P, MDR-A, MDR-T and/or entity-specific additional disclosures pursuant to ESRS 1 §11 and MDR-M.						Presented in the "Responsible Value Chain and Shared Social Impact – Social Impact (Human Rights Policy)" section on pages 100-102.
GRI 411: Rights of Indigenous Peoples 2016							
3-3 Management of material topics; 102-3 Just transition	ESRS S3 §9 (b); S3-1 §12, §15 and §16 (c); S3-2 §21; S3-4 §32 (a), (d), §33 (a), (b), §35, §36; AR 31, AR 34 (a); S3-5 §39, §43	IFRS S1 Governance 26, 27, Strategy 28, 29, Sustainability-related Risks and Opportunities 30, 31, Business Model and Value Chain 32, Financial Position, Financial Performance and Cash Flows 34, 35, 36, 37, 38, 39, 40, Risk Management 43, 44, Metrics and Targets, 45, 46, 47, 48, 49, 50, 51, 52, 53, Sources of Guidance 54, 55, 56, 57, 58, 59, IFRS S2 Strategy 8,9, Climate-related Risks and Opportunities, 10, 11, 12, Business Model and Value Chain 13, Strategy and Decision-making 14, Financial Position, Financial Performance and Cash Flows 15, 16, 17, 18, 19, 20, 21, Climate Resilience 22,23, Risk Management 24, 25, 16, Metrics and Targets 27, 28, Climate-related Metrics 29, 30, 31, 32, Climate-related Targets 33, 34, 35, 36, 37					Presented in the "Responsible Value Chain and Shared Social Impact – Social Impact (Human Rights Policy)" section on pages 100-102.
411-1 Incidents of violations involving rights of indigenous peoples	ESRS S3 S3-1 §16 (c), AR 12; S3-4 §30, §32 (b), §33 (b), §36			L10			Presented in the "Responsible Value Chain and Shared Social Impact – Social Impact (Human Rights Policy)" section on pages 100-102.
GRI 413: Local Communities 2016							
3-3 Management of material topics; 102-3 Just transition	ESRS S3 §9 (b); S3-1 §12 and §16 (c); S3-2 §21; S3-4 §32 (a), (d), §33 (a), (b), §35, §36; AR 31, AR 34 (a); S3-5 §39, §43	IFRS S1 Governance 26, 27, Strategy 28, 29, Sustainability-related Risks and Opportunities 30, 31, Business Model and Value Chain 32, Financial Position, Financial Performance and Cash Flows 34, 35, 36, 37, 38, 39, 40, Risk Management 43, 44, Metrics and Targets, 45, 46, 47, 48, 49, 50, 51, 52, 53, Sources of Guidance 54, 55, 56, 57, 58, 59, IFRS S2 Strategy 8,9, Climate-related Risks and Opportunities, 10, 11, 12, Business Model and Value Chain 13, Strategy and Decision-making 14, Financial Position, Financial Performance and Cash Flows 15, 16, 17, 18, 19, 20, 21, Climate Resilience 22,23, Risk Management 24, 25, 16, Metrics and Targets 27, 28, Climate-related Metrics 29, 30, 31, 32, Climate-related Targets 33, 34, 35, 36, 37					Presented in the "Responsible Value Chain and Shared Social Impact – Social Impact" section on pages 100-102.
413-1 Operations with local community engagement, impact assessments and development programs	ESRS S3 S3-2 §19; S3-3 §25; S3-4 AR 34 (c)		Energy Affordability, IF-EU-240a.1, IF-EU-240a.2, IF-EU-240a.3, IF-EU-240a.4	L10			Presented in the "Responsible Value Chain and Shared Social Impact – Social Impact" section on pages 100-102 and in "Biodiversity and Ecosystems – Şah WPP and Karacabey Wildlife Conservation Efforts" on page 96.
413-2 Operations with significant actual and potential negative impacts on local communities	ESRS 2 SBM-3 §48 (c); ESRS S3 §9 (a) i and (b)			L10			Presented in the "Responsible Value Chain and Shared Social Impact – Social Impact" section on pages 100-102.
GRI 414: Supplier Social Assessment 2016							
3-3 Management of material topics; 102-3 Just transition	ESRS G1 G1-2 §12 and §15 (a)	IFRS S1 Governance 26, 27, Strategy 28, 29, Sustainability-related Risks and Opportunities 30, 31, Business Model and Value Chain 32, Financial Position, Financial Performance and Cash Flows 34, 35, 36, 37, 38, 39, 40, Risk Management 43, 44, Metrics and Targets, 45, 46, 47, 48, 49, 50, 51, 52, 53, Sources of Guidance 54, 55, 56, 57, 58, 59, IFRS S2 Strategy 8,9, Climate-related Risks and Opportunities, 10, 11, 12, Business Model and Value Chain 13, Strategy and Decision-making 14, Financial Position, Financial Performance and Cash Flows 15, 16, 17, 18, 19, 20, 21, Climate Resilience 22,23, Risk Management 24, 25, 16, Metrics and Targets 27, 28, Climate-related Metrics 29, 30, 31, 32, Climate-related Targets 33, 34, 35, 36, 37					Presented in the "Responsible Value Chain – Our Sustainability Supply Chain Management" section on pages 97-99.
414-1 New suppliers screened using social criteria	ESRS G1 G1-2 §15 (b)						Presented in the "Responsible Value Chain – Our Sustainability Supply Chain Management" section on pages 97-99 and in "Annexes – Supply Chain Social Assessments" on pages 307-308.
414-2 Negative social impacts in the supply chain and actions taken (414-2-c); 102-3 Just transition	ESRS 2 SBM-3 §48 (c) i and iv						Presented in the "Our Sustainability Supply Chain Management" section on pages 97-99 and in "Annexes – Supply Chain Social Assessments" on pages 307-308.
GRI 415: Public Policy 2016							
3-3 Management of material topics	ESRS G1 G1-5 §27	IFRS S1 Governance 26, 27, Strategy 28, 29, Sustainability-related Risks and Opportunities 30, 31, Business Model and Value Chain 32, Financial Position, Financial Performance and Cash Flows 34, 35, 36, 37, 38, 39, 40, Risk Management 43, 44, Metrics and Targets, 45, 46, 47, 48, 49, 50, 51, 52, 53, Sources of Guidance 54, 55, 56, 57, 58, 59, IFRS S2 Strategy 8,9, Climate-related Risks and Opportunities, 10, 11, 12, Business Model and Value Chain 13, Strategy and Decision-making 14, Financial Position, Financial Performance and Cash Flows 15, 16, 17, 18, 19, 20, 21, Climate Resilience 22,23, Risk Management 24, 25, 16, Metrics and Targets 27, 28, Climate-related Metrics 29, 30, 31, 32, Climate-related Targets 33, 34, 35, 36, 37					Presented in the "People, Safety and Transformative Culture – Business Ethics" section on page 129.

GRI Disclosures and Indicators	ESRS Disclosures and Indicators	IFRS S1-S2 / TSRS S1-S2	SASB	UNGC	SDG	UN WEPs	Where to Find the Disclosure
415-1 Political contributions	ESRS G1 G1-5 §29 (b)						Presented in the "People, Safety and Transformative Culture – Business Ethics" section on page 129 and in "Annexes – Corporate Governance and Financial Performance Indicators" on page 306.
GRI 416: Customer Health and Safety 2016							
3-3 Management of material topics	ESRS S4 §10 (b); S4-1 §13, §16 (c); S4-2 §20; S4-4 §31; §32 (a), (b), §35, AR 30, AR 33 (a); S4-5 §38, §41 (b), (c)	IFRS S1 Governance 26, 27, Strategy 28, 29, Sustainability-related Risks and Opportunities 30, 31, Business Model and Value Chain 32, Financial Position, Financial Performance and Cash Flows 34, 35, 36, 37, 38, 39, 40, Risk Management 43, 44, Metrics and Targets, 45, 46, 47, 48, 49, 50, 51, 52, 53, Sources of Guidance 54, 55, 56, 57, 58, 59, IFRS S2 Strategy 8,9, Climate-related Risks and Opportunities, 10, 11, 12, Business Model and Value Chain 13, Strategy and Decision-making 14, Financial Position, Financial Performance and Cash Flows 15, 16, 17, 18, 19, 20, 21, Climate Resilience 22,23, Risk Management 24, 25, 16, Metrics and Targets 27, 28, Climate-related Metrics 29, 30, 31, 32, Climate-related Targets 33, 34, 35, 36, 37					Presented in the "People, Safety and Transformative Culture – Business Ethics (Quality and Customer Management Systems)" section on page 131.
416-1 Assessment of the health and safety impacts of product and service categories	The personal safety of consumers and end-users is a sustainability topic for S4 is a sustainability topic under ESRS 1 AR §16. Therefore, this GRI disclosure is a metric to be disclosed in line with the entity's priorities through MDR-P, MDR-A, MDR-T and/or entity-specific additional disclosures pursuant to ESRS 1 §11 and MDR-M.						Presented in the "People, Safety and Transformative Culture – Business Ethics (Quality and Customer Management Systems)" section on page 131 and in "Annexes – Customer Relations Indicators" on page 311.
416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	ESRS S4 S4-4 §35						Presented in "Annexes – Legal Indicators / Customer Relations Indicators" on pages 310 and 311.
Additional SASB / ESRS S4 cross-reference	ESRS S4		End-Use Efficiency & Demand, IF-EU-420a.1, IF-EU-420a.2, IF-EU-420a.3; Grid Resiliency, IF-EU-550a.2; Activity Metrics, IF-EU-000.A, IF-EU-000.B, IF-EU-000.C; Nuclear Safety & Emergency Management, IF-EU-540a.1, IF-EU-540a.2				The relevant activity metrics (electricity generated/sold, etc.) are presented in the "Annexes – Key Performance Indicators (SASB Electric Utilities & Power Generators / Energy Sales)" section on pages 187-200. Nuclear safety, end-use efficiency and grid reliability indices (SAIDI/SAIFI/CAIDI) are not applicable given our wholesale and 100% renewable generation business model.
GRI 417: Marketing and Labeling 2016							
417-1 Requirements for product and service information and labeling	Information-related impacts for consumers and end-users are a sustainability topic for S4 is a sustainability topic under ESRS 1 AR §16. Therefore, this GRI disclosure is a metric to be disclosed in line with the entity's priorities through MDR-P, MDR-A, MDR-T and/or entity-specific additional disclosures pursuant to ESRS 1 §11 and MDR-M.						Presented in the "People, Safety and Transformative Culture – Business Ethics (Quality and Customer Management Systems)" section on page 131 and in "Annexes – Customer Relations Indicators" on page 311.
417-2 Incidents of non-compliance concerning product and service information and labeling	ESRS S4 S4-4 §35						Presented in "Annexes – Legal Indicators / Customer Relations Indicators" on pages 310 and 311.
417-3 Incidents of non-compliance concerning marketing communications	ESRS S4 S4-4 §35						Presented in "Annexes – Legal Indicators / Customer Relations Indicators" on pages 310 and 311.
GRI 418: Customer Privacy 2016							
3-3 Management of material topics	ESRS S4 §10 (b); S4-1 §13 and §16 (c); S4-2 §20; S4-4 §31, §32 (a) and (b), §35, AR 30, AR 33 (a); S4-5 §38, §41 (b) and (c)	IFRS S1 Governance 26, 27, Strategy 28, 29, Sustainability-related Risks and Opportunities 30, 31, Business Model and Value Chain 32, Financial Position, Financial Performance and Cash Flows 34, 35, 36, 37, 38, 39, 40, Risk Management 43, 44, Metrics and Targets, 45, 46, 47, 48, 49, 50, 51, 52, 53, Sources of Guidance 54, 55, 56, 57, 58, 59, IFRS S2 Strategy 8,9, Climate-related Risks and Opportunities, 10, 11, 12, Business Model and Value Chain 13, Strategy and Decision-making 14, Financial Position, Financial Performance and Cash Flows 15, 16, 17, 18, 19, 20, 21, Climate Resilience 22,23, Risk Management 24, 25, 16, Metrics and Targets 27, 28, Climate-related Metrics 29, 30, 31, 32, Climate-related Targets 33, 34, 35, 36, 37					Presented in the "People, Safety and Transformative Culture – Information Security and Digitalization / Protection of Personal Data (KVKK)" section on pages 119-122.
418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	ESRS S4 S4-3 AR 23; S4-4 §35		Grid Resiliency, IF-EU-550a.1				Presented in the "People, Safety and Transformative Culture – Information Security and Digitalization / Protection of Personal Data (KVKK)" section on pages 119-122 and in "Annexes – Data Security and Cybersecurity Metrics / Customer Relations Indicators" on pages 310-311.

SUSTAINABILITY PRINCIPLES COMPLIANCE INDEX

PURSUANT TO THE COMMUNIQUÉ OF THE CAPITAL MARKETS BOARD OF TÜRKIYE (CMB)

CORPORATE GOVERNANCE COMPLIANCE TABLE (ACCORDING TO THE CMB COMMUNIQUÉ)

		COMPLIANCE STATUS					
		YES	NO	PARTIALLY	NOT APPLICABLE	DISCLOSURE	LINK TO REPORT INFORMATION REGARDING PUBLICLY DISCLOSED INFORMATION
	A. GENERAL PRINCIPLES						
	A1. Strategy, Policies and Targets						
A 1.1	Material environmental, social and governance (ESG) matters, risks and opportunities have been identified by the Company's Board of Directors.	X				In 2022, Galata Wind conducted its first sustainability materiality assessment in accordance with the AA1000SES Standard. The priorities approved by the Board of Directors are published on the website. In addition, a risk and opportunity assessment based on sustainable development goals is available. Our sustainability policies and reports are available on our website. The Company has disclosed its potential climate change-related risks and its strategies for mitigating significant risks in the Sustainability Report.	
A 1.1	ESG policies, such as the Environmental Policy, Energy Policy and Human Rights and Employee Policy, have been developed and publicly disclosed by the Board of Directors.	X				Our sustainability policies are available on our website.	**Our Policies**
A 1.2	Short- and long-term targets set under the ESG policies have been publicly disclosed.	X				Galata Wind Enerji A.Ş. published its Sustainability Report in 2025, disclosing its 2024 non-financial performance in line with its focus areas. As part of the report, it publicly disclosed its targets aligned with the UN SDGs.	
	A2. Implementation/Monitoring						
A2.1	The committees and/or units responsible for implementing ESG policies, as well as the most senior persons responsible for ESG matters within the Company and their duties, have been identified and publicly disclosed.	X				Established in 2022 and reporting directly to the Board of Directors, the Sustainability Committee monitors and oversees the consideration and management of sustainability matters at the Company's highest decision-making level.	
A2.1	The activities carried out within the scope of the policies by the responsible committee and/or unit were reported to the Board of Directors at least once a year.	X				The Sustainability Committee was established in 2022 and held its first meeting in December 2022. The Committee Duties and Responsibilities document stipulates that the Committee meet four times a year and report the outcomes of its meetings to the Board of Directors. In 2025, the relevant committee met four times.	
A2.2	Implementation and action plans have been developed in line with the ESG targets and publicly disclosed.	X				These 17 goals, referred to by the United Nations as the Sustainable Development Goals (UN SDGs), were considered alongside other standards and codes when we developed our sustainability strategy and identified our priority focus areas, and were evaluated together with our targets in line with our priorities. Galata Wind Enerji A.Ş. signed the United Nations Global Compact (UNGC) in 2022.	

		COMPLIANCE STATUS					
		YES	NO	PARTIALLY	NOT APPLICABLE	DISCLOSURE	LINK TO REPORT INFORMATION REGARDING PUBLICLY DISCLOSED INFORMATION
A2.3	ESG Key Performance Indicators (KPIs) and the level of achievement of these indicators on an annual basis have been disclosed to the public.	X				In its sustainability report, Galata Wind sought to disclose its overall sustainability performance on a comparative basis against the base year, covering the last three years, subject to data availability.	
A2.4	Activities to improve the sustainability performance of business processes or products and services have been disclosed to the public.	X				The Galata Wind Enerji A.Ş. 2024 Sustainability Report covers the Company's sustainability performance from 1 January 2024 to 31 December 2024. This information was published in the 2024 Sustainability Report.	
	A3. Reporting						
A 3.1	Clear, accurate and sufficient information on the Company's sustainability performance, targets and actions has been provided in the annual reports.	X				Galata Wind Enerji A.Ş. shares reports on its sustainability performance with its stakeholders through its website, separately from its annual report.	
A 3.2	The Company has publicly disclosed information on the United Nations (UN) 2030 Sustainable Development Goals to which its activities relate.	X				We provide detailed information on our contribution to the UN Sustainable Development Goals through all channels accessible to our stakeholders.	
A 3.3	Lawsuits concerning ESG matters that have been filed against the Company and/or concluded adversely, and that are material in terms of ESG policies and/or may significantly affect operations, have been publicly disclosed.	X				This information is disclosed in the GRI Index included in the appendix to our sustainability report.	
	A4. Verification						
A4.1	The Company's key ESG performance indicators have been verified by an independent third party and publicly disclosed.	X				Galata Wind obtained independent assurance for its 2024 Sustainability Report.	
	B. ENVIRONMENTAL PRINCIPLES						
B1	The Company has publicly disclosed its environmental management policies and practices, action plans, environmental management systems (commonly associated with the ISO 14001 standard) and programs.	X				Galata Wind holds an ISO 14001 Environmental Management System certificate. Detailed information is available on the website. Its comprehensive performance is disclosed in the 2024 Sustainability Report.	
B2	For environmental reports providing information on environmental management, the report scope, reporting period, reporting date and any limitations relating to reporting conditions have been publicly disclosed.	X				As part of its 2024 Sustainability Report, Galata Wind publishes all of its environmental data covering the previous three years.	
B4	Environmental targets included in the reward criteria under performance incentive systems have been publicly disclosed by stakeholder group, such as Board members, executives and employees.		X			Not yet disclosed.	
B5	How material environmental issues are integrated into business objectives and strategies has been disclosed to the public.	X				As part of its 2024 Sustainability Report, Galata Wind publishes all of its environmental data covering the previous three years. The report also provides access to all environmental strategies, as well as the climate change policy and targets.	
B7	Information on how environmental matters are managed throughout the Company's value chain, including the operational process, suppliers and customers, and how they are integrated into business objectives and strategies has been publicly disclosed.	X				As part of its 2024 Sustainability Report, Galata Wind publishes all of its environmental data covering the previous three years. The report also provides access to all environmental strategies, as well as the climate change policy and targets.	

		COMPLIANCE STATUS					
		YES	NO	PARTIALLY	NOT APPLICABLE	DISCLOSURE	LINK TO REPORT INFORMATION REGARDING PUBLICLY DISCLOSED INFORMATION
B8	Information on whether the Company has participated in the environmental policy-making processes of relevant institutions and non-governmental organizations, and on its collaborations with these organizations, has been publicly disclosed.	X				As part of its 2024 Sustainability Report, Galata Wind publishes all of its environmental data covering the previous three years. The report also provides access to all environmental strategies, as well as the climate change policy and targets.	
B9	In the light of environmental indicators (Greenhouse gas emissions [Scope 1 (Direct), Scope 2 (Energy indirect), Scope 3 (Other indirect), air quality, energy management, water and wastewater management, waste management, biodiversity impacts)], information on environmental impacts has been disclosed to the public, allowing periodical comparison.	X				As part of its 2024 Sustainability Report, Galata Wind publishes all of its environmental data covering the previous three years. The report also provides access to all environmental strategies, as well as the climate change policy and targets.	
B10	Details of the standard, protocol, methodology, and base year used to collect and calculate the data have been disclosed to the public.	X				Galata Wind Enerji A.Ş. published the data disclosed in its 2024 Sustainability Report in accordance with international standards, providing footnotes or the necessary explanations. The ISO 14064:2019 methodology was followed in carbon emissions calculations, while the data included in the SASB Index were calculated using the methods required by the standard and explained in the footnotes.	
B11	Increases or decreases in environmental indicators for the reporting year, compared with previous years, have been publicly disclosed.	X				As part of its 2024 Sustainability Report, Galata Wind publishes all of its environmental data covering the previous three years. The report also provides access to all environmental strategies, as well as the climate change policy and targets.	
B12	Short- and long-term targets have been set to reduce environmental impacts, and these targets and progress against the targets set in previous years have been disclosed to the public.	X				As part of its 2024 Sustainability Report, Galata Wind publishes all of its environmental data covering the previous three years. The report also provides access to all environmental strategies, as well as the climate change policy and targets.	
B13	A strategy to tackle the climate crisis has been developed and planned actions have been disclosed to the public.	X				As part of its 2024 Sustainability Report, Galata Wind publishes all of its environmental data covering the previous three years. The report also provides access to all environmental strategies, as well as the climate change policy and targets.	
B14	Programs or procedures to prevent or minimize the potential negative impact of products and/or services on the environment have been developed and disclosed to the public.	X				Our Company pays particular attention to ensuring that the projects in which it invest also benefit local communities and promote economic and social development, and regards "social impact" as the most important component of its investment plans. In addition, to ensure that the interests of society are taken into account throughout the life cycle of Galata Wind's activities, the Company carries out the necessary planning at every phase of the projects in which it invests and uses stakeholder dialogue platforms accordingly. Galata Wind invests in projects that generate electricity exclusively from clean sources, primarily wind and solar.	
B14	Actions have been taken to reduce the greenhouse gas emissions of third parties (e.g. suppliers, subcontractors, dealers, etc.) and these actions have been disclosed to the public.	X				All of the Company's employee and workplace policies apply to product and service suppliers and business partners, which are among Galata Wind's key stakeholders. Business relationships with third parties are assessed in line with the sustainability vision from a responsible supply chain management perspective.	

		COMPLIANCE STATUS					
		YES	NO	PARTIALLY	NOT APPLICABLE	DISCLOSURE	LINK TO REPORT INFORMATION REGARDING PUBLICLY DISCLOSED INFORMATION
B15	Environmental benefits/gains and cost savings from initiatives and projects aiming to reduce environmental impacts have been disclosed to the public.	X				By generating environmentally friendly electricity from 100% renewable sources, Galata Wind reduces carbon emissions by approximately 530,000 tons per year.	
B16	Energy consumption (natural gas, diesel, gasoline, LPG, coal, electricity, heating, cooling, etc.) data have been disclosed to the public as Scope 1 and Scope 2.	X				Our power plants are equipped with advanced energy monitoring systems that enable us to closely monitor and manage energy consumption. Real-time data analysis helps us identify anomalies, implement corrective actions without delay and optimize energy use. Our Company holds an ISO 50001:2018 Energy Management System certificate.	
B17	The amount of electricity, heat, steam, and cooling generated in the reporting year has been disclosed to the public.	X				Galata Wind operates exclusively in the renewable electricity generation sector.	
B18	Efforts have been made to increase the use of renewable energy and transition to zero- or low-carbon electricity, and these efforts have been publicly disclosed.	X				By generating environmentally friendly electricity from 100% renewable sources, Galata Wind reduces carbon emissions by approximately 530,000 tons per year. With a total installed capacity of 354.2 MW, Galata Wind aims to reduce Türkiye's dependence on imported energy by using renewable energy sources effectively and to become a clean electricity generator in Türkiye with an environmentally friendly, reliable and sustainable business model.	
B19	Renewable energy generation and consumption data have been publicly disclosed.	X				Galata Wind operates exclusively in the renewable electricity generation sector.	
B20	Energy efficiency projects have been implemented, and the reductions in energy consumption and emissions achieved through these projects have been publicly disclosed.	X				Galata Wind operates exclusively in the renewable electricity generation sector.	
B21	Water consumption and, where applicable, the amounts of water withdrawn from groundwater or surface water, recycled and discharged, together with the relevant sources and procedures, have been publicly disclosed.	X				As a renewable energy company, Galata Wind recognizes the importance of sustainable water management in minimizing its environmental impact and ensuring the responsible use of water resources. Galata Wind's water management strategy focuses on conserving water and using it efficiently at every stage of its operations.	
B22	It has been publicly disclosed whether any of the Company's operations or activities are subject to a carbon pricing system, such as an Emissions Trading System, a cap-and-trade system or a carbon tax.	X				Because Galata Wind's power plants generate electricity from renewable sources, they reduce carbon emissions. Therefore, these projects can participate in carbon trading as carbon offset projects. As Türkiye has no binding target under the Kyoto Protocol, Galata Wind can operate in voluntary markets. The Company has its carbon credits certified under the Gold Standard at the Mersin WPP, Şah WPP, Taşpınar WPP, Çorum SPP and Erzurum/Aziziye SPP, and under VCS at the Erzurum/Hınıs SPP. It has been publicly disclosed whether any of the Company's operations or activities are subject to a carbon pricing system, such as an ETS, a cap-and-trade system or a carbon tax.	
B23	Information on carbon credits accumulated or purchased during the reporting period has been publicly disclosed.	X				Because Galata Wind's power plants generate electricity from renewable sources, they reduce carbon emissions. Therefore, these projects can participate in carbon trading as carbon offset projects. As Türkiye has no binding target under the Kyoto Protocol, Galata Wind can operate in voluntary markets. The Company has its carbon credits certified under the Gold Standard at the Mersin WPP, Şah WPP, Taşpınar WPP, Çorum SPP and Erzurum/Aziziye SPP, and under VCS at the Erzurum/Hınıs SPP. It has been publicly disclosed whether any of the Company's operations or activities are subject to a carbon pricing system, such as an ETS, a cap-and-trade system or a carbon tax.	

		COMPLIANCE STATUS					
		YES	NO	PARTIALLY	NOT APPLICABLE	DISCLOSURE	LINK TO REPORT INFORMATION REGARDING PUBLICLY DISCLOSED INFORMATION
B24	Where carbon pricing is applied within the Company, the relevant details have been publicly disclosed.	X				Because Galata Wind's power plants generate electricity from renewable sources, they reduce carbon emissions. Therefore, these projects can participate in carbon trading as carbon offset projects. As Türkiye has no binding target under the Kyoto Protocol, Galata Wind can operate in voluntary markets. The Company has its carbon credits certified under the Gold Standard at the Mersin WPP, Şah WPP, Taşpınar WPP, Çorum SPP and Erzurum/Aziziye SPP, and under VCS at the Erzurum/Hınıs SPP. It has been publicly disclosed whether any of the Company's operations or activities are subject to a carbon pricing system, such as an ETS, a cap-and-trade system or a carbon tax.	
B25	The platforms on which the Company discloses its environmental information have been publicly disclosed.	X				The Company has publicly disclosed its environmental management policies and practices, action plans, environmental management systems (commonly associated with the ISO 14001 standard) and programs.	
	C. SOCIAL PRINCIPLES						
	C1. Human Rights and Employee Rights						
C1.1	A Corporate Human Rights and Employee Rights Policy covering the Universal Declaration of Human Rights, ILO Conventions ratified by Türkiye and other applicable legislation has been developed. Those responsible for implementing the policy have been identified, and the policy and responsible people have been publicly disclosed.	X				Galata Wind publishes its Human Rights Policy in its Sustainability Report and on its website. In 2023, it conducted a human rights prioritization assessment in line with the UN Guiding Principles on Business and Human Rights.	
C1.2	Fair labor practices, improvement of labor standards, women's employment, and inclusion (such as non-discrimination based on gender, race, religion, language, marital status, ethnic identity, sexual orientation, gender identity, family responsibilities, trade union activities, political opinion, disability, social and cultural differences, etc.) are included in the policy on employee rights, taking into account supply and value chain impacts.	X				Its 2025 targets also include putting audit mechanisms in place for high-risk suppliers and implementing prevention and impact mitigation plans. As a result of these targets, work has begun on assessing human rights in the supply chain.	
C1.3	Measures taken throughout the value chain to protect groups vulnerable to specific economic, environmental and social factors, such as low-income groups and women, and to safeguard minority rights and equal opportunities have been publicly disclosed.	X				In the sector in which we operate, we are committed to building and maintaining a diverse workforce that reflects all segments of the society in which we live. We strive to create a work environment that attracts individuals from diverse backgrounds, including but not limited to race, ethnicity, gender, age, sexual orientation, religion, disability and socioeconomic status, and to build a workforce that reflects this diversity.	
C1.4	Progress in preventing and remedying discrimination, inequality, human rights violations, forced labor, and child labor has been disclosed to the public.	X				In the sector in which we operate, we are committed to building and maintaining a diverse workforce that reflects all segments of the society in which we live. We strive to create a work environment that attracts individuals from diverse backgrounds, including but not limited to race, ethnicity, gender, age, sexual orientation, religion, disability and socioeconomic status, and to build a workforce that reflects this diversity.	
C1.5	Investment in employees (training and development policies), compensation, benefits, the right to unionize, work-life balance solutions and talent management are addressed in the employee rights policy.	X				Galata Wind's primary objective in Human Resources management is to be a company that its employees are happy and proud to be part of. Recognizing that sustainable growth is possible only through employee engagement, our Company aims to grow with colleagues who are agile, proactive, responsible and capable of strategic thinking.	

		COMPLIANCE STATUS					
		YES	NO	PARTIALLY	NOT APPLICABLE	DISCLOSURE	LINK TO REPORT INFORMATION REGARDING PUBLICLY DISCLOSED INFORMATION
C1.6	Occupational health and safety policies have been developed and disclosed to the public.	X				The validity of Galata Wind's ISO 45001:2018 Occupational Health and Safety (OHS) certification, which has covered all of its power plants and Head Office since 2015, has been extended until 19 October 2026. The certificates obtained in 2015 are renewed every three years and undergo annual surveillance audits. On 17 September 2025, the ISO 9001, ISO 14001, ISO 45001 and ISO 10002 certifications were renewed, and their validity was extended until 19 October 2026.	
C1.6	Measures taken to prevent work-related accidents and protect health, together with accident statistics, have been publicly disclosed.	X				It is disclosed in the Sustainability Report.	
C1.7	Personal data protection and data security policies have been established and publicly disclosed.	X				Galata Wind's Head Office and all of its power plants hold ISO 27001:2013 Information Security Management System (ISMS) certification.	
C1.8	An ethics policy has been established and publicly disclosed.	X				It is disclosed on the website and in the Sustainability Report.	
C1.9	Initiatives relating to social investment, social responsibility, financial inclusion and access to finance have been disclosed.	X				Recognizing that stakeholder engagement is a cornerstone of sustainability, we completed our key stakeholder assessment in 2022. In this area, we regularly assess the expectations of all our key stakeholders and engage with them through active dialogue platforms. We made our community engagement programs sustainable through our volunteering platform, Positive Energy Ambassadors, and in 2025, 45 employees contributed a total of 1,471 volunteer hours. As the first company to complete a green IPO with a combined portfolio consisting solely of wind and solar energy, Galata Wind pursues a strategy of becoming a leader and role model in sustainability in the energy sector.	
C1.10	Information sessions and training programs on ESG policies and practices have been organized for employees.	X				A total of 2,106 training hours were delivered in 2025, averaging 32 hours per employee.	
	C2. Stakeholders, International Standards and Initiatives						
C2.1	A customer satisfaction policy regarding the management and resolution of customer complaints has been developed and disclosed to the public	X				Galata Wind implements and manages the ISO 9001 Quality Management System across all its processes. Accordingly, the Company's customer complaint management processes are also audited annually as part of its certification audits. The matter is also disclosed in the Annual Report. The regional distribution companies that make purchase guarantee payments under YEKDEM for SPPs, the market operator EPİAŞ that makes purchase guarantee payments for WPPs, and the retail electricity company to which generation not covered by these arrangements is sold under bilateral agreements may be considered "customers" by Galata Wind. In 2024, Galata Wind established its Customer Satisfaction Policy and obtained ISO 10002 Customer Satisfaction certification. The validity of the Customer Satisfaction Management System and Policy has been extended until 19 October 2026.	
C2.2	Information on communication with stakeholders (stakeholders, topic, and frequency) has been disclosed to the public.	X				In line with its sustainability strategy, Galata Wind makes decisions that benefit the Company and all its stakeholders and undertakes initiatives to improve its performance by considering stakeholder feedback. Galata Wind's stakeholder engagement strategy is structured around an "ask, learn, respond" cycle and is designed to support continuous learning, monitor areas for improvement and integrate the initial assessments of stakeholders affected by decisions into decision-making processes. Galata Wind's key stakeholders were identified in 2022 using the methodology recommended by the AA1000SES Standard. The stakeholder engagement strategy and stakeholder engagement platforms have been disclosed in the 2024 Sustainability Report. More detailed information on the Company's stakeholder dialogue platforms and Galata Wind's responses to these matters is available in the Stakeholder Engagement section of the website.	

		COMPLIANCE STATUS					
		YES	NO	PARTIALLY	NOT APPLICABLE	DISCLOSURE	LINK TO REPORT INFORMATION REGARDING PUBLICLY DISCLOSED INFORMATION
C2.3	The international reporting standards adopted by the Company have been disclosed.	X				Galata Wind Enerji A.Ş.'s 2022 Sustainability Report was the first report it published and publicly disclosed in this area. To ensure comparability with its 2022 and 2023 sustainability performance, which it reported in accordance with GRI Standards 2021, and because these standards remain the most widely used reporting standards worldwide, Galata Wind continued to use the GRI Standards 2021 framework when disclosing its 2024 data. In addition, as part of its 2024 reporting, Galata Wind publishes the ESRS Index to meet the expectations of the CSRD. Our Company closely follows all draft initiatives of the European Commission and, accordingly, has also included a risk and opportunity assessment in the report. As part of the Sustainability Report, it first published in 2022, Galata Wind identified its sustainability priorities and began disclosing its performance under these headings in the report available on its website. During the materiality assessment, the practices of the Company's peers and the requirements and expectations of the GRI Universal Standards 2021, SASB sector-specific indicators, the EU CSDD Regulation[1], IFRS S1 and S2 (General Requirements for Disclosure of Sustainability-related Financial Information and Climate-related Disclosures), the CSRD and the TSRS were also taken into consideration.	
C2.4	The sustainability principles adopted by the Company, as well as the international organizations and committees to which it is a signatory or member, have been publicly disclosed.	X				Galata Wind is a member of associations that play an influential role in the sector in which it operates. Through these associations, it can express its views and take a leading role in changes and improvements in the sector. It also has the opportunity to share knowledge and experience by meeting with other sector stakeholders on a common platform. Through its memberships in TÜREB, EÜD, GÜYAD, GÜNDER, ETD, DEK and YEYKAD, Galata Wind follows developments in wind and solar energy in Türkiye and around the world firsthand. Galata Wind is a member of and is a signatory to the UNGC. Through its memberships in the Corporate Governance Association of Türkiye (TKYD) and the Turkish Investor Relations Society (TÜYİD), Galata Wind aims to further strengthen its commitment to corporate governance principles and its relations with investors. Galata Wind is a UNGC signatory and a member of the UNGC Türkiye Association. Through its memberships in BCSD and Yuvam Derneği, Galata Wind seeks to support sustainable development by tangibly increasing its environmental and social impact investments for society and the planet.	
C2.5	Developments have been made and studies have been carried out to be included in the sustainability indices of Borsa İstanbul and/or international index providers.	X				As of the first quarter of 2023, our Company was included in the BIST Sustainability Index, published its first Sustainability Report prepared in accordance with international standards and adopted the principle of transparently disclosing all its activities in this area by preparing a Sustainability Report annually in the following years.	
	D. CORPORATE GOVERNANCE PRINCIPLES						
D1.	Stakeholders have been consulted when identifying sustainability measures and strategies.	X				Galata Wind's sustainability management strategy was developed in line with the priority focus areas identified through a stakeholder engagement-focused process. The stakeholder engagement approach, which centers on assessing the social, environmental and economic expectations of key stakeholders and responding to these expectations appropriately, is monitored by the working group and regularly reported to the Sustainability Committee. Transparency in stakeholder engagement management is ensured through stakeholder dialogue platforms, the sustainability website and reporting.	

		COMPLIANCE STATUS					
		YES	NO	PARTIALLY	NOT APPLICABLE	DISCLOSURE	LINK TO REPORT INFORMATION REGARDING PUBLICLY DISCLOSED INFORMATION
D2.	Social responsibility projects, awareness-raising events, and training have been conducted to raise awareness of sustainability and its importance.	X				Galata Wind carries out community engagement programs as part of its business activities to increase its environmental and social impact investments for society and the planet. Active employee participation, awareness training and sustainability training are regarded as important components of community development. To ensure active employee participation, the Company launched the Positive Energy Ambassadors program in 2023. The Positive Energy Ambassadors support Galata Wind in improving its community engagement performance by carrying out social awareness-focused activities in four designated areas: equal opportunity in education, gender equality, protection of the ecological environment and animal rights. In 2025, 45 of our employees actively participated in the volunteering program and contributed a total of 1,471 hours to various initiatives. In 2025, the Company organized sustainability training at its sites and Head Office. In 2025, Galata Wind received an award in the “Best Employers – Social Responsibility and Volunteering” category.	

DOUBLE MATERIALITY ANALYSIS RESULTS

Double Materiality Analysis Results: Corporate Strategy as a Material Topic

POSITIVE IMPACTS

#	Impact Definition	Value Chain (Location)	Geography	Scope	Scale	Irremediability	Probability
1	Integrating sustainability into the overall corporate strategy means making environmental and social impacts an integral part of decision-making processes.	Core Operations – Energy Production	Türkiye	Spatial	High	—	—
2	The coordination structure, extending from the board level to operational units, ensures that strategic goals are disseminated throughout the organization.	Core Operations – Energy Production	Türkiye	Spatial	High	—	—
3	Monitoring strategic objectives and regularly evaluating performance results through the Sustainability Committee and the Sustainability Council.	Core Operations – Energy Production	Türkiye	Spatial	Middle	—	—

NEGATIVE IMPACTS

#	Impact Definition	Value Chain (Location)	Geography	Scope	Scale	Irremediability	Probability
1	The limited integration of sustainability data into decision-making processes has resulted in a decrease in strategic guidance capacity.	Core Operations – Energy Production	Türkiye	Spatial	Middle	Remediable within a moderate period.	Middle

RISKS

#	Definition	Value Chain (Location)	Geography	Time	Severity	Probability
1	Limited integration of sustainability data into decision-making processes leads to reduced effectiveness of investment decisions and negatively impacts financial performance.	Core Operations – Investment Planning	Türkiye	Medium	Middle	Middle

OPPORTUNITIES

#	Definition	Value Chain (Location)	Geography	Time	Severity	Probability
1	Integrating sustainability into corporate strategy leads to more effective investment decision-making, resulting in increased efficiency in capital allocation.	Core Operations – Investment Planning	Türkiye	Medium	High	Middle
2	The company's market reputation and corporate value increase through strategic planning aligned with stakeholder expectations.	Core Operations – Finance	Türkiye	Long	Middle	Middle
3	Increasing long-term revenue generation capacity through sustainability-focused strategic direction.	Core Operations – Energy Production	Türkiye	Long	High	Middle

Double Materiality Analysis Results: Climate Strategy as a Material Topic

POSITIVE IMPACTS

#	Impact Definition	Value Chain (Location)	Geography	Scope	Scale	Irremediability	Probability
1	Contributing to national climate change mitigation goals through emission reduction efforts carried out as part of the 2040 net zero GHG commitment.	Core Operations – Energy Production	Türkiye	National	Middle	—	—
2	Reducing Scope 1 emissions and indirectly contributing to local air quality through the electrification of the vehicle fleet and operational decarbonization practices.	Core Operations – Energy Production	Türkiye	National	Middle	—	—

RISKS

#	Definition	Value Chain (Location)	Geography	Time	Severity	Probability
1	The financial impact of physical and transition risks is assessed through CAPEX and operational costs, affecting investment and cost management processes.	Core Operations – Energy Production	Türkiye	Medium	High	Middle
2	Increasing need for investment in analysis and data infrastructure due to the fact that climate risk analyzes are carried out on a facility basis and scenario analyzes are carried out	Core Operations – Energy Production	Türkiye	Medium	Middle	Middle

OPPORTUNITIES

#	Definition	Value Chain (Location)	Geography	Time	Severity	Probability
1	Integrating climate risk management processes enables early detection of risks and reduces potential financial losses.	Core Operations – Energy Production	Türkiye	Medium	High	Middle
2	Scenario analyses and predictions of long-term climate impacts enable sounder investment and operational planning, and reduce financial uncertainty.	Core Operations – Energy Production	Türkiye	Long	Middle	Middle

Double Materiality Analysis Results: Energy as a Material Topic

POSITIVE IMPACTS

#	Impact Definition	Value Chain (Location)	Geography	Scope	Scale	Irremediability	Probability
1	ISO 50001 and SCADA infrastructure enable real-time performance monitoring in production processes, thereby increasing energy efficiency and reducing energy consumption.	Core Operations – Energy Production	Türkiye	National	Medium	—	—
2	Reducing energy losses through predictive maintenance and equipment modernization.	Core Operations – Energy Production	Türkiye	National	Medium	—	—
3	Increasing renewable energy production and contributing to energy supply continuity by simultaneously using wind and solar resources through a hybrid production model.	Core Operations – Energy Production	Türkiye	National	Medium	—	—
4	Energy storage systems help support the continuity of energy supply and contribute to more efficient use of the energy produced.	Core Operations – Energy Production	Türkiye	National	Medium	—	—

RISKS

#	Definition	Value Chain (Location)	Geography	Time	Severity	Probability
1	Variability in electricity generation and related revenue fluctuations due to weather-dependent conditions in wind and solar power generation.	Core Operations – Energy Production	Türkiye	Short	High	High
2	A decline in energy production output and resulting revenue loss due to reduced production efficiency caused by equipment performance levels.	Core Operations – Energy Production	Türkiye	Medium	Middle	Middle
3	Impact on energy sales due to restrictions or interruptions in energy flow resulting from dependence on grid infrastructure.	Core Operations – Energy Production	Türkiye	Short	Middle	Middle

OPPORTUNITIES

#	Definition	Value Chain (Location)	Geography	Time	Severity	Probability
1	Reduction of production losses caused by equipment failures and enhancement of operational efficiency through predictive maintenance and equipment modernization practices.	Core Operations – Energy Production	Türkiye	Medium	Severity	Middle
2	A more stable revenue structure through increased generation continuity and the balancing of production fluctuations enabled by the hybrid generation model (WPP + SPP).	Core Operations – Energy Production	Türkiye	Medium	Severity	Middle
3	More advantageous sales opportunities based on market conditions through the optimization of generated energy using energy storage systems.	Core Operations – Energy Production	Türkiye	Medium	Severity	Middle
4	Reduction of operational costs (OPEX) through the optimization of production processes enabled by ISO 50001 and SCADA-based monitoring systems.	Core Operations – Energy Production	Türkiye	Medium	Middle	Middle

Double Materiality Analysis Results: Physical Climate Risks as a Material Topic

POSITIVE IMPACTS

#	Impact Definition	Value Chain (Location)	Geography	Scope	Scale	Irremediability	Probability
1	Enhancing environmental resilience and creating an indirect protective effect on ecosystems through site-specific measures to mitigate wildfire risks, such as investments in water tankers, installation of water storage tanks, and adaptive maintenance plans.	Core Operations – Energy Generation	Türkiye	National	Middle	—	—

RISKS

#	Definition	Value Chain (Location)	Geography	Time	Severity	Probability
1	High CAPEX (equipment replacement) requirements and revenue losses in the event of equipment damage and production disruptions caused by wildfires at the Mersin WPP and Çorum SPP sites.	Core Operations – Energy Generation	Türkiye	Middle	High	Middle
2	Short-term production losses and revenue reductions resulting from turbine shutdowns due to excessive wind at the Şah WPP and Mersin WPP sites.	Core Operations – Energy Generation	Türkiye	Low	Medium	High
3	Negative impacts on revenue projections due to long-term declines in wind power generation across the WPP portfolio resulting from changes in wind patterns.	Core Operations – Energy Generation	Türkiye	High	High	Middle

Double Materiality Analysis Results: Transition Climate Risks are a Material Topic

P.I.

#	Impact Definition	Value Chain (Location)	Geography	Scope	Scale	Irremediability	Probability
1	Indirectly contributing to increasing low-carbon investment capacity across the sector through practices aimed at expanding sustainable financing instruments (green loans, green bonds).	Core Operations – Finance	Türkiye	National	Middle	—	—

RISKS

#	Definition	Value Chain (Location)	Geography	Time	Severity	Probability
1	The revenue-generating capacity of existing assets may decline due to technological advances and increasing competition in renewable energy.	Core Operations – Energy Production	Türkiye	Long	Middle	Middle
2	Increased requirements for sustainable financing and ESG compliance result in additional operational costs (OPEX) in reporting, compliance, and investment processes.	Core Operations – Energy Production	Türkiye	Short	Middle	High
3	Additional costs and operational burdens arise due to supply chain compliance requirements under EU regulations (CBAM, etc.).	Core Operations – Energy Production	Türkiye	Medium	High	Middle
4	Uncertainties in energy and environmental legislation cause delays and increased costs in investment projects.	Core Operations – Investment Planning	Türkiye	Medium	Middle	Middle
5	Non-compliance or Poor ESG performance with ESG requirements may reduce investor interest and place pressure on the Company's valuation and puts pressure on company valuation.	Core Operations – Finance	Türkiye	Medium	High	Middle
6	Because carbon credit generation depends on verification, certification, and market acceptance, there is a risk of delays or non-realization of project-based carbon credit revenues.	Core Operations – Carbon Management and Certification	Türkiye	Medium	High	Middle
7	The transition to the Emissions Trading System (ETS) in Turkey and the introduction of carbon pricing mechanisms have resulted in increased exposure to carbon costs.	Downstream Value Chain – Trade and Sales	Türkiye	Medium	Middle	Middle
8	Revenue visibility is limited because carbon credit prices fluctuate in voluntary carbon markets depending on supply and demand.	Core Operations – Carbon Management and Certification	Türkiye	Medium	High	Middle

OPPORTUNITIES

#	Definition	Value Chain (Location)	Geography	Time	Severity	Probability
1	Increased demand for renewable energy and a low-carbon production model increase the revenue generation capacity of the production portfolio.	Core Operations – Energy Production	Türkiye	Medium	High	High
2	Increased access to green financing tools enables the provision of lower-cost financing and expands investment capacity.	Core Operations – Energy Production	Türkiye	Medium	Middle	Middle
3	Generating additional revenue through the sale of carbon credits certified under VCS-VERRA and the Gold Standard.	Core Operations – Carbon Management and Certification	Türkiye	Medium	High	Middle
4	Providing a competitive advantage for a low-carbon production portfolio within the scope of Emissions Trading System (ETS) applications.	Downstream Value Chain – Trade and Sales	Türkiye	Medium	High	Middle

Double Materiality Analysis Results: GHG Emissions as a Material Topic

POSITIVE IMPACTS

#	Impact Definition	Value Chain (Location)	Geography	Scope	Scale	Irremediability	Probability
1	The absence of direct greenhouse gas emissions from electricity generation through our wind and solar-based generation portfolio, contributing to the displacement of fossil fuel-based generation.	Core Operations – Energy Production	Türkiye	National	High	—	—
2	Reduction of direct (Scope 1) greenhouse gas emissions from operations through the electrification of the vehicle fleet	Core Operations – Energy Production	Türkiye	National	Middle	—	—
3	Lower carbon emissions through the reduction of emissions intensity per unit of generation	Core Operations – Energy Production	Türkiye	National	Middle	—	—
4	Enhanced traceability and comparability of emissions performance through standards-based emissions monitoring	Core Operations – Energy Production	Türkiye	National	Middle	—	—
5	Expansion of the overall emissions profile due to the generation of Scope 3 emissions across the value chain	Upstream Value Chain – Logistics	Türkiye	National	Middle	—	—

NEGATIVE IMPACTS

#	Impact Definition	Value Chain (Location)	Geography	Scope	Scale	Remediability	Probability
1	Limited direct (Scope 1) greenhouse gas emissions from field operations, maintenance activities and vehicle use	Core Operations – Energy Production	Türkiye	Regional	Low	Repairable in the long term	—
2	Temporary increases in operational greenhouse gas emissions during new capacity commissioning and construction activities	Core Operations – Energy Production	Türkiye	National	Middle	Remediable within a moderate period.	—

RISKS

#	Definition	Value Chain (Location)	Geography	Time	Severity	Probability
1	Uncertainty regarding the accuracy and effectiveness of emissions reduction targets and actions due to the methodology for calculating Scope 3 greenhouse gas emissions not yet being fully developed	Core Operations – Carbon Management and Certification	Türkiye	Medium	High	Medium
2	Increased exposure to carbon pricing mechanisms and associated cost pressures due to challenges in reducing supply chain-related emissions	Core Operations – Carbon Management and Certification	Türkiye	Medium	High	High

Double Materiality Analysis Results: Sustainability/Green Finance as a Material Topic

POSITIVE IMPACTS

#	Impact Definition	Value Chain (Location)	Geography	Scope	Scale	Irremediability	Probability
1	Enhanced classification and comparability of investment activities in financial markets through alignment with sustainable finance classification frameworks such as the EU Taxonomy, TSRS and ESRS	Core Operations – Finance	Türkiye	Spatial	High	—	—
2	Prioritization of low-carbon projects through the integration of sustainable finance criteria into investment decisions	Core Operations – Investment Planning	Türkiye	Spatial	Middle	—	—
3	Sustainability performance becoming a determining factor in investor assessment processes through an ESG- and taxonomy-aligned financing structure	Core Operations – Finance	Türkiye	Spatial	High	—	—
4	Increased financial transparency through reporting and data verification processes conducted as part of sustainable finance practices	Core Operations – Finance	Türkiye	Spatial	Medium	—	—

RISKS

#	Definition	Value Chain (Location)	Geography	Time	Severity	Probability
1	Increased operational costs associated with reporting and data verification processes within the scope of sustainable financing.	Core Operations – Finance	Türkiye	Short	Medium	High

OPPORTUNITIES

#	Definition	Value Chain (Location)	Geography	Time	Severity	Probability
1	Increased access to sustainable finance sources and reduced financing costs through investments aligned with the EU Taxonomy, TSRS and ESRS	Core Operations – Finance	Türkiye	Medium	High	Medium
2	Easier access to capital and greater financing diversification as investors increasingly favor ESG- and taxonomy-aligned projects	Core Operations – Finance	Türkiye	Medium	High	Medium

Double Materiality Analysis Results: Circular Economy as a Material Topic

POSITIVE IMPACTS

#	Impact Definition	Value Chain (Location)	Geography	Scope	Scale	Irremediability	Probability
1	Extending equipment lifespans through predictive and preventive maintenance practices, thereby reducing the need for new equipment production and helping to reduce natural resource consumption and waste generation	Core Operations – Energy Production	Türkiye	National	Medium	—	—
2	Increasing the amount of recyclable materials recovered through source segregation of recyclable waste generated at our sites	Core Operations – Energy Generation / Supply	Türkiye	National	Medium	—	—
3	Reducing natural resource consumption and waste generation by decreasing the need for new parts through spare parts reuse practices	Upstream Value Chain – Suppliers	Türkiye	National	Medium	—	—

NEGATIVE IMPACTS

#	Impact Definition	Value Chain (Location)	Geography	Scope	Scale	Remediability	Probability
1	Increased natural resource consumption and contribution to waste generation due to increased use of spare parts and materials resulting from equipment failures and wear during operations and maintenance activities	Core Operations – Energy Generation / Maintenance	Türkiye	National	Medium	Remediable within a moderate period.	—
2	Waste generation and increased pressure on natural resources resulting from the disposal of equipment used in wind and solar assets, such as turbine components, solar panels and inverters, at the end of their useful economic lives	Core Operations – Energy Production	Türkiye	National	Medium	Remediable within a moderate period.	High

RISKS

#	Definition	Value Chain (Location)	Geography	Time	Severity	Probability
1	Increased operational costs (OPEX) associated with spare parts use and material consumption due to equipment failures and wear during operations and maintenance activities	Core Operations – Energy Generation / Maintenance	Türkiye	Short	Medium	High
2	Additional costs arising from recycling or disposal processes for equipment waste generated at the end of the equipment's useful economic life	Core Operations – Energy Production	Türkiye	Long	Medium	Medium

OPPORTUNITIES

#	Definition	Value Chain (Location)	Geography	Time	Severity	Probability
1	Reduced long-term capital expenditure (CAPEX) through extended equipment lifespans and reduced equipment replacement needs enabled by predictive and preventive maintenance practices	Core Operations – Energy Production	Türkiye	Long	Medium	Medium
2	Generation of economic value from recycling processes and reduced disposal costs through the segregation of recyclable waste	Core Operations – Energy Production	Türkiye	Middle	Low	Medium
3	Reduced procurement costs through decreased demand for new parts enabled by spare parts reuse practices	Upstream Value Chain – Suppliers	Türkiye	Middle	Low	Medium

Double Materiality Analysis Results: Resource Use as a Material Topic

POSITIVE IMPACTS

#	Impact Definition	Value Chain (Location)	Geography	Scope	Scale	Irremediability	Probability
1	Limited water consumption due to the non-water-intensive nature of generation activities at our wind and solar power plants	Core Operations – Energy Production	Türkiye	National	Medium	—	—
2	Indirect reduction in natural resource consumption associated with fossil fuel use through renewable energy generation	Core Operations – Energy Production	Türkiye	National	High	—	—
3	Practices aimed at minimizing the environmental impacts of operations in line with our resource efficiency and sustainability approach	Core Operations – Energy Production	Türkiye	National	Medium	—	—

NEGATIVE IMPACTS

#	Impact Definition	Value Chain (Location)	Geography	Scope	Scale	Remediability	Probability
1	Resource efficiency needs arising from waste generation and recycling processes at the end of equipment's useful life	Core Operations – Energy Production	Türkiye	National	Medium	Remediable within a moderate period.	Medium
2	Continuous and indirect resource consumption in operational processes due to the use of spare parts, oils, chemicals and other consumables for maintenance, repair and operation activities at power plant sites	Core Operations – Energy Production	Türkiye	Spatial	Low	Remediable within a moderate period.	—
3	Indirect resource consumption and environmental impacts across the supply chain due to the high material and energy intensity of manufacturing wind turbines, solar panels and auxiliary equipment	Core Operations – Energy Production	Türkiye	Global	Medium	Remediable within a moderate period.	Medium

RISKS

#	Definition	Value Chain (Location)	Geography	Time	Severity	Probability
1	Additional operational costs and investment needs arising from waste management and recycling processes at the end of equipment's useful life	Core Operations – Energy Production	Türkiye	Middle	Medium	Medium

OPPORTUNITIES

#	Definition	Value Chain (Location)	Geography	Time	Severity	Probability
1	Limited operational water costs and lower cost pressures associated with resource use due to the non-water-intensive nature of our generation activities	Core Operations – Energy Production	Türkiye	Short	Low	High
2	Indirect reduction in resource costs associated with fossil fuel use and greater predictability of energy generation costs through renewable energy generation	Core Operations – Energy Production	Türkiye	Middle	High	High
3	Increased operational efficiency and long-term cost optimization through resource efficiency and sustainability practices	Core Operations – Energy Production	Türkiye	Medium	Medium	Medium

Double Materiality Analysis Results: Hazardous Waste and Chemical Management as a Material Topic

POSITIVE IMPACTS

#	Impact Definition	Value Chain (Location)		Scope	Scale	Irremediability	Probability
1	Control of environmental pollution impacts through the transfer of hazardous waste to licensed disposal and recovery facilities	Core Operations – Power Generation / Maintenance	Türkiye	National		—	—
2	Systematic monitoring of environmental impacts through waste management practices implemented under ISO 14001	Core Operations – Power Generation / Maintenance	Türkiye	Regional		—	—

NEGATIVE IMPACTS

#	Impact Definition	Value Chain (Location)	Geography	Scope	Scale	Remediability	
1	Potential environmental impacts arising from leaks or spills while hazardous waste is temporarily stored in designated storage areas	Core Operations – Power Generation / Maintenance	Türkiye	Spatial	Medium	Remediable within a moderate period	Medium
2	Environmental impacts associated with logistics activities during the transportation of hazardous waste to licensed facilities	Upstream Value Chain – Logistics	Türkiye	Regional	High	Remediable within a moderate period	—

RISKS

#	Definition	Value Chain (Location)	Geography	Time	Severity	Probability
1	Operational costs associated with the temporary storage, transportation and disposal of hazardous waste	Core Operations – Energy Production / Maintenance / Logistics	Türkiye	Short	Medium	Medium
2	Increased total waste volumes due to capacity expansion, resulting in higher disposal costs	Core Operations – Energy Production / Maintenance	Türkiye	Medium	Medium	High
3	Fines and additional financial burdens arising from environmental regulatory violations due to improper hazardous waste management	Core Operations – Energy Production	Türkiye	Short	High	Low

OPPORTUNITIES

#	Definition	Value Chain (Location)	Geography	Time	Severity	Probability
1	Reduced maintenance and material costs through extended equipment lifespans and reduced hazardous waste generation enabled by preventive maintenance practices	Core Operations – Energy Production / Maintenance	Türkiye	Medium	Medium	Medium
2	Conversion of waste into economic value and cost optimization through increased recycling rates	Core Operations – Energy Production	Türkiye	Medium	Medium	Medium
3	Increased operational efficiency and long-term cost control through waste management processes implemented under ISO 14001	Core Operations – Energy Production	Türkiye	Long	Medium	Medium

Double Materiality Analysis Results: Biodiversity and Ecosystems as a Material Topic

P.I.

#	Impact Definition	Value Chain (Location)	Geography	Scope	Scale	Irremediability	Probability
1	Indirect reduction of ecosystem pressures associated with climate change through the reduction of fossil fuel-based energy generation as part of renewable energy production.	Core Operations – Energy Production	Türkiye	National	Middle	—	—

NEGATIVE IMPACTS

#	Impact Definition	Value Chain (Location)	Geography	Scope	Scale	Remediability	Probability
1	Physical changes to the natural ground structure and land cover due to site preparation and infrastructure works carried out as part of the construction of wind and solar power plants.	Core Operations – Construction and Assembly	Türkiye	Spatial	High	Repairable in the long term	—
2	Adverse habitat impacts on bird and bat species due to the moving rotor structures of wind turbines.	Temel Operasyonlar – Enerji Üretimi	Türkiye	Bölgesel	Orta	Repairable in the long term	—

RISKS

#	Definition	Value Chain (Location)	Geography	Time	Severity	Probability
1	Additional operational expenditure (OPEX) arising from ornithologist/expert services and field studies conducted as part of monitoring flora and fauna interactions.	Core Operations – Construction and Assembly / Energy Production	Türkiye	Short	Low	High
2	Additional capital expenditure (CAPEX) and operational expenditure (OPEX) arising from nesting and conservation measures for bird and bat species.	Core Operations – Construction and Assembly / Energy Production	Türkiye	Short	Low	High

OPPORTUNITIES

#	Definition	Value Chain (Location)	Geography	Time	Severity	Probability
1	Strengthening ecosystem resilience through practices targeting bird and bat species, thereby enhancing social acceptance among local communities and supporting project development processes.	Core Operations – Project Development	Türkiye	Medium	Low	Middle
2	Increased investor confidence and improved access to financing through alignment with international sustainability criteria via biodiversity practices.	Core Operations – Finance	International	Medium	High	High
3	Reduced risks of project cancellation or delays and increased predictability of development processes through a site selection approach that avoids sensitive ecosystems.	Temel Operasyonlar – Proje Geliştirme	Türkiye	Orta	Orta	Orta

Double Materiality Analysis Results: Employees in the Value Chain as a Material Topic

POSITIVE IMPACTS

#	Impact Definition	Value Chain (Location)	Geography	Scope	Scale	Irremediability	Probability
1	Indirect assessment of the working conditions of value chain workers by taking ethical, environmental, and social criteria into consideration in supplier and service provider selection processes.	Upstream Value Chain – Suppliers	Türkiye	Spatial	Middle	—	—
2	Systematic exclusion of suppliers with high-risk profiles through the integration of ESG criteria into supplier selection processes, thereby contributing indirectly to improved working conditions for value chain workers.	Yukarı Yönlü Değer Zinciri – Tedarikçiler	Türkiye	Mekansal	Orta	—	—

NEGATIVE IMPACTS

#	Impact Definition	Value Chain (Location)	Geography	Scope	Scale	Irremediability	Probability
1	Variations in the working conditions of value chain workers due to differences in practices among suppliers and service providers.	Upstream Value Chain – Suppliers	Türkiye	Regional	Middle	It can be repaired within average time.	High
2	Failure to identify potential non-compliant working conditions and resulting adverse impacts on workers' rights due to limited data and monitoring mechanisms regarding working conditions at the subcontractor (Tier-2) level within the supply chain.	Upstream Value Chain – Suppliers	Türkiye	National	High	Repairable in the long term	Middle

RISKS

#	Definition	Value Chain (Location)	Geography	Time	Severity	Probability
1	Exclusion of high-risk suppliers from the supplier portfolio through the integration of ESG criteria into supplier selection processes, thereby indirectly contributing to improved working conditions for value chain workers.	Upstream Value Chain – Suppliers	Türkiye	Medium	High	Middle
2	Potential reputational damage to the company resulting from social non-compliance within the supply chain, potentially leading to increased financing costs or negative investor perception.	Core Operations – Finance	Türkiye	Medium	High	Middle
3	Variability in the risk of operational errors depending on the experience level of site teams, resulting in additional maintenance costs due to equipment failures.	Core Operations – Energy Production	Türkiye	Medium	Middle	Middle

OPPORTUNITIES

#	Definition	Value Chain (Location)	Geography	Time	Severity	Probability
1	Ensuring operational continuity and reducing cost volatility by working with low-risk and sustainable suppliers through the implementation of ESG criteria in supplier selection processes.	Upstream Value Chain – Suppliers	Türkiye	Medium	Middle	Middle
2	Reducing uncertainties in operational processes and improving project delivery timelines through clearly defined standards in supplier and contractor agreements.	Core Operations – Construction and Assembly	Türkiye	Short	Middle	Middle

Double Materiality Analysis Results: Own Workforce as a Material Topic

POSITIVE IMPACTS

#	Impact Definition	Value Chain (Location)	Geography	Scope	Scale	Irremediability	Probability
1	Supporting organizational improvement and decision-making processes through employee participation via feedback and suggestion mechanisms.	Core Operations – Human Resources	Türkiye	Spatial	Middle	—	—
2	Creating a consistent employee experience across the organization by implementing employee-related practices within the framework of corporate policies and processes.	Core Operations – Human Resources	Türkiye	Spatial	Middle	—	—

NEGATIVE

#	Impact Definition	Value Chain (Location)	Geography	Scope	Scale	Irremediability	Probability
1	Variability in the employee experience across the organization due to differences in practices.	Core Operations – Human Resources	Türkiye	Spatial	Middle	Repairable Within an Average Time	Orta

RISKS

#	Definition	Value Chain (Location)	Geography	Time	Severity	Probability
1	Increased employee turnover and higher recruitment, training, and operational continuity costs resulting from low employee engagement.	Core Operations – Human Resources	Türkiye	Medium	Middle	Middle

OPPORTUNITIES

#	Definition	Value Chain (Location)	Geography	Time	Severity	Probability
1	Increased employee productivity and improved operational performance through the effective implementation of employee development and training programs.	Core Operations – Human Resources	Türkiye	Medium	Middle	Middle
2	Increased workforce productivity and cost optimization through effective management of employee competencies through performance evaluation processes.	Core Operations – Human Resources	Türkiye	Medium	Middle	Middle
3	Supporting sustainable financing and investor confidence through strong human resources management practices.	Core Operations – Human Resources	Türkiye	Long	Middle	Middle

Double Materiality Analysis Results: Employee Feedback and Grievance Mechanisms as a Material Topic

POSITIVE IMPACTS

#	Impact Definition	Value Chain (Location)	Geography	Scope	Scale	Irremediability	Probability
1	Communicating employee views to management through feedback and grievance mechanisms, including the Ethics Hotline and relevant communication channels.	Core Operations – Human Resources	Türkiye	Spatial	Middle	—	—
2	Ensuring that processes for assessing and investigating employee grievances are carried out through the Ethics Hotline and Ethics Committee structure.	Core Operations – Human Resources	Türkiye	Spatial	Middle	—	—
3	Supporting corporate transparency by enabling employees to report discrimination and ethical violations through secure channels.	Core Operations – Human Resources	Türkiye	Spatial	Middle	—	—

NEGATIVE IMPACTS

#	Impact Definition	Value Chain (Location)	Geography	Scope	Scale	Irremediability	Probability
1	Insufficient reflection of employee views in management decision-making due to employees not using or making limited use of feedback mechanisms.	Core Operations – Human Resources	Türkiye	Spatial	Middle	Remediable within a moderate period	Middle
2	Potential adverse impacts on employee satisfaction in the event of delays in the assessment of grievances and feedback.	Core Operations – Human Resources	Türkiye	Spatial	Middle	Remediable within a moderate period	Middle

RISKS

#	Definition	Value Chain (Location)	Geography	Time	Severity	Probability
1	Reduced employee engagement and consequent increases in employee turnover and recruitment costs if employee grievances are not effectively addressed.	Core Operations – Human Resources	Türkiye	Medium	Middle	Middle
2	Potential adverse impacts on corporate reputation and resulting indirect financial losses in the event of an increase in reports of ethical violations or discrimination.	Core Operations – Human Resources	Türkiye	Medium	Low	Low
3	Delayed identification of organizational issues if feedback mechanisms are not sufficiently utilized by employees.	Core Operations – Human Resources	Türkiye	Medium	Medium	Medium

OPPORTUNITIES

#	Definition	Value Chain (Location)	Geography	Time	Severity	Probability
1	Early identification of employee issues through the effective operation of the Ethics Hotline and feedback mechanisms, thereby reducing employee turnover, recruitment, and onboarding costs.	Core Operations – Human Resources	Türkiye	Medium	Middle	Middle
2	Preventing operational efficiency losses through the early management of employee-related risks via the Ethics Committee and reporting processes.	Core Operations – Human Resources	Türkiye	Medium	Middle	Middle

Double Materiality Analysis Results: Education, Competencies, and Development as a Material Topic

POSITIVE IMPACTS

#	Impact Definition	Value Chain (Location)	Geography	Scope	Scale	Irremediability	Probability
1	Increasing the level of knowledge and competencies across the organization by supporting employees' professional development.	Core Operations – Human Resources	Türkiye	Spatial	Middle	—	—
2	Identifying employees' development needs through performance evaluation processes and creating appropriate development plans.	Core Operations – Human Resources	Türkiye	Spatial	Middle	—	—
3	Supporting the sustainability of human resources with critical competencies within the organization through employee development programs.	Core Operations – Human Resources	Türkiye	Spatial	Middle	—	—

NEGATIVE IMPACTS

#	Impact Definition	Value Chain (Location)	Geography	Scope	Scale	Remediability	Probability
1	Potential limitations in the effectiveness of training investments if employees' development needs are not accurately identified.	Core Operations – Human Resources	Türkiye	Regional	Middle	Remediable within a moderate period	Middle
2	Potentially limited employee participation in training and development activities due to heavy operational workloads.	Core Operations – Human Resources	Türkiye	Regional	Middle	Remediable within a moderate period	Middle

Double Materiality Analysis Results: Fair and Equal Remuneration as a Material Topic

POSITIVE IMPACTS

#	Impact Definition	Value Chain (Location)	Geography	Scope	Scale	Irremediability	Probability
1	Supporting pay equity for comparable roles through a compensation system based on job descriptions and the principle of "equal pay for equal work."	Core Operations – Human Resources	Türkiye	Spatial	Middle	—	—
2	Maintaining alignment between the compensation structure and current market conditions by regularly revising the compensation policy based on performance evaluation outcomes and market trends.	Core Operations – Human Resources	Türkiye	Spatial	Middle	—	—
3	Strengthening the principle of equality in compensation and career processes by providing equal opportunities to all employees and making a corporate-level commitment to preventing discrimination.	Core Operations – Human Resources	Türkiye	Spatial	Middle	—	—
4	Supporting the prevention of discriminatory practices in compensation and employee experience processes by adopting a zero-tolerance approach to discrimination within the framework of human rights, HR policies, and ethical principles.	Core Operations – Human Resources	Türkiye	Spatial	Middle	—	—

OPPORTUNITIES

#	Definition	Value Chain (Location)	Geography	Time	Severity	Probability
1	Maintaining internal pay equity and supporting employee engagement through a job-based compensation system, thereby reducing recruitment and employee turnover costs.	Core Operations – Human Resources	Türkiye	Medium	Middle	Middle
2	Maintaining a competitive compensation structure and optimizing the costs of attracting qualified talent by determining compensation policies based on performance outcomes and market trends.	Core Operations – Human Resources	Türkiye	Medium	Middle	Middle
3	Increasing employee satisfaction through the implementation of a flexible benefits system, thereby reducing indirect costs associated with turnover, recruitment, and onboarding.	Core Operations – Human Resources	Türkiye	Medium	Middle	Middle

Double Materiality Analysis Results: DEI as a Material Topic

POSITIVE IMPACTS

#	Impact Definition	Value Chain (Location)	Geography	Scope	Scale	Irremediability	Probability
1	Creating an inclusive work environment by providing equal opportunities to all employees and making a corporate-level commitment to preventing discrimination.	Core Operations – Human Resources	Türkiye	Spatial	Middle	—	—
2	Supporting the principle of equality among employees by adopting a zero-tolerance approach to discrimination under the Human Rights Policy and Code of Ethics.	Core Operations – Human Resources	Türkiye	Spatial	Middle	—	—
3	Increasing organizational diversity by encouraging women employees to take on roles across all levels, from engineering to management.	Core Operations – Human Resources	Türkiye	Spatial	Middle	—	—

NEGATIVE

#	Impact Definition	Value Chain (Location)	Geography	Scope	Scale	Irremediability	Probability
1	Potential differences in employee experience if diversity and inclusion practices are not implemented consistently across the organization.	Core Operations – Human Resources	Türkiye	Spatial	Middle	Remediable within a moderate period	Middle

Double Materiality Analysis Results: Occupational Health and Safety as a Material Topic

POSITIVE IMPACTS

#	Impact Definition	Value Chain (Location)	Geography	Scope	Scale	Irremediability	Probability
1	Ensuring a safe working environment through systematic risk management across all power plants and offices under the ISO 45001 Occupational Health and Safety Management System.	Core Operations – Human Resources	Türkiye	Spatial	High	—	—
2	Strengthening a safe working culture in high-risk activities through specific training on critical risks such as working at height, electrical safety, and fire safety.	Core Operations – Human Resources	Türkiye	Spatial	High	—	—
3	Increasing employee participation and enabling the early identification of risks in the field through OHS meetings, Toolbox Talks, and employee feedback mechanisms.	Core Operations – Human Resources	Türkiye	Spatial	Middle	—	—
4	Increasing preparedness for operational risks through the implementation of emergency response plans and regular drills across all sites.	Core Operations – Human Resources	Türkiye	Spatial	Middle	—	—

NEGATIVE IMPACTS

#	Impact Definition	Value Chain (Location)	Geography	Scope	Scale	Irremediability	Probability
1	Exposure to high-risk hazards such as electric shock, falls from height, and fire in the course of electricity generation activities.	Core Operations – Human Resources	Türkiye	Spatial	High	Remediable within a moderate period	—
2	Potential variations in field practices despite the management of contractor and subcontractor employees through OHS commitments.	Core Operations – Human Resources	Türkiye	Regional	Middle	Remediable within a moderate period	Middle
3	Failure to address risks in a timely manner if non-conformities reported by employees are not managed effectively.	Core Operations – Human Resources	Türkiye	Regional	Middle	Remediable within a moderate period	Middle

RISKS

#	Definition	Value Chain (Location)	Geography	Time	Severity	Probability
1	Increased compensation, legal liability, and insurance costs in the event of critical risks such as electric shock, falls from height, and fire.	Core Operations – Human Resources	Türkiye	Short	High	Middle
2	Project delays and additional operational costs arising from OHS non-compliances attributable to contractors and subcontractors.	Core Operations – Human Resources	Türkiye	Short	Middle	Middle
3	Financial losses resulting from administrative fines and operational restrictions in cases of non-compliance with OHS legislation.	Core Operations – Human Resources	Türkiye	Short	High	Low

OPPORTUNITIES

#	Definition	Value Chain (Location)	Geography	Time	Severity	Probability
1	Reducing occupational accidents and related costs through systematic OHS management under ISO 45001.	Core Operations – Human Resources	Türkiye	Medium	Middle	Middle
2	Increasing investor confidence and facilitating access to sustainable financing through strong OHS performance.	Core Operations – Human Resources	Türkiye	Long	Middle	Middle

Double Materiality Analysis Results: Information Security and Cybersecurity as a Material Topic

POSITIVE IMPACTS

#	Impact Definition	Value Chain (Location)	Geography	Scope	Scale	Irremediability	Probability
1	Systematic protection and management of information assets under ISO/IEC 27001.	Core Operations – Energy Production	Türkiye	Spatial	High	—	—
2	Lawful processing and protection of personal data in accordance with the Turkish Personal Data Protection Law (KVKK).	Upstream Value Chain – Suppliers and Business Partners	Türkiye	Spatial	High	—	—
3	Enhancing the traceability of information security processes through regular risk assessments of data assets.	Core Operations – Energy Production	Türkiye	Spatial	Middle	—	—
4	Increasing employees' technical and behavioral awareness through information security training.	Core Operations – Energy Production	Türkiye	Spatial	Middle	—	—
5	Strengthening data security capabilities and operational resilience through cybersecurity investments and digital projects.	Core Operations – Energy Production	Türkiye	Spatial	Middle	—	—

NEGATIVE IMPACTS

#	Impact Definition	Value Chain (Location)	Geography	Scope	Scale	Irremediability	Probability
1	Cybersecurity breaches in SCADA and critical infrastructure systems.	Core Operations – Energy Production	Türkiye	Spatial	High	Remediable in the long term	Middle
2	Potential breaches of data privacy in the event of disruptions in processes related to the protection of personal data.	Core Operations – Energy Production	Türkiye	Spatial	High	Remediable in the long term	Middle

RISKS

#	Definition	Value Chain (Location)	Geography	Time	Severity	Probability
1	Increased CAPEX associated with system recovery, reinstallation, and cybersecurity investments in the event of damage to operational systems resulting from cyberattacks.	Core Operations – Energy Production	Türkiye	Medium	High	Middle
2	Financial burdens arising from administrative sanctions, fines, and legal proceedings in the event of data breaches or non-compliance with the Turkish Personal Data Protection Law (KVKK).	Core Operations – Energy Production	Türkiye	Medium	High	Middle
3	Increased operational expenditure (OPEX) due to compliance, audit, and reporting activities driven by evolving regulations, in addition to regular post-installation operational costs.	Upstream Value Chain – Public Institutions	Türkiye	Medium	High	High

OPPORTUNITIES

#	Definition	Value Chain (Location)	Geography	Time	Severity	Probability
1	Reducing operational disruptions and optimizing costs through investments in digital infrastructure and security systems.	Core Operations – Energy Production	Türkiye	Medium	Middle	Middle
2	Increasing investor confidence and facilitating access to financing through ISO/IEC 27001 certification and a robust information security infrastructure.	Core Operations – Energy Production	Türkiye	Medium	Middle	Middle

Double Materiality Analysis Results: Tax as a Material Topic

RISKS

#	Definition	Value Chain (Location)	Geography	Time	Severity	Probability
1	A more cautious investment environment and tighter financing conditions due to global trade policies and changing tax regulations.	Core Operations – Finance	Türkiye	Short	Middle	High
2	Increased tax and compliance obligations arising from suppliers' compliance with EU sustainability regulations, resulting in indirect cost impacts.	Upstream Value Chain – Suppliers	Türkiye	Medium	Middle	Middle

OPPORTUNITIES

#	Definition	Value Chain (Location)	Geography	Time	Severity	Probability
1	Achieving tax benefits and reducing financing costs through sustainable and low-carbon investments.	Core Operations – Finance	Türkiye	Medium	High	Middle
2	Creating additional revenue streams and financial incentives through carbon credit mechanisms.	Core Operations – Finance	Türkiye	Medium	Middle	Middle

Double Materiality Analysis Results: Business Ethics as a Material Topic

POSITIVE IMPACTS

#	Impact Definition	Value Chain (Location)	Geography	Scope	Scale	Irremediability	Probability
1	Improving the quality of corporate governance by integrating ethical principles into decision-making processes.	Core Operations – Energy Production	Türkiye	Spatial	High	—	—
2	Establishing standards of ethical conduct across the organization by communicating ethical principles to employees during onboarding.	Core Operations – Energy Production	Türkiye	Spatial	Middle	—	—
3	Enhancing process transparency and traceability by monitoring ethical practices through internal control and audit mechanisms.	Core Operations – Energy Production	Türkiye	Spatial	Middle	—	—

NEGATIVE IMPACTS

#	Impact Definition	Value Chain (Location)	Geography	Scope	Scale	Irremediability	Probability
1	Inconsistent implementation of ethical standards across the value chain, resulting in varying levels of alignment among stakeholders.	Upstream Value Chain – Suppliers and Business Partners	Türkiye	Spatial	Middle	It can be repaired within average time.	Middle

GLOSSARY

ABBREVIATION	ENGLISH EQUIVALENT
ADEME	French Agency for Ecological Transition
AED	Automated External Defibrillator
AET	Assessment and Evaluation Tools
AFD	French Development Agency
Agri-PV	Agrivoltaics
BCSD Türkiye	Business Council for Sustainable Development Türkiye
BESS	Battery Energy Storage System
BIST	Borsa İstanbul
CBAM	Carbon Border Adjustment Mechanism
CCTV	Closed-Circuit Television
CDP	Carbon Disclosure Project
CITES	Convention on International Trade in Endangered Species of Wild Fauna and Flora
CMB	Capital Markets Board of Türkiye
CML	Capital Markets Law
COSO	Committee of Sponsoring Organizations of the Treadway Commission
CSA	Corporate Sustainability Assessment
CSDDD	Corporate Sustainability Due Diligence Directive
CSRD	Corporate Sustainability Reporting Directive
Defra	Department for Environment, Food & Rural Affairs
DEI	Diversity, Equity and Inclusion
DTO (CBDDO)	Digital Transformation Office of the Presidency of the Republic of Türkiye
EBRD	European Bank for Reconstruction and Development
EIA	Environmental Impact Assessment
EMRA	Energy Market Regulatory Authority
EPA	U.S. Environmental Protection Agency
ESG	Environmental, Social and Governance
ESRS	European Sustainability Reporting Standards
ETS	Emissions Trading System
EU	European Union
GPTW	Great Place to Work

ABBREVIATION	ENGLISH EQUIVALENT
GRI	Global Reporting Initiative
HSE	Health, Safety and Environment
IEA	International Energy Agency
IFC	International Finance Corporation
IFRS S1	General Requirements for Disclosure of Sustainability-related Financial Information
IFRS S2	Climate-related Disclosures
IoT	Internet of Things
IPCC	Intergovernmental Panel on Climate Change
IRENA	International Renewable Energy Agency
IRO	Impacts, Risks and Opportunities
ISMS	Information Security Management System
IUCN	International Union for Conservation of Nature
JHSU	Joint Health and Safety Unit
MW	Megawatt
OECD	Organisation for Economic Co-operation and Development
OEM	Original Equipment Manufacturer
OHS	Occupational Health and Safety
OT	Operational Technology
PDP (KAP)	Public Disclosure Platform
PDPL	Personal Data Protection Law
PMS	Project Management System
PPE	Personal Protective Equipment
SASB	Sustainability Accounting Standards Board
SCADA	Supervisory Control and Data Acquisition
SCoE	Supplier Code of Ethics
SDGs	Sustainable Development Goals
SDoD	Shutdown on Demand
SOME	Cyber Incident Response Team
SPP	Solar Power Plant
TAS	Turkish Accounting Standards
TCC	Turkish Commercial Code
TCFD	Task Force on Climate-related Financial Disclosures
tCO_2e	Tonnes of Carbon Dioxide Equivalent

ABBREVIATION	ENGLISH EQUIVALENT
TEK	Turkish Electricity Authority
TFRS	Turkish Financial Reporting Standards
TKYD	Corporate Governance Association of Türkiye
TNFD	Taskforce on Nature-related Financial Disclosures
TRBC	The Refinitiv Business Classification
TSRS	Turkish Sustainability Reporting Standards
TÜYİD	Turkish Investor Relations Society
UNGC	United Nations Global Compact
USOM	National Cyber Incident Response Center
WEF	World Economic Forum
WEPs	Women's Empowerment Principles
WPP	Wind Power Plant
YEKDEM	Renewable Energy Resources Support Mechanism

REPORT CONTACT INFORMATION

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Sustainability Department: Burcu Türe Senior Sustainability Manager E-mail: burcut@galatawind.com.tr Establishment: 11.04.2006 Paid-in Capital: TRY 540,000,000 Registered Capital Ceiling: TRY 1,000,000,000 Stock Exchange: Borsa İstanbul Anonim Şirketi (BIST) BIST Ticker: GWIND IPO Date: 22.04.2021
Sustainability Governance Platform and Sustainability Report Consultancy 25 Proje Teknoloji / T4earth