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Executive Summary Overview of RHG Enertürk's sustainability strategy and measures of progress



Strategy Component	Contribution to SDG's
Absolute reduction in greenhouse gas emissions throughout our value chain	7 taniand m 12 tanianda tanianda taniand tan
Decarbonization of the energy mix, expanding our renewable energy generation capacity and increasing the share of green energy supply in the energy mix of Türkiye	12 const interaction 13 cm COO
Partnering with businesses to decarbonize their operations through EPCM services and the expansion of micro- generation capabilities	7 statement 12 scoresting in statement 13 schwitting 17 restrictioner Image: Statement Image: Statement Image: Statement Image: Statement
Facilitating the electrification of public and private transportation through EV charging networks	7 contraction 7 contraction 11 contraction 12 contraction contraction 13 contraction contraction 13 contraction 13 contraction 17 minimization 17 minimization 18 contraction 19 contraction 19 contraction 19 contraction 10 c
Increasing the coverage for innovative and sustainable services provided to customers	7 (STRANGE MO 27 (STRANGE) 27 → ■ 2
Ensuring the availability and sustainable management of water resources, promoting the efficient use of water	6 GLAR NEUS
Increasing the presence of women in positions of power.	
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Increasing community engagement & supporting skill development	



RHG Enertürk | Sustainability Strategy

Executive Summary Overview of RHG Enertürk's sustainability strategy and measures of progress



Strategy Component	Contribution to SDG's
Ensuring inclusive and equitable quality education and promoting lifelong learning opportunities for all	4 Bachine 8 Bicon work we have 10 Bicon wor
Building resilient infrastructure, promoting inclusive and sustainable industrialization and fostering innovation	
Increasing access to clean and affordable energy	7 simple and 11 schwarz and 17 nametrike 17 nametrike 18
Expanding comprehensive compliance programs with mandatory training to minimize the risk of non-compliance.	4 mer
Setting up relevant safeguards and employee training to reflect the increased risk in the cyberspace.	4 sectors 16 meta-astrona 16 meta-astrona 17 meta-astrona 16 meta-astrona 17 meta-astrona 17 meta-astrona 17 meta-astro
Enhancing strategy and governance to provide means of redress and reporting, as well as proactively and effectively communicating the channels and resources available for stakeholders to share their concerns about workplace harassment and abuse.	
Enhancing criterias for supplier evaluation process by adding recycling policy and recycled material use	17 Anteriours
Aligning our activities with the Post-2020 Global Biodiversity Framework <i>(GBF)</i> to reduce and prevent biodiversity loss, achieving No Net Loss by 2030	14 mment →→→→→→→→→→→→→→→→→→→→→→→→→→→→→→→→→→→→



General Manager's Message



Dear Esteemed Stakeholders,

We are a pure player in renewable energy, and our business model is empowered by a strong sustainability philosophy defined through a holistic ESG management approach.

As a renewable energy company, we believe in the power of granularity of ESG practices, so that efforts can create the highest impact at all levels. We seek answers for how corporations, governments and civil society should work together for the greater benefit of present and future generations.

In order to strengthen financial stability and make the business sustainable, we conducted a growth strategy by diversifying into renewable energy and environmentally friendly businesses such as Electric Vehicle Charging and EPCM advisory, further complementing our core operations in clean electricity generation.

Our business philosophy states, "We have energy for life". With this in mind, we will continue working with all stakeholders to provide solutions to social issues through business and mitigate impacts on society and the environment. Doing so will enable us to achieve the SDGs and help us to realize a sustainable and better world where no one on Earth is left behind. Our Purpose answers "why" we are in business, which, first and foremost, is to create superior value for all our stakeholders. To achieve that goal, we must balance the needs of society, the environment and the economy in our operations and across the renewable energy value chain.

In 2022, we engaged with key stakeholder groups and sustainability advisors, which enabled us to review our material sustainability topics. We introduced our Sustainability Office to consolidate our organization's sustainability-oriented efforts and projects. This introduction has already started to play a central role in the company-wide transition toward sound ESG governance.

We became a signatory to the United Nations Global Compact in 2022 and continue to support the 10 principles in human rights, labor, the environment, and anti-corruption. With the support of our corporate culture, we will accelerate our efforts to resolve global social issues effectively.

Finally, we will promote social progress through our operations and communities worldwide, including championing human rights across the value chain. Within RHG Enertürk, we are creating safe, fair, equitable and inclusive working environments in which our people can succeed and develop, as well as reinforcing our long-standing commitment to community engagement around the world. To ensure we reach our sustainability targets, we have firmly integrated them into our decision-making processes and have accountabilities and incentive plans to drive action.

With the support of our people, leading renewable energy technologies, and our stakeholders, I am confident that we will meet our targets for 2030 and be a leading contributor to sustainable development both in Türkiye and globally.

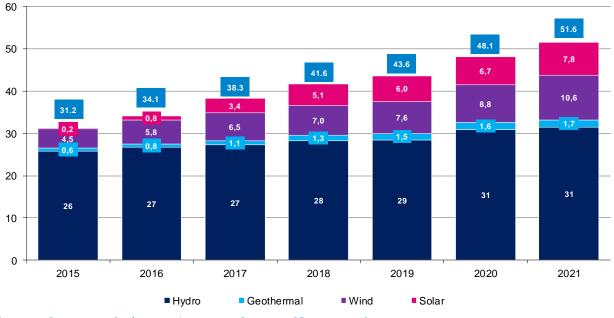
Thank you for your trust and support.

Alpay Beyla General Manager RHG Enertürk Enerji



The Renewable Energy Sector in Türkiye Direction and progress of the Turkish Economy

- Türkiye is Europe's 6th largest electricity market with 100 GW of installed capacity. Türkiye ranks 9th in the world in hydroelectric capacity (31 GW); 13th in the world in wind energy capacity (10 GW); 16th in the world in solar energy capacity (7 GW); and 4th in the world in geothermal energy capacity (2 GW). 54 percent of total installed capacity consists of renewable power plants.¹
- The share of renewables in total electricity generation in 2022 was approximately 40%: 20.6% from hydro, 10.8% from wind, 4.7% from solar, and 3.3% from geothermal.²
- The share of non-hydro renewables in total installed power capacity has risen from 3% in 2010 to more than 20% in 2023, reflecting the trend in renewable energy investments in Türkiye.³ In the period between 2016 & 2021, wind and solar represented 53% of YoY net installed capacity additions, with this number increasing to almost 60% in 2022.⁴,
- Türkiye aims to continue to incentivize the expansion of renewable energy resources and will commission 10 gigawatts (GW) each of solar and wind capacity in the period 2017-27.⁵ (IEA, 2021)
- According to Türkiye's National Energy Plan covering the period 2020-2035, Türkiye aims to increase its solar energy capacity to almost 53GW, wind energy capacity to almost 30GW, and total capacity to almost 190GW by 2035.⁶
- This implies a more than fivefold increase in wind energy capacity and almost threefold increase in solar energy capacity. Türkiye also aims to increase its battery storage capacity to 7.5GW by 2035 as part of the plan.⁷
- Türkiye is expected to invest more than \$10 billion in renewable energy by the end of 2023.8
- The National Energy Efficiency Action Plan (NEEAP), covering the period 2017-2023, aims to reduce Türkiye's primary energy consumption by 14% from business-as-usual levels across several sectors, including buildings and services, power and heat, transport, industry and technology, agriculture, and cross-cutting areas.⁹



Total Renewable Energy Generation Capacity of Türkiye (GW)

^{1, 8}ITA, 2022 ² MENR, 2023 ³ TEİAŞ, 2023 ⁴ IICEC, 2022 ⁵IEA, 2021 ^{6,7} MENR, 2022 ⁹ MENR, 2023

Company Introduction About RHG Enertürk



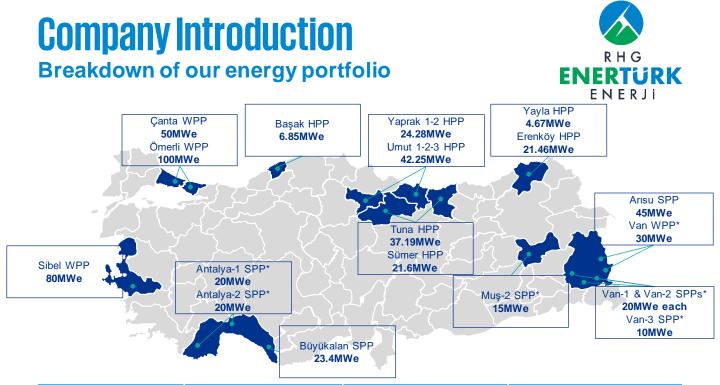
RHG Enertürk is currently one of the few energy and utilities companies in Türkiye that **generates electricity exclusively from renewable energy resources**. Headquartered in İstanbul, the company hosts 255 employees in 13 licensed generation plants in 10 provinces with a total installed mechanical capacity of more than **534 Megawatts**.

Our portfolio constitutes eight Hydroelectric Power Plants (HPP's) with a total mechanical capacity of **209.33 Megawatts**, three Wind Power Plants (WPP's) with a total mechanical capacity of **236.35 Megawatts** and two Solar Power Plants (SPP's) with a total mechanical capacity of **88.53 Megawatts**. As a key step towards Enertürk's objective of expanding our generation portfolio to 1,000 Megawatts, we have successfully acquired licensing rights to 105 Megawatts of solar and 30 Megawatts of wind in 2021 YEKA tenders, and we plan to further participate in upcoming YEKA wind and solar tenders. As one of the few companies engaged in production using solely renewable energy sources in Türkiye, RHG Enertürk has succeeded in producing renewable energy to meet the electricity needs of more than **675,000 people in 2022**. As part of RHG Enertürk's vision of providing **affordable and clean energy**, our portfolio is diversely distributed across various regions of Türkiye, covering developing regions that benefit from such renewable investments.

RHG Enertürk is committed to undertaking environmentally friendly and highly efficient projects, viewing it as part of our responsibility to help reduce Türkiye's energy related GHG emissions towards its 2053 Net Zero target. With the expert technical knowledge of energy generation with hydro, wind, and solar power plants, RHG Enertürk also provides **technical and operational support and advisory** to industrial firms in their renewable energy transitions, particularly through micro-generation projects such as rooftop and field-type solar. As a key principle, RHG Enertürk only conducts business with environmentally, socially, and ethically responsible clients, as well as rejecting commercial requests from clients principally operating in sectors with hard-to-abate emissions.

In line with our vision and strategic approach, we have also positioned ourselves amongst the first five Electric Vehicle Charging Station Operator (EVC Operator) license holders in Türkiye, already having started the development of our own charging network with an initial goal of installing 1,200 charging stations by 2025, helping facilitate the electrification of road transportation and mobility. We aim to power as much of our EV charging stations using renewable energy as possible, and offsetting the remainder, thus supporting clean, zero-emissions transportation in Türkiye. On the other hand, we develop our own **EV charging station of** all processes (installation, testing and compliance studies, etc.) in coordination with TÜV SÜD and action will be taken in accordance with the guidebook. The guidebook will address a wide range of user experiences, being inclusive of all members of society. In that sense, we also invest in location optimization solutions of EV charging stations. We provide consultancy to sector thanks to our solutions and project development experience.





Location	Project	Licensed Capacity (MWe)	Mechanical Çapacıy (MWe)
İstanbul	Ömerli WPP	100	100.80
İzmir	Sibel WPP	80	80.85
İstanbul	Çanta WPP	50	54.70
Van	Arısu SPP	45	55.53
Ordu	Umut 1-2-3 HPP	42.25	44.14
Van	Ayrancılar HPP	41.45	42.30
Tokat	Tuna HPP	37.19	40.64
Van	Van WPP*	30	60.00
Amasya	Yaprak 1-2 HPP	24.28	25.17
Antalya	Büyükalan SPP	23.4	33.00
Giresun	Sümer HPP	21.6	22.66
Artvin	Erenköy HPP	21.46	22.21
Antalya	Antalya-1 SPP*	20	24.00
Antalya	Antalya-2 SPP*	20	24.00
Van	Van-1 SPP*	20	24.00
Van	Van-2 SPP*	20	24.00
Muş	Muş-2 SPP*	15	18.00
Van	Van-3 SPP*	10	12.00
Bartın	Başak HPP	6.85	7.29
Artvin	Yayla HPP	4.67	4.91
Total (Installed +	Under Development)	633.15	720.21

* Projects Under Development

** HPP: Hydro Power Plants; WPP: Wind Power Plants; SPP: Solar Power Plants

RHG Enertürk | Sustainability Strategy

RHG Enertürk's Sustainable Development Approach



Affordable, reliable, clean and modern energy for all

At RHG Enertürk, we are committed to driving the transition towards a sustainable and renewable energy future. We recognize the urgent need to address climate change and other environmental challenges. Affordable and clean energy is not only critical to mitigate climate change and protecting the environment but also for ending poverty and promoting sustainable development. We are dedicated to integrate sustainability into every aspect of our operations.

There is a strong link between **Goal 7** access to affordable, clean, stable and modern energy and the other SDGs, in particular **Goal 1 End Poverty** and **Goal 13 Climate Action**. Affordable, reliable, clean and modern energy access is a fundamental human right and a key driver of sustainable development. The link between energy access and poverty was first remarked upon in the UN General Assembly's Programme for the Further Implementation of Agenda 21 (1997). Subsequent UN documents highlighted this link and **«Affordable and clean energy»** was settled as 7th of UN Sustainable Development Goals (SDGs) in 2015.

Allocating the limited income of households to renewable and affordable energy sources instead of unhealthy, unstable, inefficient and unsafe solutions improves living standards. Sustainable, stable, modern and affordable energy increases production and contributes to economic growth (Goal 8 Decent Work and Economic Growth, Goal 9 Industry, Innovation and Infrastructure). On the other hand, energy access reduces the time women spend on housework and paves the way for their professional and skill development (Goal 5 Gender Equality), and enables children to focus on their education (Goal 4 Quality Education). Affordable electricity augments and facilitates educational opportunities (Goal 4 Quality Education). Using sustainable, modern and renewable energy instead of poor quality and unhealthy fuel for cooking helps reduce health-related problems (Goal 3 Good Health and Well-Being). Affordable and clean energy contribute to increase food production and food storing options (Goal 2 Zero Hunger). Health services, water and sanitation services and other infrastructure cannot be provided without energy (Goal 6 Clean Water and Sanitation, Goal 11 Sustainable Cities and Communities).¹

Sustainable development and the climate crisis cannot be handled unilaterally. Therefore, we are continuously working with our business partners and focus on developing, building and delivering clean energy to ensure that our collective contribution has the greatest possible impact.

As a renewable energy company, we recognize the intrinsic link between Access to affordable and clean energy and sustainable development. We are committed to integrating sustainability into our operations while mitigating climate change and protecting the environment. We continuously seek to create positive social impact by engaging with local communities, supporting local economic development, respecting human rights, promoting health and safety, and fostering social inclusion and diversity.



¹ Aksakal Aydın, Pınar, İnsan Hakları Açısından Enerjiye Erişim Kavramı, On İki Levha Yayıncılık A.Ş., 2020 pg. 31

Stakeholder Engagement Our approach to stakeholder dialogue



RHG Enertürk interacts with a wide range of internal and external stakeholders on a daily basis. We take measures to identify their expectations and build them into our objectives and strategy throughout our business activities. From the project planning stage to long-term operations, we aim to represent stakeholder interests in every part of our activities.

We regularly engage and collaborate with our internal and external stakeholders through various methods and activities, such as materiality surveys and training sessions. We conduct renewable energy and sustainability oriented training sessions at various educational institutions from primary schools to universities. We recruit young talent from these universities, aiming to raise future energy professionals. Interacting with our stakeholders help us better understand their expectations and identify which issues are most material to carious stakeholder groups. These issues are built into our sustainability strategy and targets, transforming our project design and risk management processes.

Our key stakeholder groups and the steps we take to meet their needs are outlined below.

Customers	We provide green and affordable electricity for more than 1.2 million people. We aim to expand our reach through developing new projects in underdeveloped regions and providing EV charging solutions in order to facilitate the transition to cleaner and sustainable transportation. We aim to support a just transition, taking into account the needs of a wide variety of end users such as those that belong to disadvantaged groups when designing user experience for our charging stations and mobile application.
Employees	We collect feedback from our employees via internal channels and regular performance reviews. We design our internal trainings to meet the needs of our employees and provide various opportunities for personal and professional development in line with their feedback.
Suppliers and business partners	As a key principle, RHG Enertürk only interacts with environmentally, socially and ethically responsible business partners and suppliers and rejects commercial requests from hard-to-abate industries. To this end, we assess and select our suppliers after evaluating their performance in occupational health and security, governance, environmental and social areas through meetings and visits to facilities.
Local communities	We take into account the impact of our projects on local communities throughout our project planning and implementation processes. We engage with the local population and organizations to understand their needs and concerns, taking their feedback into account when designing our projects.
Government and regulators	As a key player in a highly regulated industry, we comply with all laws and regulations governing our activities. We participate in sectoral associations and events, and hold dialogues with government bodies to understand current and future expectations and regulatory trends.
Investment community	We regularly engage with the investment community to ensure confidence in our lenders and investors. We will be publicly disclosing audited financial and non-financial data through financial statements and sustainability reports as well as impact reports for our green bond.
NGOs and civil society	We hold and participate in conferences, training programs and various other events in partnership with local NGOs to support education and awareness around sustainability issues.as well as local economies around our areas of operation.

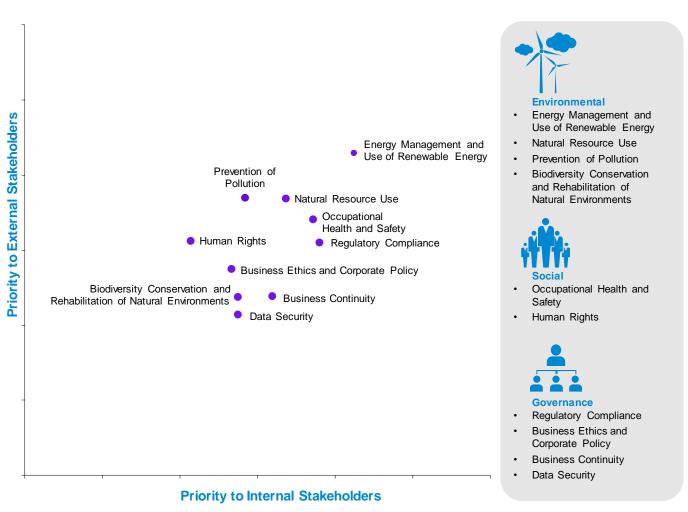
Materiality Assessment Identifying the issues that matter



The priorities of our internal and external stakeholders guide our approach to sustainability issues, including our sustainability strategy. To this end, we have conducted our materiality assessment involving our internal and external stakeholders in 2022, and identified a set of ten key issues that will guide our strategy going forward. The external stakeholders taking part in the assessment include suppliers, business partners, academia and NGO's, and internal stakeholders comprise employees, including middle and senior management.

We will continue to conduct materiality analyses regularly in the future, reporting on the outcomes within our non-financial disclosures. The 2022 Materiality Matrix comparing internal and external stakeholder prioritization of key sustainability issues is presented below.

The results of the materiality assessment show significant alignment between RHG Enertürk's strategic priorities and the priorities of our stakeholders, and an even distribution between environmental, social and governance issues. These issues will continue to be a focus for monitoring and continuous improvement, and we will maintain them as strategic priorities. One issue of note, however, is data security. While the vast majority of our revenue is derived from B2B operations, the expansion of B2C operations in the form of EV charging stations and our mobile EV charging application has resulted in Data Security moving up in rank in the list of material issues. We are taking action on this topic, having initiated the process of ISO 27001 certification for information security management systems.



SWOT Analysis Our strategic direction and measures of progress



O1 Strengths

- Strong focus on renewable energy RHG Enertürk is a leader in the renewable energy industry, which is growing rapidly due to increasing concerns about climate change. The company's investment plans focus on the expansion of wind and solar energy capacity, energy storage and the installation of charging stations for electric vehicles, which are fastgrowing and promoted areas.
- **Diversified portfolio** RHG Enertürk has a diversified portfolio of renewable energy projects that helps mitigate the risks associated with each project.
- Innovation and digitalization RHG Enertürk invests in its own software solution for monitoring EV charging stations and develop solutions for site optimization.
- Community engagement RHG Enertürk creates jobs and skills opportunities, including technical and vocational qualifications for local people. The company supports the local economy while benefiting from the growing engagement of its employees.
- Skill development and trainings for young people RHG Enertürk's education and trainee programs for young people create new opportunities for communities and the Turkish economy.
- Governance structure RHG Enertürk improves its governance structure and sustainability management by working with global consultants.

02 Weaknesses

- Economic and political conjuncture In addition to the possibility of a global recession, the current economic and social situation is leading to an increase in financing costs.
- Climate risks The potential of HPP and WPP depends on weather conditions, and especially the performance of HPP is affected by climate change.
- High initial investment Renewable energy projects require high initial investment, which can be challenging for the company to raise capital.
- High level of Scope 3 emissions SPPs and WPPs depend on steel construction and despite on going effort, steel sector is still far away from net zero.
- **Biodiversity** HPPs has an impact on biodiversity.
- Waste Management Although WPPs and SPPs are long lasting products, when they reach the end of their economic life, a significant amount of waste is generated. A recycling and circularity policy should be developed.

SWOT Analysis Our strategic direction and measures of progress



03 Opportunities

- Growing demand for renewable energy The demand for renewable energy is increasing globally due to concerns about climate change and energy security.
- **Growing Market** Both the market for EV charging stations and storage solutions are developing rapidly.
- Government support Renewable energy, micro-generation, energy storage solutions and EV charging are supported by the Turkish government.
- Türkiye has set targets for increasing the share of renewable energy in the country's energy mix. According to Türkiye's National Energy Plan covering the period 2020-2035, Türkiye aims to increase renewable energy capacity to almost **190GW by 2035**. Renewable energy investments are supported by government incentives.
- Turkish government also supports EV charging and energy storage investments.
- Geographic Growth Potential RHG Enertürk's and group's properties creates a potential to growth for WPPs and SPPs.
- Innovation and Digitalization Innovative solutions and consultancy creates another revenue generation option for RHG Enertürk while increasing
- Potential for Integration with Renewables EV charging stations can be integrated with renewable energy sources such as solar and wind power, reducing the carbon footprint of the charging process and potentially lowering operating costs and increasing renewable energy use.
- **Circularity potential** Especially WPP manufacturers in particular are working on circular economy and recycling options.

04 Threats

- **Competition** The renewable energy industry is highly competitive, and the company faces competition from both established and new players in the market.
- **Technological advancements** The renewable energy industry is rapidly evolving, and technological advancements can make the company's existing projects obsolete.
- Regulatory changes Changes in government policies and regulations can have a significant impact on the renewable energy industry and the company's operations

Governance and Management Corporate and sustainability governance



RHG Enertürk executes its Sustainability Strategy through a transparent, effective and inclusive sustainability governance structure in order to meet the needs of our internal and external stakeholders. To this end, we have established a Sustainability Committee to oversee sustainability matters within RHG Enertürk, and have become a signatory to the United Nations Global Compact for which the first CoP will be released in 2023.

The Sustainability Committee is responsible for evaluating and selecting new projects as well as monitoring RHG Enertürk's sustainability performance and ensuring progress towards our goals. It is led by the General Manager, and has a multi-disciplinary structure representing multiple business functions and areas, such as EV Sales & Business Development and Energy Technologies. Our **Code of Ethics and Anti-corruption Policy** are contained within RHG Enertürk's Business Ethics Handbook. The Ethics Committee is managed by General Manager while the board includes Financial Affairs, IT, HR and Deputy General Manager of Supply Chain. We have set up an **Ethics Line** through which all of our stakeholders can make notifications regarding misconduct.

RHG Enertürk has formed a **Sustainability Office** in 2023 directly reporting to Deputy General Manager of Supply Chain. Responsibilities of the sustainability office are to ensure inter-departmental coordination and to implement an integrated sustainability policy.

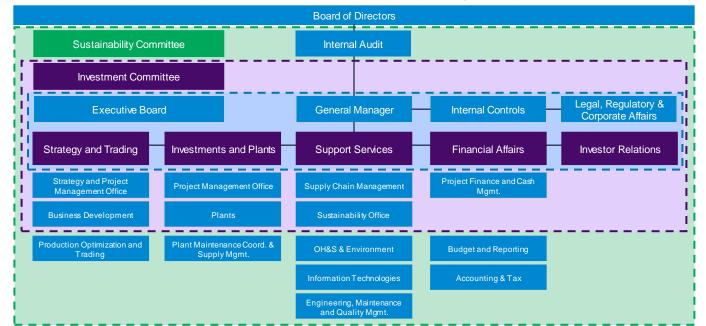
The projects developed by the project development teams are shortlisted by senior management and submitted for review to the Committee each quarter. The projects are evaluated and selected based on several ESG and financial criteria as well as alignment with the Sustainability Strategy and compliance with regulation. All projects are subject to final approval by RHG Enertürk's Board of Directors.

Progress towards RHG Enertürk's sustainability goals are monitored by the Committee. Our portfolio is periodically reviewed by the Committee, ensuring adherence to environmental and social criteria. The Committee has full veto rights to exclude projects that do not meet eligibility criteria. We are in the process of creating our Sustainable Procurement policy, in which we will outline our criteria for evaluating our existing and future suppliers on Environmental, social and governance matters in addition to our existing criteria.

Identification, tracking and monitoring activities for the environmental and social risks of all new and existing projects in line with our **Environmental Policy** are led by the Health, Safety, Environment and Quality (HSE-Q) department. The HSE-Q department works with third party experts for independent assessments of environmental and social risks in addition to its own evaluations. HSE-Q department is also responsible of occupational safety and health in accordance with our **HSE Policy**. We are in the process of obtaining certification for several management system standards. These include ISO 27001, ISO 9001, ISO 45001 and ISO 14001.

Data governance and security is particularly important to RHG Enertürk, especially considering our growth plans in EV charging. We take necessary actions considering data security in line with our **Data Security Policy**. Within the scope of the guidebook project we made with TÜV SÜD, we covered the GDPR and cyber security issues. Documents are kept in a centralized database and RHG Enertürk is in the process of documenting processes and procedures as well as obtaining management system certifications such as ISO 27001.

We aim to develop a sustainable supply chain in cooperation with our suppliers. We are working on our sustainable supply chain policy and circularity model in the context of our Sustainability Management System Project.



Environmental and Social Our environmental and social impact



Our sustainability strategy embodies our ambition to go further to reduce our environmental footprint and to have a positive, sustainable impact wherever we work while augmenting **renewable energy production** in Türkiye and increasing number of people benefiting from **affordable and renewable energy**, promoting innovation and digitalization, investing on skill development inside the Company and know-how transfer within the sector.

We are committed to our net zero target for 2050. We also support renewable micro-generation in industrial sectors which diminish use of fossil energy.

Investing in energy-efficient technologies and processes helps reduce emissions by optimizing energy consumption in operations and the supply chain. Energy efficiency is RHG Enertürk's top priority and opportunities, where present, are not wasted; for example, bifacial solar panels and repurposing of natural stone that would otherwise end up as waste to benefit from increased albedo in SPP's.

RHG Enertürk implements all measures to protect biodiversity under the current regulations and beyond. We work on diminishing ecological footprint of HPPs. On the other hand, no significant harm caused by RHG Enertürk's wind tribunes or solar panels has been detected yet. Biodiversity and habitat impact of WPPs is regularly observed in line with current regulations.

We support the **zero waste** movement and are in the process of obtaining zero waste certification. Since our WPPs and SPPs are relatively newly installed and still at the beginning of their economic life cycle, we have limited waste, which are recycled or disposed in line with regulations. Our HSE-Q and HR departments are responsible for monitoring zero waste and recycling process. We are working on waste management and circularity solutions in cooperation with our suppliers in parallel to growth of our EV charging and storage investments.

WPPs and SPPs have limited **water footprints**. Nevertheless, we are working on best practices include employing water-efficient technologies, recycling wastewater, and utilizing rainwater harvesting systems for our offices and plants. On the other hand, we are working on calculating the blue water footprint resulting from evaporation in the artificial reservoirs that are created behind HPPs.

Digitalization and innovation helps increase transparency, optimize workflows, significantly reduce time requirements for reporting processes, increases traceability and data integrity, and increases interconnectedness potential with various sources and users of data. RHG Enertürk has partnered with software solution providers to develop its own EV charging monitoring software to provide an efficient solution to sector. On the other hand, we promote efficiency by internal digitalization. Some internal reporting processes have been digitalized (e.g. electricity generation and price projections) and automatizing electricity trading through bots. RHG Enertürk already leverages its expertise to provide consultancy services in various areas such as power generation projections to industrial sectors. We aim to become a provider of consultancy services to other energy companies.

RHG Enertürk aims to improve the well-being and skill development of our employees while creating positive impact on local communities and for young talent. We take occupational health and safety very seriously.

Promoting local economic growth by creating job opportunities and investing in skills development is a key aspect of **community engagement**. In RHG Enertürk, we prioritize **local employment** in our energy facilities. Skill development and job creation that are aligned with sustainable development can promote environmental sustainability and resilience in the community, as well as provide economic benefits that are long-lasting and self-sustaining, reduce unemployment, increase skills and awareness in the communities. On the other hand, local recruitment and skill development increases employee engagement in the company. RHG Enertürk has 3 official trainee programs focusing on university students. On the other hand, RHG Enertürk organizes trainings for children and other age groups in local communities. We support our managers to provide trainings in universities. We also develop various social and community support projects.

Monitoring, Reporting & Verification



RHG Enertürk recognizes that collecting, monitoring and disclosing authentic, credible and accurate sustainability data is key to driving progress towards our sustainability goals. To this end, we are committed to transparency and accountability with respect to our environmental, social and governance performance and progress towards our targets. We have already signed **UN Global Compact** and our first Communication on Progress (CoP) is submitted in 2023. Going forward, RHG Enertürk will be periodically disclosing non-financial data using globally accepted standards and frameworks, starting with our **Sustainability Report** covering FY2022 prepared in accordance with the most recent **GRI Standards**.

We have been measuring our own Scope 1, Scope 2 and Scope 3 carbon footprint using the GHG Protocol, disclosing our past emissions performance within the RHG Enertürk 2022 Sustainability Report. We will be working with independent verifiers in order to obtain limited assurance for our emissions data going forward.

Our processes, policies and protocols are stored and managed in a centralized digital database. This ensures proper tracking of data lineage and ownership. Any ad-hoc protocols and procedures developed in response to emerging needs in the field are documented in this database. They are then revisited to see where revisions and additions have been made. This process of detailed documentation and reevaluation allows us to draw lessons from our findings and optimize our processes going forward.

We are working with external consultants towards expanding our digital repository to form an integrated ESG data repository. Doing so will help us meet our non-financial reporting and verification needs more efficiently and reliably.

We will be reporting on the allocation and impact of proceeds from our green bond as well as from the use of further green and sustainable financing instruments in line with our Green Financing Framework *(GFF)*. To this end, we will be publishing annual impact reports including information on fund allocation as well as the realized and expected environmental and social benefits arising from the projects until full allocation. This information will include several KPI's and impact metrics such as total renewable energy capacity installed, efficiency gains and total installed capacity for EV charging infrastructure. We have obtained a Second Party Opinion from Sustainalytics for our GFF.





Action	KPI	SDG & Targets
Decarbonizing the energy mix, growing renewable energy generation capacity and increasing the share of green energy supply in the energy mix of Türkiye	From 2020 levels: 65% increase in installed WPP capacity by 2025 110% increase in installed SPP capacity (MW) by 2025 850 MW total renewable energy capacity installed by 2025	7.2.1 Renewable energy share in the total final energy consumption 7.3 By 2030, double the global rate of improvement in energy efficiency
Decarbonizing the energy mix, growing renewable energy generation capacity RHG Enertürk will grow renewable energy capacity and expand geographic coverage of green energy supply in Türkiye	More than 2 million people with access to clean energy produced by RHG Enertürk by 2025 %50 increase in geographic coverage by 2030	7.2 By 2030, increase substantially the share of renewable energy in the global energy mix
Reduction in greenhouse gas emissions throughout our value chain		13 260 Control
RHG Enertürk has 2050 net zero target for scope 1 and 2, however, these targets are not SBTi approved. RHG will have SBTi approval on their scope 1, 2 and, in the long term, scope 3 targets. Establishing a centralized digital platform to facilitate data gathering processes and creating clearly defined workflows regarding the use of this system will be a key step to enable and streamline the disclosure and data gathering processes.	SBTi approval for emission reduction targets 35% decrease in Scope 1 and 2 emissions by 2030 Net Zero by 2053	 7.1 By 2030, ensure universal access to affordable, reliable and modern energy services 7.3 By 2030, double the global rate of improvement in energy efficiency 13.2 Integrate climate change measures into national policies, strategies and planning 13.2.2 Total greenhouse gas emissions per year



Action	KPI	SDG & Targets
Reduction in greenhouse gas emissions throughout our value chain Electrifying the company fleet, leveraging RHG Enertürk's own EV charging capabilities for the fleet's charging needs and using renewable sources such as rooftop solar to power the charging stations can decarbonize transportation and significantly reduce company emissions.	100% of electric vehicles in company fleet by 2030	7.2.1 Renewable energy share in the total final energy consumption 7.3 By 2030, double the global rate of improvement in energy efficiency
Implementation of measures to protect and restore habitats and biodiversity in project locations. RHG Enertürk can conduct pre- construction wildlife surveys, implementing habitat protection measures during construction, and investing in habitat restoration post-construction.	Preparation of biodiversity Protection Action Plans and conducted impact assessments to evaluate the impact of its generation from HPP, WPP and SPP and distribution activities on biodiversity	15.4 By 2030, ensure the conservation of mountain ecosystems, including their biodiversity, in order to enhance their capacity to provide benefits that are essential for sustainable development
Explore adjacent business areas to increase renewable energy penetration in the overall value chain with emphasis on electrification of transportation Facilitating the electrification of public and private transportation through EV charging networks	1,200 EV charging stations by 2025	 7.2.1 Renewable energy share in the total final energy consumption 11.2 By 2030, provide access to safe, affordable, accessible and sustainable transport systems for all, improving road safety, notably by expanding public transport, with special attention to the needs of those in vulnerable situations, women, children, persons with disabilities and older persons



Action

KPI

Reduction in greenhouse gas emissions throughout our value chain

RHG Enertürk will do life cycle assessment study. In the medium term, LCA of solar panels, wind tribunes and EV charging stations can be conducted in order to determine emissions and/or water consumption hotspots and reduction focus areas.

The long term ambition is to investigate how to increase the use of secondary materials in future products, where possible. In the medium term, requesting LCA studies of solar panels and wind tirbunes from suppliers.

SDG & Targets



12.2 By 2030, achieve the sustainable management and efficient use of natural resources 12.6 Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle.

12.a Support developing countries to strengthen their scientific and technological capacity to move towards more sustainable patterns of consumption and production



7.2.1 Renewable energy share in the total final energy consumption7.3 By 2030, double the global rate of improvement in energy efficiency

17.16 Enhance the Global Partnership for Sustainable Development, complemented by multi-stakeholder partnerships that mobilize and share knowledge, expertise, technology and financial resources, to support the achievement of the Sustainable Development Goals in all countries, in particular developing countries

Focus on increasing the share of renewables in Türkiye's overall energy mix for all segments and scales with emphasis on micro generation

Partnering with businesses to decarbonize their operations through EPCM services and expansion of **micro-generation** capabilities 200 MW increase in installed mechanical micro-generation capacity by 2025



Action	KPI	SDG & Targets
	30% reduction of water consumption by 2025	6 metanena
Ensuring availability and sustainable management of water resources, promoting efficient use of water In short term, we will invest and study on employing water-efficient technologies, recycling wastewater, and utilizing rainwater harvesting systems	Calculating and managing its water performance in accordance with the ISO 14046 Water Footprint Standard by 2023 Reporting to the CDP Water Security Program	6.4 By 2030, substantially increase water-use efficiency across all sectors and ensure sustainable withdrawals and supply of freshwater to address water scarcity and substantially reduce the number of people suffering from water scarcity
	Water and Waste Water Management system through rainwater drainage by	

2025

Zero Waste Approach and Circular Business Model

In the short term, RHG Enertürk will reinforce Zero Waste approach in all facilities.

In the long term, RHG Enertürk will have recycling policy for wind tribunes and solar panels which expire economic life. In short term, recycling policy and recycled material use can be extend to supply chain and we will add as a criteria for supplier evaluation process. 50% of top suppliers participating in circularity collaborations by 2030.

Applying ESG compliance criteria to suppliers and supply chain partners



12.6 Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle

17.14 Enhance policy coherence for sustainable development

Providing innovative solutions to customers, supporting digitalization

Increase in the coverage of innovative and sustainable services provided to customers

300,000 digital customers reached with the RHG Enertürk mobile EV charging app by 2030

400GW/year energy supplied from RHG Enertürk charge points by 2027



11.2 By 2030, provide access to safe, affordable, accessible and sustainable transport systems for all, improving road safety, notably by expanding public transport, with special attention to the needs of those in vulnerable situations, women, children, persons with disabilities and older persons



Action KPI 100% increase in the đ number of female white collar employees by 2030 **Diversity, Equity and Inclusion:** Creating equal opportunities by 40% female employee ratio ensuring all employees are uniquely in managerial and valued and work in an inclusive engineering positions by environment to develop and 2030 contribute their best with their 5.5.2 Proportion of women in wellness, equity and education being managerial positions Being a signatory institution prioritized. of UN WEPs (Women's Empowerment Principles) RHG Enertürk will increase the representation of women at positions of Collaborating with the responsibility. Turkish Women in Renewable Energy (TWRE) Group

Diversity, Equity and Inclusion: Creating equal opportunities by ensuring all employees are uniquely valued and work in an inclusive environment to develop and contribute their best with their wellness, equity and education being prioritized.

RHG Enertürk will set specific targets for gender diversity in leadership positions and providing training to raise awareness about unconscious biases and inclusive behaviors as well as workplace harassment.

Mandatory Diversity, Equity and Inclusion (DEI) training for all employees

SDG & Targets



4.5 By 2030, eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, indigenous peoples and children in vulnerable situations

4.5.1 Parity indices (female/male, rural/urban, bottom/top wealth quintile and others such as disability status, indigenous peoples and conflict-affected, as data become available) for all education indicators on this list that can be disaggregated

5.5.2 Proportion of women in managerial positions

Investing in skills development and well-being of our employees

RHG Enertürk will set minimum competence development training hours for its employees within HR KPIs

30 training hours per year per employee by 2025

12 training hours per year as part of training programs for new hires

20% of employees hired from local talent programme



4.4 By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills. for employment, decent jobs and entrepreneurship



Action

KPI

Prioritizing employee safety and well-being RHG Enertürk sets high criterias for safety and well-being of our employees beyond regulative standards

- Regulative and optional safety trainings
- TOR prepared according to regulations and sector requirements for suppliers
- Safety equipment in use controlled regularly by experts
- · Supporting a healthy work-life balance

Community Engagement

RHG Enertürk organizes trainings for children and other groups. The company's managers provide trainings in universities.

RHG Enertürk supports various social and economic development projects in local communities.

5 Seminaries, university lectures and university visits per year

2 community events per year related to renewable energy.

SDG & Targets



8.8 Protect labor rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment

4.5 By 2030, eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, indigenous peoples and children in vulnerable situations

11.8 Support positive economic, social and environmental links between urban, peri-urban and rural areas by strengthening national and regional development planning

Supporting Professional Education & Young Professionals

Trainee programs create opportunity for young people to develop skills as well as help recruit young talents. RHG Enertürk will continue its training programs oriented towards university and high school students in line with our target of increasing our positive social impact.

Further developing and standardizing the talent programme

34 students/young professionals trained year-to-date by RHG Enertürk trainee programs in 2023, up from 17 in 2022.



4.4 By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship

4.5 By 2030, eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, indigenous peoples and children in vulnerable situations

and Investigating all ethic line complaints

No industrial accidents



Action	KPI	SDG & Targets
Transparent & Accountable Sustainability Governance RHG Enertürk will conduct stakeholder engagement surveys and materiality analyses to determine material topics.	Conducting annual stakeholder engagement surveys in line with AA1000 Stakeholder Engagement Standards starting in 2024	 16.6 Develop effective, accountable and transparent institutions at all levels
RHG Enertürk will disclose non-financial information via sustainability or integrated reports using globally accepted standards and frameworks such as GRI, TCFD, <ir>, CDP, etc.</ir>	In short term, CDP reporting (CC and WS) and annual sustainability reporting in accordance with GRI standards In the medium term, TCFD and <ir> reporting</ir>	12.6 Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle
RHG Enertürk will enhance strategy and governance to provide means of redress and reporting, as well as proactively and effectively communicating the channels and resources available for employees to share their concerns about workplace harassment and abuse.	Every employee receives workplace harrasment training	10.3.1 Proportion of the population reporting having personally felt discriminated against or harassed within the previous 12 months on the basis of a ground of discrimination prohibited under international human rights law
RHG Enertürk will set guiding principles on what RHG Enertürk believes to be good business conduct based on its values and applied to all of RHG Enertürk employees through respecting human rights, operating through a sustainable supply chain and having zero-tolerance to corruption. RHG Enertürk will set up relevant safeguards and employee training to reflect the increased risk in the cyber area to ensure that our business can operate in this macro environment.	Cyber security training for everyone with data and system access Business Ethics and Anti-Corruption training for all employees	 16.5 Substantially reduce corruption and bribery in all their forms 16.6 Develop effective, accountable and transparent institutions at all levels



Action

RHG Enertürk will implement comprehensive compliance programs with mandatory training to minimize the risk of non-compliance. The programs define clear ownership, policies, operational procedures, recurring training, and awareness activities.

Every employee receives compliance training

KPI

SDG & Targets



4.5 By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship

RHG Enertürk will establish a Supplier Code of Conduct which applies to all RHG Enertürk suppliers. The suppliers are also responsible for ensuring that their sub-suppliers comply with this code. The Supplier Code of Conduct includes requirements regarding unethical sourcing and conflict areas. Suppliers are furthermore expected to demonstrate responsible sub-supplier management.

Every Supplier of RHG Enertürk complies with Supplier Code of Conduct

Establishing a standard supplier assessment system



8.4 Improve progressively, through 2030, global resource efficiency in consumption and production and endeavor to decouple economic growth from environmental degradation, in accordance with the 10-Year Framework of Programmes on Sustainable Consumption and Production, with developed countries taking the lead

Developing RHG Enertürk's corporate governance structure in line with global standards

A company-wide performance evaluation

assessments of all employees.

system will be set up for regular performance

Obtaining certification of ISO 27001, ISO 9001, ISO 45001 and ISO 14001.

participating in regular performance evaluations by 2025

100% of employees

100% employee participation in workplace happiness surveys



16.6 Develop effective, accountable and transparent institutions at all levels

16.7 Ensure responsive, inclusive, participatory and representative decision-making at all levels

8 DECENT WORK AND ECONOMIC GROWTH

8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value



Sustainable Development Goals Advanced by our Sustainability Strategy



	Goals	Targets	Indicators
4 QUALITY EDUCATION		4.4 By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship	adults with information and
5 GENDER EQUALITY	Goal 5. Achieve gender equality and empower all women and girls	5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life	5.5.2 Proportion of women in managerial positions
6 CLEAN WATER AND SANITATION	Goal 6. Ensure availability and sustainable management of water and sanitation for all	6.4 By 2030, substantially increase water-use efficiency across all sectors and ensure sustainable withdrawals and supply of freshwater to address water scarcity and substantially reduce the number of people suffering from water scarcity	6.4.1 Change in water-use efficiency over time
	Goal 7. Ensure access to affordable, reliable, sustainable and modern energy for all	7.1 By 2030, ensure universal access to affordable, reliable and modern energy services	7.1.1 Proportion of population with access to electricity
			7.1.2 Proportion of population with primary reliance on clean fuels and technology
		7.2 By 2030, increase substantially the share of renewable energy in the global energy mix	7.2.1 Renewable energy share in the total final energy consumption
		7.3 By 2030, double the global rate of improvement in energy efficiency	7.3.1 Energy intensity measured in terms of primary energy and GDP
		7.a By 2030, enhance international cooperation to facilitate access to clean energy research and technology, including renewable energy, energy efficiency and advanced and cleaner fossil-fuel technology, and promote investment in energy infrastructure and clean energy technology	7.a.1 International financial flows to developing countries in support of clean energy research and development and renewable energy production, including in hybrid systems

Sustainable Development Goals Advanced by our Sustainability Strategy

8.2 Achieve higher levels of economic productivity through



8 DECENT WORK AND ECONOMIC GROWTH	Goal 8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	diversification, technological upgrading and innovation, including through a focus on high- value added and labor-intensive sectors	8.2.1 Annual growth rate of real GDP per employed person
			8.5.1 Average hourly earnings of female and male employees, by occupation, age and persons with disabilities
			8.5.2 Unemployment rate, by sex, age and persons with disabilities
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	Goal 9. Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation	9.4 By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities	9.4.1 CO2 emission per unit of value added
10 REDUCED INEQUALITIES	Goal 10. Reduce inequality within and among countries	10.3 Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard	10.3.1 Proportion of the population reporting having personally felt discriminated against or harassed within the previous 12 months on the basis of a ground of discrimination prohibited under international human rights law
		10.4 Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality	10.4.1 Labor share of GDP
11 SUSTAINABLE CITIES	Goal 11. Make cities and human settlements inclusive, safe, resilient and sustainable	11.6 By 2030, reduce the adverse per capita environmental impact or cities, including by paying special attention to air quality and municipal and other waste management	
12 RESPONSIBLE CONSUMPTION AND PRODUCTION	Goal 12. Ensure sustainable consumption and production patterns	12.6 Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle 12.a Support developing countries to strengthen their scientific and technological capacity to move towards more sustainable patterns of consumption and production	energy-generating capacity in

Sustainable Development Goals Advanced by our Sustainability Strategy



13 CLIMATE	Goal 13. Take urgent action to combat climate change and its impacts	13.2 Integrate climate change measures into national policies, strategies and planning	13.2.2 Total greenhouse gas emissions per year
16 PEACE, JUSTICE AND STRONG INSTITUTIONS	Goal 16. Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels	16.5 Substantially reduce corruption and bribery in all their forms	16.5.2 Proportion of businesses that had at least one contact with a public official and that paid a bribe to a public official, or were asked for a bribe by those public officials during the previous 12 months
		16.b Promote and enforce non- discriminatory laws and policies for sustainable development	16.b.1 Proportion of population reporting having personally felt discriminated against or harassed in the previous 12 months on the basis of a ground of discrimination prohibited under international human rights law
		17.14 Enhance policy coherence for sustainable development	17.14.1 Number of countries with mechanisms in place to enhance policy coherence of sustainable development
17 PARTINERSHIPS FOR THE GOALS	Goal 17. Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development	17.16 Enhance the Global Partnership for Sustainable Development, complemented by multi-stakeholder partnerships that mobilize and share knowledge, expertise, technology and financial resources, to support the achievement of the Sustainable Development Goals in all countries, in particular development	17.16.1 Number of countries reporting progress in multi- stakeholder development effectiveness monitoring frameworks that support the achievement of the Sustainable Development Goals

developing countries