Strong Steps on the Sustainability Journey

Fiba Renewables

2022 Sustainability Report

We respectfully commemorate the people who lost their lives due to the earthquake disaster that deeply affected our country and our neighbor Syria on 06.02.2023.

Since the first day of the earthquake, we have stood by our employees and the people of the region who were affected by the devastating disaster, by making any and all efforts necessary.

Fiba Yenilenebilir Enerji

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We are moving towards a safe, clean and sustainable future

We have been operating under the roof of Fiba Group, one of the distinguished companies of the national and global business world, since 2007. As a company with a 100% renewable energy portfolio, we are walking towards a sustainable future with our ever-increasing and diversifying goals. With the aim of becoming one of the critical players of the renewable energy sector in the fight against the climate crisis; We integrate our business processes with developments such as the Paris Climate Agreement, the European Green Deal, the Emissions Trading System and the Carbon Border Adjustment Mechanism.

At the same time, we aim to grow by 25% in installed power by realizing our hybrid power plant, capacity increase and new investment projects by the end of 2025 by using sustainable finance resources. We are happy to be one of the leading companies in the Turkish wind energy sector, according to TWEA 2022 data, by making progress in line with our target.

We will continue to lead our industry with our practices that support sustainability in every field.

GRI 2-1 • GRI 2-2 • GRI 2-3 • GRI 2-5 • GRI 2-6 • GRI 2-7

About the Report

UN Global Compact

WEPs

SBTi

Business Ambition for 1.5°c

We aim to be one of the leading companies in the field of renewable energy in our country.

In line with our basic principles of integrity, respect for people and the environment, improvement and teamwork, we carry out all our activities in Türkiye with our 158 employees, 14 wind and 5 solar power plants.

Selimiye WPP

Since our establishment in 2007, we, as Fiba Renewable Energy*, have been operating as part of Fiba Holding, a subsidiary of the Fiba Group founded by Hüsnü M. Özyeğin in 1987, with the aim of becoming one of the leading companies in our country by using our knowledge in the field of renewable energy. In line with our basic principles of integrity, respect for people and the environment, improvement and teamwork, we carry out all our activities within the borders of Türkiye with our 158 employees, 14 wind and 5 solar power plants.

We have grown since our establishment with a strategy that takes into consideration the environment, the needs of future generations, and the sustainability of the production of renewable energy and natural resources. With our future projects and existing power plants, we are steadily increasing our installed capacity in line with our sustainability approach and goal. As we continue our activities, we create value for all our stakeholders. Therefore, we prioritize the issues that make up the main topics of our report, by taking into account the opinions of our internal and external stakeholders.

Our Fiba Renewable Energy Sustainability Report, which we are publishing for the second time this year, covers the period from January 1 to December 31, 2022. This report was prepared in accordance with GRI Standards. In addition, we share the details of our understanding of value creation in the light of the Integrated Reporting <IR> Framework published by the Value Reporting Foundation (VRF) during the preparation phase of our report. Our activities, which we share with our stakeholders in all transparency within the scope of our Sustainability Report, which we publish regularly on an annual basis, serve the Sustainable Development Goals. Since 2021, Fiba Renewable Energy has been committed to the UN Global Compact corporate responsibility initiative and its principles in the areas of human rights, labour, environment and anti-corruption. In order to ensure gender equality among our employees, we adhere to the Women's Empowerment Principles (WEPs) developed in cooperation with the United Nations Gender Equality and Women's Empowerment Unit (UN Women). In addition, we completed our registration process for the Carbon Disclosure Project (CDP) and completed our preparations to respond to the 2023 Climate Change Questionnaire. As Fiba Renewable Energy, we have responded to the SBTi's urgent call for corporate climate action by committing to align with 1.5°C and net-zero through the Business Ambition for 1.5°C campaign.

During the reporting period, an independent external assurance audit was conducted based on the criteria determined in connection with the sustainability performance. Audit was carried out within the framework of "International Standard on Assurance Engagements 3000 (Revised), Assurance Engagements other than Audits or Reviews of Historical Financial Information", "Guideline and Specifications Standard for Quantification and Reporting of Greenhouse Gas Emissions and Removals at an Organizational Level" (ISO 14064-1:2018) and "International Standard on Assurance Engagements 3410, Assurance Engagements on Greenhouse Gas Statements issued by the International Auditing and Assurance Standards Board." We are proud to state that the power plants within Fiba Renewable Energy are operated in accordance with sustainability principles and to share our second sustainability report with all our stakeholders.

You may send your opinions and suggestions about our sustainability activities and reporting studies through **"oneri@fibaenerji.com"** and **"fibayenilenebilirenerji@fibaenerji.com"** addresses.

You may also access the notifications we present in our report in accordance with the GRI Standards in the 'Annexes' section.

** Adayel Elektrik Üretim A.Ş., Ares Elektrik Üretim A.Ş., Aysu Enerji San.ve Tic.A.Ş., Balres Elektrik Üretim A.Ş., Beyres Elektrik Üretim A.Ş., Borares Enerji Elektrik Üretim A.Ş., Çanres Elektrik Üretim A.Ş., Elayel Elektrik Üretim A.Ş., Gülres Elektrik Üretim A.Ş., İstres Elektrik Üretim A.Ş., Kavram Enerji Yatırım Üretim ve Ticaret A.Ş., Manres Elektrik Üretim A.Ş., Osres Elektrik Üretim A.Ş., Öres Elektrik Üretim A.Ş., Serin Enerji Elektrik Üretim Dağıtım Pazarlama San.ve Tic.A.Ş., Tekno Rüzgar Enerji Yatırım Üretim ve Ticaret A.Ş., Ütopya Elektrik Üretim San ve Tic. A.Ş., Yares Elektrik Üretim A.Ş.,*

GRI 2-22

Message from the Chair of the Board

We contribute to the transition of our country to a low-carbon sustainable economic model.

As Fiba Renewable Energy, we continue our efforts to increase the potential of our country and contribute to its goals in line with the vision we have set forth and the activities we have implemented.

1,716,662 MWh

Amount of Clean Energy We Produced in 2022

In 2022, we produced a total of 1,716,662 MWh of clean energy with an increase of approximately 11% compared to the previous year.

Today, renewable energy is seen as the most important tool that accelerates the green transformation of the energy sector. Our country, with its favorable geographical location in terms of renewable resources, has a great potential to accelerate the targeted transformation.

Dear esteemed stakeholders,

As Fiba Group, we continue making our investments in order to contribute to the goal of reducing our country's dependence on foreign energy, in line with our vision of creating more value for the world, society and people. Among these investments, the steps we have taken to build a green, clean and carbon-free future, thanks to the efforts of Fiba Renewable Energy, one of the important players of the energy sector, have an important place. I am happy to share that, also in 2022, we continued to create sustainable economic, social and environmental value for all our stakeholders, with the strength we derive from our robust financial structure and expertise.

Unsustainable rapid economic growth, being regarded as the ultimate goal that industrial societies should achieve, has consequences that affect life in different areas. In order to take precautions against these risks that directly affect the ecological balance and social development, supranational organizations, governments and the private sector have a great responsibility. In this context, it is of great importance for all stakeholders to consider environmental, social and corporate governance frameworks with a holistic understanding and through a participatory structure, and to develop strategies for **Sustainable Development Goals.** And the energy sector also bears great responsibilities in this regard.

Today's energy ecosystem is going through a crisis in energy supply security due to the COVID-19 pandemic and the geopolitical developments in our region. In this crisis period, while the players of our sector focus on developing durable and more sustainable strategies, their goals of meeting the global energy demand from clean and renewable energy sources are also gaining momentum. The reason of this is that renewable energy is based on local and natural resources and hence it plays a critical role in terms of supply security. In this context, we see that the green transformation process has gained a new momentum, especially in Europe, and many goals have now been prioritized. As a part of this transformation, we also need to contribute both to the maintenance of the economic value created in the energy sector, and to the fight against the climate crisis and the sustainable development of societies.

The two important legs of the green transformation are renewable energy investments and steps taken for energy efficiency. Considering the goal of achieving increase in installed capacity, it becomes necessary to provide an investment environment that will help achieve this goal and to implement legislation and regulations that will channel the capital into productive investments. In order to use foreign financing resources, especially to increase capacity, qualified investors who meet the organizational criteria of creditors should also be supported by regulations. In an environment where high financing costs continue to dominate the entire world, it is of great importance to provide foreign investors with an investment-friendly environment in terms of predictability, stability, legislation and regulations, in order to ensure investment in this sector with high equity ratio and lower return expectations. It is necessary to evaluate and prioritize the transformation of the energy sector in terms of our country's energy independence and supply security, as well as reducing the current account deficit arising from energy imports.

GRI 2-22

Message from the Chair of the Board

We integrate the Environmental, Social and Corporate Governance (ESG) approach into all our operations.

In the field of renewable energy, we are taking pioneering steps to transform not only our own company but also our country's energy ecosystem.

We integrate the Environmental, Social and Corporate Governance (ESG) approach into all our operations in line with the road map we have determined with our affiliates under the umbrella of Fiba Group. In the field of renewable energy, we are taking pioneering steps to transform not only our own company but also our country's energy ecosystem. We carry out our operations aimed at obtaining the needed energy from the renewable energy ecosystem, with a focus on continuous improvement, by following national and international developments and regulations. In the global sense, **the Paris Agreement, European Green Deal, "REPowerEU" Plan, "Fit for 55" package, USA Inflation Reduction Act, Japan's Green Transformation GX,** followed by **ETS (Emissions Trading System) and CBAM (Carbon Border Adjustment Mechanism)**; and in the national sense, the mechanisms for combating the climate crisis, shaped by the **Medium Term Program and the Green Deal Action Plan**, accelerate the revival of the renewable energy ecosystem, the expansion of sectoral investments and research, and the facilitation of access to financial resources and the sustainability thereof. We are increasing our capacity and cooperation day by day in order to fulfill the obligations brought by these mechanisms and to implement them actively in our country.

Today, renewable energy is seen as the most important tool to accelerate the green transformation of the energy sector. Our country, on the other hand, with its favourable geographical location in terms of renewable resources, has a great potential within itself to accelerate the targeted transformation. It is of great importance to make use of this potential of the energy sector for ensuring the green transformation of our country. According to the data of the International Energy Agency; as of 2022, the total electricity production of 8,566 TWh obtained from renewable energy sources on a global basis is expected to be 12,469 TWh on a global basis in 2027 ; whereas Türkiye's total electricity production of 138 TWh obtained from renewable sources in 2022 is expected to be 215 TWh in 2027.

And we, as Fiba Renewable Energy, continue our efforts to increase the potential of our country and contribute to its goals in line with the vision we have set and the activities we have carried out. In 2022, we produced a total of **1,716,662 MWh** of clean energy with an increase of approximately 11% compared to the previous year. Our company, which has undertaken an important mission in our country's transition to a low-carbon sustainable economic model, aims to increase its current installed capacity of 581 MW by 25% by the end of 2025, through capacity increase projects and investments in new technologies.

In 2022, we took important steps with the activities of the Sustainability Committee and sub-working groups in order to achieve the sustainability goals we set in each area of Environmental, Social and Corporate Governance. We continue our efforts to gradually increase our contribution to the Sustainable Development Goals in the topics of accessible and clean energy, responsible production, climate action, innovation, gender equality, economic growth, reduction of inequalities, and quality education, by 2030.

Dear esteemed stakeholders,

We will assume a strategic role in the energy transformation of our country by carrying the value we have created so far forward into the future with the same belief and determination, in line with our sustainability vision which is embraced by each member of the Fiba Group, especially our executives. And you, our esteemed stakeholders, will always be our biggest supporters on this path with your trust and valuable cooperation. With the synergy we have created, we aim to spread the sensitivity that we show towards our environmental, social and governance practices, among our stakeholders, and to take action together for a carbon-free future. Our company, which is committed to complying with all of the 10 principles of **the United Nations Global Compact,** will always continue to be a preferred company in the sector that is reliable and complies with ethical rules and standards.

I would like to express my endless gratitude to all our stakeholders, who are a part of this trust environment we have created together to build a sustainable future and who support us on our path towards our future goals.

Respectfully,

Murat Özyeğin
Chair of the Board,
Fiba Renewable Energy

* *Renewables Data Explorer, International Energy Agency, Global*
Renewables Data Explorer, International Energy Agency, Türkiye

GRI 2-22

Message from the CEO

We continue to work for a greener world.

Within the scope of our sustainability strategy, we follow our business processes in line with our strategic focus areas "Growing in the Sector with a Sustainability Focus", "Facilitating a People-Oriented Working Environment" and "Acting with a Sense of Environmental and Social Responsibility".

1,014,607 tCO_2

Emission Reduction in 2022

We are happy to share that, as a result of our efforts in 2022 to reduce our carbon footprint, we have reduced 1,014,607 tCO_2 emissions, as well as generating income from carbon credits.

We continue to take initiatives in line with the targets we have set in order to bring our company activities and value chain to a holistic level of compliance with internationally accepted environmental, social and governance standards.

Dear esteemed stakeholders,

As Fiba Renewable Energy, we contribute to the renewable and clean energy production of our country with the economic value we create, and we continue to work together for a greener world, in the trust environment we have created with our stakeholders.

As Fiba Renewable Energy, one of Türkiye's leading companies in the renewable energy sector, we have played a key role in the transition of our country to a low carbon economy since the day we were founded, by maintaining a leading role in the field of renewable energy, by making use of our accumulated expertise and our understanding of environmental and social responsibility, and with our **158 employees, 14 wind energy and 5 solar power** plants and our **581 MW installed capacity**. In this operating year in which we are focused on continuously improving our performance in order to serve our country's clean energy supply, we are happy to present to all our stakeholders our second sustainability report which contains the details of our sustainability efforts.

In 2022, while the effects of the pandemic started to diminish, high inflation observed on a global scale, supply chain disruptions caused by the geopolitical developments in our region, restrictions, security crisis, climate change the effects of which we feel more deeply day by day, and social inequalities became prominent issues. Countries have increased the use of renewable sources in order to meet the energy demand. As part of the Green Deal, the European Union announced its goal to reduce Europe's carbon emissions by 55% by 2030 and to become the first carbon-neutral continent by 2050. Investors are now starting to see sustainability as an investment criterion. Considering the inherent risks of climate change, which is one of the biggest problems of our time, the need of our world for efficient use of resources and for a transformation towards carbon-free, clean energy production is quite obvious.

The social and environmental degradations we have witnessed in recent years and their negative effects on the value chain reveal the vital importance of sustainability activities of companies. In this respect, as Fiba Renewable Energy, we continue to take initiatives in line with the targets we have set in order to bring our company's activities and our value chain to a level of full compliance with internationally accepted environmental, social and governance standards. Within the scope of our sustainability strategy, which is at the core of our decision-making mechanism; our activities are guided by our strategic focus areas, namely **"Growing in the Sector with a Sustainability Focus ", "Facilitating a People-Oriented Working Environment", and "Acting with a Sense of Environmental and Social Responsibility"**. We expect all our value chain participants to develop business processes that comply with our policies and procedures, which include our sustainability criteria, that will maintain especially our environmental responsibility, and that will ensure the development of the local community in areas of need, including particularly the fields of education, health, and development.

GRI 2-22

Message from the CEO

We are proud of being one of the leading companies whose portfolio consists of 100% renewable resources.

Together with our stakeholders, we develop relationships based on transparency, reliability and responsibility for a sustainable future and a low-carbon energy future that we want to build on trust-based foundations.

We are proud to present Fiba Renewable Energy 2022 Sustainability Report to you, our esteemed stakeholders.

Within the scope of our environmental responsibility, we demonstrate maximum care for the protection of our Planet, the resources it offers to us, and the biodiversity; and we contribute to the carbon-free, green energy transformation of our country and our World. Through the investments that we will make in the field of renewable energy until the end of 2025, we aim to increase our current installed capacity of 581 MW by 25%, by taking 2021 as a basis, and to reduce the energy requirement of our products and services by 20% by the end of 2025 and by 21% by the end of 2030, by taking 2020 as a basis. We are happy to share that, as a result of our efforts in 2022 to reduce our carbon footprint, we have reduced 1,014,607 tCO2 emissions, as well as generating income from carbon credits. We aim to minimize our impact on the environment by acquiring integrated management systems certificates and zero waste certificates in our facilities. We have remained true to our goal of min. 97% availability, without any problem, by achieving 98.14% availability rate in our wind power plants in 2022. Moreover, we started our reporting activities in the operating year 2022 in order to transparently share information on our climate change management within the scope of the Carbon Disclosure Project (CDP) Climate Change questionnaire and we submitted our commitment letter for Science Based Targets Initiative (SBTi) for making efforts in relation to limitation of global warming to 1.5°C and for monitoring the impact reduction.

We shape **our responsibility towards our employees,** whom we regard as our most important stakeholders, based on the goal of increasing their well-being, satisfaction and loyalty to our company and providing a safe working environment with the zero occupational accident target we set by also including our subcontractors. In order to keep the satisfaction of our employees at the highest level and thus to ensure the continuity of our success in our business processes, we regularly assess the feedbacks of our employees. As of 2022, we observed that the results of the **"Employee Engagement"** survey we conducted remained below our target level. In this respect, with our initiatives such as the **"Flexible Benefits Project"**, we have started improvement efforts for the points that need improvement. In addition, we support the professional and personal development of our employees without any discrimination, through **our work culture that is based on equality, diversity and inclusion.**

With **47.2%** female employees in our Headquarters and **50%** in our senior management, we support women's presence in work life under equal conditions. Furthermore, we attach importance to bringing young talents into the sector and we aim to increase the number of young trainees we employ, cumulatively. We are also proud of being a signatory to **the United Nations Women's Empowerment Principles (WEPs), which** support the participation of women in all areas of life and constitute the most comprehensive instrument in this sense.

Within the scope **of our social responsibility**, we understand the importance of supporting our country, local employment and local development, and we continue our efforts to increase local employment. In 2022, **77.1% of our employees were local employees** and **95.6%** of our suppliers were local suppliers. Furthermore, we support the participation of our employees in social responsibility projects, and we carry out social development projects, especially on education, with our stakeholders such as **AÇEV (Mother Child Education Foundation), Bilim Kahramanları Derneği (Science Heroes Association) and Hüsnü M. Özyeğin Foundation**.

With the sense of responsibility, we have towards our business and industry, we are righteously proud of being one of the leading companies whose portfolio consists of 100% renewable sources. We are accelerating the transition to a carbon-free future with our responsible and rational way of doing business. Compared to 2021, we achieved a production increase of approximately 11%. As a result of the electricity storage facility applications, we filed in 2022 within the scope of the Regulation on Storage Activities in the Electricity Market for our 9 wind power plants, we obtained the right to increase our capacity by 54.9 MW. We support all our suppliers in our value chain to enable them to operate in accordance with the Environmental, Social and Governance criteria that we have integrated into our corporate culture. In this context, in 2022, we carried out assessments for 52% of our suppliers in relation to their compliance with ESG criteria. In addition, we aim to provide training and relevant documents to all of our suppliers that we consider critical, by 2024, in order to raise their awareness about our Environmental, OHS and Sustainability Policies. While increasing the sustainable economic value we create, we support the entrepreneurship ecosystem that will bring new perspectives to the sector, attach importance to the digitalization of our sector and the way we do business, follow latest developments, and make the necessary improvements.

It is very valuable for us to be a preferred business partner in the renewable energy ecosystem. We develop relationships with our stakeholders based on transparency, reliability and responsibility for a sustainable and low-carbon energy future that we want to build on trust-based foundations. We also carry out efforts to ensure that our environmental and sustainable responsibility in our business activities is understood, embraced and maintained by each employee of our company.

We know that we speed up the green transformation of our sector with the support we receive from our stakeholders and colleagues in relation to the material issues and common goals we have designated, and that we will achieve our goals set within the framework of the Global Compact and Sustainable Development Goals, to which we are a signatory, without any compromise.

We are proud to present to you, our esteemed stakeholders, the Fiba Renewable Energy 2022 Sustainability Report. We would like to thank all of our stakeholders, with whom we share the same passion in terms of creating a sustainable future for our country, for all their valuable contribution to our diligent efforts that we make for achieving our goals.

Respectfully,

Koray Kıymaz
CEO, Fiba Renewable Energy

Fiba Renewable Energy in 2022

Our Environmental Responsibility

Emission reduction of **1,014,607 tCO_2** achieved, which is equivalent to **4,408,153** wooded forest land

6.2 MWh energy savings achieved in 4 facilities through energy saving measures, and **4.5 tCO_2 emission prevented** accordingly

TL 13,251,382 income generated from carbon credits

ISO 50001, Gold Standard, I-REC and GCC certifications

ISO 9001, 14001, 45001 and 50001 certificates obtained for our solar power plants

Zero Waste Certificates for Our Facilities

Total expenditure of TL 4,492,304 made for our **biodiversity** management plans

Training sessions provided to our employees on environment **(6,266 person x hour),** wildlife and biodiversity **(44.1 person x hour),** and sustainability **(1,747 person x hour)**

Our Responsibility to Our Employees

47.27% female employee ratio in the Headquarters

50% female employee ratio at the senior management and director level

Personal development training sessions **(6,266 person x hour)** provided on **26 topics** in total

Disaster and emergency training sessions **(554 person x hour)**

HSE risk workshops in 7 facilities held with the participation of employees

Zero occupational accident goal reached in subsidiaries of Fiba Renewable Energy

Fiba Renewable Energy in 2022

Our Responsibility to Our Business and Sector

1,716,662 MWh production with a production capacity of **581 MW** and a yield increase of **10.93%**

98.1% availability rate in our wind power plants

Our stock investment in the company Our Next Energy, a global leader in cell and battery technology for electric vehicles and renewable energy storage, through Finberg corporate venture capital company, a Fiba Group company

ESG evaluation processes we initiated **for our 46 suppliers**

Our transition to the **ERP system**

Our Social Responsibility

Support to local employment at the rate of **77%** through regional projects

Local supplier rate of **95.6%** in total amount of suppliers

Cash donation to corporate social responsibility projects

Volunteering Efforts: **Fiba Volunteers** and **Fiba Equality First platform.**

Collaborations established with **AÇEV (Mother Child Education Foundation), EÇEM / CEEE (Centre for Energy, Environment and Economy), Bilim Kahramanları Derneği (Science Heroes Association), Hüsnü M. Özyeğin Foundation and Özyeğin University**

6 of our employees volunteered for Avalanche Search and Rescue Training

9 of our employees volunteered for forest fire training

Our Corporate Profile

As Fiba Renewable Energy, we have been actively operating in the field of renewable energy generation since 2007. We strongly support the clean energy transformation in Türkiye with our 14 Wind Power Plants (WPP) and 5 Solar Power Plants (SPP). With our 581 MW installed capacity and 158 dynamic and experienced employees, we continue our efforts to add value to our stakeholders for a sustainable future. By closely following the sectoral developments, we strictly adhere to the goals we have set for a sustainable future.

581 MW

Total Installed Capacity

1,716,662 MWh

Total Annual Production

GRI 2-1 • GRI 2-6 • GRI 2-7

Fiba Renewable Energy at a Glance

14
Wind Power Plants

553 MW
Installed Capacity

5
Solar Power Plants

28 MW
Installed Capacity

158
Employees

100
Field Workers

58
Headquarter Staff

4
Regions

- **Marmara Region**
- **Mediterranean Region**
- **Aegean Region**
- **Eastern Anatolia Region**

GRI 2-1 • GRI 2-6 • GRI 2-7

Fiba Renewable Energy at a Glance

Our Vision

In building a green future, to be a leading company in our country with our expertise in renewable energy.

Our Mission

We produce clean energy with our sustainable business model based on renewable energy sources and contribute to the creation of a new future with our rational, principled and responsible approach.

Our Values

Integrity

We always take our company one step ahead by doing everything we do in the light of the principles of integrity and honesty. We establish relations with our stakeholders based on transparency, reliability and responsibility.

Respect

Relying on the values we create, we grow in a sustainable manner in the renewable energy industry. Accordingly, we reflect the importance we give to human beings and environment to our ways of doing business.

Improvement

We believe that corporate and personal improvement contribute to the sustainable growth of our company. With this perspective, we keep close track with the changing and constantly renewed business models, and support all our employees in their journeys of improvement.

Team Spirit

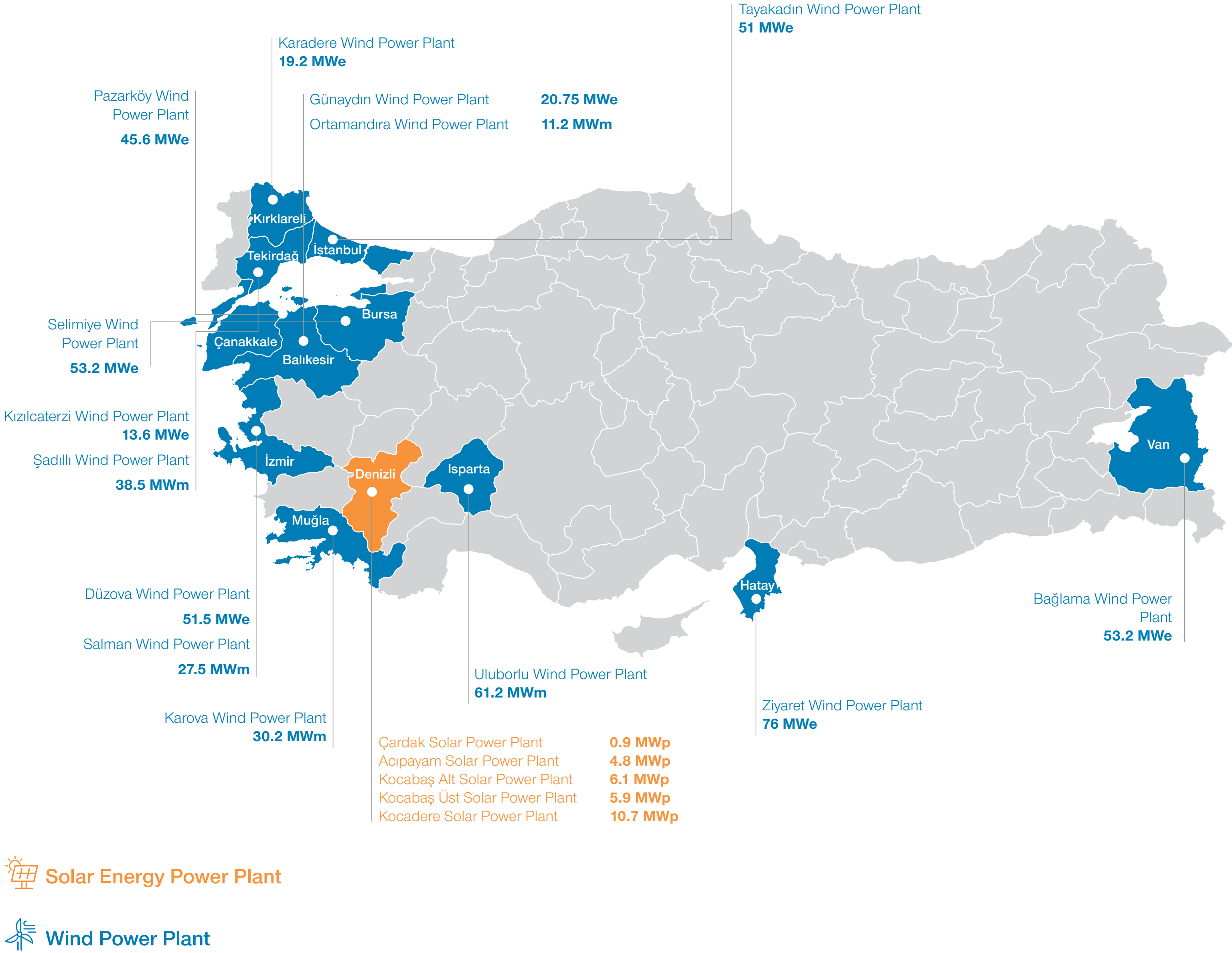
We work in harmony with all our colleagues and stakeholders for a sustainable future. We believe in our talent for combining different ideas in line with our common vision, and in the power of achieving success together.

GRI 2-1 • GRI 2-6 • GRI 2-7

Fiba Renewable Energy at a Glance

Our company, which is part of Fiba Holding, a subsidiary of the Fiba Group, started its operations in 2007 with the aim of developing renewable energy projects, establishing production facilities and conducting energy trading activities. We are proud of becoming one of the leading renewable energy companies in Türkiye by increasing our installed capacity every year since then, and of creating a qualified workforce for both our company and our sector. We produce clean energy through a total of 19 power plants (14 wind power plants and 5 solar power plants) in the Marmara, Aegean, Mediterranean and Eastern Anatolian regions of our country, in cooperation with our subsidiaries. With a total installed capacity of 581 MW, which we reached as of the end of 2022, we continue our clean energy investments without interruption.

Within the scope of our activities, we contribute to Türkiye's energy supply security and energy transformation with the help of our 158 employees. In 2022, we produced 1,716,662 MWh of clean energy, with a total increase of 11% compared to the previous year, including 1,675,189 MWh from our wind power plants and 41,473 MWh from our solar power plants.



GRI 2-1 • GRI 2-6 • GRI 2-7

Fiba Renewable Energy at a Glance

Fiba Renewables' Milestones

2007
Established by Fiba Group in 2007

2009
First phase of Düzova WPP, the first power plant of our group, which is located in İzmir, was commissioned.

2010
Second phase of Düzova WPP and first phase of Ziyaret WPP were commissioned.

2011
Second phase of Hatay Ziyaret WPP was commissioned.

2012
First phase of Günaydın WPP in Balıkesir was commissioned.

2013
Third phase of Düzova WPP was commissioned in February 2013 and fourth phase thereof in May 2013.

2014
Fifth phase of Düzova WPP, third and fourth phases of Ziyaret WPP, second phase of Günaydın WPP, first two phases of Karadere WPP, first phase of Salman WPP, first three phases of Şadıllı WPP and in addition, Çardak GES was commissioned.

2015
Sixth phase of Düzova WPP, fifth phase of Ziyaret WPP, and Ortamandıra WPP, were commissioned in May 2015.

2016
Uluborlu WPP was commissioned.

2017
Karova RES was commissioned in October 2017. In addition, Kocabaş SPP, one of the solar power plants, was commissioned.

2018
Kocadere SPP was commissioned

2019
Kızılcaterzi WPP, was commissioned in October 2019.

2020
The first phases of Tayakadin WPP, Selimiye WPP, Bağlama WPP and Pazarköy WPP have been commissioned.

2021
Tayakadın WPP, Selimiye WPP, Bağlama WPP and Pazarköy WPP projects were completed and put into use at full capacity. Fiba Renewable Energy replaced Fina Energy with a trade name change in December 2021.

Major Sectoral Developments

The choice of renewable resources and energy efficiency issues have become a global priority.

As Fiba Renewables, we shape our operations in line with the sectoral developments in our country and in the world, and we continue to work with a sense of responsibility towards our environment, employees and society thanks to the energy we produce from renewable energy sources in our power plants.

Tayakadın WPP

Türkiye has been affected by this global energy crisis; due to the increasing electricity demand and commodity prices, electricity prices in the market increased significantly and end users were also affected by these prices.

As Fiba Renewables, we shape our operations in line with the sectoral developments in our country and in the world, and we continue to work with a sense of responsibility towards our environment, employees and society thanks to the energy we produce from renewable energy sources in our power plants.

The geopolitical developments in our region, which started in February 2022, are closely related to the energy sector. Macroeconomic developments in this context resulted in a rapid increase in the prices of commodities such as natural gas and coal. With the effect of this situation, energy prices reached record levels in Europe and all over the world. And Türkiye has also been affected by this global energy crisis; due to the increasing electricity demand and commodity prices, electricity prices in the market increased significantly and end users were also affected by these prices. In the light of these developments, it is observed that renewable energy has potential to enable significant reduction in end-user costs with its features such as low carbon emissions, as well as increasing supply security and reducing foreign energy dependency. In addition, considering the low marginal cost potential and opportunity to access clean resources, renewable energy is also expected to be a good alternative for providing protection against future fluctuations in the global economy.

Storage technologies play an important role in energy supply security, which has been scrutinized together with the geopolitical developments. While the use of renewable energy sources is increasing rapidly, the need for energy storage systems is also increasing due to the fluctuating nature of these sources. Many different innovative energy storage technologies such as next-generation battery technologies and hydrogen storage systems are being developed and implemented. The aim here is to create a more stable and sustainable energy system in terms of energy supply security. In line with the Amendments to the Legislation Regarding Storage Activities in the Electricity Market published by **the Energy Market Regulatory Authority (EMRA)** in 2022; it became possible for investors who have committed to establish a storage facility to apply for a pre-license for wind and solar energy projects with an installed capacity equal to that of the storage facility they have committed to establish. As a result of this development, it is predicted that the electricity storage capacity and supply security of our country will increase.

Major Sectoral Developments

We accompany our country's 2053 Net Zero journey.

Developments in storage technologies, COP 27, and 2053 Net Zero targets of our country once again revealed the role of the energy sector in the transition to a low-carbon economy.

Selimiye WPP

While the pressure on natural resources has increased day by day also in 2022; climate crisis stands out among the global risks due to its many effects such as extreme weather events, floods and loss of biodiversity. This situation brings along the need for countries to make a radical change in order to achieve their short, medium and long-term goals. Accordingly, issues such **as the need to prefer renewable sources, emission reduction and energy efficiency** have become global priorities. Therefore, within this framework, the entire energy sector closely monitors the effects of the climate crisis.

The Paris Agreement, adopted in 2016, sets the target of limiting global warming to +1.5 degrees Celsius, thereby forming one of the basis for the global initiatives taken to address the climate crisis. Countries are showing a strong tendency towards low-carbon energy systems in order to achieve this goal. The models of **the International Energy Agency (IEA)** also produce results that support this prediction. According to these models; renewable energy sources and nuclear energy are expected to constitute a significant part of the growing global electricity supply, by meeting more than an average of 90% of the electricity demand that will occur in the next three years. Additionally, the amount of electricity generated from natural gas and coal is expected to remain generally stable between 2022 and 2025.

EU Green Deal, "REPowerEU" Plan, "Fit for 55" Package, US Inflation Reduction Act and Japan's Green Transformation GX are the leading schemes in the world on transition to low carbon economy and clean energy transformation. Accordingly, the European Union aims to be a carbon neutral continent by 2050 by transitioning to a clean and circular economy with the European Green Deal. The Green Deal also promotes green transformation for all other countries that have economic and commercial business relations with the EU and introduces **a Carbon Border Adjustment Mechanism (CBAM)** that involves the charging of carbon tax to imports to be made from third countries starting from 2026, in order to maintain competitive advantage. In this context, Türkiye is expected to enact **the Climate Act** and implement the **Emissions Trading System** in 2023 by continuing its efforts for transitioning to a low-carbon economy and harmonization with the European Green Deal.

Another prominent development of 2022 was **the 27th Session of the Conference of the Parties of the United Nations Framework Convention on Climate Change (COP 27), which was held in Sharm el-Sheikh, Egypt, between 6 and 18 November.** At the conference which started with the emphasis on its being an "Implementation Conference" that is aimed at strengthening the commitments made in COP 26 and creating concrete action plans, the focus was on climate justice and a decision was taken **to establish a loss and damage fund** in order to provide financing to countries that are vulnerable in the face of the climate crisis. Although it was one of the issues discussed during the conference, no conclusion was reached on the reduction of fossil fuels in the final text of COP 27, which caused public reaction. The commitment to achieve Net Zero emissions by 2053, which commitment was also made by our country with the adoption of the law enabling the entry into force of the Paris Agreement in 2021, was explained at COP 27. According to the **Nationally Determined Contribution (NDC)** that was announced, emissions are predicted to reach their highest level in 2038. Achieving the 2053 Net Zero target requires an annual average reduction of 13% over the 15 years following the 2038 peak.

Geopolitical developments in our region, developments in storage technologies, COP 27, and 2053 Net Zero targets of our country once again revealed the role of the energy sector in the transition to a low-carbon economy.

According to **the National Energy Plan** published by **the Ministry of Energy and Natural Resources (MENR)** at the end of 2022, the share of electrical energy in the final energy consumption, which was 21.8% in 2020, reaches 55.6% in 2053. In order to achieve the 2053 targets of our country, it is necessary to reduce greenhouse gas emissions by making use of **electrification options** in energy-intensive sectors such as buildings, transportation and industrial activities. This puts a low-carbon electricity grid at the centre of our country's Net Zero strategy. As of the end of 2022, approximately 54% of our country's installed capacity of electricity consisted of renewable energy sources, while this rate is expected to increase to 69.1% in 2053 according to the National Energy Plan. In addition, with developments envisaged to occur especially in areas such as demand flexibility and storage in our country, it is estimated that the share in electricity generation of intermittent renewable energy sources, such as wind and solar, which was 11.7% in 2020, will gradually increase to 61.4% by 2053.

We produce low-carbon electricity with our 100% renewable energy capacity and accompany our country's **2053 Net Zero journey**.

Our Sustainability Approach

We conduct our business by developing a corporate culture that complies with environmental, social and governance (ESG) standards and we integrate sustainability into every aspect of our operations, from our production processes to our supply chain. With the full support of our Sustainability Committee and working groups, we manage sustainability and conduct a comprehensive analysis of all risks and opportunities. We choose our ESG impact areas, and material issues and targets with a transparent and inclusive approach, and we adhere to all legal requirements in all our activities. We address sustainability with a holistic approach and consider it not only in our business, but also from the perspective of all our stakeholders.

Emission Reduction Certifications

11 Gold Standard
3 Global Carbon Council
1 I-REC

GRI 2-9 • GRI 2-10 • GRI 2-11 • GRI 2-12 • GRI 2-17 • GRI 3-3

Corporate Governance and Risk Management

Our Board of Directors

Our Board of Directors is responsible for the management, control and monitoring of our company and business, approval of our corporate strategy, identification of the workforce and financial resources we need, and in terms of sustainability, it determines, approves and updates our material issues, policies and goals in line with stakeholders' expectations for economic, environmental and social topics, as the highest governance body.

Fiba Renewable Energy Board of Directors consists of qualified and experienced members, namely Murat Özyeğin, Ayşecan Özyeğin Oktay, Mehmet Güleşçi, and Kerem Moralı, whose combined knowledge, expertise and experience assist the Board in its missions. These members provide the knowledge and expertise necessary to achieve our company's strategic goals and play an important role in integrating our sustainability approach into our business processes. You may find summary information about our Board Members in our Board of Directors Matrix prepared according to Glass Lewis methodology.

Karova WPP

GRI 2-9 • GRI 2-10 • GRI 2-11 • GRI 2-12 • GRI 2-17 • GRI 3-3

Corporate Governance and Risk Management

Board of Directors Competency Matrix

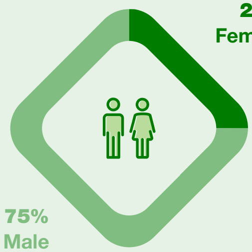
Murat ÖZYEĞİN
Chair of the Board and Executive Committee

Ayşecan ÖZYEĞİN OKTAY
Deputy Chair of the Board and Executive Committee Member

Mehmet GÜLEŞÇİ
Board and Executive Committee Member

Kerem MORALI
Board Member

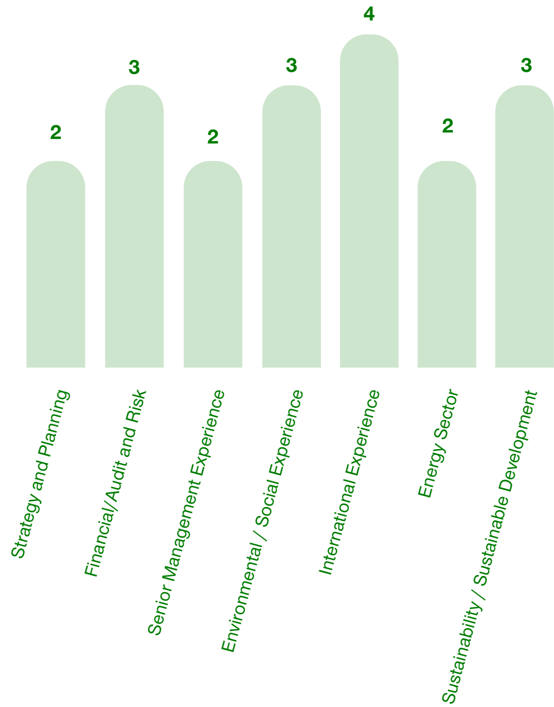
GENDER



EDUCATIONAL STATUS

Total Average Work Experience (Year): 27.3

FIELD OF EXPERIENCE



For detailed CVs of Fiba Renewable Energy Board Members, please visit our website.

GRI 2-9 • GRI 2-12 • GRI 2-13 • GRI 2-14 • GRI 2-16 •GRI 2-17 • GRI 3-3

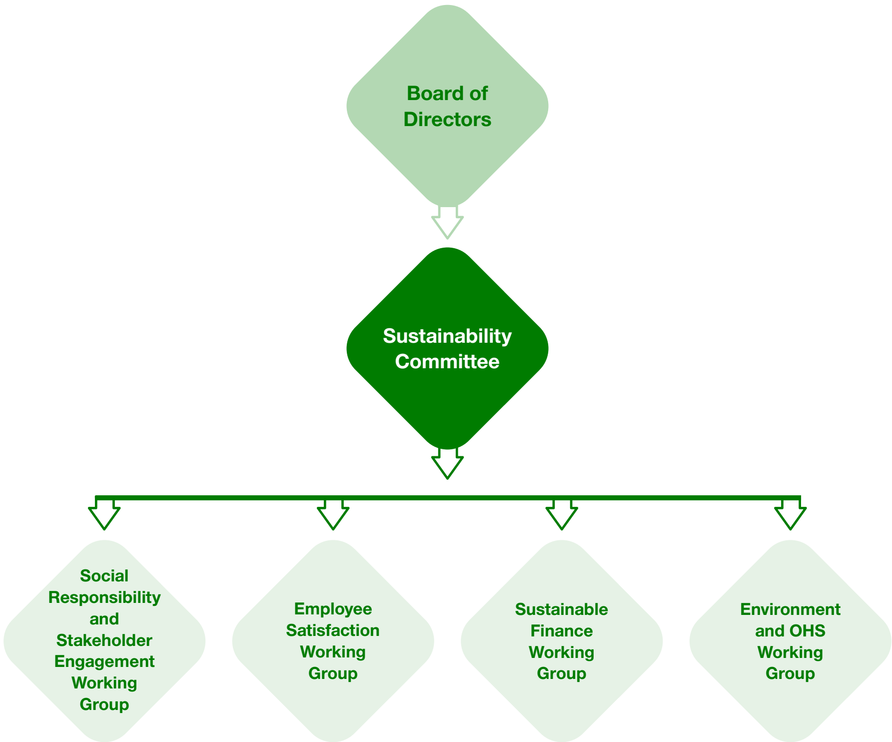
Corporate Governance and Risk Management

Our Sustainability Governance

We continue our activities with a focus on consistently increasing the renewable energy supply that we produce with a long-term, sustainability perspective. We integrate sustainability into our processes and corporate management in order to meet the requirements of the energy transformation era in economic, environmental and social fields.

Our sustainability governance, which we have created to improve our performance in environmental, social and governance issues and to manage our work more effectively, is shaped by the extensive contributions of our Sustainability Committee that reports directly to our Board of Directors, and our relevant sub-working groups. Our Board of Directors acts as the highest governance body that is responsible for reviewing the material issues, short, medium and long-term goals, and actions, determined by the Sustainability Committee, as well as performance reports and the Sustainability Report, for providing the relevant approvals, and for monitoring our company's sustainability governance.

Through **our Environment and OHS, Social Responsibility and Stakeholder Engagement, Sustainable Finance and Employee Satisfaction** working groups, which operate under the Sustainability Committee, we closely monitor the needs of our country and the future from a sustainability perspective. Thanks to our sustainability approach, which we integrate directly into our company's risk and opportunity assessment processes, we are able to not only better manage our risks and opportunities but also adapt more flexibly to global and local trends. Our participatory sustainability governance structure is as follows:



Through the work carried out by our Environment and OHS, Social Responsibility and Stakeholder Engagement, Sustainable Finance and Employee Satisfaction working groups that operate under our Sustainability Committee, we effectively monitor and ensure governance of different aspects of sustainability.

You may access the working principles of our Sustainability Committee and sub-working groups here.

Our Sustainability Committee

Our Sustainability Committee is responsible for determining the sustainability strategy, policies, goals and practices of our company in the environmental, social, and governance fields; making and implementing the relevant plans, monitoring and supervising the performance, determining the risks and opportunities related to sustainability, establishing working groups on the subjects and in numbers deemed necessary to achieve the determined sustainability targets, and informing the Board of Directors on these matters. The duties, roles, responsibilities and reporting structure of our Sustainability Committee are described in **the Working Principles of the Sustainability Committee** that is available on our website. Our Sustainability Committee, which convenes at least twice a year under the leadership of **the CEO,** consists of a total of **7 members, namely the Chief Operating Officer, Deputy General Manager of Business Development and Sustainability, Deputy CFO, Human Resources and Administrative Affairs Director, Cost Control and Procurement Director, Financial Control and Finance Manager, and HSE and Sustainability Manager.** Our committee also evaluates the results of the meetings held by our working groups quarterly in order to achieve the sustainability targets we determined and works to promote the sustainability business approach among our employees and all our stakeholders. The management chart of our Sustainability Committee, which is responsible for the active execution of the practices we determine in line with our Sustainability Strategy and business model, is as follows. Accordingly, the decisions taken by our committee come into force upon approval by our CEO.

Sustainability Committee

Committee Leader:

CEO

Committee Members:

Chief Operating Officer (COO)

Deputy General Manager of Business Development and Sustainability

CFO

Human Resources and Administrative Affairs Director

Cost Control and Procurement Director

HSE and Sustainability Manager

Financial Control and Finance Manager

GRI 2-9 • GRI 2-12 • GRI 2-13 • GRI 2-14 • GRI 2-16 •GRI 2-17 • GRI 3-3

Corporate Governance and Risk Management

Sustainability Committee Competency Matrix

Koray KIYMAZ
CEO

Volkan BAŞKAYA
COO

Özlem ÇOLAK ÖZYILMAZ
Deputy General Manager of Business Development and Sustainability

Denizhan TEMEL
CFO

Ebru ŞENER GÜLEN
Cost Control and Procurement Director

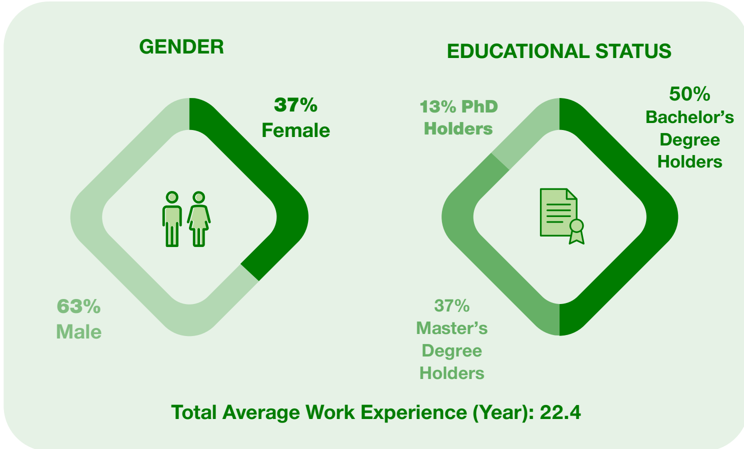
Nadide MAKUL
Human Resources and Administrative Affairs Director

Levent KAVUNCU
HSE and Sustainability Manager

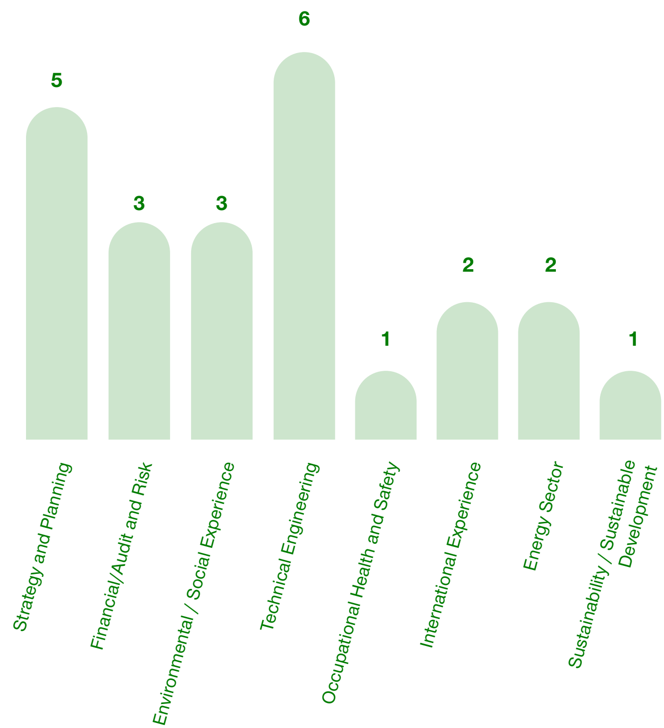
Hasan TOPAL
Financial Control and Finance Manager

GRI 2-9 • GRI 2-12 • GRI 2-13 • GRI 2-14 • GRI 2-16 • GRI 2-17 • GRI 3-3

Corporate Governance and Risk Management



Field of Experience



Corporate Governance and Risk Management

Our Working Groups undertake their work with the aim of monitoring the results of the sustainability activities of the relevant departments and the progress in relation to the targets such departments are responsible for and identifying the needs that arise according to current developments.

Our Working Groups

Our Social Responsibility and Stakeholder Engagement, Employee Satisfaction, Sustainable Finance, and Environment and OHS Working Groups undertake their work with the aim of monitoring the results of the sustainability activities of the relevant departments and the progress in relation to the targets such departments are responsible for and identifying the needs that arise according to current developments. Our working groups, which convene in quarterly periods, are primarily responsible for fulfilling the duties determined by the Sustainability Committee, creating business plans to ensure the implementation of the strategies, goals, policies and duties determined by the Sustainability Committee, determining the needs that fall within the scope of their duties and responsibilities, and presenting suggestions to the Sustainability Committee on the regulations regarding the scope of duties and responsibilities. The participants and responsibilities of each of our working groups are summarized below:

Social Responsibility and Stakeholder Engagement Working Group

Our working group convenes under the chair of the **Deputy General Manager in charge of Business Development and Sustainability** and its meetings are attended by **HSE and Sustainability Manager, HSE and Sustainability Assistant Manager, HSE and Sustainability Specialist, Senior Project Engineer, Facility Managers, Business Development Specialist, Human Resources Executive, Procurement Executive, and Cost Control Executive,** as responsible officers. Our working group is responsible for determining communication methods with stakeholders, communicating with stakeholders when necessary, in business processes, and evaluating suppliers and supply processes in the context of sustainability.

Employee Satisfaction Working Group

Our working group convenes under the chair of the **Human Resources and Administrative Affairs Director** and its meetings are attended by **Human Resources Executive and Specialist,** as the responsible officer. The main responsibility of our working group is to maintain the positive working environment we have created. In order to do this, our working group determines internal training needs and the trainers who will meet these needs, and periodically conducts Employee Engagement surveys. Our working group also regularly monitors internal equality and inclusion.

Sustainable Finance Working Group

Our working group convenes under the chair of the **Financial Control and Finance Manager** and its meetings are attended by **HSE and Sustainability Manager, HSE and Sustainability Assistant Manager, Finance Executive, and Business Development Specialist,** as responsible officers. Our working group is responsible for listing annual financing instruments, creating cash flow lists, access to sustainable financing, and calculating total company income. The effects of the relevant reports on the investor side are observed by our Sustainable Finance working group.

Environment and OHS Working Group

Our working group convenes under the chair of the **HSE and Sustainability Manager** and its meetings are attended by **Facility Managers, HSE and Sustainability Assistant Manager, Projects Department Site Chief, Wildlife Specialist, HSE and Sustainability Specialist, and Business Development Specialist,** as responsible officers. Our working group is responsible for planning, implementing and monitoring our company's carbon policies, monitoring environmental and social compliance standards, creating biodiversity management plans and updating them when necessary, providing a safe working environment for employees, and updating and publishing the sustainability report on an annual basis.

GRI 3-3

Corporate Governance and Risk Management

Decisions Taken by Our Sustainability Committee and Our Actions Completed in 2022

Şadıllı WPP

1. Provision of social benefit by increasing our cooperation as well as conducting corporate social responsibility projects
2. Commencement of the necessary work for the Carbon Disclosure Project (CDP)
3. Submission of the commitment letter for Science Based Targets Initiative (SBTi)
4. Holding of training sessions for all our employees to increase their awareness on sustainability issues
5. Commencement of energy efficiency efforts
6. Sharing of the policies we have prepared within the scope of ESG (HSE Contract etc.) and evaluation surveys that are in accordance with ESG criteria, with our suppliers
7. Establishment of an environmentally-friendly working environment that are free from plastic packaging waste by taking action for plastic-free office transformation
8. Receipt of external assurance services for the 2022 sustainability report and initiation of negotiations with the relevant stakeholders in this context
9. Planning of training sessions on corporate risk management and rules of ethics – anti-corruption
10. Commencement of focus group studies that will contribute positively to the results of employer brand studies and the launch of the Flexible Benefits Project

GRI 3-3

Corporate Governance and Risk Management

Sustainability Report

We published our first Sustainability Report in 2021.

Policy Revisions

Our Sustainability Policy was published, and Sub-Policies were formed and started to be implemented.

Supply Chain

Within the framework of our Sustainable Supply Chain practices, we delivered policies, information brochures and surveys to a total of 46 suppliers.

We updated our HSE Contract in line with sustainability principles.

Participation in Panels and Events

Our Chair of the Board, Murat Özyeğin, attended the Uludağ Economy Summit. We participated and delivered speeches in the events organized by Istanbul Chamber of Industry, Gebze Technical University and Istanbul Kültür University, and the Shopping Mall Investors Association. Our Wildlife Specialists were invited as participants to 3 different events organized on Biodiversity. We participated in TÜSİAD (Turkish Industry and Business Association) Energy Working Group and TWEA (Turkish Wind Energy Association) Investor meetings. We participated in the Turkish Wind Energy Congress (TÜREK) held in İzmir in November 2022.

Fiba ESG

We participated in and supported the ESG processes carried out within Fiba Holding. We also volunteered for plastic-free office transformation initiative.

Sponsorship

We signed a contract for Bronze Sponsorship support for the Istanbul Carbon Summit, which will take place in 2023.

Committee Activities

Our working groups operating under the Sustainability Committee convened 3 times in 2022. Our Sustainability Committee held its first meeting in August 2022.

GRI 3-3

Corporate Governance and Risk Management

Our Website

We added information on our sustainability activities to our website, which was renewed within the framework of our corporate identity.

Training

We organized a Sustainability training session in cooperation with Özyeğin University.

We organized a Gender Equality training session in cooperation with AÇEV.

Corporate Social Responsibility (CSR)

We held prioritization and project-ideas sharing meetings with our employees for Corporate Social Responsibility projects.

We started a project with the Bilim Kahramanları Derneği (Science Heroes Association) that will be completed in 2023.

We provided sponsorship support to EÇEM / CEEE.

International Initiatives

We published our first progress report in accordance with the UN Global Compact, to which we are a signatory.

We filed a participation application by signing the Science Based Targets Initiative (SBTi) commitment letter.

We completed our registration process for the Carbon Disclosure Project (CDP) and we planned our participation in the 2023 Climate Change Program survey.

Fiba Volunteers

As Fiba Renewables, we provided support with 13 volunteers to Fiba Volunteers.

Sustainability Goals

We set goals for sustainability processes and developed a monitoring method. We carried out data collection planning.






GRI 3-3 • GRI 201-2

Corporate Governance and Risk Management

We took actions in 2022 to turn risks into opportunities.

As Fiba Renewables, we manage potential risks that may harm our company's reputation and its position in the sector by evaluating our risk-opportunity activities in the short, medium and long-term.

Şadıllı WPP

Bağlama WPP

We carry out activities in order to minimize the risks that may affect the financial, operational and strategic plans of Fiba Renewables.

Our Risk Management

As Fiba Renewables, we manage potential risks that may harm our company's reputation and its position in the sector by evaluating our risk-opportunity activities in the short, medium and long-term.

Within the scope of our risk management, we define the potential internal and external risks that may affect our company and create our action plans by evaluating the risks and identifying possible opportunity areas based on the findings we obtain. By closely following global risks, we carry out activities in order to minimize the risks that may affect **the financial, operational and strategic** plans of our country and our Company.

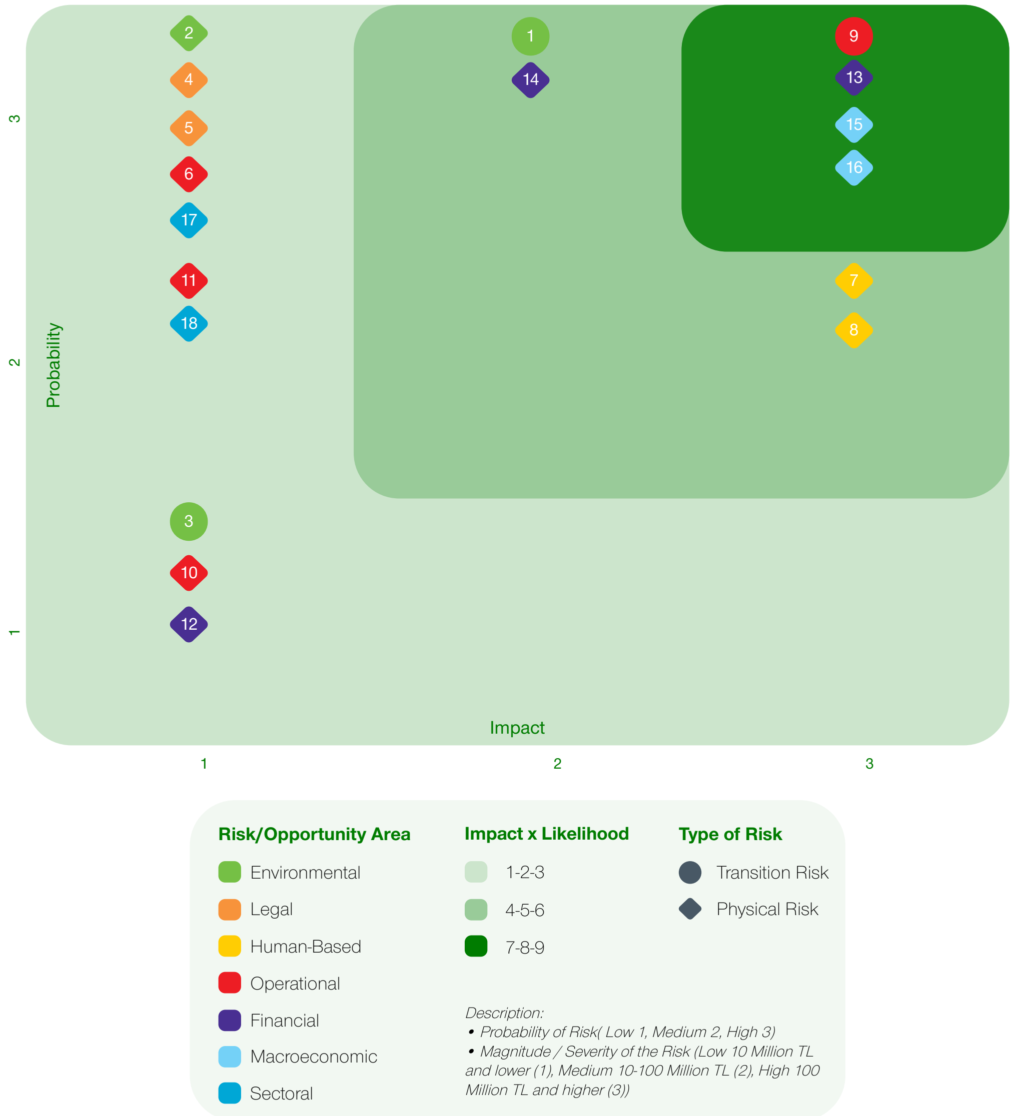
In its **18th Global Risks Report** published in 2023, the **World Economic Forum (WEF)** evaluated the prominent global risks pertaining to two-year and ten-year periods under 5 risk categories: social, environmental, economic, technological and geopolitical. For the two-year period, risks such as the cost of living crisis, data security, natural disasters and extreme weather events, geo-economic conflict, failure to take action for climate change, and failure to adapt to climate change, etc. were listed as the most serious risks; while, in the evaluation of the 10-year period, environmental risks such as loss of biodiversity and ecological destruction, etc. were determined to be prominent risks in addition to the failure to take action for climate change and adaptation issues. The report also covered the energy supply crisis that emerged due to the geopolitical developments in our region, and the impact of the economic, social and environmental effects of these developments on companies was analyzed. It was emphasized that, with the pressure created by the energy crises and the "net zero" goals, the situation should be regarded as a turning point that encourages energy-importing countries to invest in safe, cleaner and cheaper renewable energy sources. In this context, as Fiba Renewables, we aim to reduce foreign energy dependency by supporting energy transformation with our new project investments made every year and projects conducted for capacity increase in our existing power plants, in order to safely meet the increasing energy demand of our country, and we carry out activities to turn global risks into opportunities.

By predicting the risks pertaining to clean and safe energy production, the continuity of biodiversity and ecology, and climate change, which are highlighted in the 2023 Global Risks Report, we took actions also in 2022 to turn these risks into opportunities.

As part of our risk management, we analyze our risks by using the 3x3 Impact and Likelihood Table; we evaluate our risks in the short- (0-2 years), medium- (2-5 years) and long-term (>5) and classify the impact sizes as low, medium and high. We make our main risks measurable by categorizing our risk and opportunity areas in terms of **environmental, legal, operational, human-based, sectoral, financial and macroeconomic.** We assess and categorize our risks within the scope of physical and transition risks according to the recommendations of **the Task Force on Climate-Related Financial Disclosures (TCFD).**

GRI 3-3 • GRI 201-2

Corporate Governance and Risk Management



No	Risk	Time Horizon of Risk		
		Short	Medium	Long
1	Risks from climate change	✓	✓	✓
2	Risks form biodiversity loss		✓	
3	Risks from increased pressure on natural resources			✓
4	Risk of misinformation and incomplete documentation	✓		
5	Risks arising from legislative changes	✓		
6	Risks associated with media and stakeholder activities	✓		
7	Risks from employee development and talent management	✓		
8	OHS risks	✓		
9	Project risks	✓		
10	Digitalization/Digital inequality risks			✓
11	IT and cybersecurity risks	✓		
12	Liquidity risk			✓
13	Planning and resource allocation risks as a result of the increase in commodity prices		✓	
14	Credit Risks		✓	
15	Market dynamics/risks			✓
16	Fluctuations in the national and global economy	✓		
17	Risks from the sectoral competitive environment			✓
18	Risks pertaining to sustainability/high ESG standards			✓

You may find our detailed Risk and Opportunity Table, containing matches with our strategic focus areas and relevant capital items, in the Annexes.

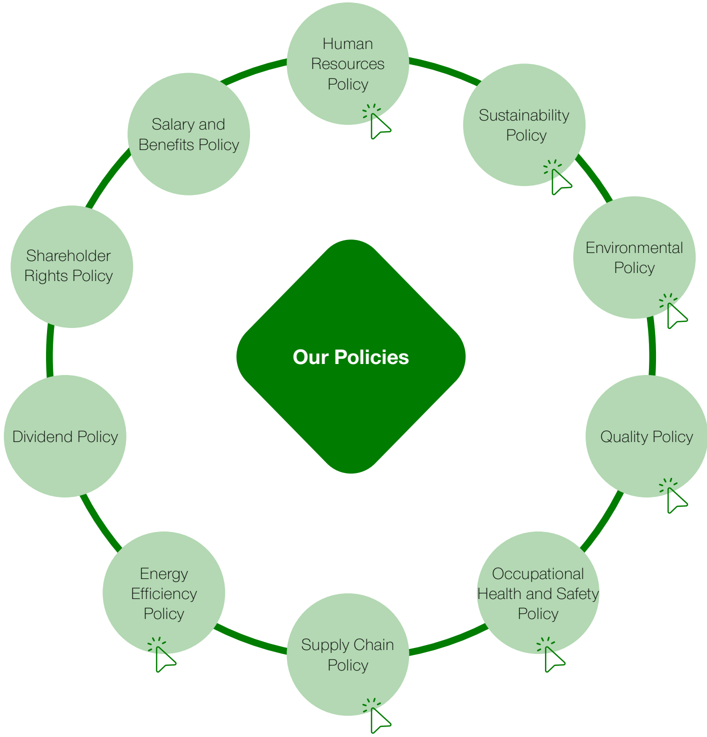
GRI 2-15 • GRI 2-19 • GRI 2-23 • GRI 2-24 • GRI 2-27 • GRI 3-3 • GRI 205-1 • GRI 205-2 • GRI 205-3 • GRI 206-1

Business Ethics, Compliance and Transparent Management

We act with a business ethic that respects all areas of life.

At the Management Review meetings we hold every year, we review our policies and make revisions when necessary, and share them with our employees.

As Fiba Renewables, we shape our processes with our ethical and transparent management approach in line with our values of integrity, respect, improvement, and team spirit, and, together with our stakeholders, we act with a business ethic that respects all areas of life. We determine all our processes according to the laws and ethical values and share our policies with all our employees within the Holding and our stakeholders. At the Management Review meetings we hold every year, we review our policies and make revisions when necessary, and share them with our employees



Through our Human Resources Policy, we aim to integrate all our employees and potential employees within Fiba Renewables into the sustainability-oriented work culture, and in all processes from recruitment to retirement, we adopt an approach that attaches value to diversity, regardless of race, religion, language, color, ethnic and national origin, gender, marital status, age or disability. In **our Recruitment, Training, Remuneration, Performance Management, Ethical Principles and Disciplinary** processes, we act with the vision of **"being the most reliable and most preferred group to work with in the energy sector"**. We maintain our success and strengthen our corporate structure with the "Employee Engagement Surveys" we conduct with our employees, and we plan and implement our efforts to increase loyalty and motivation based on the results of such surveys. We follow the WEPs **(Women's Empowerment Principles)** guide, which we signed in 2019, and aim to create an egalitarian working environment by ensuring a balance between male and female employees. We protect the rights to association and collective bargaining rights of our employees within the scope of our **Human Rights Policy**, which is included in our Human Resources Policy. We do not allow employment of illegal immigrants and foreign nationals who do not have a work permit, forced labour, including any kind of ill-treatment or exploitative behavior, or child labour, and we reject all types of forced and compulsory labour, within the scope of o**ur Human Rights Policy, UN Global Compact, the Constitution and the Labor Law.**

Within the scope of our Integrated Management System, we closely monitor the up-to-datedness of the certificates we hold and the certification processes of our facilities. In addition **to ISO 9001:2015 Quality Management System, ISO 14001:2015 Environmental Management System and ISO 45001:2018 Occupational Health and Safety Management System,** we also have integrated **ISO 50001:2018 Energy Management System,** for which we concluded the certification processes this year, into our Integrated Management System in order to expand our scope.

We are proud to state that there were no cases of forced or compulsory labour, child labour, or discrimination in our company during our reporting period.

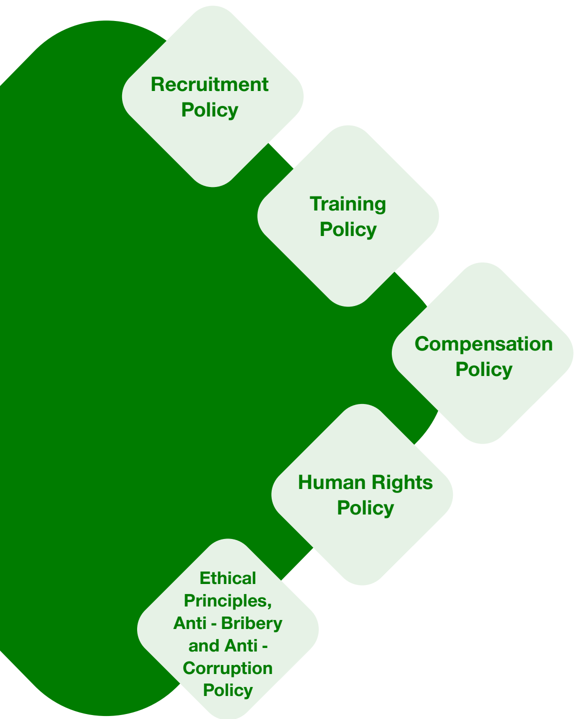
GRI 2-15 • GRI 2-19 • GRI 2-23 • GRI 2-24 • GRI 2-27 • GRI 3-3 • GRI 205-1 • GRI 205-2 • GRI 205-3 • GRI 206-1

Business Ethics, Compliance and Transparent Management

We will closely monitor the notifications of all our stakeholders through our Ethics Line, which we will launch in 2023.

We continue to build sustainable relations at full speed within the framework of competition rules, and we are happy to report that no cases of anti-competitive practices took place during the reporting period.

Human Resources Policy



Business Ethics, Anti-Bribery and Anti-Corruption

We create our ways of doing business within the framework of transparency and ethical principles and share them with all our stakeholders, and we demonstrate maximum care to ensure compliance with ethical principles. Within the scope **of our Human Resources Policy,** we evaluate the topics of business ethics, anti-bribery and anti-corruption, and undertake to take the necessary actions and impose the necessary sanctions in the case of non-compliances, bribery or corruption.

In our **Human Resources Policy**, which includes our **Ethical Principles, Bribery and Corruption Policy**, we specify the number and percentage of our governance body members, to whom activities involving risks related to corruption and the anti-corruption policies and procedures are communicated. We carry out all legally required inspections and checks at all of our power plants in accordance with laws and regulations.

Our Disciplinary Committee, consisting of our CEO, Human Resources Director and the relevant department executives is responsible for making assessments and determining the necessary actions in line with **our Disciplinary Regulation** in the case that unethical conduct or acts contrary to company policies and procedures or violations of legal regulations are detected. In this context, there was no case of non-compliance with our Disciplinary Regulation that was assessed by our Disciplinary Committee in 2022.

We aim to closely monitor the notifications of all our stakeholders through our Ethics Line, which we will launch in 2023.

Through **the QDMS Integrated Management System,** we share and inform our employees about our procedures and regulations that we have created in accordance with our policies. In our mentioned regulations, we define bribery, corruption, and all kinds of violations and irregularities that can be regarded as contrary to the corporate culture and we thereby maintain our business ethics culture, and we show zero tolerance towards bribery and corruption. In the coming years, we plan to provide training sessions on ethics, anti-corruption and anti-bribery to all our employees.

We continue to build sustainable relations at full speed within the framework of competition rules, and we are happy to report that no cases of anti-competitive practices took place during the reporting period.

We create our ways of doing business within the framework of transparency and ethical principles and share them with all our stakeholders, and we demonstrate maximum care to ensure compliance with ethical principles.

GRI 3-1 • GRI 3-2

Our Sustainability Strategy

We prepare the society and our business for the future through development in environmental, social and governance issues.

Under the guidance of the UN Global Compact Principles and Sustainable Development Goals and in line with our Sustainability Policy, we continue to make investments to continuously improve our performance and fulfill the requirements of ESG standards.

With our vision of becoming one of the leading companies in the sector with our expertise in renewable energy in the construction of a green future, we focus on increasing renewable energy production and sustainable growth in our country, as well as our environmental and social responsibilities.

With our leading position in the renewable energy ecosystem and our strong financial structure, we focus on developing business strategies that will contribute to the realization of our country's Paris Agreement goals, strengthening our processes, increasing our production volume, and creating a positive environmental and social impact, for a sustainable future. As Fiba Renewables, we increase the volume of clean electrical energy we produce from renewable energy sources, and we take an active role in the construction of a sustainable future with our rational, principled and responsible business approach towards social and environmental awareness.

Based on the sustainable value creation perspective of the Fiba Group, we prepare the society and our business for the future through development in environmental, social and governance issues. In this context, by going beyond even the great contribution of our sector, of which we are an important participant, to a low-carbon future, we adopt sustainability as a business culture, and we integrate it into our strategic management. Under the guidance of the UN Global Compact Principles and Sustainable Development Goals and in line with **our Sustainability Policy**, we continue to make investments to continuously improve our performance and fulfill the requirements of ESG standards. Our sustainability strategy is shaped by the opinions, needs and expectations of our internal and external stakeholders, with whom we interact continuously, and our attempts to be prepared for present and future scenarios.

You may examine the values we have created in line with our sustainability strategy and Sustainable Development Goals, which are shaped as a result of our stakeholder interactions, through **our "Value Creation Model".**

Within the scope of our sustainability strategy studies, which we laid the foundations for in 2021, we determined our focus areas that we should prioritize throughout our operations. We continue to assess our sustainability performance under three focus areas, namely "**Growing in the Sector with a Sustainability Focus", "Facilitating a People-Oriented Working Environment", and "Acting with a Sense of Environmental and Social Responsibility".** We strive to keep our strategic focus areas, material issues and goals up to date in line with current needs.

Growing in the Sector with a Sustainability Focus

While making investments for growth in the sector with a high level of economic performance, we try to make sure that we obtain our financing needs for investments from sustainable sources. We conduct environmental, social and governance-focused risk assessment studies for our suppliers in order to fully manage the risks related to our sector and our activities and to minimize their negative effects. We closely follow new business models and technological developments and adapt them to our company. In 2022, we supported the local economy by procuring 95.6% of our supply chain from local suppliers.

Facilitating a People-Oriented Working Environment

We create an integrated business environment with our equality, diversity and inclusion approach by focusing on respect for employee and human rights, and we continue to implement practices that will increase the satisfaction and loyalty of our employees. We carry out our OHS risk analyses and maintain the 'zero occupational accident' target for our employees and subsidiaries without compromising occupational health and safety standards. We use our best efforts to ensure information confidentiality and security by protecting the personal information of all our employees and stakeholders.

Acting with a Sense of Environmental and Social Responsibility

Building on our vision of being one of the leading companies in the sector in the creation of a green future by making use of our expertise in renewable energy, we focus on our environmental and social responsibilities as well as increasing renewable energy production in our country and sustainable growth. By increasing our installed capacity, we contribute to the efforts of our country to obtain the energy it needs from renewable energy sources. We carry out studies aimed at minimizing our carbon footprint and protecting biodiversity in the areas where we operate. By prioritizing education, we contribute to social development and sustainable development and expand the scope of our corporate social responsibility projects.

You may access our Sustainability Policy, which consists of the commitments we have determined in accordance with our Sustainability Strategy, here.

GRI 3-1 • GRI 3-2

Our Sustainability Strategy

OUR STRATEGIC FOCUS AREAS

Strategic Focus Areas	Sub-Strategic Focus Areas	Relevant Material Issues
Growing in the Sector with a Sustainability Focus	Ensuring Operational Excellence	Corporate Governance and Risk Management
		Responsible Supply Chain
	Providing Sustainable Finance and Making Responsible	Sustainable Finance and Responsible Investments
	Doing Business Based on Our Values	Ethics, Compliance and Transparency
	Supporting the Local Economy	Contribution to Local Economy and Employment
Facilitating a People-Oriented Working Environment	Ensuring Employee Development and Satisfaction	Employee Development and Satisfaction
	Ensuring Equality, Diversity and Inclusion	Equality, Inclusion and Diversity
	Ensuring Information Confidentiality and Security and Adapting to New Business Models	Digitalization, Innovation and Information Security
	Making No Compromises on Occupational Health and Safety Standards	Occupational Health and Safety
Acting with a Sense of Environmental and Social Responsibility	Increasing Renewable Energy Production	Green & Reliable Energy Production
	Combating Climate Crisis and Emission Management	Fight Against the Climate Crisis and Emission Management
	Minimizing Our Environmental Impact	Effective Waste and Water Management
		Biodiversity
	Acting with a Sense of Corporate Social Responsibility	Social Responsibility
		Interaction with Stakeholders

OUR SUSTAINABILITY STRATEGY

Related Theme	Relevant Material Issues
Our Environmental Responsibility	Green & Reliable Energy Production Fight Against the Climate Crisis and Emission Management Effective Waste and Water Management Biodiversity
Our Responsibility to Our Employees	Employee Development and Satisfaction Equality, Inclusion and Diversity Occupational Health and Safety Contribution to Local Economy and Employment
Our Social Responsibility	Social Responsibility Interaction with Stakeholders
Our Responsibility to Our Business and Sector	Sustainable Financing and Responsible Investments Responsible Supply Chain Digitalization, Innovation and Information Security Corporate Governance and Risk Management Ethics, Compliance and Transparency

GRI 3-1 • GRI 3-2

Our Sustainability Strategy

We aim to increase our installed capacity by 25% with the investments we will complete until the end of 2025, in order to reduce the impact of the relevant risks that arise in the energy ecosystem, where the effects of climate change are dominant, and to be carbon neutral accordingly.

Sustainability (ESG) Strategy and Roadmap Development Study, conducted with Fiba Group and its Affiliates

With the “Sustainability (ESG) Strategy and Roadmap Development” study, which was initiated in 2022 and which covered our umbrella organization Fiba Group and its affiliates, the aim was to prepare the society and our business for the future with a focus on environmental, social and governance development throughout the Group. In the study, which involved 15 Fiba affiliates operating in 5 sectors from 7 countries, global references such as GRI, WEF, SASB, Refinitiv, S&P Global, TCFD, and CDP were taken as a basis and analysis was carried out regarding the existing ESG maturity in the affiliates, ESG risks were assessed, and thus the Group’s strategic material ESG issues were determined. Studies were carried out under the guidance of the Sustainability Committee, which includes Fiba Group’s Executive Committee Members and senior executives.

A Group-wide roadmap was created with the topics “Integrated environmental management system, minimizing the environmental footprint, employees’ personal development and well-being, enriching the existing infrastructure and practices in the fields of diversity, inclusion and equity principles and corporate governance, and contributing to the social and economic development of the society”. After the earthquake disaster of 6 February 2023, the management of our systems and capacities that ensure business continuity against disasters has also been included among the material issues.

As Fiba Renewable Energy, we actively participate in the ESG activities carried out by the Fiba Group. We will continue to work together with the goal of developing ourselves and reinforcing our strengths in these material areas determined with our support.

GRI 2-16 • GRI 3-1 • GRI 3-2

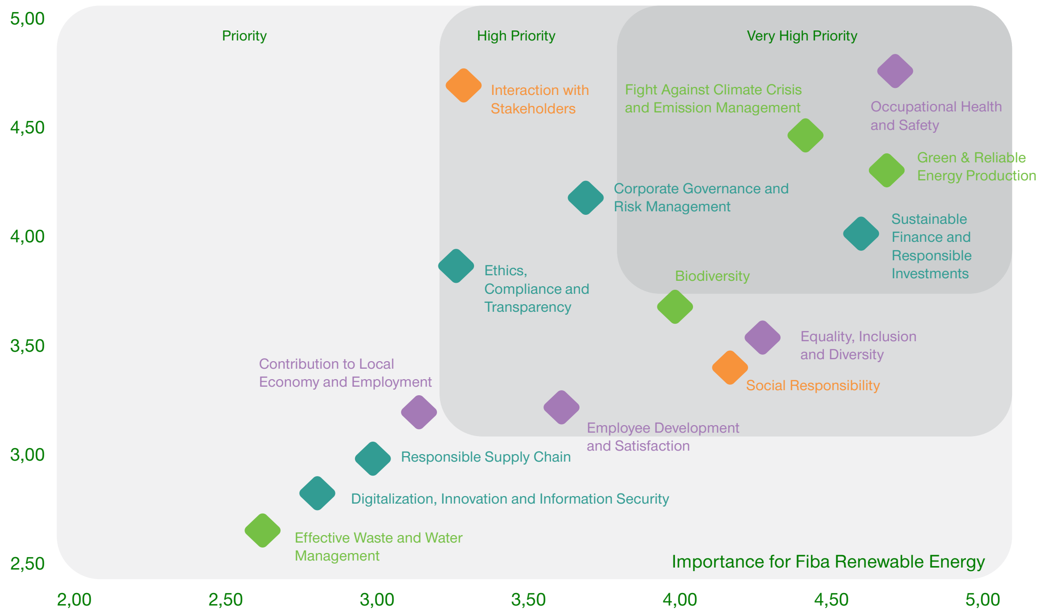
Our Sustainability Strategy

Our Materiality Matrix in 2022

In line with the extensive stakeholder network that we, as Fiba Renewable Energy, possess, we give importance to trust-based and participatory business relations with our stakeholders. Our sustainability strategy and related goals are guided by the material issues we have determined together with our stakeholders. When determining our sustainability priorities, we seek the opinions of our internal and external stakeholders. This year, we re-evaluated our materiality mapping, which we carried out for the first time in 2021, under the guidance of national and international developments and resources, including especially the Reporting Matters feedback received for the 2021 Fiba Renewable Energy Sustainability Report, International Energy Agency (IEA) Renewable Energy Market Updates, EY CEO Outlook Pulse, Türkiye Renewable Energy Outlook 2022 Report, and World Economic Forum Global Risks Report (WEF Global Risks Report 2023).

We rearranged the subject scopes to better meet the needs of our company and our stakeholders and repositioned the prominent subjects in our materiality matrix with the support of the sustainability consultancy services we received.

	Material Issues	Priority	High Priority	Very High Priority
Our Environmental Responsibility	Green & Reliable Energy Production			✓
	Fight Against Climate Crisis and Emission Management			✓
	Effective Waste and Water Management	✓		
	Biodiversity		✓	
Our Responsibility to Our Employees	Employee Development and Satisfaction		✓	
	Equality, Inclusion and Diversity		✓	
	Occupational Health and Safety			✓
	Contribution to Local Economy and Employment	✓		
Our Social Responsibility	Social Responsibility		✓	
	Interaction with Stakeholders		✓	
Our Responsibility to Our Business and Sector	Sustainable Finance and Responsible Investments			✓
	Responsible Supply Chain	✓		
	Digitalization, Innovation and Information Security	✓		
	Corporate Governance and Risk Management		✓	
	Ethics, Compliance and Transparency		✓	



Changes in Material Issues

- The title “OHS” was changed to “Occupational Health and Safety”.
- The topic “Climate Change and Emission Management” was changed to “Fight Against Climate Crisis and Emission Management”.
- “Corporate Governance” and “Risk Management” topics were combined under a single material topic as “Corporate Governance and Risk Management”.
- “Sustainable Growth” and “Sustainable Finance” topics were combined under a single material topic as “Sustainable Finance and Responsible Investments”.
- “Employee and Human Rights”, “Employee Satisfaction and Engagement” and “Talent and Performance Management” topics were combined under a single material topic as “Employee Development and Satisfaction”.
- “Ensuring Information Security” and “Innovation and New Business Models” topics were combined under a singlematerial topic as “Digitalization, Innovation and Information Security”.
- The topics “Waste Management” and “Water Management and Consumption” were combined under a single material topic as “Effective Waste and Water Management”.

Our Sustainability Strategy

Our Value Creation Model

We continue to be a reliable business partner by creating value for all our stakeholders in the renewable energy ecosystem. In this context, with the integrated mindset we have embraced, we have adapted our business model to the International Integrated Reporting Framework <IR> recommended by the VFR (Value Reporting Foundation) and, accordingly, we present it to the information of our stakeholders, as an integrated model, together with input and resources, business activities, operating outputs, directly-affected stakeholder group, and contribution to Sustainable Development Goals, under a total of six capital items, including social and relationship, human, intellectual, natural, manufactured, and financial.

Capital Items	Inputs and Recources	Business Activities	Outputs	Value Created	Our Contributions To SDGs	Stakeholder Group
Financial Capital	• Investments • Financial income • Our Capital	• Financial risk management • Operating capital management • Revenue growth management • Pricing • Capacity increase and new investment projects • Publication of financial statements on the website (disclosure of financial statements to the public)	• 4.63% market share • 119% revenue increase • total assets of TL 23,443,201,000 • Positive and sustainable free cash flow • Company worth of TL 2,510,791,000 as of 2022	• Access to sustainable finance • Company reputation • Transparency and reliability	8 DECENT WORK AND ECONOMIC GROWTH	• Shareholders • Government/ Public Institutions and Organizations • Affiliates and Subsidiaries • Banks and Insurance Companies • Financial Institutions
Intellectual Capital	• Management systems and certificates • Information processing infrastructure • Notification channel with QR code in feedbacks • Investment in renewable energy storage technologies • Energy production license	• Project development • Development of digital transformation projects • Practices to increase efficiency • Information Security Trainings	• Live monitoring of turbines with SCADA • Hourly observation of production data with hourly e-mails using WebEyes system and submission of production forecast data to EPİAŞ and TPYS systems over the same system • Observation of all data from the moment of first installation of power plants with Daily Report • Monitoring the production of power plants with the mobile application that provides internal and external access through the MobEyes system • Using a wind forecast database and making plans according to optimum forecasts by using ECMWF and GFS, which are the most common meteorological forecast sources in the world • QR code system for transferring information on OHS Environment and Biodiversity issues to all employees • Providing security and backup systems with KoçSistem infrastructure • ISO Ceftificates • Switching to an ERP system • Turbine Performance improvement analysis	• Business efficiency • Employee experience • Increased productivity and efficiency • Innovation	4 QUALITY EDUCATION 12 RESPONSIBLE CONSUMPTION AND PRODUCTION 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	• Shareholders • Managers • Employees • Customer/End User • Technology Partners

Our Sustainability Strategy

Our Value Creation Model

Capital Items	Inputs and Recources	Business Activities	Outputs	Value Created	Our Contributions To SDGs	Stakeholder Group
Manufactured Capital	• Infrastructure • Equipment • 14 Wind Power Plants (WWP), 5 Solar Power Plants (SPP)	• Purchase of machinery and equipment for power plants • Maintenance and repair • Use of continuous monitoring equipment in turbines • Inspection of energy transmission lines and turbines with the use of drones • Maintenance carried out within the scope of supply continuity	• New generation equipment with high capacity • With a total production capacity of 581 MW, production of 1,716,662 MWh in 2022 • The production increase that occured (2021 vs 2022) : 10.93% • Investment of shares in a storage battery and battery technology company • Purchase of machinery to keep the power plant and turbine access roads open in severe winter conditions so as not to disrupt turbine maintenance services • Capacity factor by 2022: 36% • 2022 Order Availability Rate: 98.14%	• Increased productivity, efficiency and capacity utilization • Safety		• Shareholders • Suppliers • Affiliates and Subsidiaries • Banks and Insurance Companies • Financial Institutions • Technology Partners
Human Capital	• 158 employees who are experts in their fields • Management systems and programs (talent programs or ethics lines) • Company principles and values • Equitable Language and Conduct Guide • Women's Empowerment Principles (being a WEPs signatory, etc.) • Fiba Equality First	• Talent and performance management • Health, safety and wellbeing practices • Human rights, diversity and inclusion practices • Employee communication and interaction • Emergency plans and drills • Accident Investigation and Root Cause Analysis • Monthly OHS bulletins and OHS Reward & Incentive Program • LEAP-Employee support program	• In total, 6,266.45 person x hour personal development trainings in 26 sections • Professional certification (EKAT) • The ratio of female employees in the Headquarter 47.27% • Female manager ratios: Senior management and director level 50%; manager and specialist level 47% • 554 people x hour disaster and emergency situations training -OSH-E risk workshops in 7 enterprises with the participation of employees	• Employee engagement and satisfaction • Increased productivity, efficiency • Diversity and inclusion • Personal development • Progress in knowledge and skills • Health, safety and wellness • Equal Opportunities		• Managers • Employees • Non-Governmental Organizations and Chambers

Our Sustainability Strategy

Our Value Creation Model

Capital Items	Inputs and Recources	Business Activities	Outputs	Value Created	Our Contributions To SDGs	Stakeholder Group
Social and Relationship Capital	• Stakeholder expectations • Company principles and values • Regulations and laws • External trends • Interaction platforms • UNGC Global Compact signatory • Our 521 suppliers	• Active participation in meetings, conferences, workshops, panels and projects of NGOs, commercial interest groups and industry associations • Effective communication with and evaluation of suppliers • Communication campaigns • CSR Programs • Fiba Volunteers - Participation in Volunteer-Based Projects • Interaction with local and national official authorities • Monitoring of legal compliance	• 77.08% local employment in regional projects • Cooperation with the Turkish Educational Foundation, AÇEV, Bilim Kahramanları Derneği (Science Heroes Association), Özyeğin University and the Hüsnü M. Özyeğin Foundation • The amount of donations made to volunteering projects / CSR projects in the field of education is TL 3,445,244 • Volunteer Work (Fiba Volunteers , Fiba Equality First) • Number of people affected by volunteering/ CSR projects: We have reached 1,000 children and 1,000 parents with AÇEV. Participation of 3 teams consisting of 10 people from public schools in the 'Bilim Kahramanları Buluşuyor / FIRST LEGO League Challenge' tournament • Corporate participation in 7 different organizations in 2022 • Technical trips to our enterprises that high school and university students benefit from. • Fiba Volunteers 2022: participation of 13 people • Our 2 employees who are in the Fiba Equality First • Our 6 employees who received search and rescue training in an avalanche • Our 9 employees volunteered for forest fire trainings	• Increasing transparency • Building trust • Company reputation • Contribution to future resilience • Social cohesion in order to operate • Legal risk mitigation • Social development • Awareness		• Employees • Customer/End User • Suppliers • Affiliates and Subsidiaries • Trade Associations/ Sectoral Associations • International Regulatory Organizations • Competitors • Community/Local People • Universities • Non-Governmental Organizations and Chambers
Natural Capital	• Energy • Biodiversity • Water	• Sustainable Waste Management • Partnerships with NGOs for environmental issues • Carbon footprint calculation and reduction studies • Environmental Impact Assessments and ISO14001 audits • Annual bird-bat monitoring activities with the participation of wildlife experts • Preparation of the Biodiversity Management Plan • Environmental Expenditures • Energy Efficiency Studies	• 4,408,153 tree forest land equivalent 1,014,607 tCO2 emission reduction • Gold Standard, I-REC and GCC certifications • 44.15 person x hour biodiversity education • Number of enterprises where the Biodiversity Management Plan is being implemented: 10 • 6.2 MWh energy savings provided in 4 enterprises and 4.5 tCO2 emissions prevented equivalent to this • Reduction of carbon emissions with renewable energy produced • ISO 50001 certificationu • Zero Waste documents • Income from carbon credits of TL 13,251,382.39 • Our expenditures for biodiversity: TL 4,492,304.71 • Our emission intensity ratio of 0.00119 tCO2e/MWh • Our energy intensity ratio of 0.00160 $MWh_{consumption}$ / $MWh_{production}$	• Sustainable resource management • Social cohesion in order to operate • Environmental awareness • Protection of natural resources and the ecosystem		• Government/ Public Institutions and Organizations • Customer/End User • Suppliers • Affiliates and Subsidiaries • International Regulatory Organizationsr • Community/Local People • Non-Governmental Organizations and Chambers • Audit and Consulting Companies • Certification companies / organizations

Our Sustainability Strategy

We have set our goals that will accelerate the improvement of our sustainability performance.

In line with our goal of "being the most reliable and most preferred renewable energy company in the energy sector", we carry out practices that put the human element at the centre of our activities.

Our Sustainability Goals

In order to leave a cleaner, fairer and more livable world to future generations, we have set our goals that will accelerate the improvement of our sustainability performance, by integrating sustainability into our way of doing business. We have identified our goals based on our three strategic focus areas in the context of our material issues in our value chain and SDG, as a result of the interactions we have developed with our stakeholders based on trust.

Being aware of our responsibilities towards our business and sector, we support our country's transition to a low-carbon and high-resource-efficient energy sector with our sustainable investments, in line with the Paris Agreement targets. We aim to continue our seamless cooperation with creditors within the scope of our financing needs. We cooperate with our stakeholders with a focus on operational excellence and risk management, and we focus on gradually improving the assessments we carry out as part of our procurement processes to assess compliance with environmental, social and governance standards and to assess risks. We attach importance to cooperation with our local suppliers and develop projects that will benefit our local economy. In the coming periods, we will continue to support and increase local employment, local workforce and local supply capacity through this approach.

In line with our goal of "being the most reliable and most preferred renewable energy company in the energy sector", we carry out practices that put the human element at the centre of our activities. We aim to keep employee satisfaction at the highest level with the "Employee Engagement Survey" and "Employee Satisfaction Surveys" that we conduct regularly. We strive to achieve gender equality in our human resources practices with an approach that embraces equality, diversity and inclusion. We attach importance to protecting the personal data of all our employees and stakeholders in accordance with regulations and legislation. While maintaining our goal of zero occupational accident, we strive to ensure that our employees and all subcontractors fully comply with occupational health and safety standards.

Due to the nature of the sector in which we operate, we act with an awareness of environmental and social responsibility and contribute to our country's efforts to obtain the energy it needs from renewable energy sources. With the investments we will make in our power plants, we aim to increase our installed capacity by 25% and to be carbon neutral by the end of 2025, and to manage the risks that the climate crisis may cause in our sector in the best way possible. By calculating our carbon footprint every year, we focus on minimizing our environmental impact and reducing the consumption and energy needs of our operations. We regularly carry out studies at our power plants for the protection of biodiversity. We aim to increase our participation in corporate social responsibility projects by prioritizing our training activities.

You may access the table of 'Our Targets in line with Sustainable Development Goals' from our relevant theme cover pages throughout the report and the Annexes.

25%

Increase in Installed Capacity by the End of 2025 Target

We aim to increase our installed capacity by 25% and to be carbon neutral by the end of 2025, and to manage the risks that the climate crisis may cause in our sector in the best way possible.

Our Environmental Responsibility

As Fiba Renewables, we respect our planet and the right to life of all living things and contribute to the energy transformation of our country and of the world with the low-carbon, clean and green energy we produce. We strive to minimize our carbon footprint, which is the result of our operational activities, and which is created despite our production processes that are based on 100% renewable energy sources, and we continue to take firm steps on the path towards our goal of becoming carbon neutral by the end of 2025, which we have set within the scope of our fight against climate change and its effects. We continue to carry out effective and precise waste and water management in our operations. In 2022, we continued to carry out studies at our headquarters and power plants by making risk analyses to increase the resilience of our operations and by closely following the developments in the energy markets and the Net Zero targets of our country. In the coming years, we will continue to create value for our country and our world with the awareness of our responsibilities, by taking action accordingly.

TL 4,492,304

Amount spent on environmental investments

GRI 3-3 • GRI 303-1

Our Environmental Responsibility

Relevant Material Issue	Our targets	Base Year	2020	2021	2022 Development	Our 2025 Target	Our 2030 Target	Related SDG
Green & Reliable Energy Production	To increase our current installed capacity of 581 MW by 25% until the end of 2025 through our investments in renewable energy, by taking 2021 as a basis	2021	371	581	581	750	1000	7
	To achieve a minimum level of 97% availability rate in our wind power plants	-	98.13%	97.70%	98.14%	97.00%	97.00%	7
Fight Against Climate Crisis and Emission Management	To increase the cumulative carbon reduction obtained from our renewable energy production since our establishment, as tCO_2e	2009	3,894,821	4,807,615	5,822,222	9,000,000	15,000,000	7, 13
	By taking 2020 as a basis, to reduce the amount of energy need of our products and services sold ($MWh_{consumption}$ / $MWh_{production}$) by 20% until the end of 2025, and by 21% until the end of 2030	2020	-	14%	17%	20%	21%	7, 8, 9, 12
	To reduce greenhouse gas emissions intensity ratio	2021	0.00185	0.00155	0.00119	0.00100	0.00090	7, 13

GRI 2-27 • GRI 3-3 • GRI 305-5

Our Fight against Climate Crisis and Emission Management

We aim to become carbon neutral by 2025.

As one of the leading renewable energy companies in our country, we encourage the use of renewable energy with **100% renewable energy share in electricity generation, and** we make sure that concrete steps are taken to **transition to a low-carbon economy.** The issue of **fight against climate crisis and emission management,** which we consider to be among our material issues, shapes our operations accordingly.

Our approach to protecting natural resources and the environment while combating climate change and the commitments we make in this direction are included in our Environmental Policy. While creating value for the society we live in through clean energy production, we also focus on monitoring the environmental footprint of our company and improving our performance every year. We measure and monitor our carbon footprint annually and identify areas for improvement in emission reduction. We aim to pursue an emission reduction target in line with **the Science Based Targets Initiative (SBTi)** until the end of **2024** and thus to make efforts to limit global warming to 1.5 °C, to monitor impact reduction, and to become **carbon neutral** by the end of **2025**.

In order to integrate this holistic understanding into our operations, we expanded the scope of our existing Integrated Quality Management System for our headquarters and all our sub-locations that generate electricity based on wind and solar energy, with **"ISO 50001: Energy Management System"** certificate in 2022. We aim to ensure the continuing validity of all certificates within the scope of the Integrated Quality Management System in all our facilities in the coming years. Likewise, **we aim to reduce the energy intensity of the electricity produced by 20% until the end of 2025 and by 21% until the end of** 2030, by taking 2020 as a basis. In addition, we aim to reduce the amount of emissions we cause, through a **LED lighting transformation** in all our lighting equipment in the Headquarters building **by the end of 2025.** As part of our carbon emission management, this year we started to carry out studies in relation to **the CDP (Carbon Disclosure Project) Climate Change Questionnaire, which** we will participate in for the first time in 2023.

We aim to raise awareness among all our stakeholders within **the scope of our understanding of environmental sustainability and fight against climate change, which** we strengthen with concrete targets. We carry out extensive work to develop, expand and maintain the awareness of our employees **in relation to environmental issues and the fight against climate change.** In this context, in 2022, we provided our employees with training sessions **on environment (68 person x hour), wildlife and biodiversity (44.15 person x hour), and sustainability 1,747 (person x hour)** and we conducted **14 environmental exercises.** In our headquarters and power plant entities, we fully comply with our legal obligations pertaining to environmental matters. During the reporting period, we were not subjected to any criminal sanction regarding any environmental matter.

Combating the Climate Crisis and Ensuring Emission Management is one of the focus areas of our sustainability strategy. At Fiba Renewables, we manage the risks and opportunities that we face or are highly likely to encounter as a result of the Climate Crisis, and carry out the relevant initiatives, under the leadership **of the Environment and OHS Working Group.** In this context, during the reporting period, we analyzed the risks and opportunities arising from climate change, together with its financial impact, from the perspective of **TCFD (Task Force on Climate Related Financial Disclosures).**

You may access **our Risks and Opportunities Analysis,** which we categorized (as physical and transition risks) with a focus on TCFD, from here.

You may also access **our Environmental Policy,** which forms the framework of our environmental sustainability approach and also includes our commitment to combating climate change, from here.

We aim to successfully manage possible risks arising from climate change by increasing our installed capacity by 25% with our investments in renewable energy, by the end of 2025.


Karova WPP

GRI 3-3 • GRI 305-1 • GRI 305-2 • GRI 305-3 • GRI 305-4 • GRI 305-5

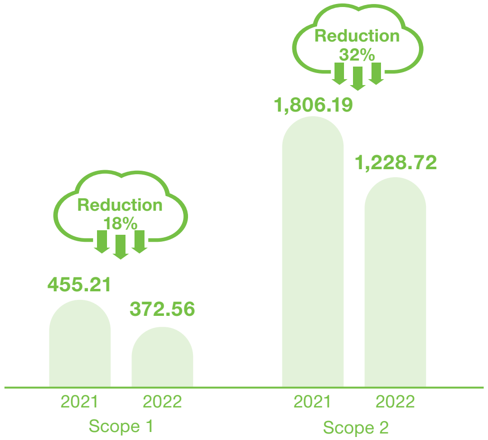
Our Fight against Climate Crisis and Emission Management

In 2022, we offered 250,204 tons CO_2e credits to our customers through sale of Gold Standard-certified carbon credits which we have issued.

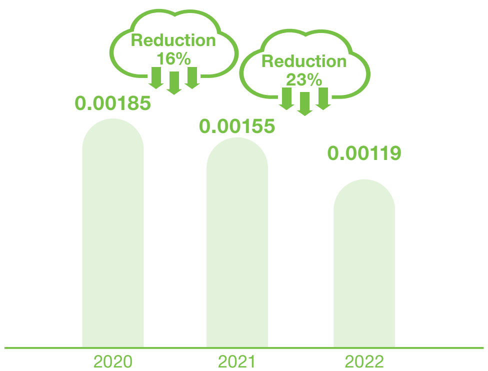
Our Carbon Footprint

We are aware that one of the most important steps we can take to combat the Climate Crisis is to set realistic targets with the awareness of the environmental footprint we have created. In this context, as the first step, every year since 2020 we have been calculating our direct and indirect emissions from our operations in accordance with the ISO 14064-1:2018 Standard and **the GHG (Greenhouse Gases)** protocol and monitoring them within the framework of GRI Standards. We reduced our carbon footprint intensity, which was **0.00185 tons CO_2e /MWh** in 2020, to **0.00155 tons CO_2e / MWh** in 2021 with a 16% reduction. In 2022, with a 36% reduction compared to 2020, the amount of emissions we caused per amount of electricity we produced was **0.00119 tons CO_2e /MWh.** In our carbon footprint pertaining to 2022, we achieved a reduction of 18% and 32%, respectively, under Scope 1 and Scope 2, compared to 2021. We aim to expand the scope of our corporate carbon footprint calculation by considering current developments, data tracking opportunities and continuous improvement principles. We continue our studies to make this calculation more traceable and transparent every year. For the first time, we integrated the external verification processes, which we consider to be within the scope of actions to increase traceability and transparency, into the 2022 Carbon Footprint Calculation Report.

Emission Scope (ton CO_2e)



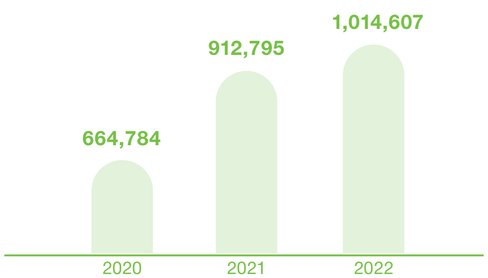
Emission Intensity Per Generation (ton CO_2e / MWh)



In 2022, we offered **250,204 tons CO_2e** credits to our customers through sale of **Gold Standard**-certified carbon credits which we have issued. In this way, the total amount of carbon credits we have been offering with **Gold Standard, I-REC, and Global Carbon Council (GCC)** certificates since 2011 has reached **3,248,184 tons CO_2e.** With our wind and solar power plants in operation; we have prevented **664,784 tons** of carbon emissions in 2020, **912,795 tons** in 2021, and **1,014,607 tons** in 2022. And since our establishment, we have prevented 5,822,222 tons of carbon emissions. With the carbon emission amount we prevented, we have contributed to the protection of land equivalent to 25,917,906 decares of forest land. This area is equal to approximately 3,629,959 football fields, or 3,550 pcs of Karacabey Longoz Forests, Türkiye's largest forest, or to the surface area of Ankara province.

As a result of our renewable energy production, we aim to increase the total carbon emission value that we have prevented since our establishment to 10,000,000 tCO_2e by the end of 2025 and to 15,000,000 tCO_2e by the end of 2030.

Annual Amount of Carbon Emissions Prevented (tCO_2e)



		Emission (ton CO_2e)
Scope 1	Stationary Combustion	9.82
	Mobile Combustion	362.67
	Fugitive Emissions from Cooling Systems	0.07
Scope 2	Purchased Energy	1228.27
Scope 3	Goods and Services Purchased	6.01
	Upstream Fuel Consumption	87.56
	Upstream Transportation or Distribution	172.16
	Waste Generated	52.11
	Business Travel	84.01
	Employee Commute	37.05

GRI 3-3 • GRI 305-1 • GRI 305-2 • GRI 305-3 • GRI 305-4 • GRI 305-5

Our Fight against Climate Crisis and Emission Management

FİBA RENEWABLE ENERGY'S ACTIVITIES

SCOPE 3

Supply Chain (87.56 t)

Emissions include emissions from the fuel consumption of our suppliers visiting our facilities and from the production and supply of the fuels we consume.

Purchased Raw Materials (87.56 t)

Transportation (172.16 t)

It originates from the transportation of vehicles and equipment delivered to our facilities for maintenance and breakdown activities in such facilities.

Transportation - Distribution of Goods (172.16 t)

SCOPE 1-2

Operations (41.61 t)

Emissions come from the snow removal vehicles we use during our operations and the fuel we buy for generators used in the facilities.

Snow removal vehicle (32.3 t)

Generator (9.31 t)

Management (1,738.46 t)

Some emissions, for example those from company vehicles, originate directly from our day-to-day business management.

Some of our emissions originate from the energy we purchase and indirectly from activities such as employee transportation and waste disposal.

Purchased Energy (1,228.72 t)

Fugitive Gases and LPG (0.578 t)

Company Vehicles (330.37 t)

SCOPE 3

Offices

Goods and Services Purchased (6.01 t)

Business Travel and Accommodation (63.56 t)

Waste (52.11 t)

Employee Commute (37.05 t)

Supplier Field Visits (20.45 t)

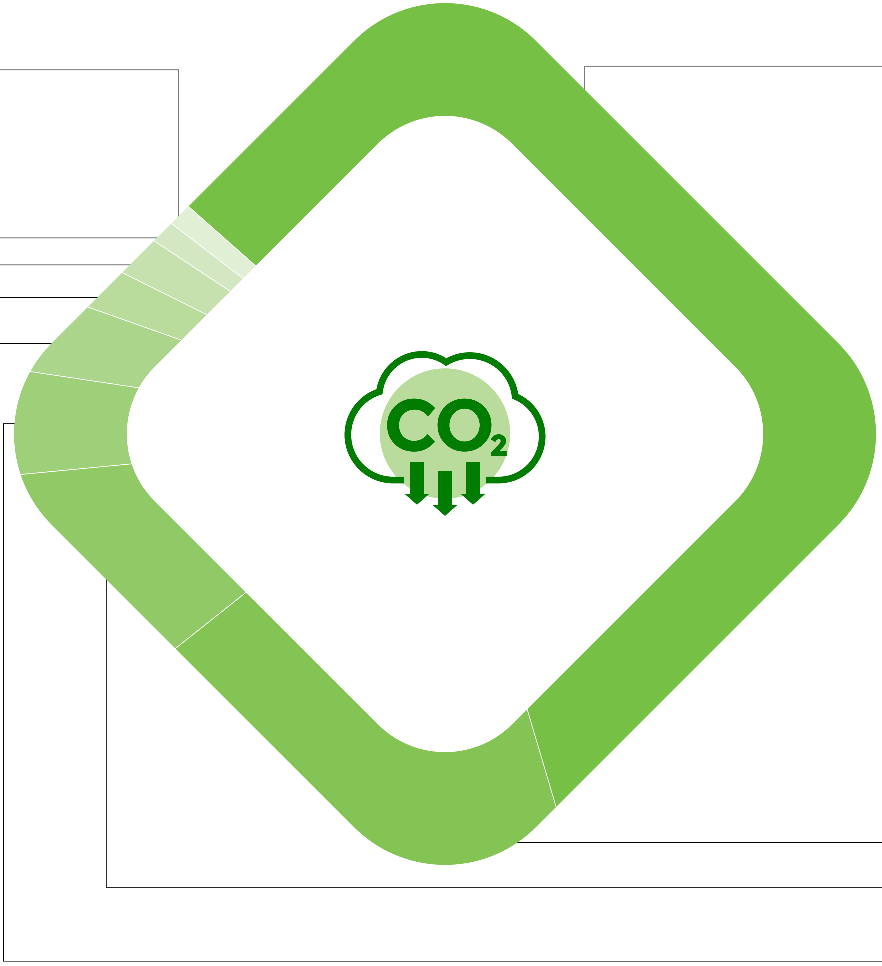
Scope 1 Emissions | Scope 2 Emissions | Scope 3 Emissions

* t = ton CO_2e

GRI 3-3 • GRI 305-3 • GRI 305-5

Our Fight against Climate Crisis and Emission Management

Greenhouse Gas Emissions By Source



*You may find the details of our carbon emission releases compared to previous years **in the Performance Tables** section.*

* *t = ton CO_2e*

GRI 3-3 • GRI 302-1 • GRI 302-2 • GRI 302-3 • GRI 302-4 • GRI 302-5

Our Green & Reliable Energy Practices

We are increasing our capacity in renewable energy day by day with the awareness of our responsibility within the scope of combating the climate crisis.

As Fiba Renewables, we are increasing our capacity in renewable energy day by day with the awareness of our responsibility within the scope of combating the climate crisis.

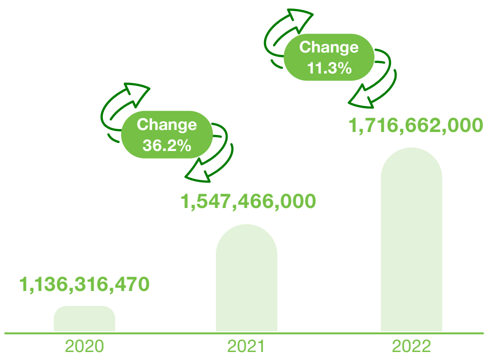
We aim to increase our installed capacity of 581 MW by 25% with our investments in renewable energy until the end of 2025, while enabling our country to take steps to facilitate the transition to a low-carbon economy. While reaching our goals, we will not compromise our renewable energy share, which is currently 100% in electricity generation. In addition, with the awareness of the importance of continuous energy supply and energy reliability, we aim to keep the availability rates of our 14 wind and 5 solar power plants at 97%.

While we are taking steps to facilitate the transition to a low-carbon economy, we are also making efforts to use energy efficiently in our operations. We achieved 6.2 MWh energy savings in 2022 within the scope of energy saving measures that we started to implement in our facilities. In addition, thanks to the actions we took in our facilities to reduce our energy consumption and the establishment of the ISO 50001 Energy Efficiency Management System, we reduced our energy consumption per product sold by 3% in 2022 compared to the previous year, from 0.00162 $MWh_{consumption}$ / $MWh_{production}$ to 0.00157 $MWh_{consumption}$ / $MWh_{production}$.

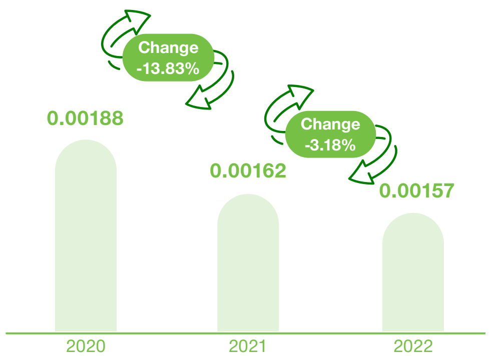
Wind Power Plant*	Capacity
Düzova Wind Power Plant	51.50 MWm
Ziyaret Wind Power Plant	76.00 MWm
Günaydın Wind Power Plant	20.75 MWm
Salman Wind Power Plant	27.50MWm
Karadere Wind Power Plant	19.20 MWm
Şadıllı Wind Power Plant	38.50 MWm
Ortamandıra Wind Power Plant	11.20 MWm
Uluborlu Wind Power Plant	61.20 MWm
Karova Wind Power Plant	30.15 MWm
Kızılcaterzi Wind Power Plant	13.60 MWm
Bağlama Wind Power Plant	53.20 MWm
Tayakadın Wind Power Plant	51.00 MWm
Selimiye Wind Power Plant	53.20 MWm
Pazarköy Wind Power Plant	45.60 MWm

*In this table, you may find detailed data on the capacities of our 14 Wind Power Plants, 13 of which have Carbon Credit Certificates (Gold Standard and GCC) and 1 of which has a Renewable Energy Certificate (I-REC).

Energy Production (kWh)



Energy Intensity ($MWh_{consumption}$ / $MWh_{production}$)



Solar Power Plants**	Capacity
Çardak Solar Power Plant	0.9 MWp
Acıpayam Solar Power Plant	4.8 MWp
Kocabaş Alt Solar Power Plant	6.1 MWp
Kocabaş Üst Solar Power Plant	5.9 MWp
Kocadere Solar Power Plant	10.7 MWp

** Please refer to this table for detailed data on the capacities of our 5 Solar Power Plants, which have a total energy capacity of 28 MWp. Our 4 Solar Power Plants have Carbon Credit Certificates (GCC).

Our Green & Reliable Energy Practices

STAKEHOLDER OPINION

YASİN ÖZENİR
Power Plant Manager
Fiba Renewable Energy

Renewable energy, which is a local and sustainable energy option that does not harm the environment, plays a major role in the fight against climate change. Our company, one of Türkiye's leading companies in the field of renewable energy, contributes both to the national economy and to the protection of the environment by establishing solar and wind power plants. Working in the renewable energy sector is both a responsibility and a privilege for me, and I am honored to have experienced this privilege at Fiba Renewable Energy for more than 10 years now.

Fiba Renewable Energy operates with a vision that is in line with the goals of the Paris Agreement, which contains countries' commitments to reduce greenhouse gas emissions in order to keep global warming below +1.5 degrees, and of the European Green Deal, which sets out the European Union's goal of becoming climate neutral by 2050. As an employee of Fiba Renewables, I also have this vision and think that the share of renewable energy should be increased.

Our company increases our knowledge and skills by providing technical and social training on sustainability and contributes to the development of the sector. I am proud to work in a company that is sensitive towards and interested in renewable energy and sustainability issues. I strive to make a difference in this field and to leave a better world to future generations. I would like to thank all our employees and executives who share our renewable energy and sustainability vision and support us in this respect.

STAKEHOLDER OPINION

SADIK ERSAN YILDIRIR
Power Plant Technician
Fiba Renewable Energy

Energy demand and global energy consumption in the world are constantly increasing due to rapid population growth. The use of fossil-based fuels in order to meet this energy demand and the possibility of depletion of the reserves of these fuels have revealed that we will be faced with an energy crisis that will affect the entire world in the future. For this reason, increasing energy demand and environmental problems at the national and international level are becoming vital issues. Considering the latest reports from international organizations, it will be a strategic move for countries to meet their energy needs through the use of safe, clean and sustainable energy sources. At the same time, use of renewable energy sources will also offer the advantage of minimizing environmental pollution. In Türkiye, part of the energy need is met by the energy produced by the power plants that we, as Fiba Renewable Energy own by using renewable energy sources. In this way, the energy obtained from the renewable energy sources produced makes significant contributions to minimization of the harmful gases released from the use of both sustainable and fossil-based fuels.

We are in constant communication with each of our colleagues and senior executives working at Fiba Renewable Energy and support each other wherever necessary. We always try to achieve the best in all our efforts by carrying out our work with great devotion and care.

Since the day I started working at Fiba Renewable Energy 13 years ago, our company has made significant contributions to my professional and private life. Since I started working at Fiba Renewable Energy, I have become more hopeful that we can leave a better world to the next generations. I would like to thank our executives who made us believe in this vision and have always been ready to support us.

GRI 3-3 • GRI 304-1 • GRI 304-2 • GRI 304-3 • GRI 304-4

Biodiversity

As Fiba Renewables, we consider biodiversity, one of our top priorities, as one of our biggest environmental responsibilities.

Since the day we were founded, we aim to leave a livable world to all living things by taking action to protect biodiversity in our investment and operating processes and in our field of activity, and we strive to minimize the possible effects that may harm biodiversity during our operations.

As Fiba Renewables, we consider biodiversity, one of our top priorities, as one of our biggest environmental responsibilities. Within the framework of our Environmental Policy, we undertake to carry out preliminary studies for the protection of biodiversity and ecosystem in all our operating locations and new investment regions, and to implement biodiversity management plans by acting against potential environmental impacts.

With the biodiversity management plans we have created , we meticulously monitor biodiversity issues in all our existing power plants, under the leadership of our expert team. While planning our new project investments, we conduct preliminary studies on the ecosystem and prepare **the "Ecological/ Ecosystem Evaluation Report" and "Biodiversity Management Plan"** at the locations in relation to the EIA/ESIA process. Within the scope of the Biodiversity Management Plans we have prepared; we observe the requirements of local legislation and consider the IFC Performance Standards (IFC PS6) as a guide at the international level. Within the scope of the detection and protection of biodiversity, we carry out our biodiversity studies in our relevant plants in cooperation with 3rd party consultant companies and together with 1 Biologist with a Ph.D., 1 Biologist with a MSc degree and 2 Wildlife Experts, who are all part of our staff.

STAKEHOLDER OPINION

MARÍLIA BARROS
Project Maneger
BE - Bioinsight & Ecoa

I have been working with Fiba Renewables for over a year on a project to protect bat populations on a wind farm in northwest of Türkiye. My experience with the company could not have been better; since the beginning of the project, I had the opportunity to have the contribution of an extremely talented and hardworking team. The Fiba team is always ready to assist in any situation, from technical problems with equipment to information-sharing and decision-making processes. We meet on a monthly basis and are in constant communication to closely monitor and discuss the progress of our project. We act in a professional and friendly environment, with mutual respect and courtesy. Overall, Fiba Renewable Energy is committed to its promises while also standing out with its participation in environmental projects. This allows our teams to learn together and to continually improve our technical work. I think BE and Fiba share the same values, building a sustainable and inclusive future through excellence and best practices of the science and environmental sector. It is a privilege for us to have Fiba Renewable Energy by our side as a customer and a stakeholder in this mission!

[3]A total of 10 of our 14 wind power plants that were in operation in 2022 have a biodiversity management plan, and bird/bat monitoring and carcass scanning studies are being carried out actively.

GRI 3-3 • GRI 304-1 • GRI 304-2 • GRI 304-3 • GRI 304-4

Biodiversity

We are involved in projects and collaborations that will eliminate the possible effects of our activities on biodiversity.

In addition to our bird/bat monitoring studies, we also continue to lead the renewable energy sector for the protection of ecological balance and biodiversity by conducting research and monitoring studies within the scope of endemic plant species. By following new technologies, we move forward with determination, without ever slowing down, to preserve the balance of ecological life. In order to train qualified, competent and expert employees for the sector, we give priority to new graduate candidates in order to provide the workforce we need in our biodiversity studies. Thus, we offer new graduates a dynamic working environment where they can benefit from the experience and knowledge of our expert employees.

We carry out active monitoring to determine the status quo in our biodiversity conservation works and carry out national and international reporting activities by adopting an understanding of transparency. We are involved in projects and collaborations that will eliminate the possible effects of our activities on biodiversity, and we follow opportunities and initiatives.

- Within the scope **of our Bird Watching Studies,** we monitor and record 49 migratory bird species, which we have determined as target species, on our fields where we conduct biodiversity studies, throughout the entire migration period, in order to determine the impact of our wind turbines on migratory bird activity and bird migration routes on their fields, with our wildlife experts. With these studies, we contribute to the recording of data that sheds light on the migration activity and bird migration routes in our country. In 2022, we observed that 34 species and a total of 51,036 individual migratory birds migrated through our power plants that employ wildlife experts.

Thanks to **the "Turbine Temporary Shutdown Protocol"**, which we prepared in 2022 and supported with training and exercises, we avoid the risk of collision at the maximum level by temporarily stopping the operation of our wind turbines during a possible migration activity that may pose a danger around the power plant area during migration periods. We plan to carry out our bird-watching activities, and the training and exercises we have carried out within the scope of the Turbine Temporary Shutdown Protocol that we have prepared in parallel therewith, in all our relevant plants in 2023. Through **our Bat Monitoring Studies,** we detect and minimize the possible effects against the bat species and populations in our plants where we operate, and we monitor the seasonal activities of bats throughout the year by taking recordings of bat sounds.

Our Nacelle-Level Bat Monitoring study (Acoustic Bat Sound Detection Studies), which we started in April 2022 on our Kızılcaterzi field, was successfully completed as of November, after an eight-month active monitoring process. In this way, we gained experience in innovative monitoring methods that we started to implement for the first time across our facilities. We reported the data we obtained about the bat species and population estimates around the plant, through acoustic monitoring and carcass scanning studies we conducted at nacelle level. In line with our monitoring studies, which we reported with the devoted work of our executives, experts, and national and international consultant experts with whom we cooperate, we planned to continue our acoustic monitoring studies at nacelle level also in 2023. In the light of the data we obtained, we evaluated the most suitable alternative impact mitigation methods and started to prepare a business plan for our actions.

- We regularly carry out **"Carcass Scanning"** studies in certain months of the year in turbine areas with our wildlife experts and with national and international consultant experts with whom we cooperate. In addition to the carcass scanning studies, we carry out **"Scanner Efficiency Test"** and **"Predator/Scavenger Effect Evaluation"** studies and evaluate all the results we obtain through statistical programs, and we calculate the annual effect of turbines with maximum accuracy.

- Through **our Other Fauna Monitoring Studies** conducted under the leadership of our Wildlife Experts, we monitor the fauna elements that are spread across the regions where our power plants are located, throughout the year, with direct observation and camera trapping practices and we record the data we obtain in the biodiversity data pool.

- Within the scope **of our Flora Monitoring Studies,** we monitor the year-round presence of the relevant species we have identified in the impact area of our power plants.

  We reported on the endemic plant species **"Centaurea hermanni",** which we identified during the construction process of our Selimiye WPP and Tayakadın WPP facilities, within the scope of our relevant studies, by monitoring the life cycle of the species in 2022. We check the locations of the species throughout the process, and we aim to continue our monitoring efforts.

Strix aluco

Centaurea hermannii

GRI 3-3 • GRI 304-1 • GRI 304-2 • GRI 304-3 • GRI 304-4

Biodiversity

We convey our biodiversity and ecology studies that we carry out throughout the year to our stakeholders through reports and bulletins.

In order to ensure efficient and quality feed production on meadows and pastures in the relevant areas of our new investment projects and also to ensure the ecological balance in the region, we plan our improvement and biodiversity studies in the pre-construction and pre-activity periods, and we develop "Pasture Improvement and Management Projects".

- As part of **our Training Activities,** we provide regular training sessions on **"Wildlife and Biodiversity"** to our employees working in our facilities, throughout the year, and we ensure that our employees and visiting guests are informed about wildlife through **the "Wildlife Information Sign and Poster"** we feature at our facilities.

  With our **"Wildlife Notification System with QR Code"** application, where all our facility employees and visitors can easily share data, we ensure that the shared data is collected in a pool. We share our **Wildlife Notification Form** accessible with QR code that we put into use in February 2022, with all our power plants through monthly wildlife bulletins, and we display it on the boards on our fields so that it can be accessed by our visitors. Thus, our facility employees and field visitors can transfer traces or signs of, or their direct notifications about wildlife activity they encounter on the field to the data pool in written or visual form. In this way, we enable our experts to evaluate the transmitted wildlife notifications. We evaluated 224 wildlife notifications submitted by our employees and visitors in 2022. As a result of our assessment, we recorded a total of 65 mammal, bird, reptile and invertebrate species on our fields of activity.

In addition to our training activities, we participate in and provide field work support to Nature Conservation and National Parks (DKMP) events through our experts working within our company, within the scope of **the "Winter Period Waterfowl Monitoring"** studies carried out by DKMP units every year.

- With our experts **in our facilities**, we support the transport of living things such as bats, birds and snakes etc. affected by human activities on our fields of activity and nearby areas to habitats with suitable conditions. We catch live animals detected in areas without natural habitats, with appropriate methods without harming them, and after conducting basic health examinations to make sure they are healthy, we release them back to nature under appropriate conditions. **The Western Barbastelle (Barbastella barbastellus), the Common Pipistrelle (Pipistrellus pipistrellus), the Black Redstart (Phoenicurus ochruros), the Common House Martin (Delichon urbicum), the Common Toad (Bufo bufo), the Green Toad (Bufo viridis), the Balkan Green Lizard (Lacerta trilineata), the Nose-horned Viper (Vipera ammodytes), the Ottoman Viper (Montivipera xanthina), and the Grass Snake (Natrix natrix)** are among the main species that we have encountered so far and released back into the wild.

- We convey our biodiversity and ecology studies that we carry out throughout the year to our stakeholders through **reports and bulletins.** We have been continuing our biodiversity reporting and bulletin studies since 2008. In this context, in 2022, we prepared **6 Ecological Evaluation Reports, 21 Bird Observation Reports, 14 Bat Reports, 13 Carcass Scanning Reports, 3 Flora / Fauna Reports, 4 Biodiversity Management Plans, 4 Annual Evaluation Reports, 12 Wildlife Bulletins, 2 award program applications, training sessions on wildlife and biodiversity (44.15 person x hour), and participated in 3 events,** thereby demonstrating a transparent and proactive biodiversity management also this year.

GRI 3-3 • GRI 304-1 • GRI 304-2 • GRI 304-3 • GRI 304-4

Biodiversity

In the program organized by the Corporate Social Responsibility Association, we were deemed worthy of the bronze award with our "Biodiversity Approach in Renewable Energy" project.

STAKEHOLDER OPINION

OSMAN ERDEM
General Manager
Nature Research Society

Since 2011, the Nature Research Society has been observing and evaluating the effects of Wind Power Plants (WPP) on birds at WPPs operating within Fiba Renewable Energy, identifying possible risks and recommending measures to be taken.

The Nature Research Society is a non-governmental organization working for the protection of nature in Türkiye; it is also one of the specialized organizations in this field. In its work with Fiba Renewables, the main goal is to prevent birds from being harmed by WPPs and to minimize the effects. Due to its sensitivity and respect to wildlife, Fiba Renewable Energy has been in partnership with the Nature Research Society, a nature conservation organization, for 12 years now. We thank them for their sensitivity about this matter.

The climate crisis is the most important problem of our time and Türkiye is one of the countries that will be most affected by the climate crisis; the expansion of renewable energy sources is very important in terms of reducing the effects of the crisis, but it is also important to minimize the effects of investments on nature during construction and operation activities. For this reason, the main target should be to continue studies and develop more effective measures to further reduce the possible effects of WPPs on nature, both today and in the future.

Fiba Renewable Energy, which is one of the important organizations in Türkiye in the field of renewable energy, can develop and support the implementation of social responsibility projects with non-governmental organizations in order to raise awareness and create public opinion on protection of Türkiye's nature and wildlife as well as on energy investments.

At the 14th Corporate Social Responsibility Summit / Companies Adding Value to Sustainable Development Goals - Award Program, organized by the Corporate Social Responsibility Association on February 2, 2023, we received the bronze award in the biodiversity category for our work in 2022 and our "Biodiversity Approach in Renewable Energy" project.

We are proud to announce that, within the scope of our biodiversity work that we carried out in 2022, we have applied to the BRANDVERSE Awards program, which will conclude in June 2023.

During our field inspections at our **Tayakadın WPP** facility, we detected a bird nest belonging **to the White Wagtail (Motacilla alba)** species and started conservation efforts in this respect. We conducted investigations by minimizing our work in the area affecting the nest and the offspring, and we led the efforts for protection of the nest of the individuals of the **White Wagtail** species.

In the bird watching studies carried out at our **Kızılcaterzi WPP** facility, we have determined together with our experts that the individuals of **the Eastern Imperial Eagle (Aquila heliaca)** species, which has been included in the globally vulnerable (VU) category by IUCN, pass through the area at different times, and we conducted investigations to identify the nest, feeding and stopover locations of the species in the area of the power plant and in its surroundings. We carried out screenings with vehicles, and on foot in places where vehicles could not enter, to determine the potential habitats of the Eastern Imperial Eagle. As a result of our studies that we carried out despite the harsh weather conditions, we could not identify any nest belonging to the Eastern Imperial Eagle, the target species, but we still were able to detect many other small and medium-sized bird nests.

Also, thanks to our experts, we detected **a chaffinch (Fringilla coelebs)** nest in one of the fruit trees at our **Kızılcaterzi WPP** site. In order to prevent human activity around the tree and also to avoid creating stress on the mother and the hatchlings, we informed our operating personnel about the issue through a warning sign. We monitored the development of baby chaffinches and observed that they flew out of their nests in a healthy condition.

At **the Pazarköy WPP** site, we have determined that the individuals of the **Pallid Harrier (Circus macrourus) species,** which has been included by IUCN in the globally Near-Threated category (NT), and the **Montagu's Harrier (Circus pygargus)** and the **Golden Eagle (Aquila chrysaetos)** species, included in the regionally vulnerable (VU) category, pass through the area at different times. We examined the possible nesting sites by carrying out breeding and nesting studies of these species and by screening the breeding individuals and nests at the operation site covering our wind power plant and its surroundings.

As a result of our observation studies that we carried out despite the challenging weather conditions, we could not identify any individuals of the Pallid Harrier, Montagu's Harrier, and Golden Eagle species. However, as a result of the observation studies we carried out from different observation points we determined in the area, to detect breeding individuals, we ensured the recording of different bird species as well. Through our investigations, we learned more about birds' habitats by identifying a family of Falcons consisting of three broods and two parents, as well as many unused nests. In addition, we shared the data we obtained as a result of our studies, and the reports we prepared, with local nature conservation units.

We are conducting studies with **the Nature Research Society** to monitor and reduce biodiversity impacts. We plan to continue this collaboration throughout our monitoring periods. We will also make use of opportunities for initiatives and projects within the scope of afforestation and habitat rehabilitation (including pasture improvement projects).

Turbine Oil Leak Detection

During bird observations at **Tayakadın WPP** site, we noticed a fluid leak from the nacelle section of the turbine thanks to the attention of our expert. With the knowledge of our power plant supervisor and turbine maintenance personnel, we started investigations without letting it pose a risk to biodiversity and the environment. We had the leaking section repaired within an hour and stopped the flow of fluid. Our teams, who received the emergency training sessions held every year, prevented the contact of the liquid flowing down the tower with the soil, and placed the oil collection and oil absorption kit at the bottom of the tower, ensuring that the liquid is collected without polluting the nature. After our wildlife expert confirmed that there was no liquid in the tower, we collected the kits and handed them over to the contracted company for disposal.

GRI 3-3 • GRI 304-1 • GRI 304-2 • GRI 304-3 • GRI 304-4

Biodiversity

GRI 3-3 • GRI 304-1 • GRI 304-2 • GRI 304-3 • GRI 304-4

Biodiversity

We carry out active monitoring in order to determine the situation in our biodiversity conservation works, and we carry out national and international reports with our understanding of transparency.

STAKEHOLDER OPINION

GÜNEY TEVLİM
Wildlife Expert
Fiba Renewable Energy

I have been working at Kızılcaterzi Wind Power Plant for over a year as part of the wildlife team at Fiba Renewable Energy. As our business is focused on ecology and sustaining biodiversity, although most people do not know much about what we do, we know that our duties are critical and sensitive for a sustainable future.

We stay in constant contact with our colleagues, executives and other team members, and we always support each other. We carry out our work with devotion and seek perfection in the work we do. When we receive external support in different projects, we work with consultants who are experts in their fields; we can communicate in harmony with local authorities and strive to gain maximum benefit from the mutual exchange of information that emerges from these relations. We are also very proud to see the results of these bilateral relations we have established and the results of our work that contribute to nature and the future.

Although protecting nature is the main task of my team; I think the fact that Fiba Renewable Energy is an environmentally friendly energy producer enables all its employees to contribute to nature while doing their jobs. Based on my experience during my time as a part of this family, I think that Fiba Renewable Energy is a very important company in terms of environmental awareness and that our company is not only an employer but also an organization that is beneficial for nature and society.

Gonepteryx cleopatra

Vicia sativa

Aquila chrysaetos

Ciconia ciconia

GRI 306-1 • GRI 306-2 • GRI 306-3 • GRI 306-4

Our Effective Waste and Water Management

We have Zero-Waste Certificates in all our 14 Wind Power Plants.

As Fiba Renewables, we pay attention to the management of our waste in order to reduce our environmental impact and live in a clean and sustainable world. In addition, we consider water management and consumption among our priorities in order to ensure responsible and efficient use of water, which is one of our most important resources. We ensure that the wastes generated as a result of our operations are disposed of in the most appropriate way at our headquarters and all power plants where we operate, and we make sure to carry out our activities in a way that does not cause water wastage.

Our Waste Management

We see changing consumer habits, population growth and the parallel increase in waste generation as one of the biggest environmental problems affecting our world. For this reason, as Fiba Renewables, we, together with all our employees, focus on waste management issues in order to reduce the waste problem and minimize our environmental footprint in every location we are present, and we take action for the management of the waste generated at our power plants and Headquarters. We raise awareness of our employees and all our stakeholders by informing them about the fact that prevention at source, which is at the top of the waste management hierarchy, is the most effective management method. In addition, we contribute to circularity by prioritizing recycling and reuse through separation of the wastes generated.

And in the cases where these steps are not feasible, we dispose of our waste in accordance with the regulations. We also evaluate the environmental impact of our suppliers and take steps for a cleaner world by taking action for the shortcomings we have identified in waste management as a result of our evaluations.

Within the scope of the **"Zero Waste"** project initiated by the Ministry of Environment, Urbanization and Climate Change, we obtain **Zero Waste Certificates** for all our wind power plants in which we operate, and we carry out zero waste practices. Within the scope of **TS EN ISO 14001:2015 Environmental Management System Certificate**, which is part of our Integrated Management System, we conduct training, exercises, internal audits and external audits.

As of 2022, we have Zero-Waste Certificates in all our 14 Wind Power Plants. And the certification process of our 5 Solar Power Plants and our Headquarters continues.

We work in cooperation with the municipality and licensed companies for the removal of waste generated in our Headquarters and production facilities. We keep records of the collaborations we have made within the framework **of our Industrial Waste Management Plan,** and we follow up on the recycling and disposal activities. We store our wastes generated during our operations in the temporary waste storage areas that we have set up in accordance with the requirements specified in **the Waste Management Regulation**, and we check the compliance of our temporary waste storage areas with the requirements of the regulation by receiving the opinions of the Provincial Directorates of Environment, Urbanization and Climate Change. Apart from our domestic waste, we also separate at the source the hazardous and non-hazardous wastes generated during the operation of our power plants and deliver them to licensed companies, and similarly, we deliver our packaging wastes to municipalities, authorized institutions and licensed companies. Thus, we ensure the recycling **of all our wastes except for domestic wastes,** and thereby, we both create value for the circular economy and contribute to the savings in the amount of space required for sanitary landfilling.

As Fiba Renewable Energy, we have also started working on **"Plastic-Free Office"** practice. With this transformation, we aim to reduce the generation of disposable plastic packaging waste in our offices and to prevent waste generation at source.

While we keep track of the records of waste generated as a result of our activities in the digital environment through **the MOTAT (Mobile Waste Tracking System)** and **Zero Waste Information System**, we also issue waste delivery reports with the licensed companies we cooperate with. And we record the reuse, recycling and other recovery processes of waste through our **Waste Declarations.**

Waste Type	Quantity (kg)		
	2020	2021	2022
Hazardous Waste (kg)	7,276	17,604*	34,062**
Non-Hazardous Waste (kg)	82,270	81,007	712
Waste Generation per Unit Product (kg / MWh)	0.078	0.064	0.020
Waste Intensity Change (Compared to the Previous Year)	-	-18.29%	-69.18%

*The increase in the amount of hazardous waste in 2021 is due to the waste from the end of the construction period, which is generated by the simultaneous completion of 4 new projects.
**The increase in the amount of hazardous waste in 2022 is due to the increase in the number of power plants in operation and the wastes related to the planned first-year maintenance operations that took place simultaneously.

GRI 303-1 • GRI 303-2 • GRI 303-4 • GRI 303-5 • GRI 306-1 • GRI 306-2 • GRI 306-3 • GRI 306-4

Our Effective Waste and Water Management

Since we do not need process water in our operations, we do not use industrial water and we only consume domestic water.

Our Water Management

As Fiba Renewables, we know that the efficient use of water is one of the most important actions to be taken within the scope of combating climate change, and hence we act with the awareness that the resources in our world are not unlimited. We prioritize the protection of water sources within the scope of our Environmental Policy.

In order to increase water efficiency, we aim to develop projects regarding the identification of reduction opportunities by conducting studies on establishment of meter systems for our internal control processes in the monitoring of water consumption.

We request water analyses from the producers for drinking water and domestic water that our employees need and we monitor the analysis reports. We bring the potable water we need to our facilities via tankers, store it in water tanks on our fields, and thereby meet the water needs of our employees. In our Headquarters, we meet our domestic water needs from the mains and discharge the resulting wastewater into the sewer. We monitor the water we consume with meter records. On the other hand, domestic wastewater that we store in sealed septic tanks (polyethylene or reinforced concrete) is delivered to wastewater treatment plants in accordance with regulations, through our cooperation with municipalities. We keep record of the amount of water that we use and we send for disposal, with vacuum truck records and tanker water delivery protocols.

Since we do not need process water in our operations, we do not use industrial water and we only consume domestic water.

Amount of Water* (m^3)	2020	2021	2022***
Water consumption	835	711	529
Wastewater quantity**	835	711	529

Van Lake *(Phoenicopterus roseus)*

*You may find detailed data regarding the amount of water consumed by and total wastewater quantity of our company in 2022, in the content of this table.
** There is no industrial wastewater generation in our facilities. Relevant wastewater amount refers to domestic wastewater.
*** Changes were made in the calculation and data collection method in the corporate carbon footprint calculation process.

GRI 3-3 • GRI 304-1 • GRI 304-2 • GRI 304-3 • GRI 304-4 • GRI 306-1 • GRI 306-2 • GRI 306-3 • GRI 306-4 • GRI 413-2

Our Environmental and Social Impact Assessment and Monitoring Studies at our Facilities

We conducted environmental and social impact assessments in 7 of our 14 wind power plants.

We conducted environmental and social impact assessments in 7 of our 14 wind power plants. In these projects, EIA processes are also underway.

We carry out studies to evaluate the different environmental impacts of our facilities within Fiba Renewable Energy and its subsidiaries, which occur during the project and operation periods. In the pre-construction period of our investment projects, we create our reports by obtaining consultancy from consulting companies that are experts in their fields. In this context, we evaluate the shadow flicker effect, ice load effect and visual impact assessment that the placement points of the turbines may create on nearby settlements, with computer-aided modeling prior to the construction phase of the project. We compare the results of these evaluations with international standards and evaluate their actual effects during the operation period.

We start our monitoring processes in the pre-construction phase of our investment projects, considering the welfare of the people of the region and all living species.

Project Phase

We identify vulnerable species in protected areas where we operate and regions with high biodiversity value, and we assess our impact on biodiversity.

We evaluate the shadow flicker effect, ice load effect and visual effects that the placement points of the turbines may create on nearby settlements, with computer-aided modeling.

During the project design period, we carry out feasibility studies, work on wind forecasts and obtain the necessary permits from the relevant authorities.

We carry out environmental and social impact assessment studies in the operating regions during the project period.

Construction Process

We measure and report dust (PM) levels periodically.

We identify transport routes that may be affected due to heavy haulage.

We initiate our environmental noise measurements and evaluate the results according to national and international standards.

Operating Period

In line with our industrial waste management plan, we sort the wastes generated in our facilities at-source and deliver them to the relevant entities.

If it is deemed necessary in our facilities, we carry out environmental noise measurements and shadow flicker effect assessments with computer-aided modeling.

We continue to identify vulnerable species in protected and high-biodiversity areas in our operating regions and we assess their impact on biodiversity.

We monitor the environmental and social impacts that we assess during the project phase.

Our Responsibility to Our Employees

As Fiba Renewable Energy, we consider our employees as one of our most important stakeholders. We continue our efforts within the scope of our strategy of "providing a people-oriented working environment", in line with the goal of creating an effective organization with high employee loyalty and motivation, through contemporary and modern human resources practices of the Fiba Group. Accordingly, we take initiatives to keep the satisfaction of our employees at the highest level, and we constantly pay attention to their feedback. We provide a work environment that offers an egalitarian approach to our employees and values diversity and inclusion principles. We provide personal and professional development opportunities to all our employees that will reflect positively on their performance. Ensuring occupational health and safety in our Headquarters and in our facilities is among our main priorities.

50%

Ratio of women at the senior manager and director level

0

Occupational accident

GRI 3-3

Our Responsibility to Our Employees

Relevant Material Issue	Our targets	Base Year	2020	2021	2022 Development	Our 2025 Target	Our 2030 Target	Related SDG
Employees' Personal Development and Satisfaction	To Increase the Employee Engagement Rate	2021	-	68	41	68	75	
Equality, Inclusion and Diversity	To increase cumulatively the number of young trainees we employ	2020	4	17	24	50	100	
	To increase the number of female employees working in the Headquarters	2020	48%	44%	47%	50%	50%	
	To maintain the 50% female employee ratio reached in 2022 in senior management	2020	40%	44%	50%	50%	50%	
Occupational Health and Safety	To maintain the zero occupational accident rate in Fiba Renewable Energy and its subsidiaries	2020	0	0	0	0	0	
	To reach the target of zero occupational accident rate for our subcontractors by the end of 2025	2020	6	4	1	0	0	

GRI 3-3 • GRI 401-2 • GRI 402-1 • GRI 403-6 • GRI 407-1 • GRI 408-1 • GRI 409-1

Our Employee Satisfaction Activities

We are aware that the targets we have achieved were only possible with the devoted efforts of our employees.

We shape our human resources processes in line with the principles of Human Rights and Labour Standards of the United Nations Global Compact, of which we are a signatory.

Our Sustainability Strategy and Human Rights Policy, for which all our employees are responsible, reflect the approach and standards applicable to our human resources processes that we carry out with the aim of creating equality, unity against discrimination, a safe and healthy work environment, and an ethical corporate culture.

Recognizing our employees and their responsibilities towards their families and being in a structure to respond to their needs makes it easier for us to provide a safe and peaceful work environment.

As Fiba Renewable Energy, we are aware that our strong financial structure and the targets we have achieved were only possible with the devoted efforts of our employees. Accordingly, it is important for us to create a value-oriented work environment, which is among our strategic focus areas. Under the guidance of **our Human Rights Policy**, we continue our efforts to keep the loyalty and happiness of our employees at the highest level by expanding the scope of successful projects that we implement each year. We believe in the power of open communication in order to understand the needs of our employees and fully meet their expectations, and we continue to continuously improve working conditions and to make the benefits we provide sustainable.

Recognizing our employees and their responsibilities towards their families and being in a position to respond to their needs make it easier for us to provide a safe and peaceful work environment. We are well aware of the importance of inclusion, diversity and equal opportunities in terms of employee satisfaction and loyalty. By supporting the continuous development of all our employees, we offer equal rights and opportunities for them to reach their career goals, and we support our employees at all stages from the recruitment process to their retirement. We recognize the rights of association and collective bargaining, and we carry out all processes that may significantly affect our employees, such as notice periods, in accordance with legal regulations.

Our Sustainability Strategy and Human Rights Policy, for which all our employees are responsible, reflect the approach and standards applicable to our human resources processes that we carry out with the aim of creating equality, unity against discrimination, a safe and healthy work environment, and an ethical corporate culture. Our Human Resources Policy is based on an approach that supports the development of our employees and aims to contribute to the success of our company by unleashing their potential and to increase their satisfaction. In addition, with **our Employee Satisfaction Working Group**, which we established in 2021 and put into operation as of 2022, we closely follow the wishes, requests and suggestions of our employees, thereby aiming to increase employee satisfaction and make the work environment more efficient.

The continuous feedback we receive from our employees guides us in the implementation of our policies and strategies. In this way, we better respond to the wishes and needs of our employees and provide a more productive working environment. We take measures against forced labour and child labour as we have committed under the Human Resources Policy. We include the precautions, sanctions, rules and relevant contractual details regarding the prevention of child labour in suppliers and subcontractors, **in our HSE Contract**.

You may access our Human Resources Policy, which also includes our Human Rights Policy, from here.

GRI 3-3 • GRI 401-2 • GRI 403-6

Our Employee Satisfaction Activities

We believe that every idea is valuable, and every employee can take initiative.

We adopt the open communication principle towards the ideas and suggestions of our employees. In order to realize our goals and achieve our vision and mission, we establish healthy and sustainable relationships with our employees, who are our most valuable resources.

We believe that every idea is valuable and every employee can take initiative to further improve our work environment. Therefore, we adopt the open communication principle towards the ideas and suggestions of our employees. In order to realize our goals and achieve our vision and mission, we establish healthy and sustainable relationships with our employees, who are our most valuable resources. We value the different cultures and experiences of our employees and emphasize the importance of cooperation and teamwork. Thanks to the reliable working environment provided by our company culture, where our employees can freely express their creativity, our employees become a part of our sustainable living and work environment, creating added value with the works they produce and the ideas they create.

The key elements of our Human Resources Policy are as follows:

- **To be a brand that values diversity, regardless of race, religion, language, color, ethnic and national origin, gender, marital status, age or disability,**
- **To create a business environment that prioritizes the wellbeing and peace of employees and emphasizes humanitarian values,**
- **To provide opportunities to develop technical and social skills,**
- **To introduce qualified talents with knowledge to the sector,**
- **To be a reliable and preferred group in the energy sector,**
- **To act with a sense of social responsibility,**
- **To introduce the understanding of sustainability and renewable energy to the society.**

GRI 3-3 • GRI 401-2 • GRI 403-6

Our Employee Satisfaction Activities

We focus on keeping our employees' sense of commitment at the highest level.

In 2022, we participated in the "Employer Brand and Reputation Research Projects" carried out under the leadership of Fiba Holding Human Resources and Communication Directorates.

With the employee satisfaction and employee loyalty surveys we conduct every two years, we determine our areas in need of improvement, and through to the open communication environment we have created, we make the benefits we provide to our employees sustainable.

We continue our efforts to keep the satisfaction of our employees and their sense of loyalty to our company at the highest level. We regularly collect feedback through employee satisfaction and loyalty surveys, and we aim to make our work environment more comfortable with the practices we have developed taking into account the needs and expectations of our employees. By analyzing our areas in need of improvement in detail, we focus on improving our working conditions.

We conduct focus group studies on the topics determined based on the results of the employee satisfaction survey. We take the necessary steps to increase the job satisfaction, engagement and motivation levels of our employees and make efforts to ensure employee satisfaction. We developed **the "Flexible Benefits Project"** in the reporting period in order to improve our scores which we found to be below the targeted levels, and we started preparations for focus group studies.

Employer Branding and Reputation Research Projects

In 2022, we participated in **the "Employer Brand and Reputation Research Projects"** carried out under the leadership of Fiba Holding Human Resources and Communication Directorates. In order to create an employer brand, increase market awareness and become a company that is preferred by employees and stakeholders through best practices, we conducted status quo analyses with employee and stakeholder surveys performed with 2 different independent consultants.

Within the scope of the project, sample groups were determined among our employees and stakeholders, and survey studies and one-on-one interviews were carried out. According to the results obtained: We aim to start project development activities as of 2023 in areas shaped around **Talent Acquisition, Career, Development, Working Environment, and Innovation,** through the activation groups established throughout the Fiba Group.

We offer flexible benefits and take satisfaction-oriented initiatives by implementing various practices in order to ensure the health and well-being of our employees, to maintain their work-private life balance, and to increase their productivity in their work life. We include all our employees in the group life insurance contract, which covers disability as a result of an accident or illness, or death as a result of an accident.

We provide private health insurance to our employees working at the Headquarters, including their spouses and children. We plan to expand the application of private health insurance to all employees as of 2023. We include all of our employees in the individual pension system with employer contribution (BES) upon request. By implementing maternity leave and paternity leave practices within the framework of legal regulations, we fully support our mother- and father-to-be employees during their child-birth processes. In 2022, 1 of our employees took maternity leave and 5 of our employees took paternity leave. In addition, we offer a child-birth support package to our employees who have completed their 1 year in our company. We made additional payments to 20 of our employees in 2022 within the scope of the child-birth support package and nursery aids for working mothers.

Thanks to the work model that started with the pandemic and became permanent afterwards, our Headquarters' employees work remotely on Fridays. We make additional payment equal to 1 day's earnings to our field employees in the month of their birthdays, and we give our employees working at the Headquarters 1 day of paid leave and deposit additional payments to their meal cards. We provide clothing assistance to our subordinate administrative employees at regular intervals. We support our newly married employees by giving them full gold coins as a gift and share their excitement. Our workplace physicians also provide guidance to our employees on their non-work-related health issues.

LEAP Employee Support Program

Within the scope of the Employee Support Program, our employees can receive 24/7 online consultancy services (legal, economic, socio-cultural, etc.) on different issues, including especially on health issues. In the first half of 2022, the ratio of our employees who received support within the scope of the LEAP Employee Support Program throughout the Fiba Group was 20.6%.

Our long-term goals within the scope of our Human Resources Policy and Sustainability Strategy include:

- Conducting employee satisfaction and employee loyalty surveys and actively monitoring the survey results,
- Monitoring employee turnover rates and evaluating opportunities for improvement,
- Identifying the factors affecting employee engagement and forming workshop groups if necessary.

STAKEHOLDER OPINION

EMRE DİNÇSAY
Energy Executive
Fiba Renewable Energy

I think the main thing that makes me feel most special at Fiba Renewable Energy is my teammates; in this sense, my manager and the work we have accomplished together make me feel special. The thing I am most proud of at Fiba Renewable Energy is the implementation of the Intraday Energy Trading Project, which is a first for our company. In this way, I became part of another project that was important for my career. My most memorable experience at Fiba Renewables was the online seminar I gave to graduate and doctorate students at Kocaeli University, Engineering Faculty about energy trading.

GRI 404-1 • GRI 404-2

Our Employee Development Activities

We believe in the importance of sustainable development in order to maintain our leading position in our sector.

In order to increase their professional and social development, we create training and development opportunities for our colleagues, who are among our most valuable stakeholders, and we support our employees in every field.

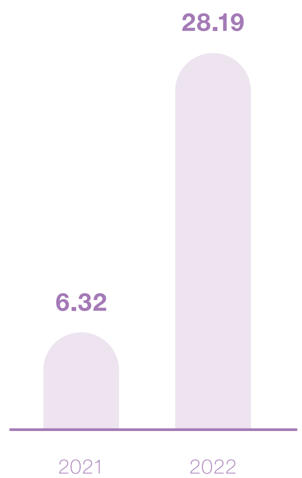
We grant our employees who have completed their 1 year of employment in the Fiba Group the right to enroll in the Özyeğin University Business Administration (MBA, EMBA) and Financial Engineering (FERM) Master's Degree programs under company sponsorship. In addition, we evaluate special training requests from our employees and encourage their participation in the same.

In order to increase their professional and social development, we create training and development opportunities for our colleagues, who are among our most valuable stakeholders, and we support our employees in every field.

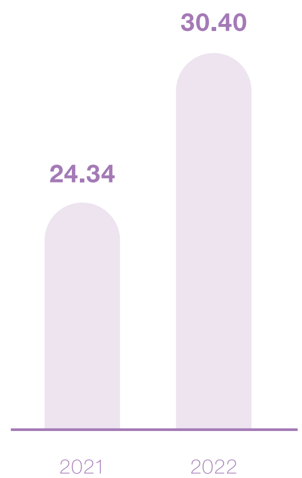
As Fiba Renewables, we believe in the importance of sustainable development in order to **maintain our leading position** in our sector. For this reason, we provide support for the needs and areas of development of our employees. We offer the necessary resources to support the development of our employees' technical and professional skills. We aim to **encourage our employees to continuously improve themselves** and we strive **to enable them to contribute to the success of our company.** Accordingly, we determine the training needs of our employees and organize appropriate training programs. In addition, we support our employees **to strengthen their competencies in the sector** by enabling them to follow technological and sectoral trends.

We aim to encourage our employees to continuously improve themselves and to enable them to contribute to the success of our company.

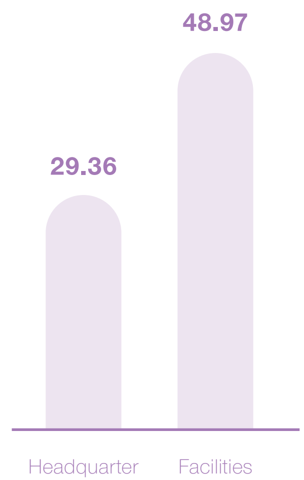
The average training hours per person for our female employees (person x hour)



The average training hours per person for our male employees (person x hour)



The average training hours per employee (person x hour)



GRI 404-1 • GRI 404-2 • GRI 404-3

Our Employee Development Activities

We aim to increase the number of career development trainings we offer to our employees every year.

We grant our employees, who have completed their first year, the right to enroll in the Özyeğin University Business Administration (MBA, EMBA) and Financial Engineering (FERM) Master's programs.

6,266 hours

Training Activities

In 2022, we contributed to the development of our employees by organizing 6,266.45 hours of training on 26 different topics.

We aim to select the right candidates in the recruitment process, to create a workforce that is suitable for our company's growth targets, and to help our employees progress in their careers by providing them with opportunities. We **prioritize local employment** in the regions where we operate and we increase our performance thanks to our employees who know the region and its culture. We offer career opportunities to potential talents. We follow **the Career Days** of universities and offer **internship opportunities** in order to discover young talents and bring them to our company. In addition, we assess the compulsory internship applications and welcome our young colleagues to our company in the summer and winter periods. We manage our recruitment, professional development and promotion processes within the scope or **our** Human Resources Policy and make improvements that will strengthen the loyalty of our employees to our company.

We grant our employees who have completed their 1 year of employment in the Fiba Group the right to enroll in the Özyeğin University Business Administration (MBA, EMBA) and Financial Engineering (FERM) Master's Degree programs under company sponsorship. In addition, we evaluate special training requests from our employees and encourage their participation in the same.

We ensure that our employees who have completed 15 years of employment within the Fiba Group companies and left our group are kept under the group's private health insurance upon their own request and on the condition that they pay the policy premiums. In addition, we offer our employees who have worked for our company for many years the opportunity to continue their work also after retirement in order not to lose the knowledge they bring in.

With our training policy, we aim to maintain our high performance and reach our goals by offering various training and development opportunities to support the professional and personal development of our colleagues. While planning our internal training sessions, we carry out detailed studies and strive to ensure that the training sessions **are compatible with our company's strategic goals** and **create value.** Through these training sessions, we provide growth and advancement opportunities to our employees, helping them develop their skills and enabling them to be more successful in their jobs. Thus, by increasing the motivation of our employees, we also strengthen their loyalty to our company.

Within the scope of our Training Procedure, our employees inform us of the training they need by filling out the **training request forms.** We create our training plans by evaluating these requests in line with the development profiles of our employees, and the views and needs of our executives. By closely following the training of all our employees, we determine our areas in need of improvement. By keeping up with the technological developments, we carry out our **OHS, PDPL (Personal Data Protection Law), personal development, information security,** and professional / personal development training sessions both through online platforms and face-to-face methods, thereby making it easier for all our employees to access the training sessions.

We are aware that business success can only be achieved with the happiness and peace of the employees. For this reason, we support employees' access to their areas of interest and help them develop their competencies through personal development training sessions. In 2022, we contributed to the development of our employees by organizing 6,266.45 hours of training on 26 different topics. In addition, in 2022, in comparison to 2021, the average training hours per person for our female employees at our Headquarters **increased from 6.32 to 28.19,** and for our male employees, from **24.34 to 30.40. In addition, average training hours per employee was 29.36 person x hour in our Headquarters and 48.97 person x hour in our facilities.**

GRI 404-1 • GRI 404-2

Our Employee Development Activities

STAKEHOLDER OPINION

AÇELYA CESUR
Environmental Engineer
Fiba Renewable Energy

I think that Fiba Renewable Energy has taken important steps for a sustainable future with its activities that reduce the use of fossil fuels and support the generation and use of sustainable energy, thanks to the energy it obtains from solar and wind power plants. At Fiba Renewable Energy, where I have had my first professional experience that gave me the opportunity to work in an energy company and apply my academic knowledge to my work, my professional development is supported in a work environment where there is no discrimination among employees, there are teams consisting of people who love their profession, importance is given to occupational health and safety measures in wind and solar power plants, many activities are carried out in order to protect biodiversity, and where sustainability is a goal of every department.

At the HSE and Sustainability department, where I am an intern, we are encouraged by our department manager to participate in training sessions on topics such as Gender Equality, Sustainability and Financial Literacy that will contribute to our professional development in order to increase our knowledge in the world of sustainability which is constantly evolving. I also contribute to my professional development through the training sessions I am able to participate in.

I am happy to have the opportunity to gain experience during my internship at Fiba Renewable Energy in the fields of sustainability and energy, which I am interested in and in which I want to continue my career path.

STAKEHOLDER OPINION

ESRA ÖZ
Business Development Assistant Specialist
Fiba Renewable Energy

After completing my academic studies in engineering, I joined the business development department at Fiba Renewable Energy. I work in a department where I will gain the habit of developing new perspectives by closely following renewable energy projects and current developments in the energy sector. I believe that the necessary motivation in the career progress of employees is provided by an approach that is focused on training and development, based on equal principles among employees. Fiba Renewable Energy, whose staff is experienced about wind power plants and renewable energy, plays an important role in career progress of its employees by educating them and giving them the necessary responsibilities and offers an environment where employees can create added value with the knowledge they have gained and the projects they have worked on.

GRI 404-1 • GRI 404-2

Our Employee Development Activities

Fiba Idea Factory is an in-house entrepreneurship program that opens the door to the world of entrepreneurship for employees.

An employee of Fiba Renewable Energy applied to the platform with his own business idea in 2022 and was accepted to the platform.

Fiba Idea Factory Platform

Fiba Fikir Fabrikası (Fiba Idea Factory) Platform is an internal entrepreneurship program organized between Fiba Group companies that opens the doors to the entrepreneurship world for employees.

This program, which spans approximately 1 year and consists of four phases, aims to ensure that the entrepreneurial spirit that lies at the root of Fiba Group is embraces by all employees and that they make their ways of doing business more dynamic and competitive.

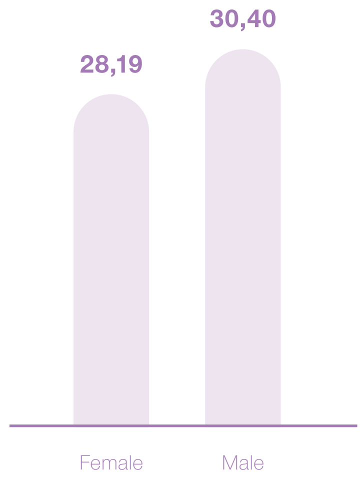
In 2022, an employee of Fiba Renewable Energy applied to the platform with their own business idea and was accepted to the platform. In the 4-month development process within the program, the mentioned employee participated in various training sessions and workshops on lean feasibility, business and product development, and entrepreneurship.

Our Sports Activities

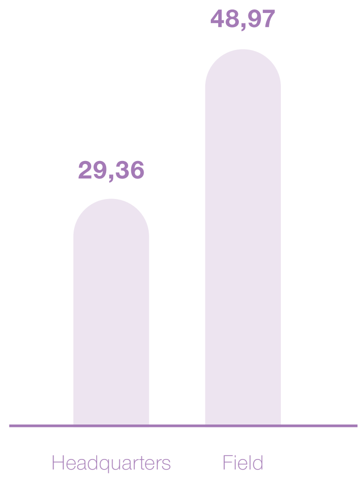
In 2022, we participated in the Corporate Basketball League.

In 2022, we, as Fiba Renewables, participated in the Corporate Basketball League which is Türkiye's first basketball organization for companies and has been held uninterruptedly since 2004. Our basketball team, which was formed by our employees working at the Fiba Renewable Energy Headquarters, finished in the fourth rank in the 19th Season held in 2022 with the participation of 24 teams.

Our Headquarters Employees - Average Training Hours (hour/person)*



Employees - Average Training Hours (hour/person)*



** Training hours provided within the scope of Özyeğin University Master of Business Administration (EMBA) training program (1 person) are not included in the training hours.*

GRI 3-3 • GRI 405-2 • GRI 406-1

Equality, Inclusion and Diversity

We strive to create an egalitarian working environment that opposes all discrimination.

In 2022, the rate of female executives in our Senior Management was 50%, and the female employment rate at our Headquarters was 47%.

As Fiba Renewables, we embrace the principles of diversity and inclusion in our work environment and throughout our value chain, regardless of religion, language, race, gender, age, marital status and disability. We stand against discrimination in our workplace. We offer our employees a work environment that is built on equal opportunities, without discriminating them based on their ethnicity, gender, marital status, age or disability. We promote equality, diversity and inclusion in our business processes and value chain, and we adopt them as part of our corporate culture in line with our policies. We make sure that all our employees embrace an egalitarian approach.

In line with our Human Resources Policy;

- We protect the rights of all our employees in accordance with the applicable legislation.
- We always advocate for diversity and equal opportunities.
- We support gender equality.
- We adhere to the principles of the United Nations Global Compact.
- As a signatory to WEPs, we consistently comply with its guidelines.

In line with our Human Resources Policy, we prioritize the principle of equal opportunities and manage our human resources processes, including promotions, performance evaluations, leaves, wages and training, by always respecting differences. We give priority to ensuring gender equality, equal opportunities and diversity throughout our interaction with our employees, starting from the recruitment stage. At our Headquarters and Facility Directorates, we follow an egalitarian wage management process in accordance with our Wages and Benefits Policy.

We continue to support the rights of both male and female employees equally in all our recruitment and employment processes, and we do not tolerate gender discrimination. We promote gender equality, which is an important step for the achievement of sustainable development, and we constantly improve our corporate training plans and programs that we have created in this direction. We take part in various gender equality projects by collaborating with various NGOs and other stakeholders under the leadership of Fiba Group. During the reporting period, there was no case of discrimination in our company.

We strive to create a safe, healthy and respectful working environment that is egalitarian, diversified, and is against all kinds of discrimination. We believe that our work efficiency can increase if individuals with different backgrounds and competencies come together.

We continue our pre-school childcare and nursery assistance practices to enable the active participation of our female employees with children in work life. In order to ensure gender equality among our employees, we adhere to the Women's Empowerment Principles (WEPs) developed in cooperation with the United Nations Gender Equality and Women's Empowerment Unit (UN Women).

In 2022, the rate of female executives in our Senior Management was 50%, and the female employment rate at our Headquarters was 47%.

In 2022, we conducted more than 246 person x hour of Gender Equality training with the participation of 94% of our employees.

Our Projects Conducted within the Scope of Gender Equality

As Fiba Renewables, we continue to support projects aimed at ensuring gender equality in Türkiye and increasing the economic and social development of our country, through our "Fiba Volunteers" and " Fiba Equality First" platforms, in which all Fiba Group Companies participate. We regularly participate in the training sessions organized on gender equality, which is one of the most important material issues within the Fiba Group, and by adopting the "Egalitarian Language and Conduct Guide" published throughout the group, we adopt an egalitarian language in our work environment and increase the level of awareness in the society by getting rid of tendencies of stereotyping. We contribute to gender equality through our "Fiba Volunteers" and " Fiba Equality First" platforms.

Fiba Equality First Platform

We strive to create an egalitarian working environment that opposes all discrimination.

We strive to establish a culture of justice and equality in our work and society, and we emphasize the importance of gender equality in all fields. As a Fiba Group company, we carry out projects ranging from equal opportunities in the workplace, fatherhood and women's employment, to work-private life balance, in order to ensure that women working in different fields in our country have equal rights and opportunities with men, and we take firm steps toward a sustainable future. As Fiba Renewables, we aim to adopt the gender equality principle at corporate and individual level and to create a common language. We carry out studies on equal opportunities in the workplace with our Equality Representatives, who strive to fulfill the mission of " Fiba Equality First ". 2 of our employees are directly on the Fiba Group Fiba Equality First Committee. At our Headquarters, we attach importance to the use of egalitarian language in line with the Egalitarian Language and Conduct Guide and we carry out poster/banner works in order to raise awareness on gender equality within the company. In addition, we take part as a signatory and member in initiatives that we believe will contribute to the issue of gender equality in the economic and social development of our country.

STAKEHOLDER OPINION

MERVE TUĞBA KARA – ERDOĞAN KARAHACIOĞLU
Project Engineer – Project Planning Assistant Specialist
Fiba Equality First and Fiba Volunteers Representatives

Fiba Equality First Platform: We feel very lucky to be included in this volunteering platform as Equality First Representatives at Fiba Renewables, in line with our corporate identity and values. We have no doubt that there will be important projects in the future at Fiba in terms of equality and that significant progress will be made on this issue. As it is always expressed in the Fiba Equality First platform, we would like to reiterate that equality can only be achieved if it is realized in every field.

Fiba Volunteers: As Fiba Volunteers, we have been involved in various volunteering initiatives. We would like to indicate that as Fiba employees, we are very glad to have been able to organize the aid efforts to the earthquake region after the recent earthquake in our country and visit the region to stand by the children affected by the earthquake and share their excitement on April 23, National Sovereignty and Children's Day.

GRI 3-3 • GRI 405-1 • GRI 406-1

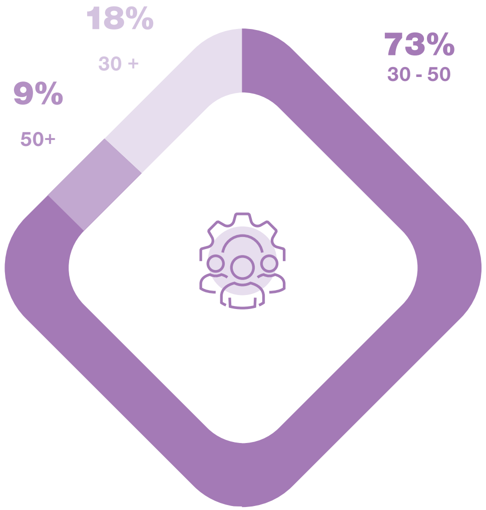
Equality, Inclusion and Diversity

"Egalitarian Language and Conduct Guide" has been prepared to raise awareness towards a more egalitarian society.

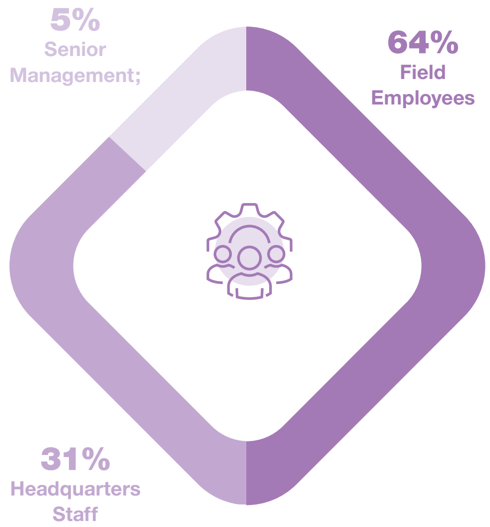
Egalitarian Language and Conduct Guide
Published as part of the studies carried out by Fiba Equality First, the "Egalitarian Language and Conduct Guide" is a guide prepared to raise awareness for a more egalitarian society, serving to create a happy and equal working environment where all our employees feel valued while being who they truly are effortlessly. Being aware of the fact that at the root of the inequalities we may encounter at every level of today's labour life lies the signs of discriminatory language that shape our mindset, and wrong social behavior patterns, we, as Fiba Renewables, support the transformation of this guide, which was put forward by our equality representatives working in the Fiba Group, its subsidiaries and different departments, into a continuously evolving document.

The Egalitarian Language and Conduct Guide can be accessed from here.

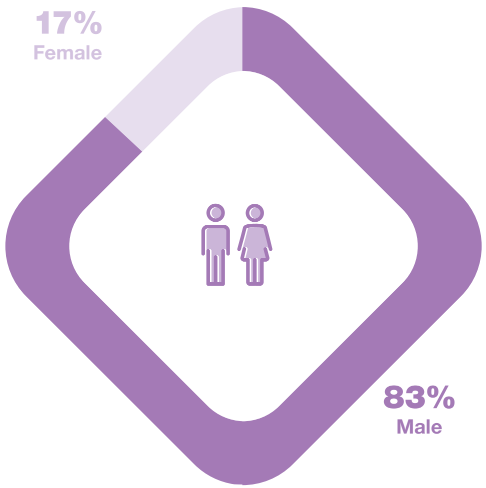
Employees by Age Group



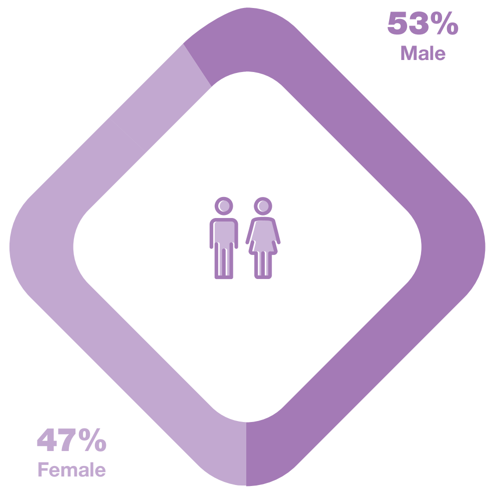
Number of Employees by Category



Number of Employees by Gender



Number of Headquarters Employees by Gender



GRI 3-3 • GRI 403-1 • GRI 403-2 • GRI 403-3 • GRI 403-4 • GRI 403-5 • GRI 403-6 • GRI 403-8 • GRI 403-9 • GRI 403-10

Our Occupational Health and Safety Practices

As Fiba Renewables, we define occupational health and safety as our top materiality.

With our OHS Management System, we develop our preventive and corrective actions for occupational safety, facility safety and employee health, and through our training sessions, we ensure that the OHS culture becomes widespread in all our locations.

We apply the OHS Management System to all our companies within the Holding, our subcontractor employees and our visitors. We have successfully maintained the effective management of OHS in all our businesses in 2022 as well.

We implemented the ISO 45001:2018 Occupational Health and Safety Management System in our solar power plants as of September 2022.

As Fiba Renewables, we define occupational health and safety as our top materiality, and we address the risks related to the health and safety of our stakeholders in a proactive manner and manage them with a responsible approach. We continue our OHS activities in line with our zero occupational accident and zero occupational disease goals so that all our employees, subcontractors and other stakeholders can enjoy a healthy and safe work environment.

Our risk-based thinking culture to reduce OHS risks in our company is at the core of our OHS performance management. In this context, we carry out our practices together with the OHS-Environment and Sustainability Directorate, our working groups and employee representatives within the framework of our OHS Policy. We carry out our OHS training sessions, internal-external audits, risk workshops, accident investigations and root cause analyses etc., as part of our Integrated Management System within the scope of our effective OHS processes with the involvement of our senior management. We plan all our processes in our operating regions in accordance with national and international laws, regulations, standards and all relevant requirements, and monitor the implementation and development of the necessary actions within the scope of our OHS Policy through our Facility Managers.

By improving our group certification processes within the scope of our Integrated Management System, we implemented the ISO 45001:2018 Occupational Health and Safety Management System, which we followed at our Headquarters and wind power plants in the past years, also in our solar power plants as of September 2022. In addition, we manage our OHS practices in all our fields and offices in accordance with international standards and monitor their compliance with applicable legal regulations. We successfully continued the effective management of OHS in all our facilities also in 2022, by applying the OHS Management System in a way that will cover all our companies within the Holding, our subcontractors' employees and our visitors.

With our OHS Management System, we develop our preventive and corrective actions for occupational safety, facility safety and employee health, and through our training sessions, we ensure that the OHS culture becomes widespread in all our locations.

Our Environment and OHS Working Group, which works under our Sustainability Committee, convenes under the chair of the HSE and Sustainability Manager in quarterly periods, with the participation of the Facility Managers, OHS-E and Sustainability Executive, Projects Site Chief, Wildlife Specialist, OHS-E and Sustainability Specialist and Business Development Specialist, to discuss the results of our OHS-related and Environmental activities and the progress of our goals, and to inform our Sustainability Committee by identifying our needs arising from current developments. Through OHS Coordination meetings we hold every month, we take decisions for action on OHS issues in our projects together with the officials of all our contractor companies and our employee representatives, and we monitor whether or not the board decisions we have taken are implemented.

You may find our Occupational Health and Safety Policy here.

GRI 3-3 • GRI 403-1 • GRI 403-2 • GRI 403-3 • GRI 403-4 • GRI 403-5 • GRI 403-6 • GRI 403-8 • GRI 403-9 • GRI 403-10

Our Occupational Health and Safety Practices

We monitor the OHS performances of our facilities and projects, in terms of accident, disease trends etc., on a monthly basis and share the relevant information with all our employees through monthly bulletins.

As part of our Integrated Management System, we use QDMS, which is accessible to all our employees, to systematically report dangerous situations and behaviors observed and detected by our employees on the field and to record the corrective actions. Our OHS experts, who periodically examine the situations that pose a risk and that our employees and subcontractors' employees may encounter, create a list of corrective and preventive actions when necessary. Thus, by taking the necessary actions, we prevent work accidents and prevent recurring of risky situations. Our OHS experts carry out accident investigations and root cause analyses with our accident investigation teams, using the comprehensive cause and effect method, as a result of any accident or near-miss situation at our Headquarters or our facilities, and accordingly, determine the corrective actions we should take. We transparently share the results of accident investigations and root-cause analyses with all our employees and stakeholders in order to prevent our employees from experiencing similar situations and to raise OHS awareness throughout our company.

We monitor the OHS performances of our facilities and projects, in terms of accident, disease trends etc., on a monthly basis and share the relevant information with all our employees through monthly bulletins.

Under the coordination of our OHS-Environment and Sustainability Directorate, we comprehensively assess existing and potential OHS risks in Risk Workshops together with our OHS experts, workplace physicians, facility managers, employee representatives, contractor company officials, and our employees. In this way, we ensure employee participation in matters related to occupational health and safety, and make positive contribution to the formation of risk awareness among employees. We review OHS and Environmental risk analyses every two years at risk workshops to assess our current status.

We encourage all our employees, especially our employee representatives, to report safe/risky situations and behaviors, and we strive for all our facilities within Fiba Renewable Energy to make notifications at least once a month. In this context, our employees make notifications by filling out risky/safe situation and behavior notification cards, and these notifications are reviewed and consolidated by our OHS-Environment and Sustainability Department and shared with all our employees through monthly bulletins. As a result of our annual evaluations, we hold emergency drills every year and take action to update the training plans according to the needs of our employees.

Within the scope of the OHS Incentive Program, we evaluate the notifications sent by our employees and subcontractors' employees with Risky / Safe Situation and Behavior Notification Cards, and we encourage our employees by rewarding them for the selected notifications. Within the scope of the notifications, we include not only risky situations and behaviors, but also safe status and behavior notifications in our processes, and we highlight exemplary practices in creating a safe working environment. In this respect, we see notification processes as a valuable part of our OHS culture.

In 2022, we held OHS risk workshops in 7 different facilities with the participation of 65 people.

Within the scope of our OHS Management processes and the requirements of our Integrated Management System, we subject all our facilities to an internal audit once a year and an external audit once a year. We support the competencies of our audit team with quality management system training sessions. We carry out all of our internal audit processes through QDMS, our quality management system application, and we record our external audit findings and results also with this application. By following current developments, we evaluate needed changes and opportunities, and update our internal audit question lists. We evaluate the data, findings and results obtained in our internal and external audit processes based on the principle of continuous improvement, and use them as inputs for corrective actions and improvement opportunities. We assess our audit process and performance at least once a year at the Management Review meetings with our Senior Management, Facility Directorate and OHS-Environment and Sustainability Directorate.

Within the scope of our Integrated Management System, 100% of our facilities completed their audit processes in 2022.

We improve the working conditions of our employees and meticulously monitor the OHS practices at our Facilities and Headquarters. In our high-risk operations , we ensure the safety of our employees by taking precautions against possible accidents. We pay the necessary attention to the health of our employees by providing periodic health checks, hygiene checks, as well as occupational health training sessions, within the scope of field visits we carry out every month with our workplace physicians working in all our workplaces. Within the scope of the LEAP Employee Support Program, which provides consultancy services on different subjects, including especially health-related issues, we support our employees with practices that improve their health and well-being in the work environment.

[4]Emergency drills involve rescue missions from wind turbines, fire-evacuation, first aid, and spill-leakage exercises etc.
[5]Covers our activities such as working-at-height, road-driving safety, electricity and load lifting etc.

GRI 3-3 • GRI 403-1 • GRI 403-2 • GRI 403-3 • GRI 403-4 • GRI 403-5 • GRI 403-6 • GRI 403-8 • GRI 403-9 • GRI 403-10

Our Occupational Health and Safety Practices

We achieved the "zero work accident" goal for Fiba Renewables employees at our operating locations also this year.

We keep the Occupational Health, Safety and Environment Specifications in force for all our Holding employees, subcontractor companies and suppliers in order to achieve our targets of excellence in OHS-E in our operations and zero occupational accident within the scope of an official framework. In the mentioned Specifications, the responsibilities of all stakeholder groups involved in our operations are set out and the situations they are responsible for within the scope of legal regulations, international performance standards and our company's commitments are described in detail. In the case of any non-compliance, we commit to take the necessary action in line with the relevant legal regulations, our Occupational Health and Safety Policy and our HSE Contract

We achieved the "zero work accident" goal for Fiba Renewables employees at our operating locations also this year. Occupational accidents among the employees of our subcontractors working for the company also decreased by 75% compared to the previous year and only 1 work accident occurred.

In 2022:

- There was no accident in any of our locations that resulted in death.
- There was no serious accident involving any employee who became incapacitated for work for more than 6 months.
- Among the employees of Fiba Renewables, the number of accidents with lost days in 2022 was zero.
- For subcontractors' employees, the number of accidents with lost days decreased by 75% in 2022 compared to the previous year, declining from 4 to 1.
- None of our employees suffered an occupational disease.
- There was no absenteeism due to work accident or occupational disease.
- Our accident frequency rate was 1.18, which is well below the sector average.

In order to manage effective OHS processes, we continue to conduct periodic field checks, OHS coordination meetings and training sessions with our employees.

In 2022, we conducted a total of 2,352 person x hour of OHS training with our 158 employees.

We attach importance to OHS training in order to ensure that our employees embrace the OHS culture, manage the risks related to OHS and work in a safe working environment. Within the scope of our OHS Policy, we provide face-to-face or online OHS training for our employees and all our stakeholders involved in our operations, during the recruitment processes and at specified periods within the scope of the Occupational Health and Safety Law. Apart from the OHS training sessions we provide within the scope of the legislation, we also organize training sessions for our employees through the OHS Training Module which we have created, through our Occupational Safety Specialists and Occupational Physicians.

We determine the training needs and scope as a result of the risk assessments and accident investigations conducted, and we refresh the training sessions at periodic intervals. We do not keep our OHS training program, which is attended by high number of employees, only limited to the compulsory Basic OHS training, and we enrich it with different training sessions on occupational safety. In this context, we also include emergency issues in the training sessions we carry out, such as working-at-height principles, driving training for safe vehicle use (defensive driving, off-road, anti-skid, etc.), wind turbine rescue exercises, earthquake safety, etc., thereby contributing to the professional development of our employees, and we feel proud of the awareness we have created in this respect.

STAKEHOLDER OPINION

ERSAN ASLAN
HSE Manager
General Electric

If I were to evaluate the studies we have carried out within the scope of our cooperation with Fiba Renewables, and the impact of these studies, I can say that we work together on many issues that directly concern occupational safety and health, such as emergency plans, risk assessments, emergency drills, crane-lifting operations, preliminary site inspections, and site inspections and improvements. Every work we do together significantly affects our occupational safety culture. We strive to prevent work accidents with the steps we take proactively and we can see the positive effects of these efforts.

I think that Fiba Renewable Energy Türkiye has a very important value in terms of the contributions of the company in respect of the work carried out with GE, and speaking for myself, with Fiba Renewable Energy. With the awareness that the "human" factor is the key that carries many companies to a better future, we try to understand and make an impact on people first. And I think the effect of this approach manifests itself on the field. It is a great pleasure for GE to access and work together with someone from Fiba Renewable Energy. For us, being happy while working is the first requirement for working in an accident-free environment.

In terms of the contribution of the project carried out with Fiba Renewables to the employees, I can give some specific examples. For instance, we carried out avalanche search and avalanche rescue activities under the leadership of Fiba on the Van Bağlama field in difficult weather conditions. Thanks to them, we learned, taught, experienced, and implemented a lot of things about avalanche. We also shared the details of these practices with our employees in many countries such as Sweden and Canada. It was an extremely exemplary activity.

In terms of the points of improvement/development of the work carried out with Fiba Renewables, the occupational safety processes must be constantly improved within themselves. Many topics can be addressed under this title; for example, lifting operations near high-voltage places, manual lifting, sharp-edged and 'safety turbine design'.

Our Social Responsibility

As Fiba Renewables, we carry out studies beyond our operations to also make the economic and social development of our country sustainable. We make our corporate social responsibility investments by focusing on the needs and expectations of our stakeholders. We prioritize local employment in all our facilities, thereby supporting the development of a local and independent economy. We pay attention to the views of our stakeholders in all our work which we carry out with the understanding of transparency, and we ensure that they actively participate in our processes.

TL 3,643 million

Realized CSR Investment Amount

77%

Local Employment Rate

GRI 3-3

Our Social Responsibility

Relevant Material Issue	Our targets	Base Year	2020	2021	2022 Development	Our 2025 Target	Our 2030 Target	Related SDG
Social Responsibility	Participating in corporate social responsibility projects	2020	1	1	3	6	10	
Contribution to Local Economy and Employment	Increasing the local employment rate for our facilities	2021	65%	74%	77%	78%	80%	

GRI 3-3 • GRI 413-1

Acting with a Sense of Social Responsibility

In 2022, we donated TL 3,643,533 in total.

Fiba Renewables addresses the corporate social responsibility approach within the scope of corporate, social and environmental responsibility strategies determined at the Group level, and it integrates it into its business processes.

Like all other organizations within the Fiba Group, Fiba Renewables also addresses the corporate social responsibility approach within the scope of corporate, social and environmental responsibility strategies determined at the Group level, and it integrates it into its business processes. Without worrying about commercial benefits, we use our resources to make future generations happy, healthy and safe. We carry out social responsibility projects that we prioritize in accordance with our corporate social responsibility approach and SDGs.

We continue to be a reliable business partner of local governments in the regions where we operate, and we strive to ensure social welfare through our initiatives aimed at improving the quality of life. In this context, we collect feedback from local governments and carry out support activities in line with their expectations.

In 2022, the total amount of education donations we made to the Turkish Education Foundation, AÇEV, Bilim Kahramanları Derneği **(Science Heroes Association),** Özyeğin University and Hüsnü M. Özyeğin Foundation was **TL 3,445,244.**

At Fiba Renewable Energy, **the Social Responsibility and Stakeholder Engagement Working Group,** one of the working groups **of our Sustainability Committee,** acts as the working group responsible for the execution of our corporate social responsibility activities. Our working group, whose main responsibilities are to find the best ways to communicate with our stakeholders, to include them in business processes when necessary, and to evaluate them in the context of sustainability, convenes regularly and our working group's chair regularly reports the results of our sessions to the Sustainability Committee.

You may find detailed information about our Sustainability Committee, our Social Responsibility and Stakeholder Engagement Working Group, and other working groups, in the **"Our Sustainability Governance"** section of our report.

As Fiba Renewables, we take part, as a signatory and member, in initiatives that we believe will contribute to the social development of our country. As a signatory to the **Women's Empowerment Principles (WEPs)** since 2019 and as a member of the **Business Council for Sustainable Development Türkiye (BCSD Türkiye)** since 2021, we contribute to the improvement of social welfare, gender equality and sustainable development in Türkiye and we support practices and processes that touch people and lives.

We support the Mother Child Education Foundation (AÇEV), which develops science-based education programs for children and parents in need across the country. Through the **Hüsnü M. Özyeğin Foundation,** we provide education and scholarship support to those living in rural areas and in need of financial support and to young women living in areas with limited financial means. In addition, in 2022, we donated a total of **TL 1,594,444** to the studies of the **Centre for Energy, Environment and Economy (CEEE),** a research and application centre within Özyeğin University that develops solutions and strategies in the fields of sustainable energy and energy efficiency.

STAKEHOLDER OPINION

PROF. DR. PINAR MENGÜÇ
Director / Department of Mechanical Engineering Founding Head
Center for Energy, Environment and Economy (CEEE) Ozyegin University

In terms of the general contribution and benefit of the project, carried out with Fiba Renewable Energy, to the society and the target audience, studies of CEEE led to the publication of two scientific books that can be used widely all over the world. CEEE's Energy Transformation focus paved the way for a high-level study to be carried out with TÜSİAD, which is a study that can contribute to the entire Turkish Industry. Likewise, CEEE's Lahore, Pakistan study created scientific constructs of energy models and sustainability in complex facilities. All these studies will make very important social contributions in terms of minimizing environmental problems and reducing the effects of climate change in the long run.

CEEE's researchers should become more informed about points of improvement and development of the projects conducted with Fiba Renewable Energy and about Fiba Renewable Energy's practices, by seeing these practices on-site through planned field visits. In this way, real problems and possible studies that may address them can be determined more clearly. Studies should be carried out on ways to showcase the contribution of the projects carried out with CEEE and Fiba Renewables to society, and the outputs of the projects should be announced through various publications and events.

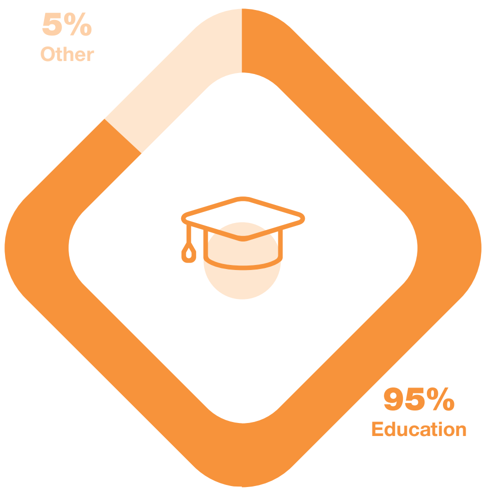
GRI 3-3 • GRI 413-1

Acting with a Sense of Social Responsibility

In 2022, 13 of our employees took part in corporate social responsibility projects across the country.

We aim to allocate an additional TL 2,400,000 to social investment projects in 2023, with investments that will expand the scope of the importance we attach to social development.

Social Investments (%)



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2022 – 2023 Science Heroes' Gathering / FIRST ® LEGO ® League Challenge Season and Fiba Renewable Energy Team Support Project

Bilim Kahramanları Derneği (Science Heroes Association), which set out with the motto "Every child is born an inventor", is an association that carries out initiatives to spread and encourage science, scientific thought and scientific awareness in all parts of society and to ensure that children and young people are introduced to science at an early age. **FIRST LEGO League Programs**, on the other hand, is a STEM program for children aged 4-16, implemented in more than 100 countries around the world in cooperation with the FIRST ® Foundation (For Inspiration and Recognition of Science and Technology) in the USA and the LEGO ® Group in Denmark.


Big(A)Tech Team - Çanakkale


Big(A)Tech Team - Çanakkale


Gazi Robotik Team - Denizli

GRI 3-3 • GRI 413-1

Acting with a Sense of Social Responsibility

FIRST LEGO League Programs which guides children and young people to find innovative solutions every year to a global problem that concerns the world also gives them the opportunity to develop different skills such as teamwork, communication, critical thinking, problem-solving, question-asking, coding, and robotics.

Gazi Robotik Team - Denizli

The program which guides children and young people to find innovative solutions every year to a global problem that concerns the world also gives them the opportunity to develop different skills such as teamwork, communication, critical thinking, problem-solving, question-asking, coding, and robotics. The theme of the 19th season of the program, which is shaped by a different theme every year, was announced as SUPERPOWERED. This season which focuses on the field of sustainable energy, teams will work on the generation, storage, distribution and consumption of energy, and will produce innovative ideas on the generation and use of energy.

STAKEHOLDER OPINION

ASLI YIKICI YURTSEVER
Secretary General
Bilim Kahramanları Derneği
(Science Heroes Association)

As the Bilim Kahramanları Derneği (Science Heroes Association), we have been carrying out international and local programs and projects since 2011, with the motto "hope is in science", in order to make sure that children and young people are introduced to science at an early age and science becomes the focus of society. The FIRST LEGO League Challenge program, which has the most widespread impact among the studies we have carried out, has a theme that concerns the world every year, and the participating students between the ages of 9 and 16 produce innovative solutions to problems within the scope of that theme, carry out studies in the field of robotics-coding and code and design a robot that will perform certain tasks. Students also acquire 21st-century skills such as problem solving, critical thinking and time management as part of their teamwork.

The theme of the program for the year 2022-2023 focused on renewable energy solutions and our cooperation with Fiba Renewables started based on this theme. Our biggest goal in the program, which we have been running with the support of our volunteers for 19 years under the name 'Science Heroes' Gathering', is to contribute to equal opportunities in education and to support the participation of public-school students in the program. In line with this goal, Fiba Renewable Energy contributed to our efforts of reaching out to 3 public schools from 3 different provinces. Fiba Renewable Energy, which provides contribution to the efforts of accessing educational materials, which is one of the biggest problems in accessing studies in the field of STEM, also included the concept of employee volunteering in the project. With the participation of the staff of the organization, we organized an informative dialog session where approximately 5000 students who participated in the program this season were able to watch and get ideas during the scientific research process.

We would like to thank the Fiba Renewables family for supporting us in promoting equal opportunities in the STEM field and in supporting the scientific research processes of students. We hope to continue our cooperation for reaching out to more disadvantaged students each season and to closely collaborate also on employee volunteering.

GRI 3-3 • GRI 413-1

Acting with a Sense of Social Responsibility

We implement projects that provide social benefit with Fiba Volunteers platform.

In 2022, groups of 15 people consisting of Uluborlu Primary School and Private Tarhan High School students organized a technical trip to our Uluborlu WPP and Tayakadın WPP facilities.

As Fiba Renewables, we supported the participation of 3 teams consisting of 10 people from public schools in Hatay, Denizli and Çanakkale in the 'Science Heroes' Gathering / FIRST LEGO League Challenge tournament in the 2022-2023 SUPERPOWERED season. In addition, we participated in the Interviews with Science Heroes - Sustainability and Renewable Energy broadcast on Youtube, in order to inspire ideas of young people that will generate innovative solutions on the generation and use of energy. You may find the Youtube link of the broadcast here.

AÇEV: Project 'Reading Future

Project "Reading Future", carried out by AÇEV to ensure equal opportunities in education, is a project designed for children aged 2-7 living at risk and with low socio-economic status, and aiming to raise social awareness about the importance of reading. Activities within the scope of the project are aimed at supporting children's mental, physical, social and emotional development, including especially language development. With donations made to AÇEV through the platform, children who do not have access to books are provided with 'Reading Future" book sets.

As Fiba Renewables, we supported Project 'Reading Future" in 2022 with 1,000 book sets for TL 200,000, thereby reaching out to 1000 children and 1000 parents. In addition to thousand children, thousand mothers/fathers benefited from the impact of the project that also contributes to parents about child development. Within the scope of the project, another goal was to deliver book sets to earthquake victims in the Kahramanmaraş region affected by the earthquake that took place in our country during the preparation of our report and seriously affected 6 provinces.

Fiba Volunteers

At Fiba Renewable Energy, we implement projects that provide social benefit by participating in the "Fiba Volunteers" platform in which all Fiba Group Companies participate, through our volunteer employees. We continue to support projects aimed at ensuring gender equality in Türkiye and for the economic and social development of our country, directly with our 13 volunteers. In 2022, we provided support through our volunteers to projects titled "AÇEV Diyarbakır Stationery Campaign", "Would you like to Celebrate a Birthday with KAÇUV?", "We Provide Volunteer Support to Nezahat Gökyiğit Botanical Garden", "Let Children Learn While Having Fun in Volunteer Workshops with Hüsnü M. Özyeğin Foundation" and "Disaster Focus Area Coordination Support".

Technical Visits to our Wind Power Plants

In 2022, groups of 15 people consisting of Uluborlu Primary School and Private Tarhan High School students organized a technical trip to our Uluborlu WPP and Tayakadın WPP facilities. Thus, the students had the opportunity to have sector knowledge at a young age by observing the renewable energy sector on the field and under practical conditions.

GRI 3-3 • GRI 413-1

Acting with a Sense of Social Responsibility

STAKEHOLDER OPINION

MELİH DURMAZ
Student Club President
Gebze Technical University

We, as IEEE GTÜ Power and Energy Society, first collaborated with Fiba Renewable Energy at our PESCHAT'23 event, which we held on October 25, 2022. Sustainability Manager Levent Kavuncu, Sustainability Expert Nisa Naz Sevim and Melek Taşören Özçelik, and Sustainability Executive Uğur Küçükbayrak from Fiba Renewables were with us in the mentioned event. Under the title of 'Sustainability Approach in Renewable Energy Production', the Fiba team shared very valuable information as well as their experiences through interactive questions and answers. At the end of what can only be regarded as a bright day for our future, we, including the architects and participants at the event, were able to look at the environment we live in from a different perspective that is needed for a more livable world. I can say that we have become much more aware of the importance of the concept of 'sustainability', which is almost the cornerstone of the life we live in this world. I think that shaping our future, taking responsibility for the future of our world, and making efforts in this direction are very valuable steps for us, young people, who are going through very critical periods in shaping their own future. We continue to act with the motto "One who takes care of their ecosystem and listens to what the ecosystem needs, also takes care of their future", without ever slowing down. In this respect, we would like to extend our thanks to FIBA Renewable Energy and our participants for their sincere attitude towards us and their understanding.

Together, to the Future!

GRI 3-3 • GRI 203-1 • GRI 203-2

Our Efforts to Make Contributions to Local Economy and Employment

We support local employment, local workforce and local suppliers.

77%

Local Employment Rate

We focus on inclusive and sustainable growth, provide employment opportunities to local people in the regions we operate, and support local suppliers.

As Fiba Renewables, we contribute to the development of the local economy and create new employment opportunities with the investments we make in different regions of the country with the purpose of generating clean energy for our country and society.

Through our 14 Wind Power Plant projects in total, located in places such as Isparta Uluborlu, Muğla Bodrum, İstanbul Çatalca, Bursa Gemlik, Çanakkale Yenice, Van Gevaş, Tekirdağ Şarköy, Tekirdağ Malkara, İzmir Bergama, İzmir Karaburun, Hatay Defne, Balıkesir Manyas, Balıkesir Altıeylül, and Kırklareli Central Area, and our 5 Solar Power Plant projects, located in places such as Denizli Çardak, Denizli Acıpayam, Denizli Honaz, and Denizli Pamukkale, we focus on inclusive and sustainable growth, provide employment opportunities to local people in the regions we operate, and support local suppliers.

In line with our efforts to support local employment, local workforce and local suppliers, our local employment rate was 77% in 2022 and we aim to maintain this rate also in the coming years. Likewise, the basic needs of our wind and solar power plants are also procured from local suppliers. In 2022, on the basis of the purchasing volume, 89.8% of our suppliers consisted of local suppliers, and when we look at the number of suppliers, this ratio is 95.6%.

Every year, we contribute to the development of the local economy with our investments in physical and non-physical infrastructure in order to improve competitiveness, and we aim to set an example for the sector by extending our investments to large regions.

While performing our activities, we ensure public disclosure of social impact assessments and environmental and social impact assessments, conduct activities related to community development programs based on the needs of local communities, stakeholder interaction plans, local community consultative committees and processes with a broad audience base and involving vulnerable groups, work councils, occupational health and safety committees and other employee representation bodies, and official local community grievance processes, identify current and potential negative effects, and arrange necessary measures.

We focus on our goals to strengthen our company's reputation, ensure profitable and sustainable growth, and become one of the leading companies in our country thanks to our expertise in renewable energy.
You may find detailed information about our supply chain management in Our Responsible Supply Chain Management section.

You may find detailed information about our supply chain management in Our Responsible Supply Chain Management section.

	Pcs	Volume (% in TL)
Local Supplier	498	89.8
Foreign Supplier	23	10.21
Total Suppliers	**521**	**-**
Local Rate	**95.6%**	**-**

GRI 2-25 • GRI 2-26 • GRI 2-29 • GRI 3-3

Our Stakeholders Interaction

Within the scope of the communication activities we carry out with our stakeholders, we determine our material issues.

We create roadmaps for our business processes, taking into account all the opinions and suggestions we receive from our internal and external stakeholders.

As Fiba Renewables, we regularly share the details of our business processes and practices with our stakeholders through our communication channels, within the framework **of principles of transparency and respect,** and monitor the stakeholder notifications meticulously by establishing open communication with all our stakeholders in our value chain. In order to realize our goals in line with our strategy, we include relevant stakeholder groups in all our business processes, with the awareness of the active role of all our stakeholders, and we carry out studies in line with our corporate ethical values.

We create roadmaps for our business processes, taking into account all the opinions and suggestions we receive from our internal and external stakeholders.

Within the scope of the communication activities we carry out with our stakeholders, we determine our material issues and take into consideration the opinions and statements of our stakeholders to the fullest extent while planning all our processes. You may access detailed information about our material issues, which we have created in line with the feedback of all our stakeholders, in our "Materiality Matrix in 2022".

We attach importance to the feedback of our employees to make sure that they work in a safe and peaceful work environment, by periodically conducting **employee loyalty** and **employee satisfaction surveys** since 2020. In order to enable our employees to develop themselves and realize their potential, we prepare the annual training plans in line with their opinions.

You may find detailed information on the methods we use to communicate with our stakeholder groups, the frequency of our communication, and the values created, in our Stakeholder Interaction Table in the Annexes section.

In order to closely monitor the expectations and demands of our stakeholders, we organize meetings and interviews, communicate effectively with our stakeholders via our website and/or other communication channels, and create channels where our stakeholders who are affected by our operations and processes can easily convey their suggestions and complaints. Within the scope of our **Grievance Mechanism Procedure,** we determine corrective actions by recording the feedbacks of our stakeholders in **the QDMS Complaint Module** via **the Opinions, Suggestions and Complaints Form.** As a result of our practices, we actively evaluate the results of our actions by following the feedbacks of our stakeholders. We know that the comments of our stakeholders are important for our continuous development, and we evaluate the feedback we receive together with our Sustainability Committee and Board of Directors.

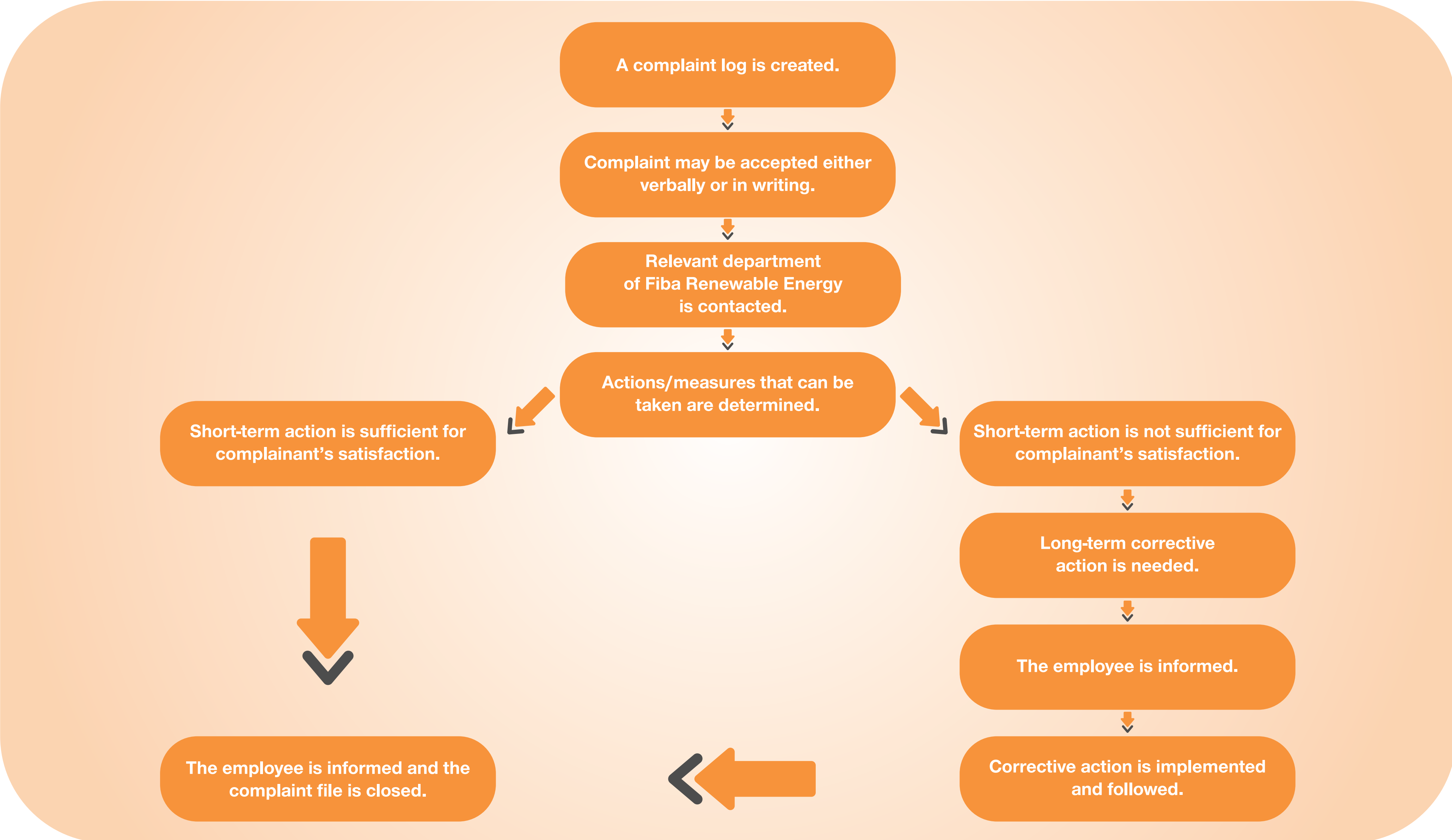
We attach importance to the feedback of our employees to make sure that they work in a safe and peaceful work environment, by periodically conducting employee loyalty and employee satisfaction surveys since 2020.

You may send your opinions and suggestions about our sustainability activities and reporting studies through "oneri@fibaenerji.com" and "fibayenilenebilirenerji@fibaenerji.com" addresses.

* *The Grievance Mechanism Procedure is part of the stakeholder interaction framework at Fiba Renewable Energy. Complaints are recorded using the FEH.FR.68 Opinions, Suggestions and Complaints Form and are processed into the QDMS Complaints Module.*

GRI 2-25 • GRI 2-26 • GRI 2-26 • GRI 3-3

Our Stakeholders Interaction



Our Responsibility to Our Business and Sector

We are proud of being one of the leading companies in Türkiye's energy ecosystem that obtains 100% of its production from renewable energy sources. We have been committed to serving our business and sector for 15 years, facilitating our country's transition to a low-carbon and high resource-efficient energy sector, in line with the Paris Agreement goals. We increase the volume and extent of impact of the investments we make, and develop the value we create through our culture which takes into account the digital transformation perspective of the sector and through our strengthened IT infrastructure. We ensure sustainability by integrating ESG criteria throughout our supply chain and we monitor the same for our operational efficiency.

521

Number of Suppliers in the Value Chain

89.8%

Local Purchase Rate

GRI 3-3

Our Responsibility to Our Business and Sector

Relevant Material Issue	Our targets	Base Year	2020	2021	2022 Development	Our 2025 Target	Our 2030 Target	Related SDG
Corporate Governance and Risk Management, Responsible Supply Chain	Performing assessments in accordance with supplier-specific ESG criteria: Conducting ESG assessments of 60% of identified suppliers by 2025	2022	-	-	52%	60%	75	

[7] In 2022, 24 out of 46 suppliers selected from among our 521 suppliers were subjected to ESG assessment.

Acıpayam SPP

GRI 3-3 • GRI 201-1 • GRI 201-4

Our Sustainable Finance and Responsible Investments

We intend to meet all the financing needs of our investments from 100% sustainable instruments.

As Fiba Renewables, we strive to create sustainable economic value while monitoring the footprint of our every activity. We aim to achieve an effective cost management and sustainable profit in our business processes with our portfolio consisting entirely of renewable energy sources. With the positive effects of our corporate development and transformation which we have achieved in recent years, and which still continues, we focus on being a participant in the future of our country's energy ecosystem and on transforming the sector by paying attention to low emissions and resource efficiency.

We create sustainable economic value for all our stakeholders with the payments we make to our suppliers, employees, creditors and governmental institutions, and to foundations and associations within the framework of our corporate social responsibility understanding. We carry out our operations at our power plants operating based on the profitability margin determined by our company, and we aim for a positive cash flow in cash management. Compared to the previous year, our Company's TL revenue and EBITDA increase in 2022 were 119% and 144%, respectively . With the new power plants commissioned, our total production reached 1,716,668 MWh in 2022 (2021: 1,547,468 MWh). We aim to maintain the successful performance we showed in 2022 also in the coming years and to continue our efforts to increase the effectiveness of sustainable growth.

Under the leadership of our Sustainable Finance Working Group, one of the sub-working groups of our Sustainability Committee, we conduct studies including for listing annual financing instruments and meeting financing needs from sustainable instruments, managing processes with creditors, accepted-declined loan ratios, recalled loan amounts, environmental-social impact assessments and reporting for investment projects, followed by efforts for the establishment of Environmental Social Management Systems, and we assess the progress status of our goals.

We make responsible investments by prioritizing sustainable financing resources. After our Business Development team conducts a pre-screening process for potential projects in different geographical locations, we initiate the detailed technical, financial and legal evaluation process with our own expert teams and expert consultant companies for the projects that are considered to be investment opportunities. In this context, the acceptance rate of the loans we applied for in 2022 was 100% and we do not have any denied loans. In 2022, our loan application for a loan amounting to 8.6 million EUR, USD 21.8 million and TL 273 million was successful and we utilized the mentioned loan. We do not have any recalled loans. We issued bills in the amount of USD 25 million in 2022, and we aim to maintain our approach of obtaining the 100% of **the financing we will need for our investments in the coming years from sustainable instruments.**

We intend to meet all the financing needs of our investments from 100% sustainable instruments.

As a result of these initiatives, our Company's long-term national rating has been evaluated as BBB and its outlook as Stable on January 31, 2022 by the International Credit Rating Agency, JCR. We anticipate that the simplistic view and positive outlook in the financial statements resulting from our new investment decisions will positively affect our credit rating in the upcoming periods.

We also continue our efforts to ensure supply security, which represents the uninterrupted availability of energy sources at an affordable price. In this context, we closely follow the legal regulations regarding our sector in our country and all investment opportunities provided. We have adopted an agile managerial monitoring mechanism for making use of sectoral opportunities with our 100% renewable energy portfolio, in national and international markets. In our business processes, we continue to benefit from incentive mechanisms in the sector such as YEKDEM purchase guarantee, potential capacity increase projects, and new YEKA tenders. As of 2022, 12 of our 14 Wind Power Plants and our 5 Solar Power Plants benefit from incentives such as YEKDEM rates and **Local Contribution Price (YKF)** within the scope of the **Renewable Energy Sources Support Mechanism (YEKDEM) Regulation**. Our sales within the scope of YEKDEM in 2022 constituted approximately 76.18% of our sales revenues from total electricity generation. The sales of the total production realized in 2022 were realized within the scope of YEKDEM at a rate of approximately 75.4% for wind power plants and 100% for solar power plants.

Düzova WPP

8 The revenue of the company in 2022 was TL 2,510,079,000 (2021 revenue: TL 1,086,119,000), and its EBITDA was at the level of TL 2,015,490,000 (2021 EBITDA: TL 826,663,000).

GRI 3-3 • GRI 201-1 • GRI 201-4

Our Sustainable Finance and Responsible Investments

The sales of the total production realized in 2022 were realized within the scope of YEKDEM at a rate of approximately 75.4% for wind power plants and 100% for solar power plants.

Economic Value Generated and Distributed*	
Company Revenue	TL 2,510,079,000
Increase in Revenue	119%
Economic Value Created	TL 1,821,221,000
Profitability	72.6%
Total Assets	TL 23,443,201,000
Increase in Assets	33%
Cost of Sales (Excluding Depreciation)	TL 452,441,000
General Administrative Expenses (Excluding Depreciation)	TL 50,937,000
Sales Marketing Expenses (Excluding Depreciation)	TL 0
Investment Expenditures	TL 179,065,000

**You may find detailed information about the economic value generated and distributed in 2022 in this table.*

The sales of the total production realized in 2022 were realized within the scope of YEKDEM at a rate of approximately 75.4% for wind power plants and 100% for solar power plants.

Significant opportunities have arisen for our company with hybrid power plants finding a place in the legislation as a result of the amendments made to the **Energy Market License Regulation** in 2020. This legislation will contribute to **the Paris Agreement** goals of our country, which has a high potential in terms of energy production from renewable energy sources and will accelerate the transition to an energy ecosystem with low carbon and high resource efficiency. The total sizes of the hybrid, capacity increase (expansion) and solar power plants projects that we, as a leading company in the renewable energy sector, plan to commission within the scope of ensuring compliance with the new legislation and within the scope of our goal of increasing our installed capacity by 25% by the end of 2025 are 190 MW, 150 MW and 25 MW, respectively. We are investing in the integration of electricity storage systems within the scope of the electricity storage legislation that came into force in Türkiye in the last two years. In 2022, within the scope of the Regulation on Storage Activities in the Electricity Market, we made our applications for a preliminary license for 1,150 MW WPP and 1,306 MW SPP, and our applications for a power generation facility with storage for a total capacity of 2,764 MW, with a capacity increase of 308 MW for our power plants in operation, and for an electricity storage facility with a capacity of 2,764 MWh that will be integrated with the mentioned facilities. As a result of the applications, we made for our 9 wind power plants, we obtained the right to increase capacity by 54.9 MW.

In order to ensure operational efficiency and continuity of supply, we pay great attention to the maintenance and repair processes of our power plants. We continue to carry out our maintenance works periodically. We are also happy to have achieved the availability rate of 98.14% in 2022 in our facilities, for which our set minimum target for the sustainability of our energy production was 97%.

We believe that creating sustainable value requires an agile and innovative culture. Accordingly, we support the entrepreneurship ecosystem that contributes to the efforts of bringing new perspectives and solutions to the ongoing problems of our country and the world; as Fiba Renewables, we are proud to state that we support Finberg Fiba Holding entrepreneurship company. During the reporting period, we made our stock investment in Our Next Energy, a global leader in cell and battery technology for electric vehicles and renewable energy storage, which we expect will expand the scope of our R&D activities, through Finberg fund management company, one of the Fiba Group companies.

In addition to our activities that serve environmental and social sustainability, we, as Fiba Renewable Energy, also consider the areas that may affect our reputation, development, and sustainability, with comprehensive risk and opportunity analyses, in order to provide sustainable economic value. With the measures we take and the solutions we develop, we aim to both increase the financial success of our company and contribute to the sustainable economic growth of our country. In line with our growth target, we also meticulously assess renewable energy opportunities abroad, by investing in sustainable and environmentally friendly energy sources. In Romania, where Fiba Group has been making investments for many years, we are developing solar energy projects in cooperation with our Group companies.

As an output of our economic and environmental sustainability in our business processes, we give priority to the creation of our plans and efforts to reduce our emissions. As of 2022, we hold carbon credit certification for our 2 WPP and 4 SPP facilities. In addition, we are happy to be maintaining the existence of our ISO certifications in all our facilities. We started to use our solar energy panels, whose efficiency has decreased in terms of commercial energy generation, to meet our internal energy needs, rather than categorizing them as waste material. In this context, as a result of using the energy produced by solar panels in internal consumption in 2022, we saved 6.2 MWh of energy and reduced our carbon footprint by 0.14% (3.001 tCO_2e), while at the same time saving approximately TL 15,000. We aim to continue this practice, which we started in 2022 for limited capacity and pilot facilities, by adding new panels in 2023 and to increase the amount of our savings.

We are aware that sustainable economic development strategies bring along a stronger transformation with human-focused approaches. Therefore, we attach importance to creating training and development opportunities that will enable our employees to gain an economic growth perspective with environmental and social awareness. In 2022, we provided our employees with a total of 1,747 person x hour of training **on sustainability issues**, 44.15 person x hour **on wildlife issues** and 68 person x hour **on environmental issues** in order to develop, expand and maintain environmental awareness throughout our company.

We aim to exceed 1,000 MWh installed capacity by the end of 2030 and to ensure regional diversity in our investments by exploring renewable energy opportunities abroad.

GRI 3-3 • GRI 418-1

Our Digitalization, Innovation and Information Security Projects

We follow digital transformation practices applicable to the sector and attach importance to digitalization in our ways of doing business.

As one of the leading companies operating in Türkiye's renewable energy sector under the name Fiba Renewable Energy, we follow digital transformation practices applicable to the sector and attach importance to digitalization in our ways of doing business. We share information about all kinds of situations that occur throughout the company with our employees through the QDMS Management System we use. Being aware of the critical importance of the collected data in the company culture, we process corporate information into the system and pay attention to the protection of the information processed. With our corporate way of doing business, we meticulously address situations related to the violation and loss of corporate and personal data privacy. By expanding this sensitivity towards the protection of data to also cover our other stakeholders, we ensure the data security of each of our stakeholders in our business processes and protect the relevant rights.

As a result of our sensitivity in our business processes, the precautions we take and the training sessions we have conducted with our employees, there are no data breaches that occurred or proven or verified complaints made against us in 2022.

We are embracing the digital transformation, which plays a key role in the energy ecosystem, with a rapidly expanding perspective. As Fiba Renewables, we carry out digitalization projects that will continuously improve our ways of doing business:

In addition to **the Logo and Rotex** programs used by our Financial Affairs Department, we have launched a new ERP system project, which we started with the Microsoft Dynamics 365 program in order to give momentum to our digitalization efforts in our business processes, and which will bring integrity in the supply chain, project management, financial reports and payment processes and enable us to achieve operational efficiency. We are happy to report that the mentioned ERP system project went live in 2023. Moreover, by integrating the Microsoft Dynamics 365 program and a business partner solution in our financial processes and banking activities; we have carried our approval, instruction, banking, and accounting processes to the digital environment. We continue to follow changes in the global business world, legal regulations, and technological developments, within the scope of sustainability aimed at increasing systemic efficiency.

In our energy assessment studies, we prefer **WindPRO, WAsP, Meteodyn and PVSyst software** and use the measurement data obtained from these programs to make energy production estimates for our wind and solar power plants through modeling methods. We also perform mapping, coordinate transformations and data analyses through Netcad, GlobalMapper and QGIS software.

We monitor our turbines in real time with **our SCADA System.**

Our EYES System, which we use to access other programs within the company, is a system in which **WebEyes** and **MobEyes** systems are integrated. Within our WebEyes system, there are Hourly Production Mails that enable us to observe our production data and generate hourly reports, the **GIP System** that enables us to carry out our trading transactions 24/7 based on the forecasts communicated hourly during the day, which we assign to BOT, and the EPİAŞ/TPYS page, which ensures that our production data for the next day is communicated to EPİAŞ and TPYS systems. On the other hand, with the MobEyes System, which is a mobile application, we can monitor the production of our power plants via mobile means and access the system from inside and outside the organization.

GRI 3-3

Our Digitalization, Innovation and Information Security Projects

Being aware of the critical importance of the collected data in the company culture, we process corporate information into the system and pay attention to the protection of the information processed.

With the **RGVK Control Period System,** we automatically create our files to be uploaded to TEİAŞ and notify our authorized person, who will upload the files to the TEİAŞ system, via e-mail.

With **the Mobiliz Program,** where we track the vehicles, we detect the location information and speed violations of our vehicles and make the necessary warnings to our employees who are responsible.

With our **Daily Report** reporting system, we can monitor all data flows of our power plants on a monthly basis, beginning from the moment of establishment of the plants. We also retrieve data estimates from other companies' FTP to generate our production forecast data. After the data are organized according to their formats, we process them into our database. Our Annual Report reporting system, on the other hand, is a system in which we monitor the data generated from the first moment our power plants are established and after each reconciliation.

We follow the status of the forecasts sent to EPİAŞ and TPYS systems, via **EPİAŞ Production Forecast Delivery Mail and TPYS EAK Production Forecast Delivery Mails.**

Thanks to **the QDMS System** used by our OHS-Environment and Sustainability Department, we manage our company's integrated management processes more effectively. Additionally, we use **the Ensemble Performance Program** to track our quality and ESG targets. On the other hand, our QR code system enables our employees to make notifications on OHS-Environment and Biodiversity issues faster and easier.

We installed state-of-the-art monitoring equipment in our turbines for our bat monitoring activities in our Kızılcaterzi WPP project. We collect data streams with the latest technology we use and monitor and store them regularly **in our cloud-based data centres.**

With **the KoçSistem infrastructure** that we use within our IT infrastructure, we meet our security system and backup requirements, and we perform data loss and leak tests within the scope of information security. In addition, we provide **PDPL Training, Information Security Awareness Training and Cyber Attack Awareness Training** to our employees in order to raise their awareness on the specific topics and increase the number of measures they take in that respect.

GRI 3-3

Our Digitalization, Innovation and Information Security Projects

A risk assessment analysis was conducted with E&Y at the end of 2019 on behalf of Fiba Group and its affiliates for the purpose of identifying risks, eliminating risks, or reducing them to acceptable levels, in order to counter the increasing cyber threats in the world. After the analysis, an "Information Security Committee" was established for Fiba Group and its affiliates. This committee is led by Fiba Banka and an information security technical team has been formed within FibaBanka. According to the risk assessment report of the affiliates, the Committee has issued project cards for improving and developing the system. Based on the project cards, online training sessions were organized via KeepNet to create the perception of cyber security among users as a material issue and to increase awareness. Furthermore, SocRadar was launched in order to monitor our situation in the outside world and to increase measures, apart from our internal network; Nessus software was launched for detecting and resolving our internal network and system vulnerabilities; Tufin was launched for firewall analysis studies and Qradar log system was launched for monitoring anomalies; and SIEM was launched in order to see and eliminate our vulnerabilities before a possible attack occurs, for the red team and blue team attack service and for our processes in the internal network security structure.

Network, Firewall (Dods, Ips, Waf) and Endpoint Security were checked, and stricter measures were taken. We continue to work on the creation of the DLP structure within the scope of PDPL.

The purpose of information security is to increase the maturity level for rising cyber risks, to increase awareness within the company, to ensure sustainability, and accordingly, to gain ISO 27001 certification for the company in the subsequent stages.

STAKEHOLDER OPINION

SEDA ALPTEKİN
Product Manager
Birleşik Uzmanlar Bilişim A.Ş.

D365 Transformation Project was initiated in cooperation with Fiba Renewable Energy. Within the scope of this project, the global software MS Dynamics 365 Finance and Operations enterprise resource planning platform was started to be used to support all business processes of Fiba Renewable Energy and its companies.

Studies were carried out within the scope of the project conducted with Fiba Enerji for analyzing and restructuring the business processes of all units; understanding existing processes, eliminating ineffective processes, designing processes to transfer manually tracked tasks to the system, and extending the use of the technology platform to the entire organization. The effects of the studies on the organization can be listed as follows; data integration, central management of all subsidiaries of Fiba Renewable Energy from a single system, preventing data and business loss by ensuring entry of data at source, and facilitating the management of processes by providing access to the system independently of location and device, with technology modernization.

The main goals of our project, which were to make positive contribution to the level of operational excellence, to ensure the development/improvement of the management environment with accurate and timely information, and the widespread end-to-end integrated use, were achieved. Project management, budget control, purchasing management, accounting, finance, payment and banking process tracking, and reporting were designed and integrated in Microsoft Dynamics 365 infrastructure in accordance with Fiba Renewables' business processes.

In the D365 Transformation Project which started with Fiba Renewables, the targeted stage was reached on time thanks to disciplined work and effective planning. This project has been an opportunity to review, develop and improve existing processes as well as facilitating digital transformation. Thus, the business processes of the company units were optimized and time and labour loss were prevented. Our efforts contributed to the real-time and fast access to the data requested by the business units and strengthened the communication between the departments.

The devoted contributions of the employees in the analysis, design and development processes carried out with all business units made the cooperation a success. Teamwork of the project team and compliance with the project plan made the transformation process easier.

The project will support the internal training culture through documentation of the standard state of the processes and the updated newly added functions by the key users that contribute to the successful progress of the D365 Transformation Project carried out with Fiba Renewables.

The use and dissemination of the BI reporting tool in the reporting structure that is currently used and is being developed will support more effective report management.

In the second phase of the D365 Transformation Project, our success will continue according to the planned progress without ever slowing down, through teamwork.

GRI 2-6 • GRI 3-3 • GRI 203-1 • GRI 203-2 • GRI 204-1 • GRI 308-1 • GRI 308-2 • GRI 414-1

Our Responsible Supply Chain Management

As of 2022, 95.6% of our 521 suppliers are from local suppliers, while the ratio of products and services we purchase locally is 89.8%.

As an important participant in Türkiye's renewable energy ecosystem, we put human rights at the centre throughout our supply chain, pay attention to the sustainability of our impact from environmental and social perspectives, and support local employment, local workforce and local supply capacity.

As Fiba Renewables, we continue to be one of the sector leaders in wind and solar-based electricity generation, with the awareness that our country is in a favourable position in terms of the renewable energy ecosystem, with our strong financial structure, and the low-carbon sustainable services we offer. As an outcome of this situation, the effects we create across our value chain are important for our country's economy. We make sure that all interactions we make throughout the supply chain in the areas we operate are transparent, traceable and sustainable, and that local employment, local workforce and local supply capacity are supported.

As of 2022, 95.6% of our 521 suppliers are from local suppliers , while the ratio of products and services we purchase locally is 89.8%.

Our supply chain management, which is an important building block of our value chain, is a management system that focuses on human rights and requires compliance with environmental, social, and ethical standards. As an environmentally and socially responsible company, we strive to bring the same awareness to all our supply chain participants, and we carry out informative activities about our company's environmental and OHS policies. We create risk assessment criteria for the early detection of risks in our supply chain and to determine the relevant precautions, and we act for the assessment and control of risks and their compliance with the legislation. As of 2022, we started the human rights and ESG assessment process for 46 of our suppliers. In addition, we continue to evaluate our suppliers' compliance with criteria such as price, quality, availability, and duration. We are happy to report that all our suppliers, whose evaluations we have started for 2022, comply with the criteria we have targeted, and we aim to continue this success in the coming years and to contribute to the efforts to raise the environmental and social awareness of all our suppliers.

Kızılcaterzi WPP

[9] *These are the people, institutions and organizations with which we cooperate in procuring goods and services within the borders of our country.*

Annexes

GRI 2-7 • GRI 2-8 • GRI 401-1 • GRI 401-3 • GRI 405-1

Performance Tables

Social Performance Indicators

Total Number of Employees	2020	2021	2022
Female	26	23	30
Male	134	126	128
TOTAL	**160**	**149**	**158**

Total Number of Newly Hired Employees	2020		2021		2022	
	Female	Male	Female	Male	Female	Male
Under 30 years of age	4	12	5	9	3	10
Between the ages of 30 and 50	2	15	1	9	8	9
Above 50 years of age	0	2	0	1	0	1
TOTAL	**6**	**29**	**6**	**19**	**11**	**20**

Total Number of Employees whose Employment was Terminated	2020		2021		2022	
	Female	Male	Female	Male	Female	Male
Under 30 years of age	0	4	4	6	0	6
Between the ages of 30 and 50	2	4	6	22	5	16
Above 50 years of age	0	0	0	4	0	2
TOTAL	**2**	**8**	**10**	**32**	**5**	**24**

Terms of Office of the Employees whose Employment was Terminated (In Years)	2020		2021		2022	
	Female	Male	Female	Male	Female	Male
Under 30 years of age	-	1	2,1	1,1	-	1,5
Between the ages of 30 and 50	4	3	4,7	3,8	6,1	5,4
Above 50 years of age	-	-	-	1,7	-	5,8
TOTAL	**4**	**4**	**6,8**	**6,6**	**6,1**	**12,7**

Rate of Returning to and Staying at Work After Maternity Leave, listed by Gender	2020		2021		2022	
	Female	Male	Female	Male	Female	Male
Number of Employees Entitled to Maternity Leave	1	8	3	5	1	5
Number of Employees Taking Maternity Leave	1	8	3	5	1	5
Number of Employees Returning to Work After Maternity Leave	1	8	3	5	0	5
Total Number of Employees Returning to Work After the End of Maternity Leave and Staying at Work Twelve Months After Returning to Work	1	8	3	5	0	5
Rate of Returning to and Staying at Work for Employees on Maternity Leave	0%	100%	100%	100%	0%	100%

GRI 403-2 • GRI 403-9 • GRI 403-10

Performance Tables

Occupational Health and Safety Table	2020	2021	2022
Number of Accidents involving Lost Time (Fiba Renewable Energy Employees)	0	0	0
Number of Accidents involving Lost Time (Contractor Employees)	6	4	1
Number of Fatality	0	0	0
Number of Occupational Diseases	0	0	0
Most Common Occupational Diseases e.g. back and waist discomfort or stress, etc.	0	0	0
Absenteeism (Total Lost Labour - Contractor Employees)	119 days	57 days	30 days
Incident Rate (IR - Including Contractor Employees)	3.77	2.68	1.18
Occupational Disease Rate (ODR)	0.00%	0.00%	0.00%
Lost Day Rate (LDR - Including Contractor Employees)	74.8	38.2	35.4*

* Lost day rate is calculated based on 1 million hours, differently from last year's calculation.

Number of Individuals in the Governance Bodies, listed by Age Group and Gender

	2020		2021		2022	
	Female	Male	Female	Male	Female	Male
Under 30 years of age	0	0	0	0	0	0
Between the ages of 30 and 50	4	4	4	3	3	3
Above 50 years of age	0	2	0	2	1	1
TOTAL	**4**	**6**	**4**	**5**	**4**	**4**

Number of Field Employees by Age Group and Gender

	2020		2021		2022	
	Female	Male	Female	Male	Female	Male
Under 30 years of age	0	15	0	17	0	20
Between the ages of 30 and 50	1	84	0	69	0	64
Above 50 years of age	0	8	0	11	0	11
TOTAL	**1**	**107**	**0**	**97**	**0**	**95**

Number of Headquarters Employees by Age Group and Gender

	2020			2021			2022		
	30-	30-50	50+	30-	30-50	50+	30-	30-50	50+
Female	10	15	0	9	14	0	5	20	1
Male	3	23	1	5	24	0	2	26	1
Total	**13**	**38**	**1**	**14**	**38**	**0**	**7**	**46**	**2**

GRI 302-1 • GRI 302-2 • GRI 302-3 • GRI 303-5 • GRI 305-1 • GRI 305-2 • GRI 305-3 • GRI 305-4 • GRI 305-5

Performance Tables

Environmental Performance Indicators

Total Fuel Consumption from Non-Renewable Sources	2020	2021	2022
Natural Gas (kWh)	96,641	102,912	127,899
Gasoline (L)	1,141	12,715.97	11,159
Diesel (L)*	43,602	150,470.29	125,024
Coal (tons)	-	-	-
Other (tons)	-	-	-
Other (GJ) LPG	-	78	55
Other (GJ) Fuel oil	-	-	-
TOTAL	**238,025**	**266,176.26**	**264,137**

*Service vehicles not included.

Total Fuel Consumption from Renewable Sources (kWh)	2020	2021	2022
	2,225,221	2,252,080	2,695,501

Indirect Energy Consumption by Primary Energy Source	2020	2021	2022
Electricity consumption - in-plant consumption and office consumption (kWh)	2,225,221	2,252,080	2,695,501
Electricity consumption (GJ)	-	-	-
Heating consumption (kWh)	96,641	102,912	127,899
Cooling consumption (GJ)	-	-	-
Steam consumption (GJ)	-	-	-
TOTAL	**2,321,862**	**2,354,992**	**2,823,400**

Electricity Quantities (Net Generation) (kWh)	2020	2021	2022
	1,136,316,470	1,547,466,000	1,716,662,000

Energy Consumed Outside the Organization	2021	2022
Shuttle Service	75.49 tCO_2/year	37.05 tCO_2/year
Flights	42.39 tCO_2/year	17.95 tCO_2/year
Accommodation	10.92 tCO_2/year	45.61 tCO2/year
TOTAL	**128.8 tCO_2/year**	**100.61 tCO_2/year**

Energy Intensity	2020	2021	2022
Energy Intensity (Total energy consumed/Total energy produced)	0.00188	0.00162	0.00157
Energy Intensity (Total energy consumed/person)	13,089.54	14,253.67	17,060.13

Emission Quantity (tCO_2e)*	2020	2021	2022**
Electricity	1,722.60	1,806.19	1,201.65
Heating	20.28	21.60	27.07
Generators	91.14	6.84	9.31
Vehicles	29.84	426.77	362.67
Flight (Business Travel)	44.10	42.39	17.95
Paper Use	1.71	1.55	6.01
Shuttle Services / Employee Transportation	164.15	75.49	37.05
Hotel Accommodation	10.07	10.92	45.61
Waste & Wastewater	19.92	12.17	52.11
Supplier Transportation	-	-	192.61
LPG	-	-	0.51
Refrigerant Gas and Fire Extinguisher	-	-	0.07
Well-to-Tank Emissions of Purchased Fuels	-	-	87.56
TOTAL	**2,103.83**	**2,403.92**	**2,040.17**

* In 2022, categories of "Business Flights, Hotel Accommodations, Field Visits, Employee Transportation, Supplier Fuel Consumption, Wastewater Treatment, Paper Consumption, Waste Disposal, and Well-to-Tank Emissions of Purchased Fuels" were added to Scope 3 emissions.

** The year 2022 has been changed as the current base year due to the capacity increase and the change of the calculation scope and methodology.

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Memberships, Collaborations and Initiatives

United Nations Global Compact

World Business Council for Sustainable Development (BCSD Türkiye)

World Energy Council Turkish National Committee

United Nations Women's Empowerment Principles (WEPs)

Foreign Economic Relations Board (DEİK)

Turkish Industry and Business Association (TÜSİAD)

Turkish Wind Energy Association (TWEA)

Corporate Governance Association of Türkiye (TKYD)

Corporate Social Responsibility Association of Türkiye (TKSD)

Energy Efficiency Association (ENVER)

Science Based Targets Initiative (SBTi)

Business Ambition for 1.5°c

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Our Risks and Opportunities Table

Risk/ Opportunity Area	Key Risk	TCFD Risk Categories	TCFD Risks	Likelihood of Risk (1 to 3)	Magnitude / Severity of Risk (1 to 3)	Maturity of Risk (short-medium-long)	Risk Description	Measures Taken/Current Checks	Emerging Opportunities	Related Capital Items	Fiba Renewable EnergyStrategic Focus Areas	Fiba Renewable Energy Sub-Categories of Strategic Focus Areas
Environmental	Climate change-related risks	Physical Risks	Acute Risks	2	3	Short Medium Long	It refers to the risks arising from the effects of climate change that cause sudden events such as extreme weather events, fire, drought, flood or global warming.	With our efforts to reduce our Scope 1, Scope 2 and Scope 3 emissions, we are committed to reducing our greenhouse gas emissions in the medium to long-term.	• Emission reduction and economic benefit as a result of water and energy saving efforts • Increasing demand/trend for renewable energy by consumers • Achieving sustainability-focused value and income with carbon credits		Acting with a Sense of Environmental and Social Responsibility	Combating Climate Crisis and Emission Management
								We create carbon credits with the renewable energy we produce, and with these credits, we create value for both a sustainable future and company income.			Acting with a Sense of Environmental and Social Responsibility	Combating Climate Crisis and Emission Management
								We apply automation systems to automatically stop the operation of turbines at high wind levels, and we stay within safe operation limits			Acting with a Sense of Environmental and Social Responsibility	Increasing Renewable Energy Production
								With our location-based risk assessments, we use the WIOM system in order to prevent icing that may occur on turbine blades on required field.			Acting with a Sense of Environmental and Social Responsibility	Increasing Renewable Energy Production
								We perform turbine and switchyard grounding in accordance with the standards. We carry out periodic inspections and maintenance of turbines, power transmission line and switchyard.			Acting with a Sense of Environmental and Social Responsibility	Increasing Renewable Energy Production
								We perform turbine and switchyard grounding in accordance with the standards. We carry out periodic inspections and maintenance of turbines, power transmission line and switchyard.			Acting with a Sense of Environmental and Social Responsibility	Increasing Renewable Energy Production
	Risks from biodiversity loss	Transition Risks	Reputation Risks	1	3	Medium	These are the risks related to biodiversity reduction due to factors such as climate change, consumer choices, ecological impacts of projects, urbanization, changes in demography, changes in land use, pollution, overexploitation and the spread of invasive species.	We are dedicated to protecting biodiversity by conducting flora/fauna monitoring activities within the scope of wildlife protection.			Acting with a Sense of Environmental and Social Responsibility	Minimizing Our Environmental Impact
								We inform our employees and relevant stakeholders on biodiversity issues and carry out awareness-raising activities. We raise the awareness of our stakeholders on the protection of biodiversity.			Acting with a Sense of Environmental and Social Responsibility	Minimizing Our Environmental Impact
								We conduct bat-monitoring studies using next-generation technologies in order to minimize our operational impact. Our nacelle-level monitoring application, which we have launched in one of our WPP facilities, is a first of its kind in our country, and we lead the formation of best practice examples. In addition, we aim to provide maximum protection in the management of our potential impact on bird species with our turbine shutdown protocol practice, which we launched in 2022.			Acting with a Sense of Environmental and Social Responsibility	Minimizing Our Environmental Impact
								By developing and maintaining biodiversity management plans and management systems, we prevent biodiversity from being adversely affected. We plan to develop pasture improvement projects with the aim of substituting our regional impact in new investment projects, and we aim to create value.			Acting with a Sense of Environmental and Social Responsibility	Minimizing Our Environmental Impact
	Risks arising from increased pressure on natural resources	Physical Risks	Chronic Risks	1	1	Long	It refers to the pollution and reduction of natural resources and the access to natural resources becoming risky due to the climate crisis, population growth, overconsumption, overuse, environmental pollution and deforestation.	We do not consume water as a process input in our production processes, and we do not generate industrial wastewater. And in terms of use of water for human consumption, we draw attention to the water consumption issue within the company and act together with our employees through our initiatives and warnings to prevent unnecessary water consumption.			Acting with a Sense of Environmental and Social Responsibility	Combating Climate Crisis and Emission Management
								We are strengthening our cooperation with NGOs day by day and we are diversifying the environmental projects carried out.			Acting with a Sense of Environmental and Social Responsibility	Acting with a Sense of Corporate Social Responsibility
								We fulfill our own responsibility by adhering to environmental management plans, e.g. Zero Waste Management etc.			Acting with a Sense of Environmental and Social Responsibility	Minimizing Our Environmental Impact

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People-Related	Risks arising from employee development and talent management	Transition Risks	Reputation Risks	3	2	Short	It refers to the risk that loss of qualified employees arising from talent acquisition and talent retention difficulties.	We fulfill our responsibilities to our employees by creating a safe, healthy and respectful working environment that is egalitarian, diversified and opposes all discrimination. In order to increase and secure employee experience and satisfaction, we aim to be a participant in different initiatives that are accepted in this regard.	• Fiba Renewable Energy is preferable by employees due to its corporate structure and being one of the leading companies in the renewable energy sector • To take part in a strong corporate structure due to being a subsidiary of Fiba Holding		Facilitating a People-Oriented Working Environment	Ensuring Equality, Diversity and Inclusion
								In order to increase the engagement of our employees and to contribute to securing their future, we have implemented the individual pension system with employer contribution (BES).			Facilitating a People-Oriented Working Environment	Increasing Employee Satisfaction and Engagement
								We are launching a project to diversify and flex employee benefits, and we aim to increase employer brand perception and employee experience.			Facilitating a People-Oriented Working Environment	Increasing Employee Satisfaction and Engagement
							It refers to the risk that lack of an efficient staff performance evaluation system.	We carry out and maintain focus group studies where we can get feedback from our employees by considering employee satisfaction and engagement.			Facilitating a People-Oriented Working Environment	Increasing Employee Satisfaction and Engagement
								We plan to improve the performance evaluation system.			Facilitating a People-Oriented Working Environment	Ensuring Talent and Performance Management
	OHS Risks	Transition Risks	Policy and Legal Risks	3	2	Short	It refers to the risk that risk awareness is not sufficiently formed within the organization.	We carry out awareness-raising activities for all our employees in order to develop a risk culture within the organization. We create feedback mechanisms for the identification of risks and opportunities for improvement, and we continuously evaluate the notifications we collect from our employees.			Facilitating a People-Oriented Working Environment	Making No Compromises on Occupational Health and Safety Standards
							It refers to the possibility of losses, injuries and illness or various other bad factors caused by hazards that may be encountered in the workplace..	We strengthen the occupational health and safety awareness of our employees with OHS Trainings, OHS Award and Incentive Programs. We carry out occupational health and safety with ISO 45001 standard in all our operations. We organize planned reviews and internal / external audits for the effective implementation of the standard.			Facilitating a People-Oriented Working Environment	Making No Compromises on Occupational Health and Safety Standards
								Since the health and safety of our employees is one of the uncompromising priority issues for us, we carry out the zero occupational accident target in all our works.			Facilitating a People-Oriented Working Environment	Making No Compromises on Occupational Health and Safety Standards
								We review OHS and environmental risk analyses with risk workshops every 2 years.			Facilitating a People-Oriented Working Environment	Making No Compromises on Occupational Health and Safety Standards
								We carry out OHS and Environmental Management effectively for contractor employees and increase the level of compliance with the requirements of OHS and Environmental Agreement. We are extending our zero work accident policy and target that we have maintained to contractor studies. We keep all the incidents that occur in our operations under record and carry out accident investigations and root cause analysis with the aim of providing input to corrective and preventive actions.			Facilitating a People-Oriented Working Environment	Making No Compromises on Occupational Health and Safety Standards
							It refers to the risks of being late in any emergency due to the location of the power plants.	We are working to improve the access roads to the power plants, carry out cleaning activities to keep the roads open in accordance with the winter season conditions, and aim to minimize the risks by creating emergency plans. We conduct routine drills to prepare for possible emergencies.			Facilitating a People-Oriented Working Environment	Making No Compromises on Occupational Health and Safety Standards
Legal	Risk of incorrect information and incomplete documentation	Transition Risks	Policy and Legal Risks	1	3	Short	It refers to the risk that legal disputes of uncertainty about the fulfillment of obligations, misinterpretation of regulations or failure of staff to fulfill these obligations in a timely manner.	As Fiba Renewables, we approach corrupt behavior with zero tolerance. Within the scope of the fight against corruption, we plan trainings to increase employee awareness and aim to have an Ethics Line application for transparent and safe feedback. We check our work by following up on legal compliance.	• Obtaining the opportunity to present opinions to relevant stakeholders as a result of following laws and regulations		Growing in the Sector with a Sustainability Focus	Doing Business Based on Our Values
	Risks arising from regulatory changes	Transition Risks	Policy and Legal Risks					We closely follow the changes that may occur in the legislation regulations and take measures by anticipating the risks that may occur for the institution.			Growing in the Sector with a Sustainability Focus	Managing Risks with Comprehensive Evaluation Studies

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Operational	Media and stakeholder interaction risks	Transition Risks	Policy and Legal Risks	1	3	Short	The studies carried out in terms of brand image refer to the risks that may affect the stakeholders within the scope of the memberships included and the reputation risks that may affect the company.	By conducting stakeholder surveys, we increase efficient interaction with our stakeholders and carry out studies to keep our company reputation high. We aim to increase the effectiveness of our use of social media and to increase the quality of our transparent communication with stakeholders.	• Thanks to the feedback received from our memberships and collaborations, our business processes are realized with the least problems • The experience of our Business Managers in our power plants, the presence of our competent personnel and our knowledge in the sector to ensure business continuity and to bring us an advantage in evaluating new opportunities • Eliminating malfunction and maintenance problems by purchasing new equipment, reducing construction costs, necessary time, maintenance and OHS risks • To have knowledge in establishing and operating power plants with more than 15 years of experience in the sector • Benefit from the opportunities provided by a long-term contract with the turbine supplier • The infrastructure in existing power plants is suitable for opportunities such as capacity increase • Systematic opportunities created by all processes having ISO 9001 - 14001 - 45001 - 50001 Quality system certification • With the enactment of the Energy Market Regulatory Authority (EMRA) storage legislation in 2022, applications are made to establish storage facilities in some of our existing power plants and to obtain a RES / GES license with storage from scratch"	Social and Relationship Capital	Growing in the Sector with a Sustainability Focus	Doing Business Based on Our Values
								We increase the number of social responsibility projects to be realized with NGOs and develop projects aimed at stakeholder acquisition. In determining the social responsibility projects we will carry out, we evaluate the opinions and suggestions of our employees and encourage the ownership and participation of social responsibility projects. With the formation of Fiba Volunteers, we support volunteer work and encourage the periods that our employees evaluate in voluntary projects with social leave applications.		Social and Relationship Capital	Growing in the Sector with a Sustainability Focus	Doing Business Based on Our Values
							Activist activities against WPP and a negative company image impede business continuity.	We obtain the relevant eligibility permissions from the institutions.		Social and Relationship Capital	Growing in the Sector with a Sustainability Focus	Managing Risks with Comprehensive Evaluation Studies
								We are taking steps to ensure good management of relations with stakeholders in the plant site area (public information meetings, reeve, associations, individuals, etc.)		Social and Relationship Capital	Growing in the Sector with a Sustainability Focus	Doing Business Based on Our Values
								We work to fulfill the commitments made for our stakeholders in our projects and businesses. With our Environmental and Social Management System, we monitor compliance with both the provisions of local legislation and the requirements of international environmental and social performance standards. We start our environmental and social management activities before the project construction phase; We implement and follow the management plans we have created throughout the operating period.		Social and Relationship Capital	Growing in the Sector with a Sustainability Focus	Doing Business Based on Our Values
								We select the personnel who will work in the power plant from the region if the conditions are appropriate. We attach importance to local employment and prefer to benefit from the regional labor force.		Social and Relationship Capital	Facilitating a People-Oriented Working Environment	Supporting the Local Economy
	Project risks	Physical Risks	Acute Risks	3	3	Short	It refers to the risks of failure to ensure the security of supply due to reduced operational efficiency due to unforeseen events, disruptions in production, transportation, malfunction and delay in maintenance.	We carry out routine maintenance and control activities to ensure the security and continuity of energy supply.		Manufactured Capital	Growing in the Sector with a Sustainability Focus	Ensuring Operational Excellence
								We carry out improvement works for the access roads to the power plants, carry out cleaning activities to keep the roads open in accordance with the winter season conditions, and aim to minimize the risks by creating emergency plans. We conduct routine drills to prepare for possible emergencies.		Manufactured Capital	Growing in the Sector with a Sustainability Focus	Ensuring Operational Excellence
								We aim to minimize operational and strategic project risks by performing risk analyses. We identify areas for improvement and evaluate opportunities for improvement in risk reduction.		Intellectual Capital	Growing in the Sector with a Sustainability Focus	Ensuring Operational Excellence
								With the long-term agreement we have made with the turbine supplier, we guarantee maintenance & repair and preventive activities and aim to save on spare parts etc. in the long term.		Manufactured Capital	Growing in the Sector with a Sustainability Focus	Managing Risks with Comprehensive Evaluation Studies
							Since the power plant site is open to access, it refers to the risks of forest fire, sabotage, etc.	By increasing the safety of power plant sites and their surroundings, we minimize the risks caused by forest fire, sabotage, etc. We ensure that security forces are informed of matters identified as part of our security processes. Maintain our relations with local authorities and institutions / organizations against incidents that are not caused by our operation but may affect the region; We support interventions (forest fire, earthquake, etc.).		Manufactured Capital	Growing in the Sector with a Sustainability Focus	Managing Risks with Comprehensive Evaluation Studies
							It refers to the risks of being late in any emergency due to the location of the power plants.	We determine the necessary times for transportation in the exercises and take them into consideration in our emergency action plan. (The emergency action plan includes information about the nearest hospital, fire brigade, etc.)		Human Capital	Growing in the Sector with a Sustainability Focus	Ensuring Operational Excellence
								We check the training and up-to-dateness of our team members in the emergency teams working in the enterprises. We provide controls of emergency equipment. We also carry out checks and audits of work and operations that may be subject to emergency.		Human Capital	Facilitating a People-Oriented Working Environment	Making No Compromises on Information Security and Standards
								In the mandatory trainings, we include information about emergencies. In addition to general emergency issues, we take precautions against location-specific risks with special trainings and exercises for region-specific issues (avalanches, etc.).		Human Capital	Facilitating a People-Oriented Working Environment	Making No Compromises on Information Security and Standards
	Digitalization/ Risks of digital inequality	Transition Risks	Technology Risks	1	1	Long	It refers to the risks arising from digital power concentration and inequality in access, use and advantages arising from the use of Information and Communication Technologies (ICT).	In order to adapt to digitalization, we constantly follow innovations and strengthen our infrastructure with the investments we make in the digital field.		Intellectual Capital	Facilitating a People-Oriented Working Environment	Making No Compromises on Information Security and Standards
	IT and cybersecurity risks	Transition Risks	Technology Risks	1	2	Short	The increasing complexity in the protection of data and information systems refers to the risks arising from data security breaches that may occur as a result of cyber attacks.	We perform data loss and leakage tests within the scope of our information processing infrastructure. We provide Personal Data Protection Law, Information Security Awareness and Cyber Attack Awareness trainings to our employees.		Intellectual Capital	Facilitating a People-Oriented Working Environment	Making No Compromises on Information Security and Standards

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Financial	Liquidity risk	Transition Risks	Market Risks	1	1	Long	In the case of the need for cash, it refers to the risks that the asset will not be converted into cash.	In order to further strengthen the asset management organizational structure, we receive support from the experience of holding and group companies related to asset management.	• Presence of a financial company within the Group • Easy access to finance thanks to a strong Group structure • Since operating in the renewable energy sector and new investments are aimed at this sector, financing has incentive and facilitating effects, and benefiting from regular cash flow / income opportunities obtained as a result of obtaining appropriate credit conditions • Strong relationships with external (especially regional) relevant institutions and strong rotation structure within our internal businesses		Growing in the Sector with a Sustainability Focus	Providing Sustainable Finance and Making Responsible Investments
	Planning and resource allocation risks as a result of rising commodity prices	Transition Risks	Market Risks	3	3	Medium	It refers to the risks that may be experienced in plan disruptions and resource allocation due to the increase in commodity prices due to the continuation of supply crisis problems on a global scale. (Rising cost of wind turbines and solar panels)	We create purchasing plans for regularly used resources and prevent problems that may occur in resource allocation.			Growing in the Sector with a Sustainability Focus	Providing Sustainable Finance and Making Responsible Investments
	Credit Risks	Transition Risks	Market Risks	2	3	Medium	It refers to the risks that may be exposed to access finance due to changing economic conditions.	We adapt to the credits so that our credit rating does not decrease. With the contribution of the finance company affiliated to the group company, we turn various risks into opportunities and follow a common and holistic way by discussing the relevant issues at the Board of Directors meetings. We see our ability to find foreign loans for investment purposes as one of the important forces brought by our group structure. We are turning to the use of sustainable financing sources to meet the needs of our company and we are pursuing it as a target.			Growing in the Sector with a Sustainability Focus	Providing Sustainable Finance and Making Responsible Investments
Macroeconomic	Market dynamics/risks	Transition Risks	Market Risks	3	3	Long	It refers to the risks that may be exposed to issues such as equipment prices, exchange rate, electricity demand that may affect electricity production and sales.	We regularly closely monitor the market to keep up with sudden changes in market dynamics.	• Shift of demand to renewable energy due to economic fluctuations in conventional energy supply • Easy access to finance thanks to strong Group structure • Opportunities related to increased capacity utilization rate and energy continuity with auxiliary resource projects (hybrid projects) • Legislative changes made to investments in storage technologies		Growing in the Sector with a Sustainability Focus	Managing Risks with Comprehensive Evaluation Studies
	Fluctuations in the local and global economy	Transition Risks	Market Risks	3	3	Short	It refers to the risks that may occur as a result of sudden changes in the country's economy caused by changes in the global economy.	We regularly closely monitor the fluctuations in the country's economy and carry out budget planning by taking into account the fluctuations in the economy.			Growing in the Sector with a Sustainability Focus	Managing Risks with Comprehensive Evaluation Studies
Sectoral	Risks of sectoral competition	Transition Risks	Market Risks	1	3	Long	In the sectoral competition environment, it refers to the risk of falling behind from new competitor companies or developments and innovations and falling behind from competitors as an institution.	By performing corporate risk and SWOT analyzes, we identify the risks and opportunities that may arise and take action. We follow capacity increase and new project development opportunities at home and abroad in terms of adaptation to competitive conditions and portfolio growth with installed power increase. After our Business Development team pre-evaluates the projects seen as potential in different geographies, we start the detailed technical, financial and legal evaluation process with our expert teams and expert consultant companies for the projects that meet the criteria.	• To have knowledge in establishing and operating power plants with more than 15 years of sector experience • Rapid growth trend in the sector and opportunities related to incentive mechanisms (e.g. YEKDEM refers to purchase guarantee, capacity increase and hybrid project opportunities and new YEKA tenders.) • Opportunity to take part in Sustainability and ESG Indices • 100% renewable energy portfolio and carbon credit opportunity • Ensuring compliance with rapid growth trends in the renewable energy sector in line with national and international developments, legislation and strategies (eg. European Green Deal, ETS (European Union Emissions Trading System), Carbon Mechanism at the Border, etc.) • Supporting existing power plants with auxiliary resources (hybrid investments), following investment opportunities to increase the capacity utilization rate • Establishment of a storage facility for existing power plants and applications for obtaining a storage RES/GES license for new projects		Growing in the Sector with a Sustainability Focus	Managing Risks with Comprehensive Evaluation Studies
	Sustainability/ Risks from High ESG Standards	Transition Risks	Reputation Risks	1	2	Long	It refers to the risks arising from the rapid growth trends in the renewable energy sector in line with national and international developments, legislation and strategies.	In order to benefit from the incentives in the sector with our holding project and finance group companies, we complete the necessary documents in accordance with the legal processes and make the applications completely.			Growing in the Sector with a Sustainability Focus	Continuously Developing/ Adapting to New Business Models
								We closely follow the studies carried out in the field of ESG and determine strategic paths for the sustainability goals established within the company. With our Environmental and Social Management System, we monitor compliance with both the provisions of local legislation and the requirements of international environmental and social performance standards.			Growing in the Sector with a Sustainability Focus	Increasing Renewable Energy Production, Providing Sustainable Finance and Making Responsible Investments

Our Targets in line with the Sustainable Development Goals

Strategic Focus Areas	Sub-Strategic Focus Areas	Related Material Issue	Targets	Unit	Base Year	2020	2021	2022	2025 Targets	2030 Targets	Related SDG
Acting with a Sense of Environmental and Social Responsibility	Increasing Renewable Energy Production	Green & Reliable Energy Production	To increase our installed capacity, which is currently 581 MW, by 25% with our investments in the field of renewable energy by the end of 2025 based on the year 2021	MW	2021	371	581	581	750	1000	7
		Green & Reliable Energy Production	To realize the availability rates in wind power plants at a minimum level of 97%	%	-	98.13%	97.7%	98.14%	97%	97%	7
	Combating Climate Crisis and Emission Management	Fight Against Climate Crisis and Emission Management	To increase the cumulative carbon reduction obtained from our renewable energy production as tCO2e since our establishment	tCO_2e	2009	3,894,821	4,807,615	5,822,222	9,000,000	15,000,000	7, 13
		Fight Against Climate Crisis and Emission Management	Based on the year 2020, to reduce the amount of energy needs of our products and services sold (MWh consumed / MWh produced) by 20% by the end of 2025 and by 21% by the end of 2030	%	2020	-	14%	17%	20%	21%	7, 8, 9, 12
		Fight Against Climate Crisis and Emission Management	Reduce the intensity of greenhouse gas emissions	tCO_2e/ MWh	2021	0,00185	0,00155	0,00119	0,00100	0,00090	7, 13
	Acting with a Sense of Corporate Social Responsibility	Social Responsibility	To participate in corporate social responsibility projects	piece	2020	1	1	3	6	10	4, 17
Growing in the Sector with a Sustainability Focus	Supporting the Local Economy	Contribution to Local Economy and Employment	To increase the local employment rate for our enterprises	%	2021	65%	74%	77%	78%	80%	8
	Ensuring Operational Excellence	Corporate Governance and Risk Management	To carry out the evaluations in accordance with the ESG criteria specific to suppliers: To make an ESG assessment for 60% of the suppliers who have been identified by 2025	%	2022	-	-	52%	60%	75%	12, 17
Facilitating a People-Oriented Working Environment	Ensuring Employee Development and Satisfaction	Employee Development and Satisfaction	To increase the Employee Loyalty rate	%	2021	-	68	41	68	75	10
	Ensuring Equality, Diversity and Inclusion	Equality, Inclusion and Diversity	To increase the number of young interns we employ cumulatively	person	2020	4	17	24	50	100	8, 10
		Equality, Inclusion and Diversity	Increasing the number of women employees working in the Headquarters	%	2020	48%	44%	47%	50%	50%	5, 8, 10
		Equality, Inclusion and Diversity	To maintain the 50% female employee ratio reached in 2022 in senior management	%	2020	40%	44%	50%	50%	50%	5, 8, 10
	Making No Compromises on Occupational Health and Safety Standards	Occupational Health and Safety	To maintain zero occupational accident performance in Fiba Renewable Energy and its subsidiaries	piece	2020	0	0	0	0	0	8
			To reach the target of zero occupational accidents by the end of 2025 for our sub-employers	piece	2020	6	4	1	0	0	8

Our Stakeholder Interaction Table

	Our Stakeholder Groups	Communication Method	Communication Frequency	Value Created
Internal Stakeholders	Shareholders	Board Meeting	Monthly	• Access to sustainable finance • Company reputation • Transparency and reliability • Business efficiency • Employee experience • Innovation • Increased productivity, efficiency and capacity utilization • Safety
	Executives	Meetings and Discussions	Continuously	• Business efficiency • Employee experience • Employee engagement and satisfaction • Innovation • Increased productivity, efficiency • Diversity and inclusion • Personal development • Progress in knowledge and skills • Health, safety and wellness • Equal Opportunities
	Employees	Meetings and Discussions	Continuously	• Employee engagement and satisfaction • Increased productivity, efficiency • Diversity and inclusion • Personal development • Progress in knowledge and skills • Business efficiency • Employee experience • Innovation • Health, safety and wellness • Equal Opportunities • Increasing transparency • Building trust • Company reputation • Contribution to future resilience • Social cohesion in order to operate • Legal risk mitigation • Social development • Awareness

Our Stakeholder Interaction Table

	Our Stakeholder Groups	Communication Method	Communication Frequency	Value Created
External Stakeholders	Government / Public Institutions and Organizations	Meetings, Discussions, E-mails, the Information Sharing Platform and Website	As needed/A few times a year	• Access to sustainable finance • Company reputation • Transparency and reliability • Sustainable resource management • Social cohesion in order to operate • Environmental awareness • Protection of natural resources and the ecosystem
	Customer / End User	Invoices, Negotiations, Contracts, Market Transactions, EPİAŞ Market System and Portal, E-mails, Official Correspondence	Continuously	• Business efficiency • Employee experience • Increased productivity and efficiency • Innovation • Increasing transparency • Building trust • Company reputation • Contribution to future resilience • Social cohesion in order to operate • Legal risk mitigation • Social development • Awareness • Sustainable resource management • Social cohesion in order to operate • Environmental awareness • Protection of natural resources and the ecosystem

Our Stakeholder Interaction Table

	Our Stakeholder Groups	Communication Method	Communication Frequency	Value Created
External Stakeholders	Suppliers	Interviews, E-mails, Official Correspondence, Contracts, Reports and Forms On-the-job Meetings, Board Meetings, Supervision and Feedback for Contractors	Continuously	• Increased productivity, efficiency and capacity utilization • Safety • Increasing transparency • Building trust • Company reputation • Contribution to future resilience • Social cohesion in order to operate • Legal risk mitigation • Social development • Awareness • Sustainable resource management • Social cohesion in order to operate • Environmental awareness • Protection of natural resources and the ecosystem
	Affiliates and Subsidiaries	Meetings, E-mails and Discussions	When needed	• Access to sustainable finance • Company reputation • Transparency and reliability • Increased productivity, efficiency and capacity utilization • Safety • Increasing transparency • Building trust • Company reputation • Contribution to future resilience • Social cohesion in order to operate • Legal risk mitigation • Social development • Awareness • Sustainable resource management • Social cohesion in order to operate • Environmental awareness • Protection of natural resources and the ecosystem
	Banks & Insurance Companies	Meetings and Discussions	Regular meetings	• Access to sustainable finance • Company reputation • Transparency and reliability • Increased productivity, efficiency and capacity utilization • Safety

Our Stakeholder Interaction Table

	Our Stakeholder Groups	Communication Method	Communication Frequency	Value Created
External Stakeholders	Financial Institutions	E-mails, Interviews, Correspondence, Contracts, Reports and Meetings	Continuously, Annually	• Access to sustainable finance • Company reputation • Transparency and reliability • Increased productivity, efficiency and capacity utilization • Safety
	Trade Associations/Sectoral Associations	Meetings and Discussions	Monthly	• Increasing transparency • Building trust • Company reputation • Contribution to future resilience • Social cohesion in order to operate • Legal risk mitigation • Social development • Awareness
	International Regulatory Bodies	Meetings and Discussions	A few times a year	• Increasing transparency • Building trust • Company reputation • Contribution to future resilience • Social cohesion in order to operate • Legal risk mitigation • Social development • Awareness • Sustainable resource management • Social cohesion in order to operate • Environmental awareness • Protection of natural resources and the ecosystem
	Competitors	Meetings and Discussions	At the meetings of sectoral associations	• Increasing transparency • Building trust • Company reputation • Contribution to future resilience • Social cohesion in order to operate • Legal risk mitigation • Social development • Awareness

Our Stakeholder Interaction Table

	Our Stakeholder Groups	Communication Method	Communication Frequency	Value Created
External Stakeholders	Society/Local Community	Interviews, Visit Forms, Feedback, Correspondence, Meetings	Once a year on average for carbon credit processes	• Increasing transparency • Building trust • Company reputation • Contribution to future resilience • Social cohesion in order to operate • Legal risk mitigation • Social development • Awareness • Sustainable resource management • Social cohesion in order to operate • Environmental awareness • Protection of natural resources and the ecosystem
	Technology Partners	E-mails, Negotiations, Contracts, Invoices, Software Notifications	Continuously (Hourly, daily, etc.)	• Business efficiency • Employee experience • Increased productivity and efficiency • Innovation • Increased productivity, efficiency and capacity utilization • Safety
	Universities	E-mails and Discussions	When needed	• Increasing transparency • Building trust • Company reputation • Contribution to future resilience • Social cohesion in order to operate • Legal risk mitigation • Social development • Awareness

Our Stakeholder Interaction Table

	Our Stakeholder Groups	Communication Method	Communication Frequency	Value Created
External Stakeholders	Non-Governmental Organizations and Chambers	E-mails and Discussions	Continuously	• Employee engagement and satisfaction • Increased productivity, efficiency • Diversity and inclusion • Personal development • Progress in knowledge and skills • Health, safety and wellness • Equal Opportunities • Increasing transparency • Building trust • Company reputation • Contribution to future resilience • Social cohesion in order to operate • Legal risk mitigation • Social development • Awareness • Sustainable resource management • Social cohesion in order to operate • Environmental awareness • Protection of natural resources and the ecosystem
	Audit and Consulting Companies	Reports, E-mails and Discussions	Frequently	• Sustainable resource management • Social cohesion in order to operate • Environmental awareness • Protection of natural resources and the ecosystem

Our Index on Women's Empowerment Principles (WEPs)

OUR PROGRESS REPORT ON WOMEN'S EMPOWERMENT PRINCIPLES (WEPS)

Principles	Related Section in the Report
Principle 1- Corporate Leadership Promoting Gender Equality	Our Employee Satisfaction Activities p.58-60 Our Employee Development Activities p.61-64 Equality, Inclusion and Diversity p.65-66 Social Performance Indicators p.89-90
Principle 2- Equal Opportunities, Participation and Anti-Discrimination	Our Employee Development Activities p.61-64 Equality, Inclusion and Diversity p.65-66 Business Ethics, Compliance and Transparent Management p.29-30
Principle 3- Health, Safety and Freedom from Violence	Our Employee Development Activities p.61-64 Business Ethics, Compliance and Transparent Management p.29-30
Principle 4- Education and Training	Our Employee Development Activities p.61-64
Principle 5- Business Development, Supply Chain and Marketing Practices	Our Employee Satisfaction Activities p.58-60
Principle 6- Community Leadership and Participation	Our Employee Satisfaction Activities p.58-60 Our Employee Development Activities p.61-64 Our Sustainable Finance and Responsible Investments p.82-83 Social Performance Indicators p.89-90
Principle 7- Measurement and Transparent Reporting for Gender Equality	Our Employee Satisfaction Activities p.58-60 Our Employee Development Activities p.61-64 Equality, Inclusion and Diversity p.65-66

Our United Nations Global Compact Index

OUR UNITED NATIONS GLOBAL COMPACT INDEX

Human Rights		Related Section in the Report
Principle 1	Businesses should support and respect the protection of internationally proclaimed human rights.	About the Report p.3 Business Ethics, Compliance and Transparent Management p.29-30 Our Responsible Supply Chain Management p.87 Our Employee Satisfaction Activities p.58
Principle 2	Businesses should make sure that they are not complicit in human rights abuses.	Business Ethics, Compliance and Transparent Management p.29-30 Our Responsible Supply Chain Management p.87 Our Employee Satisfaction Activities p.58-60
Labor		
Principle 3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	Our Efforts to Make Contributions to Local Economy and Employment p.77
Principle 4	Businesses should uphold the elimination of all forms of forced and compulsory labour.	Business Ethics, Compliance and Transparent Management p.29-30 Our Efforts to Make Contributions to Local Economy and Employment p.77
Principle 5	Businesses should uphold the the effective abolition of child labour.	Business Ethics, Compliance and Transparent Management p.29-30 Our Efforts to Make Contributions to Local Economy and Employment p.77
Principle 6	Businesses should uphold the elimination of discrimination in respect of employment and occupation.	Business Ethics, Compliance and Transparent Management p.29-30 Our Efforts to Make Contributions to Local Economy and Employment p.77 Our Employee Satisfaction Activities p.58-60 Equality, Inclusion and Diversity p.65-66
Environment		
Principle 7	Businesses should support a precautionary approach to environmental challenges.	Fighting Against Climate Crisis and Emission Management p.41-44 Biodiversity p.47-52 Our Effective Waste and Water Management p.53-54
Principle 8	Businesses should undertake initiatives to promote greater environmental responsibility.	Our Employee Development Activities p.61-64 Acting with a Sense of Social Responsibility p.72-76
Principle 9	Businesses should encourage the development and diffusion of environmentally friendly technologies.	Our Green Reliable Energy Practices p.45-46
Anti-Corruption		
Principle 10	Businesses should work against corruption in all its forms, including extortion and bribery.	Business Ethics, Compliance and Transparent Management p.29-30

GRI 2-4 • GRI 2-18 • GRI 2-20 • GRI 2-21 • GRI 2-30

GRI Content Index

CONTENT INDEX ESSENTIALS SERVICE 2023

For the Content Index – Essential Service, GRI Services reviewed that the GRI Content Index is clearly presented, in a manner consistent with the Standards, and that the references for disclosures 2-1 to 2-5, 3-1 and 3-2 are aligned with the appropriate sections in the body of the report. This service was performed on the Turkish version of the report.

GRI CONTENT INDEX

Statement of use Fiba Renewable Energy has reported in accordance with the GRI Standards for the period from 1 January 2022 to 31 December 2022.

GRI 1 used GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	LOCATION and PAGE NUMBERS	Omission		
			Excluded Requirements	Reason	Remarks
General Disclosures					
Corporate Profile					
GRI 2: General Disclosures 2021	2-1 Details of the organization	About the Report page: 3; Fiba Renewable Energy at a Glance, page: 11-14	-		
	2-2 Entities included in the organization's sustainability reporting	About the Report page: 3;	-		
	2-3 Reporting period, frequency and contact information	About the Report page: 3;	-		
	2-4 Restatements of information	GRI Content Index: There is no restated statement for the previous reporting period.	-		
	2-5 External Audit	About the Report page: 3; Statement of Assurance, page: 116	-		
	2-6 Activities, value chain and other business relationships	About the Report page: 3; Fiba Renewable Energy at a Glance, page: 11-14; Our Responsible Supply Chain Management, page: 87	-		
	2 -7 Employees	About the Report page: 3; Fiba Renewable Energy at a Glance, page: 11-14; Social Performance Indicators, page: 89	-		
	2-8 Contractor employees	Social Performance Indicators, page: 89			
	2-9 Governance structure and composition	Our Board of Directors, page: 18-19; Our Sustainability Governance, page: 20-22	-		
	2-10 Nomination and selection of the highest governance body	Our Board of Directors, page: 18-19;	-		
	2-11 Head of the highest governance body	Our Board of Directors, page: 18-19;	-		
	2-12 Role of the highest governance body in overseeing the management of impacts	Our Board of Directors, page: 18-19; Our Sustainability Governance, page: 20-22	-		
	2-13 Delegation of responsibility for managing impacts	Our Sustainability Governance, page: 20-22	-		
	2-14 Role of the highest governance body in sustainability reporting	Our Sustainability Governance, page: 20-22	-		
	2-15 Conflicts of interest	Business Ethics, Compliance and Transparent Management, page: 29	-		
	2-16 Raising critical concerns	Our Sustainability Governance, page: 20-22 Our Materiality Matrix for 2022, page: 34	-		

GRI 2-4 • GRI 2-18 • GRI 2-20 • GRI 2-21 • GRI 2-30

GRI Content Index

GRI STANDARD	DISCLOSURE	LOCATION and PAGE NUMBERS	Omission		
			Excluded Requirements	Reason	Remarks
GRI 2: General Disclosures 2021	2-17 Collective information of the highest governance body	Our Board of Directors, page: 18-19; Board of Directors Competency Matrix, page: 19; Our Sustainability Governance, page: 20-22 Sustainability Committee Competency Matrix, page: 21-22	-		
	2-18 Evaluation of the performance of the highest governance body	GRI Content Index: There is no independent performance evaluation.	-		
	2-19 Remuneration policies	Business Ethics, Compliance and Transparent Management, page: 29-30	-		
	2-20 Process to determine remuneration	GRI Content Index: The process to determine remuneration has not been reported in detail.	-		
	2-21 Annual total compensation ratio	GRI Content Index: Relevant compensation ratio is not available.	-		
	2-22 Statement by the top decision-maker	Message from the Chair of the Board, page: -4-5; Message from the CEO, page: 6-7	-		
	2-23 Policy commitments	Business Ethics, Compliance and Transparent Management, page: 29	-		
	2-24 Placement of policy commitments	Business Ethics, Compliance and Transparent Management, page: 29	-		
	2-25 Processes to remediate negative impacts	Our Stakeholder Interaction, page: 78-79	-		
	2-26 Mechanisms for seeking advice and raising concerns	Our Stakeholder Interaction, page: 78-79	-		
	2-27 Compliance with laws and regulations	Business Ethics, Anti-Bribery and Anti-Corruption, page: 30; Our Fight Against Climate Crisis and Emission Management, page: 41	-		
	2-28 Memberships	Memberships, Collaborations and Initiatives, page: 92	-		
	2-29 Stakeholder engagement approach	Our Stakeholder Interaction, page: 78-79	-		
	2-30 Collective Bargaining Agreements	GRI Content Index: There is no collective bargaining agreement in Fiba Renewable Energy.			
MATERIAL TOPICS					
Material Topics					
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Our Sustainability Strategy, page: 31-33; Our Materiality Matrix for 2022, page: 34	-		
	3-2 List of material topics	Our Sustainability Strategy, page: 31-33; Our Materiality Matrix for 2022, page: 34	-		
Occupational Health and Safety					
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Responsibility to our Employees, page: 56-57; Our Occupational Health and Safety Practices, page: 67-69	-		
GRI 403: Occupational Health and Safety 2018	403-1 Management system for occupational health and safety	Our Occupational Health and Safety Practices, page: 67-69	-		
	403-2 Types of injury and injury rates, occupational diseases, lost days, absenteeism, and number of work-related deaths	Our Occupational Health and Safety Practices, page: 67-69 Performance Tables, page: 90	-		
	403-3 Occupational health services	Our Occupational Health and Safety Practices, page: 67-69	-		
	403-4 Employee participation in occupational health and safety; consultation and communication	Our Occupational Health and Safety Practices, page: 67-69	-		
	403-5 Employee training on occupational health and safety	Our Occupational Health and Safety Practices, page: 67-69	-		
	403-6 Promotion of employee health	Our Occupational Health and Safety Practices, page: 67-69 Our Employee Satisfaction Activities, page: 58-60	-		
	403-8 Employees covered by the occupational health and safety management system	Our Occupational Health and Safety Practices, page: 67-69	-		
	403-9 Work-related injuries	Our Occupational Health and Safety Practices, page: 67-69 Performance Tables, page: 90	-		
	403-10 Cases of work-related diseases	Our Occupational Health and Safety Practices, page: 67-69 Performance Tables, page: 90	-		

GRI Content Index

GRI STANDARD	DISCLOSURE	LOCATION and PAGE NUMBERS	Omission		
			Excluded Requirements	Reason	Remarks
Fighting Against Climate Crisis and Emission Management					
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Environmental Responsibility, page: 39-40; Our Fight Against Climate Crisis and Emission Management, page: 41-44	-		
GRI 305: Emissions 2016	305-1 Direct greenhouse gas (GHG) emissions (Scope 1)	Our Fight Against Climate Crisis and Emission Management, page: 42-43; Performance Tables, page: 91	-		
	305-2 Indirect greenhouse gas (GHG) emissions (Scope 2)	Our Fight Against Climate Crisis and Emission Management, page: 42-43; Performance Tables, page: 91	-		
	305-3 Other indirect greenhouse gas (GHG) emissions (Scope 3)	Our Fight Against Climate Crisis and Emission Management, page: 42-43; Performance Tables, page: 91	-		
	305-4 GHG emissions intensity	Our Fight Against Climate Crisis and Emission Management, page: 42-43; Performance Tables, page: 91	-		
	305-5 Reduction of GHG emissions	Our Fight Against Climate Crisis and Emission Management, page: 41-44; Performance Tables, page: 91	-		
Green & Reliable Energy Production					
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Environmental Responsibility, page: 39-40; Our Green Reliable Energy Practices, page: 45; Our Sustainable Finance and Responsible Investments, page: 82-83; Our Digitalization, Innovation and Information Security Projects, page: 84-86	-		
GRI 302: Energy 2016	302-1 Internal energy consumption	Our Green Reliable Energy Practices, page: 45; Performance Tables, page: 91	-		
	302-2 External energy consumption	Our Green Reliable Energy Practices, page: 45; Performance Tables, page: 91	-		
	302-3 Energy density	Our Green Reliable Energy Practices, page: 45; Performance Tables, page: 91	-		
	302-4 Reduction of energy consumption	Our Green Reliable Energy Practices, page: 45;	-		
	302-5 Reductions in energy needs of products and services	Our Green Reliable Energy Practices, page: 45;	-		
Sustainable Finance and Responsible Investments					
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Responsibility to our Business and Sector, page: 80-81; Our Sustainable Finance and Responsible Investments, page: 82; Our Risk Management, page: 27-28	-		
GRI 201: Economic Performance 2016	201-1 Economic value generated and distributed	Our Sustainable Finance and Responsible Investments, page: 82-83	-		
	201-2 Financial implications and other risks and opportunities due to climate change	Our Risk Management, page: 27-28	-		
	201-3 Defined benefit plan obligations and other retirement plans	Our Employee Satisfaction Activities, page: 58	-		
	201-4 Financial Assistance Received From Government	Our Sustainable Finance and Responsible Investments, page: 82-83	-		

GRI Content Index

GRI STANDARD	DISCLOSURE	LOCATION and PAGE NUMBERS	Omission		
			Excluded Requirements	Reason	Remarks
Corporate Governance and Risk Management					
GRI 3: Material Topics 2021	3-3 Management of material topics	Corporate Governance and Risk Management, page: 18-28	-		
GRI 205: Fight Against Corruption 2016	205-1 Activities assessed for risks related to corruption	Business Ethics, Compliance and Transparent Management, page: 29-30	-		
	205-2 Communication and training on anti-corruption policies and procedures	Business Ethics, Compliance and Transparent Management, page: 29-30	-		
	205-3 Confirmed corruption cases and actions taken	Business Ethics, Compliance and Transparent Management, page: 29-30	-		
GRI 206: Anti-Competitive Behavior 2016	206-1 Total number and outcomes of legal actions pertaining to anti-competitive conduct and anti-trust and monopoly practices	Business Ethics, Compliance and Transparent Management, page: 29-30	-		
Biodiversity					
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Environmental Responsibility, page: 39-40; Biodiversity, page: 47-52	-		
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in or located adjacent to protected areas and areas with high biodiversity value outside the protected areas	Biodiversity, page: 47-52; Our Environmental and Social Impact Assessment and Monitoring Studies at our Facilities, page: 55	-		
	304-2 Significant impacts of activities, products and services on biodiversity	Biodiversity, page: 47-52; Our Environmental and Social Impact Assessment and Monitoring Studies at our Facilities, page: 55	-		
	304-3 Habitats protected or restored	Biodiversity, page: 47-52; Our Environmental and Social Impact Assessment and Monitoring Studies at our Facilities, page: 55	-		
	304-4 IUCN red list species and national conservation list species, whose habitats are in areas affected by activities	Biodiversity, page: 47-52; Our Environmental and Social Impact Assessment and Monitoring Studies at our Facilities, page: 55	-		
Equality, Inclusion and Diversity					
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Responsibility to our Employees, page: 56-57; Equality, Inclusion and Diversity, page: 65-66	-		
GRI 405: Diversity and Equal Opportunities 2016	405-1 Diversity of governance bodies and employees	Equality, Inclusion and Diversity, page: 66; Performance Tables, page: 89	-		
	405-2 Base salary rate and the ratio of women's wages to those of men	Equality, Inclusion and Diversity, page: 65-66	-		
GRI 406: Non-Discrimination 2016	406-1 Total number of discrimination cases and corrective measures taken	Equality, Inclusion and Diversity, page: 65-66	-		
Social Responsibility					
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Social Responsibility, page: 70-71; Acting with a Sense of Social Responsibility, page: 72-76; Our Environmental and Social Impact Assessment and Monitoring Studies at our Facilities, page: 55	-		
GRI 413: Local Communities 2016	413-1 Local community engagement, impact assessments, and development programs and operations	Acting with a Sense of Social Responsibility, page: 72-76	-		
	413-2 Operations with significant actual and potential negative impacts on local communities	Our Environmental and Social Impact Assessment and Monitoring Studies at our Facilities, page: 55	-		

GRI Content Index

GRI STANDARD	DISCLOSURE	LOCATION and PAGE NUMBERS	Omission		
			Excluded Requirements	Reason	Remarks
Our Employee Satisfaction Activities					
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Responsibility to our Employees, page: 56-57; Our Employee Satisfaction Activities, page: 58-60	-		
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Performance Tables, page: 89	-		
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Our Employee Satisfaction Activities, page: 58-60	-		
	401-3 Maternity leave	Performance Tables, page: 89	-		
GRI 402: Employment Relations 2016	402-1 Notice Periods	Our Employee Satisfaction Activities, page: 58	-		
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Our Employee Development Activities, page: 61,62,64	-		
	404-2 Programs for upgrading employee skills and transition assistance programs	Our Employee Development Activities, page: 61,62,64	-		
	404-3 Percentage of employees receiving regular performance and career development reviews	Our Employee Development Activities, page: 62	-		
GRI 405: Diversity and Equal Opportunities 2016	405-1 Diversity of governance bodies and employees	Equality, Inclusion and Diversity, page: 66; Performance Tables, page: 89	-		
	405-2 Base salary rate and the ratio of women's wages to those of men	Equality, Inclusion and Diversity, page: 65	-		
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Our Employee Satisfaction Activities, page: 58	-		
GRI 408: Child Labour 2016	408-1 Activities and suppliers with significant risk in terms of child labour incidents	Our Employee Satisfaction Activities, page: 58	-		
GRI 409: Forced or Compulsory Labour 2016	409-1 Activities and suppliers identified as having significant risk in terms of incidents of forced or compulsory labour, and measures taken	Our Employee Satisfaction Activities, page: 58	-		
Contribution to Local Economy and Employment					
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Social Responsibility, page: 70-71; Our Efforts to Make Contributions to Local Economy and Employment, page: 77; Our Responsible Supply Chain Management, page: 87	-		
GRI 203: Indirect Economic Impacts 2016	203-1 Development and impact of infrastructure investments and supported services	Our Efforts to Make Contributions to Local Economy and Employment, page: 77; Our Responsible Supply Chain Management, page: 87	-		
	203-2 Significant indirect economic impacts, including the extent of impacts	Our Efforts to Make Contributions to Local Economy and Employment, page: 77; Our Responsible Supply Chain Management, page: 87	-		

GRI Content Index

GRI STANDARD	DISCLOSURE	LOCATION and PAGE NUMBERS	Omission		
			Excluded Requirements	Reason	Remarks
Responsible Supply Chain					
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Responsibility to our Business and Sector, page: 80-81; Our Responsible Supply Chain Management, page: 87	-		
GRI 203: Indirect Economic Impacts 2016	203-1 Development and impact of infrastructure investments and supported services	Our Efforts to Make Contributions to Local Economy and Employment, page: 77; Our Responsible Supply Chain Management, page: 87	-		
	203-2 Significant indirect economic impacts, including the extent of impacts	Our Efforts to Make Contributions to Local Economy and Employment, page: 77; Our Responsible Supply Chain Management, page: 87	-		
GRI 204: Purchasing Practices 2016	204-1 Ratio of expenditure on local suppliers	Our Responsible Supply Chain Management, page: 87	-		
GRI 308: Environmental Assessment of Suppliers 2016	308-1 New suppliers that were eliminated/screened by using environmental criteria	Our Responsible Supply Chain Management, page: 87	-		
	308-2 Negative environmental impacts in the supply chain and actions taken	Our Responsible Supply Chain Management, page: 87	-		
GRI 414: Social Assessment of Suppliers 2016	414-1 New suppliers screened by using social criteria	Our Responsible Supply Chain Management, page: 87	-		
Our Effective Waste and Water Management					
GRI 303: Water and Wastewater 2018	303-1 Interactions with water which is a shared resource	Our Environmental Responsibility, page: 39-40; Our Water Management, page: 54	-		
	303-2 Management of water discharge-related impacts	Our Effective Waste and Water Management, page: 54	-		
	303-4 Water discharge	Our Effective Waste and Water Management, page: 54	-		
	303-5 Water consumption	Our Effective Waste and Water Management, page: 54; Performance Tables, page: 91	-		
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Our Effective Waste and Water Management, page: 53-54; Our Environmental and Social Impact Assessment and Monitoring Studies at our Facilities, page: 55	-		
	306-2 Management of significant waste-related impacts	Our Effective Waste and Water Management, page: 53-54; Our Environmental and Social Impact Assessment and Monitoring Studies at our Facilities, page: 55	-		
	306-3 Waste generated	Our Effective Waste and Water Management, page: 53-54; Our Environmental and Social Impact Assessment and Monitoring Studies at our Facilities, page: 55	-		
	306-4 Wastes disposed of	Our Effective Waste and Water Management, page: 53-54; Our Environmental and Social Impact Assessment and Monitoring Studies at our Facilities, page: 55	-		
Digitalization, Innovation and Information Security					
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Responsibility to our Business and Sector, page: 80-81; Our Digitalization, Innovation and Information Security Projects, page: 84-86	-		
GRI 418: Customer Privacy 2016	418-1 Verified complaints about breach of customer privacy and loss of customer data	Our Digitalization, Innovation and Information Security Projects, page: 84	-		
Ethics, Compliance and Transparency					
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Sustainability Governance, page: 20-22; Business Ethics, Compliance and Transparent Management, page:29-30	-		
Interaction with Stakeholders					
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Social Responsibility, page: 70-71; Our Stakeholders Interaction, page: 78-79	-		

Our Contribution to Sustainable Development Goals

Strategic Focus Areas	Sub-Categories of Strategic Focus Areas	Relevant Material Issue	Relevant Sustainable Development Goals	Relevant Sub-Goals
Acting with a Sense of Environmental and Social Responsibility	Increasing Renewable Energy Production	Green & Reliable Energy Production		7.1 By 2030, ensure universal access to affordable, reliable and modern energy services
				7.2 By 2030, increase substantially the share of renewable energy in the global energy mix
				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
				12.8 By 2030, ensure that people everywhere have the relevant information and awareness for sustainable development and lifestyles in harmony with nature
				13.3 Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning
	Fighting Against Climate Crisis and Emission Management	Fighting Against Climate Crisis and Emission Management		7.1 By 2030, ensure universal access to affordable, reliable and modern energy services
				7.2 By 2030, increase substantially the share of renewable energy in the global energy mix
				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
				12.8 By 2030, ensure that people everywhere have the relevant information and awareness for sustainable development and lifestyles in harmony with nature
				13.3 Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning
	Minimizing Our Environmental Impact	Effective Waste and Water Management		12.2 By 2030, achieve the sustainable management and efficient use of natural resources
				12.4 By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimize their adverse impacts on human health and the environment
				13.3 Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning
		Biodiversity		15.1 By 2020, ensure the conservation, restoration and sustainable use of terrestrial and inland freshwater ecosystems and their services, in particular forests, wetlands, mountains and drylands, in line with obligations under international agreements
				15.5 Take urgent and significant action to reduce the degradation of natural habitats, halt the loss of biodiversity and, by 2020, protect and prevent the extinction of threatened species
	Acting with a Sense of Corporate Social Responsibility	Social Responsibility		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
				17.17 Encourage and promote effective public, public- private, and civil society partnerships, building on the experience and resourcing strategies of partnerships
		Interaction with Stakeholders		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.a Build and upgrade education facilities that are child, disability and gender sensitive and provide safe, non-violent, inclusive and effective learning environments for all
				13.3 Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning
				16.5 Substantially reduce corruption and bribery in all its forms
				16.7 Ensure responsive, inclusive, participatory and representative decision-making at all levels
				16.10 Ensure public access to information and protect fundamental freedoms, in accordance with national legislation and international agreements
				17.17 Encourage and promote effective public, public- private, and civil society partnerships, building on the experience and resourcing strategies of partnerships

Our Contribution to Sustainable Development Goals

Strategic Focus Areas	Sub-Categories of Strategic Focus Areas	Relevant Material Issue	Relevant Sustainable Development Goals	Relevant Sub-Goals
Growing in the Sector with a Sustainability Focus	Ensuring Operational Excellence and Risk Management	Corporate Governance and Risk Management	16, 17	16.5 Substantially reduce corruption and bribery in all their forms
				16.6 Develop effective, accountable and transparent institutions at all levels
				16.7 Ensure responsive, inclusive, participatory and representative decision-making at all levels
				17.17. Encourage and promote effective public, public- private, and civil society partnerships, building on the experience and resourcing strategies of partnerships
		Responsible Supply Chain	12, 13, 16	12.8 By 2030, ensure that people everywhere have the relevant information and awareness for sustainable development and lifestyles in harmony with nature
				13.2 Integrate climate change measures into national policies, strategies and planning
				13.3 Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning
				16.2 End abuse, exploitation, trafficking and all forms of violence against and torture of children
	Providing Sustainable Finance and Making Responsible Investments	Sustainable Finance and Responsible Investments	8, 9	8.2 Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value added and labour-intensive sectors
				8.3 Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro-, small- and medium-sized enterprises, including through access to financial services
				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
	Doing Business Based on Our Values	Ethics, Compliance and Transparency	16	16.5. Substantially reduce corruption and bribery in all their forms
				16.6. Develop effective, accountable and transparent institutions at all levels
	Facilitating a People-Oriented Working Environment	Contribution to Local Economy and Employment	8	8.2 Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value added and labour-intensive sectors
				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

Our Contribution to Sustainable Development Goals

Strategic Focus Areas	Sub-Categories of Strategic Focus Areas	Relevant Material Issue	Relevant Sustainable Development Goals	Relevant Sub-Goals
Facilitating a People-Oriented Working Environment	Ensuring Employees' Personal Development and Satisfaction	Employees' Personal Development and Satisfaction	4 QUALITY EDUCATION, 10 REDUCED INEQUALITIES	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
				10.2 By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status
				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
	Ensuring Equality, Diversity and Inclusion	Equality, Inclusion and Diversity	5 GENDER EQUALITY, 8 DECENT WORK AND ECONOMIC GROWTH, 10 REDUCED INEQUALITIES	5.1 End all forms of discrimination against all women and girls everywhere
				5.2 Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation
				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
				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
				10.2 By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status
				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
	Ensuring Information Confidentiality and Security and Adapting to New Business Models	Digitalization, Innovation and Information Security	17 PARTNERSHIPS FOR THE GOALS	17.7 Promote the development, transfer, dissemination and diffusion of environmentally sound technologies to developing countries on favourable terms, including on concessional and preferential terms, as mutually agreed
				17.8 Fully operationalize the technology bank and science, technology and innovation capacity-building mechanism for least developed countries by 2017 and enhance the use of enabling technology, in particular information and communications technology
	Making No Compromises on Occupational Health and Safety Standards	Occupational Health and Safety	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

Reporting Guidance

This reporting guidance ("Guidance") provides information on the data preparation and reporting methodologies of indicators within the scope of the independent audit in the 2022 Fiba Renewable Energy Sustainability Report. These indicators include operational indicators (Installed Capacity of SPP and WPPs), social indicators (ratio of female employees, number of employees in managing bodies, number of employees benefitting from maternity/paternity leave, number of employees returned to work after maternity/paternity leave, ratio of female employees that returned to work after maternity/paternity leave, the number of people who returned to work after maternity leave and are still working, total number of accident, incident rate, number of fatality, number of occupational diseases, absenteeism, OHS training), environmental indicators (Electricity Consumption, Energy Consumption, Water Consumption, Scope 1 and 2 GHG Emissions, Scope 3 GHG Emissions, GHG Emission Intensity, Total Waste Amount). It is the responsibility of the Fiba Renewable Energy's management to ensure that appropriate procedures are in place to prepare the indicators mentioned above in line with, in all material respects, the Guidance. The data included in this guideline is for the FY 22 (1 January – 31 December 2022), fiscal year ended December 31, 2022, and as detailed in the "Key Definitions and Reporting Scope" section comprises only the relevant operations in Türkiye that are the responsibility of the Fiba Renewable Energy by excluding information about the group's affiliate Cerean Enerji A.Ş. and group's subcontractors.

General Reporting Principles

In preparing this guidance document, consideration has been given to the following principles:
- Information Preparation – to highlight to users of the information the primary principles of relevance and reliability of information; and
- Information Reporting – to highlight the primary principles of comparability/consistency with other data including a prior year and understandability/ transparency providing clarity to users.

Key Definitions and Reporting

Scope For the purpose of this report, Fiba Renewable Energy defines:

Type	Indicator	Definition
Operational	Installed Capacity (SPP and WPPs, MW)	This indicator refers to the installed renewable energy generation capacity of Fiba Renewable Energy Solar Power Plants (GES) and Wind Power Plants (RES) dated 31.12.2022.
Social	Ratio of Female Employees (%)	This indicator means the gender distribution of employees of the Fiba Renewable Energy during the reporting period.
	Ratio of Female Employees in Managing Bodies (%)	As of 31 December 2022, the ratio of the number of female employees holding the title of director (Director and above) to the total number of employees in managing bodies (Director and above). (Director and above titles include the title groups of Director, Assistant General Manager and General Manager members.)
	Number of Employees Benefitting from Maternity/Paternity Leave	The sum of the female employees who took postpartum leave during the reporting period and the male employees who took joint paternity leave.
	Number of Employees Returned to Work After Maternity/Paternity Leave	Total number of female employees who took postpartum leave during the reporting period and male employees who took spousal maternity leave, who returned to work after their respective legal leave ended.
	Ratio of Employees that Returned to Work After Maternity/Paternity Leave	The rate of work accidents seen during the year to the total working time was calculated. In this context, the formula "Total Number of Accidents / (Total Working Hours) * 1,000,000" has been taken into account in the calculations. The number of accidents in this formula has been obtained from the accident notification forms and records. While calculating the total person x hour working data, the number of working days was found by subtracting the official holidays in an activity year and it was accepted that 1 working day is 8 hours.
	The Number of People Who Returned to Work After Maternity Leave and are Still Working	The rate of attendance after maternity leave and paternity leave is defined as the employees who are still in Fiba Renewable Energy after maternity leave and paternity leave as of the end of the reporting period, calculated and reported for the previous year instead of the reporting period. The rate reported for 2022 is the ratio of female employees who returned to work in 2021 from paid or unpaid maternity leave and continued to work at the Company within 1 year from the date of return to work, to the total number of female employees who returned to work in 2022 from paid or unpaid maternity leave.
Social	Total Number of Accident	Data on Occupational Health and Safety covers the employees of the Company within the borders of the Republic of Türkiye and the definition of work accident in the laws numbered 6331 and 5510. In this context, the calculations were made by taking into account the statements conveying the way the incident occurred of the employees who reported the occupational accident, the hospital reports, the reports of the workplace doctor or the institution doctor.
	Incident Rate (IR)	The rate of work accidents seen during the year to the total working time was calculated. In this context, the formula "Total Number of Accidents / (Total Working Hours) * 1,000,000" has been taken into account in the calculations. The number of accidents in this formula has been obtained from the accident notification forms and records. While calculating the total person x hour working data, the number of working days was found by subtracting the official holidays in an activity year and it was accepted that 1 working day is 8 hours.
	Number of Fatality	It is the number of casualties resulting from work accidents, which are defined as unexpected and unplanned events in the working environment or during operations during the reporting period. These calculations are evaluated according to the result of the death report, which is given by the competent authorities together with the judicial authorities as a result of the incident.
	Number of Occupational Diseases	This indicator represents the number of patients due to exposure in the workplace or during Company activities. Occupational diseases are diseases listed in national legislation that mostly occur as a result of exposure to risk factors in the workplace.
	Absenteeism (day)	This indicator has calculated by taking into account the day-based absences due to accidents with occupational accident status during the reporting period. In this context, the calculations were made by taking into account the rest periods in the doctor's reports, which were reported to the Human Resources Management Department by the employees who made a work accident report.
	Occupational Health and Safety Training (hours)	This indicator means total training hours completed by the employees within the scope of Occupational Health and Safety during the reporting period.
Environmental	Electricity Consumption (kWh)	This indicator reflects the total purchased electricity consumption used for air conditioning, lighting, electrical equipment uses and other business operations that require electricity, at the relevant locations of the Fiba Renewable Energy during the reporting period.
	Energy Consumption (GJ)	This indicator only means the amount of energy directly (electricity heating-natural gas) and indirectly (natural gas, diesel, gasoline, LPG) consumed during the Fiba Renewable Energy's operations at every location where the Company performs its operations.
	Water Consumption (m^3)	This indicator means the total amount of water used for human consumption (volume–m3) during the reporting period.
	Scope 1 GHG Emissions (tCO_2)	This indicator means the emission of greenhouse gases due to the use of natural gas, diesel, LPG, gasoline consumption and refrigerant and fire extinguishers at all relevant locations of the Fiba Renewable Energy during the reporting period.
	Scope 2 GHG Emissions (tCO_2)	This indicator means the emission of greenhouse gases due to the use of purchased heating (natural gas) and electricity at all relevant locations of the Fiba Renewable Energy during the reporting period.
	Scope 3 GHG Emissions (tCO_2)	This indicator means the emission of greenhouse gases due to the use of business travel by air, hotel stay, field visits, employee commuting – shuttle, supply chain fuel consumption, wastewater, paper consumption, waste disposal, well to tank emissions of purchased fuels at all relevant locations of the Fiba Renewable Energy during the reporting period.
	GHG Emission Intensity (tCO_2e/kWh)	This indicator means the ratio of Scope 1, 2 and, 3 emissions per unit generated electricity (kWh) in all relevant locations of the Fiba Renewable Energy during the reporting period.
	Total Waste Amount (tons)	This indicator means the weight of hazardous waste and non-hazardous waste (by weight-ton) during the reporting period.

GRI 2-5

Assurance Report

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Independent Limited Assurance Report

To the Board of Directors of Fiba Yenilenebilir Enerji Holding A.Ş.
We were engaged by Fiba Yenilenebilir Enerji HoldingA.Ş. (hereinafter "Company" or "Fiba Yenilenebilir Enerji") to provide limited assurance on whether the "Selected Information" as defined in the Annexes of this Sustainability Report (hereinafter "the Report") has been prepared by Fiba Yenilenebilir Enerji for the year ended 31 December 2022.

The scope of our assurance is limited to the Selected Information listed and described below for the relevant activities:

- Total Electricity Consumption (kWh)
- Energy consumption (Natural gas, diesel, gasoline, GJ)
- Scope 1 and 2 GHG Emissions (tCO2e)
- Scope 3 GHG Emissions (tCO2e)
- GHG Emissions Intensity (tCO2e /kWh)
- Total waste amount (Hazardous, non-hazardous,ton)
- Water consumption (m3)
- Total injury number – GRI 403
- Injury Frequency Rate (IR) – GRI 403
- Number of fatal cases - GRI 403
- Number of occupational diseases GRI 403
- Absenteeism (days) GRI 403
- OHS trainings (hours)
- Ratio of female employees (%)
- Ratio of women employee in senior management (%)
- Number of employees on maternity leave
- Return to work and retention rates of employees taking maternity leave (%)
- Installed Powers (Total installed powers of WPP and SPP breakdowns, MW)

Management's responsibilities
Management's responsibilities Management is responsible for the preparation and presentation of the Report for the Selected Information in accordance with the Fiba Yenilenebilir Enerji's Reporting Guidance as described in Annex A.1 of the Report, and the information and assertions contained within it; for determining the Fiba Yenilenebilir Enerji objectives in respect of sustainable development performance and reporting, including the identification of stakeholders and material issues; and for establishing and maintaining appropriate performance management and internal control systems from which the reported performance information is derived.

Management is responsible for preventing and detecting fraud and for identifying and ensuring that Fiba Yenilenebilir Enerji complies with laws and regulations applicable to its activities.

Management is also responsible for ensuring that staff involved with the preparation and presentation of the description and the Selected Information are properly trained, information systems are properly updated and that any changes in reporting encompass all significant business units.

Our responsibilities
Our responsibility is to carry out a limited assurance engagement and to express a conclusion based on the work performed. We conducted our engagement in accordance with International Standard on Assurance Engagements (ISAE) 3000, Assurance Engagements other than Audits or Reviews of Historical Financial Information, issued by the International Auditing and Assurance Standards Board. That Standard requires that we plan and perform the engagement to obtain limited assurance about whether the Selected Information is free from material misstatement.

The firm International Standard on Quality Control 1 and accordingly maintain a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

We have complied with the independence and other ethical requirements of the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants, which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behavior.

Procedures performed
A limited assurance engagement on a Selected Information consists of making inquiries, primarily of persons responsible for the preparation of information presented in the Selected Information, and applying analytical and other evidence gathering procedures, as appropriate. These procedures included:
•Interviews with relevant staff at the corporate and business unit level responsible for providing the information in the Selected Information.
•Comparing the information presented in the Selected Information to corresponding information in the relevant underlying sources to determine whether all the relevant information contained in such underlying sources has been included in the Selected Information.
•Reading the information presented in the Selected Information to determine whether it is in line with our overall knowledge of, and experience with, the sustainability performance of Fiba Yenilenebilir Enerji.

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement, and consequently the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained has a reasonable assurance engagement been performed.

Inherent limitations
Due to the inherent limitations of any internal control structure it is possible that errors or irregularities in the information presented in the Selected Information may occur and not be detected. Our engagement is not designed to detect all weaknesses in the internal controls over the preparation and presentation of the Selected Information, as the engagement has not been performed continuously throughout the period and the procedures performed were undertaken on a test basis.

Conclusion
Our conclusion has been formed on the basis of, and is subject to, the matters outlined in this report.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusions. Based on the procedures performed and the evidence obtained, as described above, nothing has come to our attention that causes us to believe that the Selected Information as defined in the Annexes of the Report of Fiba Yenilenebilir Enerji's for the year ended 31 December 2022 is not presented, in all material respects, in accordance with Fiba Yenilenebilir Enerji's internally developed reporting criteria as explained in Annex A.1 of the Report.

In accordance with the terms of our engagement, this independent limited assurance report on the Selected Information has been prepared for Fiba Yenilenebilir Enerji in connect with reporting to Fiba Yenilenebilir Enerji and for no other purpose or in any other context.

Restriction of use of our report
Our report should not be regarded as suitable to be used or relied on by any party wishing to acquire rights against us other than Fiba Yenilenebilir Enerji, for any purpose or in any other context. Any party other than Fiba Yenilenebilir Enerji who obtains access to our report or a copy thereof and chooses to rely on our report (or any part thereof) will do so at its own risk. To the fullest extent permitted by law, we accept or assume no responsibility and deny any liability to any party other than Fiba Yenilenebilir Enerji for our work, for this independent limited assurance report, or for the conclusions we have reached.

KPMG Bağımsız Denetim ve Serbest Muhasebeci Mali Müşavirlik Anonim Şirketi

Şirin Soysal,
Partner
İstanbul, 21 July 2023

Glossary of Terms and Abbreviations

Abbreviation	Explanation
AÇEV	Mother-Child Education Foundation
CBAM	Carbon Border Adjustment Mechanism
CDP	Carbon Disclosure Project
COP 27	2022 United Nations Climate Change Conference (Conference of the Parties)
EIA	Environmental Impact Assessment
DEİK	Foreign Economic Relations Board
DKMP	Nature Conservation and National Parks
DLP	Data Lost Prevention
Dods	Definition of Done
CEEE	Centre for Energy, Environment and Economy
EMRA	Energy Market Regulatory Authority
ERP	Enterprise Resource Planning
ESG	Environmental, Social and Governance
MENR	Ministry of Energy and Natural Resources
ETS	Emissions Trading System
EBITDA	Earnings Before Interest, Taxes, Depreciation and Amortization
FERM	Financial Engineering Master's Degree
FIRST ® Foundation	For Inspiration and Recognition of Science and Technology
FTP	File Transfer Protocol
SPP	Solar Power Plant
GRI	Global Reporting Initiative
IEA	International Energy Agency
<IR> Framework	Integrated Reporting Framework
IPS	Intrusion Prevention System
IUCN	International Union for Conservation of Nature
JCR	F71Japan Credit Rating Agency
CSR	Corporate Social Responsibility
PDPA	Personal Data Protection Authority
MOTAT	Mobile Waste Tracking System
NDC	Nationally Determined Contribution
WPP	Wind Power Plant
SASB	Sustainability Accounting Standards Board
SBTi	Science-Based Targets Initiative
SIEM	Security Information And Event Management
BCSD	Business Council for Sustainable Development Türkiye
STEM	Science, Technology, Engineering, Mathematics
TCFD	Task Force on Climate-Related Financial Disclosures
TWEA	Turkish Wind Energy Association
TÜSİAD	Turkish Industry and Business Association
UN Global Compact	United Nations Global Compact
VFR	The Value Reporting Foundation
YEKA	Renewable Energy Resource Areas
YEKDEM	Renewable Energy Sources Support Mechanism
YKF	Local Contribution Price
WAF	Web Application Firewall
WBCSD	World Business Council for Sustainable Development
WEF	World Economic Forum
WEPs	Women's Empowerment Principles

Term	Definition
EU Green Deal	The European Green Deal, ratified in 2020, is the European Commission's set of policy initiatives aimed at making the European Union climate neutral by 2050.
US Inflation Reduction Act	The Act that includes comprehensive health, climate and tax regulations to reduce inflation and provisions supporting various investments in the USA.
ECMWF	European Centre for Medium-Range Weather Forecasts
Availability	Availability factor is a parameter that is found by dividing the amount of time a power plant can generate electricity by the total time and shows the operational performance of the plant.
Energy Intensity	Energy intensity is the amount of energy stored in a particular system per unit volume. In general, only the amount of usable or obtainable energy is taken into consideration.
Fit for 55	Fit for 55 is a European Union package designed to reduce the European Union's greenhouse gas emissions by 55% by 2030.
GFS	The Global Forecast System
Japan GX Transformation	It is the green transformation program in which Japan provides major funding for new technologies, including nuclear, low-emission hydrogen and ammonia.
LEAP Employee Support Program	Employee Support Service is a comprehensive support service that is widely used around the world and aims to increase the quality of life and productivity of employees.
Nessus software	It is a comprehensive vulnerability scanning software that detects potential vulnerabilities in computer systems and computer networks.
REPowerEU	REPowerEU is a European Commission proposal to end dependence on Russian fossil fuels before 2030, in response to the Russian invasion of Ukraine in 2022.
SocRadar	It is a cyber threat and intelligence solution that enables existing cybersecurity infrastructure to be used as a proactive cybersecurity shield.
Tufin	A security policy management company specializing in automation of security policy changes across hybrid platforms while improving security and compliance.

Fiba Renewables

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The report has been issued digitally and has not been published.

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