YENİKÖYKEMERKÖY
Yerli Kaynak Güçlü Enerji

2024 Sustainability Report

ENERGY WITH PURPOSE

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About the Report

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About the Report

Yeniköy Kemerköy Enerji holds a strategic position within the Turkish energy sector and generates electricity using domestic lignite coal at Yeniköy and Kemerköy Thermal Power Plants located in Milas district of Muğla. The power plants commissioned in 1987 and 1995, have been taken over by the Limak Enerji and IC İçtaş Enerji partnership in 2014, and continues their operations in line with energy supply security and sustainable energy management since then.

The first sustainability report prepared in this context aims to transparently share the Company's current sustainability efforts, commitments and future targets with shareholders. It has been prepared in accordance with the sustainability reporting standards published by the Global Reporting Initiative (GRI), taking into account the IFRS S1 and S2 framework published by the International Accounting Standards Board (IASB), which also forms the basis of the Turkish Sustainability Reporting Standards (TSRS).

Covering the twelve-month period between 1 January 2024 and 31 December 2024, this first sustainability report represents a foundational step toward the Company's comprehensive sustainability management and transparent communication strategies for the upcoming years.

Message From The General Manager

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Message From The General Manager

Mehmet Eroğlu
General Manager

As Yeniköy Kemerköy Enerji, we continue to play a vital role in Türkiye's energy supply security, utilize domestic resources in the most efficient way and continue our efforts for a sustainable future. In line with our responsible mining and electricity generation approach, we adopt a business model that complies with environmental, social and governance criteria and continue to contribute to the economic development of our country. Our effective utilization of domestic lignite coal reduces dependency on imported energy, saving the national economy approximately 500 million USD annually in current account deficit. Together, the Kemerköy and Yeniköy Thermal Power Plants produce around 7.8 billion kWh of electricity annually, accounting for 2.19% of Türkiye's total energy production.

This strong production capacity enabled us to participate for the first time in the ISO 500 2023 list of Türkiye's largest industrial enterprises announced by the Istanbul Chamber of Industry, where we ranked 142nd and became the second largest company in Muğla, while we rose to ninth place in the energy sector.

Adopting environmental sustainability as a fundamental principle in energy generation, we continuously improve our environmental performance through power plant modernization projects and renewable energy solutions. Since first certifying our carbon footprint in 2016, we've ensured transparent emission management practices. We maintain strong momentum in our afforestation initiatives, having planted approximately 4 million saplings to date, and plan to expand these projects in 2025 to further strengthen regional ecosystems.

Through the "Protection and Rehabilitation of Seagrasses" project conducted in collaboration with Eastern Mediterranean University of Cyprus and Muğla Provincial Directorate of the Ministry of Agriculture and Forestry, we've contributed to the conservation of natural habitats. Additionally, we partner with the Turkish Nature Conservation Association and various academic institutions on rehabilitation efforts for former mining areas, actively working on restoring the natural ecosystem.

Our sustainability approach is not only limited to environmental impacts, but also aims to create a strong structure in corporate governance and risk management. Within the scope of the strategic restructuring activities we carried out this year, we strengthened our sustainability governance and created comprehensive strategies for risks and opportunities.

We significantly increased our investments to support the professional development of our employees and to provide a safe working environment. We increased our expenditures for employee development from 503 thousand TL in 2022 to 6.84 million TL in 2024 with an increase of 1,257 percent. Our occupational health and safety investments increased by 87.8 percent in the same period and reached 21.64 million TL.

Prioritizing local resources in our employment policy, we directly support regional development, sourcing 85% of our workforce from local communities. Through collective bargaining agreements with TES-İŞ and Maden-İş Unions, we aim to promote a stable and productive workplace environment, safeguard employees' rights, and ensure balanced conditions favorable for both employees and the employer.

We continue to enhance our social impact with the projects we realize for our employees and the society. Within the scope of our "Okula Dönüş" project, we distributed stationery and bags to 750 students in 14 village schools. With the "Yaşam Kat" project, we aimed to support the empowerment of women and increase their social and economic participation. In addition, while protecting our cultural heritage with archaeological excavation projects, we also contributed to regional employment.

In 2024, we took an important step towards the future by restructuring our sustainability strategy. In this process, we formulated our strategies by taking into account the opinions of our shareholders and took the United Nations Sustainable Development Goals and current global trends as a guide. This comprehensive effort represents a new era for the Company's sustainability journey. Accordingly, we have begun restructuring our supply chain based on ESG criteria, actively supporting local suppliers, and establishing transparent and auditable systems.

At Yeniköy Kemerköy Enerji, we continue to grow based on the principles of responsibility, efficiency and sustainability in energy production. We strengthen our corporate risk management and contribute to the economic development of our country by minimizing our environmental and social impacts. We are determined to lead Türkiye's low-carbon and sustainable energy transformation by focusing on innovative technologies in our energy generation processes. With a future-oriented sense of responsibility, we contribute to ensuring the energy supply security of our country, while continuing to create environmental and social value. Guided by this vision, and supported by all our stakeholders, we remain committed to building a responsible and sustainable energy future.

About Yeniköy Kemerköy Enerji

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Corporate Profile, Vision, Mission

Corporate Profile

Yeniköy Kemerköy Enerji plays a well-established and strategic role in the Turkish energy sector. Yeniköy and Kemerköy Thermal Power Plants, located in Milas district of Muğla, continue their operations and generate electricity for the national economy by using domestic and national lignite coal. Commissioned in 1987 and 1995, the power plants have been taken over by the partnership of Limak Enerji and IC İçtaş Enerji in one of the largest privatization tenders in the history of the Republic on 23 December 2014. Since that day, contributions to the energy sector have continued uninterruptedly.

Shareholding Structure

YENİKÖY KEMERKÖY is operated by 50% IC İÇTAŞ Enerji 50% LİMAK Enerji partnership since 23 December 2014.

Yeniköy Kemerköy Enerji draws strength from the years of experience and power of its partners.

We Produce Energy with a Focus on Sustainable Development Goals!

The total installed capacity of the power plants has reached **1,119 MW**, and **2.19%** of Türkiye's total electricity demand is met with Yeniköy and Kemerköy Power Plants.
With the use of domestic resources, a contribution of approximately USD **500 million** will be made in 2024 to close the current account deficit.

Location of the Company

Production Facilities **Mines** **Rehabilitation project started**

Lignite Production
Lignite and limestone requirements of the power plants are met within the Group 4 mining licence with licence number 86541 and Group 2 limestone licence with licence number 72706.

Vision, Mission and Values

At Yeniköy Kemerköy Enerji, long-term strategy is built upon the goals of sustainability, reducing environmental impacts, and contributing to energy supply security. Competitive advantage in energy production from domestic and national lignite coal is maintained, and operations are strengthened through energy efficiency projects.

Establishing a world-class occupational health and safety culture based on the safety of employees and all shareholders is among the strategic priorities. While ensuring continuity in economic success, the Company aims to reinforce its leadership in the sector by fulfilling its environmental and social responsibilities.

Mission:
To make a sustainable contribution to the energy needs of our country by utilizing domestic resources with a management approach that respects nature and people.

Vision:
To be Türkiye's exemplary energy company with its safe working environment, environmental and social impact and the economic value it generates.

Sustainability Vision:
The Company is committed to use local resources in an efficient and responsible manner by protecting the environment and prioritizing social benefit. The necessary responsibilities are fulfilled to contribute to Türkiye's economic development and to achieve sustainable development goals.

Sustainability Mission:
Energy production processes are shaped by considering human health, environmental protection and social justice. By contributing to Türkiye's economic development, the Company aims to create employment and support local communities. Guided by the United Nations Sustainable Development Goals, progress is being made with a determination to leave a livable world to future generations.With all these efforts, we are taking an active role in building a sustainable future.

Sustainability Focus Areas

- **Sustainability:** It is aimed to maintain financial soundness while improving environmental impacts and to establish transparent communication with shareholders.
- **Uninterrupted Raw Material Supply:** Continuity in energy production is ensured by using domestic lignite coal resources effectively.
- **Employee Continuity:** Innovative practices are implemented to increase the loyalty of employees while improving their competencies.
- **Occupational Health and Safety:** The commitment to providing a safe working environment is maintained through exemplary practices in the industry.

Corporate Values

Business Ethics
To adopt honesty, mutual trust, respect and fair treatment as a principle in all economic and social activities related to working life, to make judgements based on universal moral principles, to balance between economic interests and the welfare of the society sharing the same environment while being in contact with the environment.

Quality and Result Oriented
To provide products and services at universal standards, planned time, quality and costs. To reach the determined targets by associating them with business results through measurable, traceable parameters.

Productivity and Efficiency
To transform opportunities into success by acting proactively in all activities, to be an efficient and profitable company where resources are used effectively.

Environmental and Social Responsibility
To act responsibly towards society and the environment on an individual and corporate level, to make and implement decisions that create benefits in this direction.

Total Responsibility
To take the responsibility for one's own work without imposing it on others, to be the leader of one's own work.

Justice and Transparency
To act fairly, in good faith and with understanding in all our relations, to take care to ensure mutual benefit, and to avoid applying double standards.

Honesty and Reliability
Keeping one's word and placing ethical business conduct at the core of all actions.

Diligence and Self-Discipline
To have the strength and willingness to fulfil obligations to oneself and others on time.

Product, Service and Operations

Production Capacity

In 2024, **2,926,921 MWh** *of electricity was generated at Yeniköy Thermal Power Plant and* **4,218,410 MWh** *at Kemerköy Thermal Power Plant, providing uninterrupted energy to millions of households.*

Power Plants	Unit Number	Main Systems in the Units*	Average Production Capacity
Yeniköy Thermal Power Plant	2	– 1 Steam Turbine – 1 Steam Turbine Generator – 1 Boiler – 1 Condenser – 1 Cooling System with Cooling Tower – 1 Flue Gas Treatment System	2,730,000mWh
Kemerköy Thermal Power Plant	3	– 1 Steam Turbine – 1 Steam Turbine Generator – 1 Boiler – 1 Condenser – 1 Cooling System with Cooling Tower – 1 Flue Gas Treatment System	4,521,821.7 mWh

*Per unit

Yeniköy Thermal Power Plant and Kemerköy Thermal Power Plant consume an annual average of 4 million tons and 5 million tons of coal, respectively.

The existing and planned coal mines ensure the long-term production sustainability of the Company with ***185 million tons of reserves.*** *These resources are critical to the transformation story of domestic energy production and economic independence.*

Contribution to the Turkish Economy

Yeniköy and Kemerköy Thermal Power Plants have a total energy generation capacity of 7.8 billion kWh, meeting approximately 2.19% of Türkiye's total energy demand. With this capacity, it ranks **among the top 10 largest energy producers** of the country and plays a strategic role in energy supply security. By using domestic resources, dependence on imported energy is reduced, energy costs are reduced and **approximately 500 million USD contribution is provided to the economy in 2024**. This economic benefit directly contributes to the reduction of the country's current account deficit.

In the ISO 500 2023 list of Türkiye's largest industrial enterprises announced by the Istanbul Chamber of Industry, the Company became the second largest company of Muğla and ranked 142nd in this list, in which it has participated for the first time, and rose to 9th place among all energy companies.

In Türkiye's energy market, providing continuous, secure, and sustainable energy supply is a core principle. The power plants are positioned as a critical component of the national energy system with their annual **24/7 uninterrupted operation capacity**. Energy supply security of Türkiye is enhanced and its position in the sector is strengthened through the conversion of domestic lignite coal into energy. Operational efficiency is increased through continuous monitoring and maintenance projects, and energy generation processes are developed with the aim of diversification through innovative approaches and hybrid energy models.

"In order to contribute to the energy transformation of our country, we are building two solar power plants with a total power of 52 megawatts in the areas where our mining sites are located. With this project, we aim to significantly reduce our carbon emissions, or our carbon footprint, arising from the internal consumption of our power plants. One of our primary goals is to meet the energy we use to generate electricity from renewable sources."

Burak Işık
Deputy General Manager of Sustainability and Corporate Communications, Yeniköy Kemerköy Enerji

Local Community Relations and Social Contributions

Within the scope of employment policy, **local resources are prioritized and 85% of the labour force is provided from local people.** *Regular trainings are organized to support the professional development of employees and efforts are made to ensure the sustainability of local employment. Collective labour agreements have been signed between union representatives and the employer in order to ensure a productive and balanced working environment in the workplace, to protect labour peace and to secure employee rights. Approximately 85% of employees are covered by collective labour agreements.*

Rehabilitation projects aim to restore nature and provide long-term benefits to society. The regional ecosystem is revitalized by afforesting old mining sites, and through social responsibility projects, contributions are made to improve the quality of life of local communities in the fields of education, health and environment. Historical heritage is preserved through archaeological excavation projects, and wide-ranging benefits are provided to society through afforestation campaigns and educational support.

Milestones

1986
- First unit of Yeniköy Thermal Power Plant was commissioned.

1987
- Second unit of Yeniköy Thermal Power Plant was commissioned.

1993
- First unit of Kemerköy Thermal Power Plant was commissioned.

1994
- Second unit of Kemerköy Thermal Power Plant was commissioned.

1995
- Third unit of Kemerköy Thermal Power Plant was commissioned.

2010
- Yeniköy Termik Santrali Rehabilitasyon çalışmaları tamamlandı.

2014
- Yeniköy Kemerköy Elektrik Üretim ve Ticaret A.Ş. was established in Ankara with trade registry number 375093.
- With the 5th largest privatization tender in the history of the Republic, Yeniköy Lignite Enterprise, Yeniköy and Kemerköy Thermal Power Plants were privatized as a whole. This privatization, carried out for a price of 2.7 billion USD, became one of the highest-value privatization transactions in Türkiye's energy sector.

2016
- After privatization, Yeniköy Lignite Plant was entitled to receive the Environmental Permit Certificate.
- ISO 27001 Information Security Management System and 14064-1 Carbon Footprint certifications were completed.

2017
- Among the privatized thermal power plants, Yeniköy and Kemerköy Thermal Power Plants were the first to receive the Environmental Permit Certificate.
- The Company joined the National Quality Movement of the Turkish Quality Association (KALDER) and signed a "Declaration of Goodwill". In the same year, 14046 Water Footprint certification was achieved.

2018
- The Company won EFQM Competence in Excellence 3 Star Award.

2019
- ISO 9001 Quality, 14001 Environment and 45001 Occupational Health and Safety Management Systems were certified.
- Rehabilitation works started at Kemerköy Thermal Power Plant.

2020
- Obtained ISO 50001 Energy Management System certification.
- Unit 1 was renewed and commissioned during the rehabilitation works at Kemerköy Thermal Power Plant.
- Obtained ISO 50001 Energy Management System certification.

2021
- The rehabilitation works at Kemerköy Thermal Power Plant were completed and the second unit was renewed and commissioned.
- The Environmental Permit Certificate, which was obtained in 2016 within the scope of Yeniköy Lignite Operation, was renewed after 5 years due to the expiry date of the certificate.
- In addition to the existing Environmental Permit for Yeniköy and Kemerköy Thermal Power Plants, an Environmental Licence for Landfill was obtained.

2022
- Due to the expiry of the Environmental Permit Certificates obtained in 2017 and the Environmental Licence Certificates obtained in 2021 after 5 years, the Environmental Permit and Licence Certificates for Yeniköy and Kemerköy Thermal Power Plants were renewed.

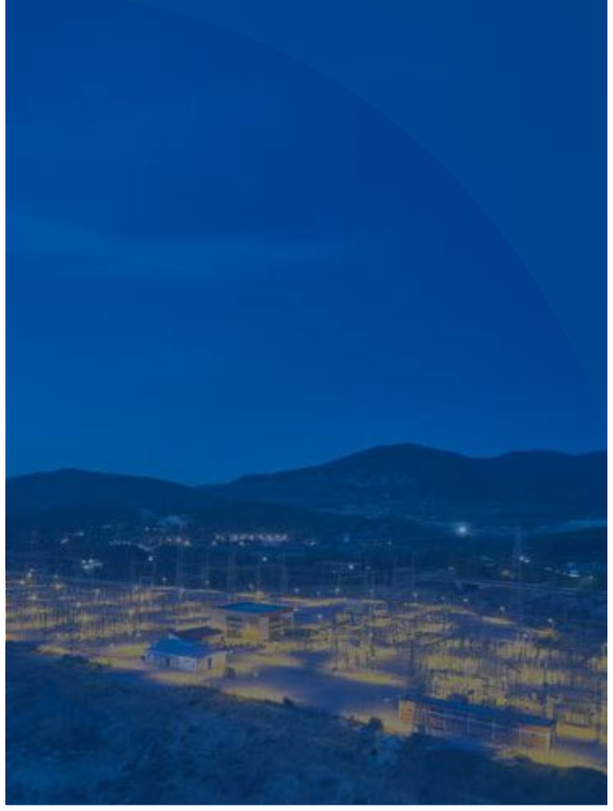
2023
- In Kemerköy Power Plant, the Environmental Permit and Licence Certificate, which includes all 3 units of the power plant, was renewed after the rehabilitation work of the units under rehabilitation was completed and commissioned in 2022.
- Corporate sustainability activities were initiated and ecological restoration and afforestation works were carried out in Hüsamlar quarry.

2024
- EFQM 4 star competence certificate/award is received in Superior Performance.
- Sustainability strategy was restructured.
- The first steps were taken to establish an Auditable and Sustainable Supply Chain System.
- Yeniköy Kemerköy Enerji received the Great Place to Work award.
- The Company was included in the ISO 500 list as the second largest company in Muğla.
- Yeniköy Kemerköy Energy was awarded the Stevie Award.

Yeniköy Kemerköy Enerji in 2024

Energy Production and Contribution to the Economy:

- Dependence on imported energy was reduced by utilizing domestic lignite coal resources.
- Current account deficit savings of approximately 500 million USD were provided to the national economy in 2024.
- Kemerköy and Yeniköy Thermal Power Plants generated a total of 7.8 billion kWh of electricity, accounting for 2.19% of Türkiye's total energy production.



Environmental Sustainability Studies:

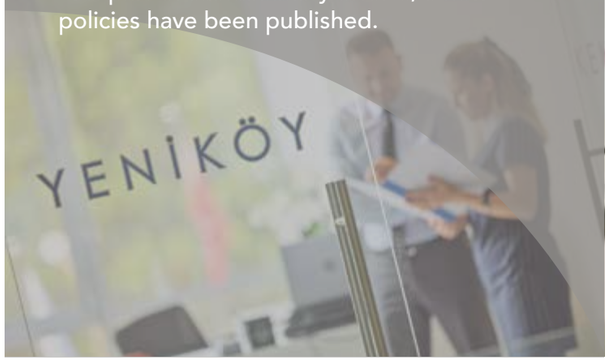
- Approximately 4 million saplings have been planted as part of ongoing reforestation efforts, with plans to continue these initiatives into 2025.
- The "Protection and Rehabilitation of Seagrass Meadows" project, carried out with Cyprus Eastern Mediterranean University and Muğla Provincial Directorate of the Ministry of Food, Agriculture and Livestock, contributed to the protection of natural habitats.
- Within the scope of rehabilitation of old mining sites, collaboration was carried out with the Turkish Nature Conservation Association and various universities, institutions and organizations.
- Environmental performance has been enhanced by focusing on innovative energy solutions, such as power plant modernization projects and the adoption of solar energy.
- The 12,000 tons of fly ash generated at Yeniköy Thermal Power Plant is used as an alternative raw material in the cement and concrete sector, contributing to the economy through circular economy practices.

Employee and Community Oriented Projects:

- Expenditures for employee development increased by 1,257% from 503 thousand TL in 2022 to 6.84 million TL in 2024.
- OHS investments increased by 87.8% from 11.52 million TL in 2022 to 21.64 million TL in 2024.
- 85% of the workforce consists of local people, directly contributing to local employment and economy.
- Within the scope of the "Okula Dönüş" project, stationery and bags were distributed to 750 students in 14 village schools.
- With the "Yaşam Kat" project, women's empowerment was supported and social and economic participation was increased.
- Cultural heritage was taken under protection through archaeological excavation projects and employment was provided in the region.

Corporate Governance and Economic Success:

- As part of the strategic restructuring efforts aimed at strengthening sustainability initiatives, sustainable corporate governance principles have been reinforced, sustainability-focused risks and opportunities have been identified, and corresponding strategies and action plans have been developed.
- The risk management system has been strengthened with reference to the COSO Internal Control Integrated Framework.
- Through the QDMS platform, risk management processes are managed in a digital environment with an integrated approach, enabling rapid decision-making and action taking.
- The principles of transparency, accountability and continuous improvement are prioritized through internal audit processes.
- As a result of the Company's efforts to improve operational efficiency and cash management, free cash flow increased significantly by 89% from 98.1 million TL in 2023 to 185.7 million TL in 2024.
- In 2024, total revenue increased by approximately 29% compared to previous year to 15.27 billion TL, demonstrating the success of the Company's strategies to increase its market share and increase sales revenues.
- As part of sustainability efforts, 8 new policies have been published.



Yeniköy – Kemerköy In Figures

2.19%
Annual Net Energy Production

Between **2022 and 2024,** total revenue increased by **43.3%,** rising from **10.66 billion TL** to **15.27 billion TL**

+3000
Employment

85%
Local Employment Support

1119 MW
Established Power Capacity

4 Million+
Sapling Planting

2024 Yılı Ödüllerimiz

TÜRKİYE'NİN 500 BÜYÜK SANAYİ KURULUŞU 2023

STEVIE AWARDS 2024

Great Place To Work. Certified 2024 TÜRKİYE

RECOGNISED BY EFQM ★★★★ FOR SUSTAINABLE PERFORMANCE 2024

YENİKÖYKEMERKÖY
Yerli Kaynak Güçlü Enerji

Corporate Governance

04

Corporate Governance Approach

Corporate governance is seen as a building block that serves as a fundamental framework for achieving long-term strategic goals and ensuring sustainable success. Business processes and decision-making mechanisms are shaped in line with the principles of transparency, accountability, fairness and responsibility.

Within the framework of the corporate governance approach, business processes are clearly defined through written procedures, regulations and job descriptions. The internal control system based on COSO, risk-based internal audit mechanisms and process management systems are the main components that increase the effectiveness of the corporate governance structure.

To measure and improve corporate performance, process performance indicators are monitored through the SAP Enterprise Resource Planning system. These indicators are evaluated during weekly senior management meetings, where critical areas such as equipment failures that could cause downtimes, financial and operational performance, production processes, and occupational health and safety performance are examined in detail. In addition, the Board of Directors and senior management regularly review key performance indicators and adopt a continuous improvement approach in business processes in line with international management systems standards.

With the corporate governance approach, financial and operational success are seen as a critical priority as well as the fulfilment of responsibilities towards society and the environment. Accordingly, sustainability strategies have become an integral part of management processes. Yeniköy Kemerköy Enerji continues to work with determination to carry this understanding further and to create an exemplary management model in the energy sector.

In 2024;

- In line with the focus on sustainability, a “Sustainability and Corporate Communications Assistant General Manager (AGM)” organization was established and the Environment and Quality and Management Systems Departments became a part of this unit.
- “OHS Directorate” was established for occupational health and safety and the staff content in this field was restructured.

Board of Directors

The highest governance body in Yeniköy Kemerköy Energy is the Board of Directors. The Board of Directors consists of 6 members who provide 50% - 50% representation in accordance with the partnership structure and is appointed by the shareholders every 3 years. The Chairman of the Board of Directors and the General Manager are different individuals. This strengthens the distribution of authority and independence in governance.

While shaping the Company's strategic governance practices, the Board of Directors takes critical decisions in the areas of sustainability, operational excellence and risk management. The Sustainability Committee regularly reports ESG developments to the Board of Directors at meetings held every 4 months. In addition, critical issues faced by the Company and proposed solutions are discussed at monthly Board of Directors meetings, meeting minutes are prepared and processes are meticulously monitored.

The Company's governance structure is supported by written regulations, procedures, workflows and job descriptions. Business processes are carried out and completed through predetermined control and approval mechanisms. Authorization levels are clearly defined between the General Manager (GM), Deputy General Managers (DGM), Directors and Managers, and financial and administrative authorizations are detailed in signature circulars.

Throughout 2024, a total of 22 Board of Directors meetings were held to evaluate the Company's strategic goals, operational performance and risk management processes. These meetings were attended by Board members at an average rate of 91% throughout the year.

The Board remains steadfast in its commitment to support sustainable growth, effectively manage risks, and meet stakeholder expectations at the highest level, all in accordance with the strong governance principles upheld by the Company.

In 2024, a comprehensive transformation process was completed in order to strengthen the sustainability governance structure and take concrete steps in this area. In this process, corporate mechanisms were developed to support the Company in achieving its sustainability goals, and the Sustainability Committee and Working Groups and their working principles were determined. In line with the operational principles, the sustainability governance system has been structured to be integrated into all business processes. The organizational structure has been strengthened by creating a solid framework to implement sustainability strategies and targets.

Sustainability Governance Structure

At Yeniköy Kemerköy Enerji, a strong governance system has been established to ensure that sustainability efforts have a systematic, transparent and effective structure. In 2024, the structure of the Sustainability Committee and Working Groups was determined and a solid framework was established to realize sustainability goals. Sustainability has been placed at the center of the Company's strategic decision-making mechanisms with this structure.

The Sustainability Committee is structured to determine the ESG strategy, set short, medium and long term targets and regularly monitor the performance in achieving these targets. The Committee is chaired by the General Manager and plays a strategic role in the Company's sustainability journey.

The Committee shapes the Company's sustainability strategies in line with the United Nations Sustainable Development Goals (SDGs), and risks and opportunities in the Company's operations are analyzed in detail and action plans are developed accordingly.

Duties and Responsibilities of the Sustainability Committee

- **Performance Monitoring and Reporting:** Defines the ESG performance metrics of the Company, monitors them regularly and reports to the General Manager.
- **Strategic Alignment:** Manages the processes of compliance with national and international sustainability standards and integrates current approaches into business processes.
- **Shareholder Communication:** Evaluates shareholder feedback and incorporates it into the sustainability strategy.
- **Awareness and Training:** Integrates sustainability culture into all business processes by organizing awareness-raising training programmes for employees.

Sustainability Committee

Committee Chair: General Manager

- Deputy General Manager of Sustainability and Corporate Communications
- Deputy General Manager of Business and Investments
- Deputy General Manager for Finance and Administration
- Deputy General Manager of Lignite Operations
- Director of Occupational Health and Safety
- Director of Human Resources and Administrative Affairs
- Director of Financial Affairs
- Chief Legal Counsel
- Sustainability Manager
- Mining Operations Project Manager

Sustainability Working Groups

- Tackling the Climate Crisis and Resource Management Working Group
- Employee Welfare and Safety Working Group
- Sustainable Mining and Biodiversity Working Group
- Corporate Governance and Sustainable Economic Growth Working Group

Working Groups and Fields of Activity

Thematic Working Groups were established to implement the sustainability strategy at the operational level. These groups monitor and analyze performance at regular meetings and report the results to the Sustainability Committee. Thus, a strong link is established between field practices and strategic decision-making processes.

Yeniköy Kemerköy Enerji Sustaınabılıty Workıng Groups

Tackling the Climate Crisis and Resource Management Working Group

This group, which aims to reduce its environmental footprint by sustainably managing natural resources, develops strategies to tackle the climate crisis, protect air and water quality and implement circular economy principles.

Employee Welfare and Safety Working Group

This group, which aims to prioritise the health and safety of employees and provide an inclusive working environment through talent development practices, leads various projects with the aim of protecting the physical and psychological health of employees, providing development opportunities for employees and increasing job satisfaction.

Responsible Mining and Biodiversity Working Group

This group, which aims to minimise the environmental and social impacts of mining activities, carries out biodiversity conservation projects, rehabilitation works and sustainable supply chain management practices.

Corporate Governance and Sustainable Economic Growth Working Group

This group, which aims to strengthen ethics, compliance and risk management processes, develops and implements transparent reporting, crisis management, shareholder communication and sustainable growth strategies.

Ethics, Compliance and Human Rights

Ethics and Compliance

At Yeniköy Kemerköy Enerji, ethical values and commitment to human rights are at the core of its activities. The ethical approach of the Company is based on the principles of honesty, mutual trust, respect and justice, and these principles are accepted as a guiding guide for all processes both inside and outside the Company.

The commitment to human rights is carried out in full compliance with the Fundamental Principles and Declaration of Rights of the International Labour Organization. In this context, principles such as not employing child labour, opposing forced labour, preventing gender discrimination, providing fair remuneration and appropriate fringe benefits are taken as basis in all business processes. While employees are provided with a safe, inclusive and fair working environment, discrimination, harassment or ill-treatment is not tolerated. In 2024, there were no cases or feedbacks detected in this direction.

Respect for human rights, equality and diversity are prioritized, differences are seen as a richness and all employees are given equal opportunities for development.

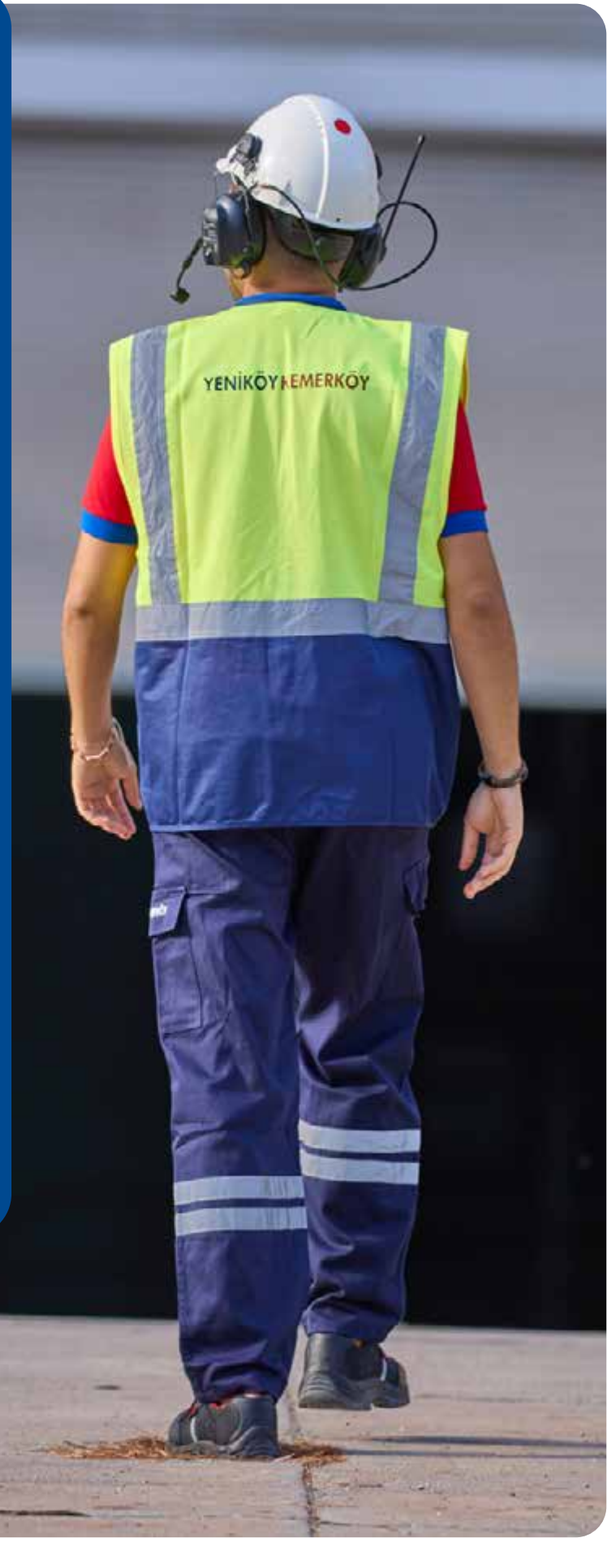
Ethical principles are based on the values of honesty, transparency, fairness and reliability. In this context, all employees are held responsible for the reflection of ethical rules on business processes. Managers take an active role in strengthening ethical sensitivity in their teams and ensuring the continuity of these values. The code of ethics was reviewed as of 2024 and updated to be included in the Personnel Handbook. These rules cover basic topics such as honesty, equality, justice, compliance with laws and regulations, as well as sensitive issues such as efficient use of resources, protection of confidentiality of information and conflict of interest.

Feedback Mechanism

A comprehensive and reliable feedback mechanism has been established for the realization of ethical principles and the effective evaluation of feedback from shareholders. An active communication process is carried out with local people, public institutions and media organizations to collect feedback from external shareholders. The Web Ethics Hotline on the corporate website ensures that notifications from external shareholders are evaluated directly and quickly.

Feedback is provided individually or as a group through the QDMS system for internal shareholders, and the opportunity to provide feedback anonymously is also offered. There are complaint boxes placed at strategic points to enable blue-collar personnel, especially those working in the field, to easily communicate their feedback. These boxes are regularly checked by the Quality and Management Systems Department and the feedback received is recorded and forwarded to the relevant units.

Feedback mechanisms also include the Ethics Reporting Phone Line and E-Mail Ethics Reporting Line. These channels provide a secure and easily accessible reporting infrastructure for both employees and shareholders. As of 2024, no reports of ethical violations were received through these mechanisms.



Anti-Bribery and Anti-Corruption

A zero-tolerance policy towards bribery and corruption is embedded as a core principle in all business processes. Practices such as accepting or giving bribes, including gifts, are strictly prohibited. In this context, robust complaint and reporting mechanisms have been established to allow employees and stakeholders to report concerns securely. All reporting processes are conducted in complete confidentiality, with all reported issues addressed transparently and investigated thoroughly.

The code of ethics is a fundamental guide that shapes not only internal processes but also our relations with business partners. In this context, a clear framework has been established for potential risk areas such as gifts and hospitality, sponsorships, donations and facilitation payments. The Company fully complies with laws and regulations in its operations and there are no administrative cases related to non-compliance. In 2024, no feedback was made to the complaint and reporting mechanisms within the scope of the fight against bribery and corruption, and no case was detected in this direction.

Human Rights

The Company's human rights commitments are carried out in full compliance with the International Labour Organization's Basic Principles and Declaration of Rights. Employees, subcontractors and suppliers are covered by these commitments. Based on respect for human rights and equality, the Company integrates principles such as not employing child labour, opposing forced labour, preventing gender discrimination and fair remuneration into its business processes. In case of any violation of human rights, intervention is carried out quickly and effectively. As of 2024, no violations of human rights were detected.

Personal Data Protection

Great importance is placed on the protection of personal data. In this respect, the commitment to fully comply with legal regulations is clearly stated in the contracts and is treated as a priority responsibility in data protection processes. Necessary information is provided according to the nature of personal data and explicit consent is obtained when necessary. Documents containing personal data include sections on notification and consent in accordance with legal requirements, thereby ensuring that the information of employees and stakeholders is adequately protected.

Information Security

Information Technologies (IT) management is carried out through virtual Windows-based devices with a Disaster Recovery Centre (DRC) system over a single center and three locations. Information security management is carried out in accordance with the international ISO 27001 standard. IT idea management is provided through the request and support desk. Data storage processes are optimized with Microsoft-based Cloud and Acronis systems. Suppliers and business partners are subject to PDPL processes and comply with information security policies. Cybersecurity processes are constantly checked with active tests and no security breaches occurred in 2024.

Information security awareness training for employees is implemented at the start of employment and periodically thereafter. Our IT infrastructure and information security are audited by independent third-party organizations.

Integrated Management System

Integrated Management System aims to optimize the management processes of an organization with a holistic approach by bringing together standards in different areas such as quality, environment, occupational health and safety, energy, information security. This system ensures that different management processes work in harmony for sustainable success. Yeniköy Kemerköy Enerji carries out energy generation and mining activities in accordance with international standards. With ISO 9001 Quality Management System, ISO 14001 Environmental Management System, ISO 45001 Occupational Health and Safety Management System, ISO 27001 Information Security Management System and ISO 50001 Energy Management System certificates, processes are managed systematically and effectively.

Policies

The policies that guide the activities of Yeniköy Kemerköy Enerji and ensure that all employees and stakeholders act in harmony:

- Integrated Management Systems Policy
- Human Rights Policy
- Occupational Health and Safety Policy
- Corporate Social Responsibility Policy
- Stakeholder Engagement Policy
- Anti-Bribery and Anti-Corruption Policy
- Sustainable Supply Chain Policy
- Sustainable Environmental Policy
- Sustainability Policy
- Gender Equality Policy
- Coal Testing Laboratory Quality Policy
- Personal Data Storage and Disposal Policy
- Personal Data Processing and Protection Policy

Management Systems Certificates	Year received	Number of facilities covered
ISO 9001	2019	3
ISO 14001	2019	3
ISO 50001	2020	2
ISO 27001	2017	2
ISO 45001	2019	3
EFQM 4 Star Certificate	2024	3
ISO 14064	2016	3
ISO 14046	2017	3

Under an integrated management approach aligned with sustainable development goals and rooted in risk-based thinking, processes are continually enhanced and trust-based relationships with stakeholders are established. To mitigate environmental impacts, energy efficiency is increased, resources are utilized effectively, and innovative waste management practices are implemented. By prioritizing occupational health and safety, safe working environments are provided for both employees and business partners, while high-standard methods are developed to ensure information security and business continuity.

Environmental impacts are analyzed in energy production processes, actions are taken to prevent pollution and energy performance is continuously improved. The participation of employees is encouraged, their ideas are integrated into the processes and trainings are provided to improve their competences. Through the Integrated Management Systems Software (QDMS), processes are monitored, performance indicators are evaluated and corrective measures are taken when necessary. This system is actively implemented in all operations at Yeniköy Lignite Plant, Yeniköy Thermal Power Plant and Kemerköy Thermal Power Plant, ensuring full compliance with quality, environmental, energy, information security and occupational health and safety standards.

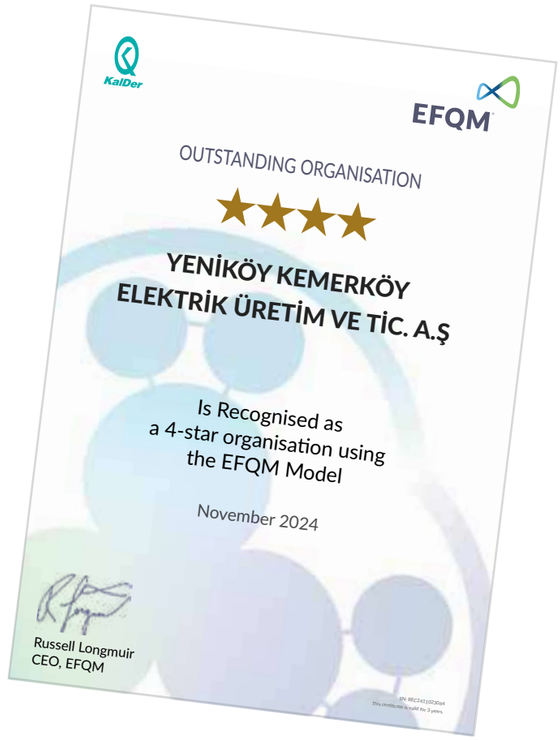
EFQM Model of Excellence

A new dimension was added to the quality-oriented journey by adopting the Management Model of the Foundation for Quality Management (EFQM). This model not only improves management quality, but also offers a management approach that integrates operational efficiency, management by objectives, sustainability and continuous improvement principles into business processes.

In this journey, which started in 2018 with the "Competence in Excellence 3 Star" award, the "EFQM 4 Star Competence Certificate in Superior Performance" award was won in 2024, marking a first in the sector. In addition to increasing international recognition, this award has been recorded as a pioneering achievement among thermal power plants in the energy sector.

Under the guidance of the EFQM Excellence Model, the corporate vision was clarified and the organizational structure was restructured in accordance with the criteria of the model. In the assessment processes carried out under the guidance of KalDer, strengths and areas for development were identified and the culture of continuous improvement was integrated into all business processes. In this way, the organizational structure was transformed into a more effective, transparent and accountable structure with the active participation of all employees.

This achievement in 2024 has not only strengthened the current position, but also enabled us to set even greater goals for the coming years. Yeniköy Kemerköy Enerji continues to implement action plans to achieve the "Competence in Excellence 5 Stars" target by 2026. The EFQM Excellence Model continues to be a critical guide to ensure the balance between sustainable excellence and corporate performance.



Risk and Crisis Management

In recognition of the environmental, social, and economic sensitivities inherent in the coal mining and energy production sectors in which we operate, risk and crisis management are regarded as a fundamental priority—not only to ensure the sustainability of our operations but also to build a responsible business model based on trust with our stakeholders. In line with the challenges and high expectations faced by the sector, risk and crisis management processes are structured through a continuous improvement approach, ensuring that these processes are fully aligned with the Company's environmental and social responsibilities.

Risk management processes are based on the internationally recognized COSO Internal Control Integrated Framework and transparency and accountability principles are observed in these processes. Risks are identified through QDMS Integrated Management Systems and monitored through this platform. This system ensures that the corrective actions required to minimize the effects of risks are systematically recorded and managed with the principle of continuous improvement.

The Board of Directors actively leads risk management processes and integrates these processes into strategic decision-making mechanisms. The internal audit unit plays an important role in ensuring the reliability and sustainability of operations by regularly auditing identified risks. In addition, within the scope of the integrated management system, business units regularly review risks in accordance with ISO standards and update them when necessary. This process is controlled by internal audit activities and supported by a continuous improvement approach.

A proactive approach is adopted in the management of critical risks encountered in coal mining and power generation. In order to be prepared for crisis situations, regular tests are carried out on comprehensive scenarios and necessary actions are determined to minimize possible impacts. In these processes, strategic decisions are taken under the leadership of the Board of Directors and fast, effective response plans are implemented.

2024 Risk Assessment

In 2024, with the support of our strategic partners, we conducted a comprehensive risk assessment to anticipate and manage risks while ensuring our sustainable growth objectives. In our risk evaluation process, we took a holistic approach by addressing financial, operational, compliance, reputational, human resources, and environmental risks. The impact and likelihood of these risks have been analyzed and prioritized using a scientific and systematic methodology. These analyses address not only the impact and likelihood of risks but also their potential to create opportunities. The root causes of each risk have been identified and matched with the relevant business units, and actions currently implemented or potentially applicable in the future for these risks have been determined. By incorporating sustainability and climate change risks into the study, Yeniköy Kemerköy Enerji aimed to minimize the environmental and social risks we might face. The study involved a detailed evaluation of both the impact and the likelihood of risks.
Impact scoring encompassed a broad perspective, from financial losses to operational downtimes, and from compliance obligations to reputational damage, while the probability assessment was based on past experiences and potential scenarios. Risk scores were determined by combining the impact and likelihood parameters, thereby enabling the prioritization of each risk.

At Yeniköy Kemerköy Enerji, risk management is seen is seen as an opportunity for innovation and value creation rather than an obligation. With this understanding, it is planned to integrate technologies such as artificial intelligence and big data analytics into risk processes, implement the ISO 31000 Risk Management System and establish structures such as the Early Risk Detection Committee.

Risk and crisis management processes, shaped by a strong sense of responsibility, are designed not only to ensure the sustainability of operations but also to demonstrate a reliable management approach to society and stakeholders. The company's strategic resilience will be further developed in alignment with environmental and social responsibilities, and an exemplary business model in the energy sector will continue to be presented.

Climate Risks

Impact:

Severity of Identified Risks on Yeniköy Kemerköy Energy's Operations (1 – Negligible Impact, 2- Low Impact, 3 – Moderate Impact, 4 – Low Impact 5 – Critical Impact):

5 - Critical Impact: Severe consequences that could halt the entire operation or affect core assets.

4- High Impact: Major operational disruptions, significant financial losses, or reputational damage.

3- Moderate Impact: Limited losses affecting specific operational areas or regional activities.

2- Low Impact: Minor, manageable disruptions or losses.

1- Negligible Impact: Situations with virtually no impact on business operations.

Likelihood:

Likelihood of the identified risk occurring (1 – Very Low Likelihood, 2 – Low Likelihood, 3 – Moderate Likelihood, 4 – High Likelihood, 5 – Almost Certain)

5 - Almost Certain: 90% or above; highly likely to occur.

4 - High Likelihood: 60-90%; likely to occur.

3 - Moderate Likelihood: 30-60%; a 50/50 chance of occurrence.

2 - Low Likelihood: 10-30%; unlikely to occur.

1- Very Low Likelihood: Below 10%; almost impossible to occur.

Maturity:

The time frame for the occurrence of the identified risk

Short (1-3 years), Medium (3-10 years), Long (>10 years)

Climate Risks:

Climate risks refer to the adverse effects that businesses may encounter in their operational, financial, environmental, and reputational areas due to climate change and related processes. These risks are evaluated in two main categories:

Physical Climate Risks: Impacts caused by extreme weather events such as floods, droughts, heatwaves, storms, and rising sea levels, as well as long-term climate changes.

Transition Climate Risks: Impacts on businesses due to economic and political factors, such as carbon regulations, changes in the market, the transition to low-carbon technologies, and shifts in customer and investor expectations.

	Risk Definition	Risk Category	Impact	Likelihood	Maturity	Current Situation	Proposed Actions
1	The risk of financial loss (decreased revenues, increased costs) resulting from the company's failure to adapt climate change.	Transition Market	4 - High Impact	4 - High Likelihood	Long	• As part of sustainability efforts, climate-related risks have been identified, and work is being carried out in this regard.	• Development of a climate change adaptation strategy and its integration into financial plans.
2	Increased stakeholder expectations in energy/carbon-intensive industries due to rising public pressure regarding climate change.	Transition Reputation	4 - High Impact	4 - High Likelihood	Long	• An open and transparent communication strategy is adopted with stakeholders. • Investments continue to be made in social responsibility projects that highlight the contributions to society and the environment. • Particular emphasis is placed on circular economy and resource efficiency projects.	• Activities aimed at increasing stakeholder satisfaction are carried out, and targets are set. These targets are ensured to be included in the performance cards of company managers.
3	The risk of increased investment costs due to changes in regulations or legislation related to climate change concerning products and services.	Transition Policy and Legislation	4 - High Impact	4 - High Likelihood	Long	• Regulatory changes are regularly monitored	• Investment plans are developed to mitigate climate-related risks. • Research and development (R&D) activities are conducted to adapt to climate change.
4	The risk of new investment needs and/or additional costs arising due to technological and digital transformation	Physical Acute/ Chronic	4 - High Impact	3 - Moderate Likelihood	Long	• As part of the efficiency-enhancing rehabilitation work at the power plants, modernization efforts have been made in the DCS system for digital transformation.	• Investment plans for digital transformation have been prepared, and cost analyses have been conducted. • Investments have been made on digital tools and software that will optimize operational processes.

	Risk Definition	Risk Category	Impact	Likelihood	Maturity	Current Situation	Proposed Actions
5	The risk of operational disruption due to water stress and the increase in water costs due to disruptions in water supply.	Physical Acute/ Chronic	4 - High Impact	3 - Moderate Likelihood	Long	• Water footprint is being calculated, and projects are being developed to reduce the water footprint with specific targets set in this regard. • Academic collaborations have been carried out with Istanbul Technical University and 9 Eylül University regarding water management. • Alternative water sources are being researched. Efforts are being made to increase the capacities of the existing rainwater collection ponds.	• Establishing water recovery systems to reduce water consumption in operational processes. • Promoting the use of rainwater harvesting systems and gray water on site.
6	The risk of complying with environmental regulations and inspections due to ecosystem and biodiversity loss caused by climate change.	Transition Policy and Legislation	4 - High Impact	3 - Moderate Likelihood	Long	• A land rehabilitation project has been implemented in the mining sites, and tree planting activities have been ongoing since 2023 as part of efforts to protect biodiversity. • Academic studies have been conducted in collaboration with Balıkesir University to prevent the adverse effects of climate change on olive trees. • At the Kemerköy Thermal Power Plant, Posidonia seagrass transplantation has been carried out in an 8-hectare area along the coastline.	• Increasing natural landscape rehabilitation projects to protect biodiversity in mining areas. • Incorporating biodiversity conservation policies into environmental management plans. • Implementing projects to develop beekeeping activities with the local community.
7	The risk of exposure to direct/indirect financial costs due to emerging carbon pricing mechanisms (ETS, taxation) and changes in climate change regulations.	Transition Policy and Legislation	3 - Moderate Impacti	4 - High Likelihood	Long	• Carbon emissions are regularly measured. • Within the scope of carbon reduction, R&D studies related to carbon capture technologies are being conducted throughout the year. • A carbon sink calculation is conducted for the trees that have been planted, helping to reduce the carbon footprint.	• Establishing a carbon management system in compliance with ETS and carbon tax regulations. • Developing new projects related to carbon reduction. • Regularly measuring and reporting carbon emissions. • Obtaining IREC/YEK-G certificates. • Installing rooftop solar power systems (RES) at the facility. • Conducting Climate Transition Plan and Decarbonization studies.
8	The risk of reputational loss among stakeholders if the company's actions related to climate change are insufficient.	Transition Reputation	4 - High Impact	3 - Moderate Likelihood	Medium	• The construction of two Hybrid Solar Power Plants (SPP) with a total installed capacity of 40 MW (24 MW and 16 MW) to meet internal consumption is ongoing, including the urban planning and Environmental Impact Assessment (EIA) permit processes. • The EIA process has been initiated for the installation of an additional 12 MW SPP. As part of sustainability efforts, our first sustainability report for 2024 will be published and shared with stakeholders.	• Encouraging the development of environmentally-friendly projects by shifting towards renewable energy. • Disclosing sustainability and environmental management policies to the public and establishing effective communication.

	Risk Definition	Risk Category	Impact	Likelihood	Maturity	Current Situation	Proposed Actions
9	The risk of supply chain disruptions caused by extreme weather events.	Physical Acute	4 - High Impact	3 - Moderate Likelihood	Long	• A sustainable supply chain system is being established. Critical suppliers selected as pilots and being evaluated under the ESG (Environmental, Social, Governance) framework. • Alternative critical suppliers for spare parts and materials are being identified.	• Reviewing inventory management practices from an environmental perspective. • Applying the sustainable supply chain system to all critical suppliers. • Diversifying suppliers to cover different geographical areas. • Developing the port project located at the Kemerköy Thermal Power Plant.
10	The risk of extreme temperature fluctuations and other severe weather events leading to uncomfortable working conditions and causing a decrease in employee productivity.	Physical Chronic	3 - Moderate Impact	3 - Moderate Likelihood	Medium	• Air conditioning and cooling systems are available at the work site. • Equipment and training are provided to employees to facilitate work under extreme weather conditions. • Periodic health and psychosocial checks of staff are conducted	• Assessment of the impact of climate risks on employees under the ISO 45001 Occupational Health and Safety Standard.
11	The risk of increased insurance costs due to climate change.	Physical Acute/ Chronical Physicall	3 - Moderate Impact	3 - Moderate Likelihood	Long	• Fire precautions are taken as part of disaster management at the workplace, and the earthquake resistance of the buildings is tested.	• Increasing occupational safety standards at the work sites to reduce insurance costs. • Conducting feasibility studies to mitigate the impacts of physical risks. • Monitoring changing expectations of insurance companies regarding sustainability. • Conducting an inventory study to address climate risks.
12	The risk of exposure to climate-related lawsuits or other legal sanctions.	Transition Policy and Legislation	4 - High Impact	2 - Low Likelihood	Medium	• Measures are in place to ensure full compliance with relevant regulations against potential legal and financial sanctions or lawsuits.	• Ensuring the periodic monitoring of climate-related legislation and regulations. • Taking measures to ensure full compliance with relevant regulations against potential legal and financial sanctions or lawsuits.
13	Physical risks arising from infrastructure/ facility damage and operational disruptions due to disasters such as river flooding and landslides caused by extreme weather events like storms or heavy rainfall	Physical Acute	3 - Moderate Impact	2 - Low Likelihood	Short	• Rainwater drainage channels have been established at the work sites (plant and mine), and their maintenance is carried out regularly.	• Establishing resilient infrastructure at work sites to withstand extreme weather events. • Enhancing site safety by installing flood and overflow protection systems.

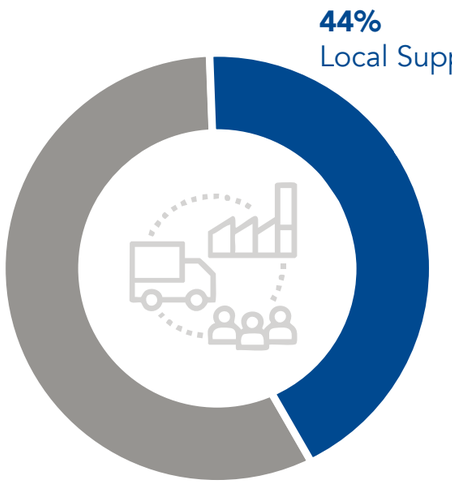
Sustainable Supply Chain Management

Supply Chain Management Approach

By adopting a transparent and responsible approach in the supply chain in accordance with ESG principles, Yeniköy Kemerköy Enerji aims not only to increase the efficiency of business processes, but also to positively shape its impact on society and the environment. With this understanding, it is important to establish an end-to-end transparent and traceable supply chain. In line with its sustainability vision, the Company closely monitors and regularly evaluates each stage of the supply chain and works to improve it. In order to strengthen its cooperation with suppliers, it supports their development by evaluating their sustainability compliance through methods such as performance evaluation and risk analysis.

In this direction, it continues to take important steps to strengthen its sustainability-oriented supply chain management. Updated in 2024, the Sustainable Supply Chain Policy and the Supplier Code of Conduct published for the first time this year reflect the goal of increasing compliance with ESG principles in supply chain operations. In addition, new clauses have been added to the purchasing contracts, including critical issues such as environmental commitments, employee rights and management of non-compliance situations, with the aim of establishing a more sustainable, transparent and responsible basis for cooperation with suppliers.

Supplier Selection, Classification and Evaluation Approach



Suppliers are classified as critical suppliers and emergency suppliers according to operational requirements. While critical suppliers ensure operational continuity, emergency suppliers consist of companies with location advantages that enable rapid action in cases such as fire and natural disasters.

An effort is made to choose a substantial portion of suppliers from local sources, aiming both to support regional development and to manage procurement processes more efficiently and sustainably. In 2024, 44% of all suppliers were local.

After the procurement of goods and services is completed, the performance of suppliers is evaluated according to certain criteria in order to increase the effectiveness and efficiency of the supply chain. This evaluation not only analyses the current performance of suppliers, but also enables the identification of areas for improvement in future collaborations and the strengthening of long-term relationships. This year, the Sustainable Supplier Risk Assessment Score is included in the performance evaluation process in addition to operational efficiency, financial reliability, problem solving competence, compliance with contracts, technical competence, environment and occupational health and safety.

Sustainable Supplier Risk Assessment Score is determined as a result of the Sustainable Supply Chain Risk Assessment Approach. In this approach, risks are divided into five main categories and the performance and sustainability compliance of suppliers are evaluated with questions under each category.

The assessment focuses on the following key sustainability areas:

- Energy Management, Water Consumption and
- Waste Management
- Commitment To Work In Accordance With Ethics and
- Human Rights
- Child Labour Prevention and Forced Labour Policies
- Anti-Bribery and Anti-Corruption Policies
- Employee Rights and Social Responsibility Projects
- Crisis and Business Continuity Management
- Information and Data Security

The results of the risk assessment are intended to provide guidance in determining the steps to be taken in cooperation with suppliers. As a result of the risk assessment, it is aimed to create improvement programmes that will improve the sustainability performance of suppliers with areas open to improvement. We aim to strengthen our cooperation and achieve sustainability targets together by providing feedback to suppliers to improve their business processes and supporting them in their improvement processes. The Sustainable Supplier Risk Assessment Score obtained was included in the supplier performance evaluation process and an integrated evaluation system was created. In the coming years, it is aimed to integrate this evaluation system into all supply chain processes.

Sustainability Approach

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Sustainability Approach

Sustainability is at the centre of all activities and a holistic approach is taken in line with environmental, social and economic responsibilities. In the South Aegean region, where we operate, proactive steps are taken to minimize environmental and social impacts in challenging areas such as coal mining and energy production. The Company aims to enhance the reputation of the region by undertaking a wide range of responsibilities, from protecting natural resources to contributing to the welfare of local people.
In line with sustainability principles, relations with all stakeholders are based on respect, transparency and participation. Strategic steps are taken to minimize environmental and social impacts, and strict measures are taken to avoid adversely affecting the ecosystem within the scope of the commitment to protect the biodiversity of the South Aegean. Within this framework, the goal of leaving a more livable environment to future generations is pursued. The aim is not only to fulfil today's responsibilities, but also to demonstrate a leadership that will add value to the future.

In the environmental dimension, the Company aims to protect water, air and soil quality by developing projects to increase resource efficiency. In order to minimize the negative impacts that may occur during operations, priority is given to preventive and remedial works focusing on energy efficiency practices, reduction of carbon emissions and waste management. In this way, the responsibility of transferring natural resources to future generations is fulfilled.

In the social dimension, the people living in the region are seen as an important part of the labour force and local development is supported by contributing to employment. Through social responsibility projects, the Company invests in efforts to improve the social welfare of the region. These projects create a broad social impact by involving not only employees but also their families and other members of society.

On the economic dimension investments are made in energy efficiency projects, workforce development, digitalization and innovative technologies in order to contribute to the sustainability growth target. Focusing on digitalization efforts to make business processes more efficient, the Company aims to increase its long-term competitiveness. Innovative solutions are used to optimize energy production capacity, reduce costs and minimize environmental impact.

Sustainability Priorities and Strategic Approach

The sustainability strategy was developed in line with international standards, responding to the dynamics in the sector and stakeholder expectations. The comprehensive study carried out with the expertise of Deloitte enabled the creation of a strategy based on scientific foundations by following a systematic road map. This process was shaped by steps such as establishing the subject universe, collecting stakeholder analyses and feedback, identifying priority issues and defining strategic areas.

Creating the Subject Universe

In the first step of the sustainability strategy, a wide subject universe was created by taking into account the dynamics of the energy sector, global standards and the Company's vision and mission. In this process, international standards and sector analyses such as the World Economic Forum's Global Risk Reports, United Nations Principles for Responsible Investment (PRI), TCFD Climate Risk Framework, SASB Standards and MSCI ESG assessments were taken as reference. In addition, assessments were made in line with the priorities of industry leaders, global trends and sustainable development goals, and strategic approaches were strengthened with good practice examples and benchmark studies. The opportunities and challenges faced by the Company in ESG areas were analyzed comprehensively.

Stakeholder Analyses and Collection of Feedback

After the creation of the subject universe, the opinions of internal and external stakeholders were taken to the center of the process. All stakeholder groups directly or indirectly related to the Company were identified and categorized as internal stakeholders (employees and senior management) and external stakeholders (public institutions, NGOs, local communities, members of the press, suppliers and affiliated holdings). The subject universe that may have an impact on Yeniköy Kemerköy Enerji's sustainability strategy was presented to the evaluation of internal and external stakeholders through a survey, and a strong basis was established for determining the Company's sustainability priorities with the feedback of 616 participants in total.

The survey results were evaluated through a detailed weighting methodology to accurately reflect the strategic impact of each issue on the Company. This methodology was developed by taking into account the impact of stakeholder groups on the Company's activities, and a balance was established between sustainability goals and stakeholder expectations.

The weighting process prioritized the content of each issue and the stakeholder group that it affects the most. In order to accurately reflect the strategic impact of the topics and to fairly assess the views of stakeholders, the voice of relevant stakeholders was represented with a higher impact in the analysis. For example, for Emission Management, public institutions and NGOs were considered as priority groups due to their regulatory and public awareness raising roles and were represented with a high weight in the analysis. On social issues such as Employee Welfare and Occupational Health and Safety, the views of internal stakeholders were given higher priority due to the active role of employees in operational processes. In the area of biodiversity, the local community is considered as the most critical stakeholder in terms of protection of natural resources and management of environmental impacts, and their feedback is included in the analysis process with a higher weight.

In line with this approach, all analyzed issues were evaluated in line with the roles of stakeholders and a scientific and participatory method was adopted in determining sustainability priorities.

- **Key management:** Key role in strategic decision-making
- **Employees:** Implementing role in daily operations
- **Public Authorities:** Critical role in the implementation of environmental and social standards through their regulatory influence
- **NGOs:** Capacity to mobilize public opinion on environmental protection and social rights issues
- **Local Community:** Directly affected by the Company's activities
- **Members of the Press:** Perception management and awareness raising capacities
- **Suppliers and affiliated holdings:** Contributions to operational processes and governance expectations

Identification of Priority Issues

In this prioritization process, the weights for each topic were flexibly determined according to the strategic priorities of the relevant stakeholder group, and a ranking was made in line with the Company's sustainability strategies. This way, a clear roadmap for strategic decisions was created by balancing the Company's sustainability goals with stakeholder expectations.

The list of prioritized topics and the prioritization matrix for 2024 are presented below.

Very High Priority

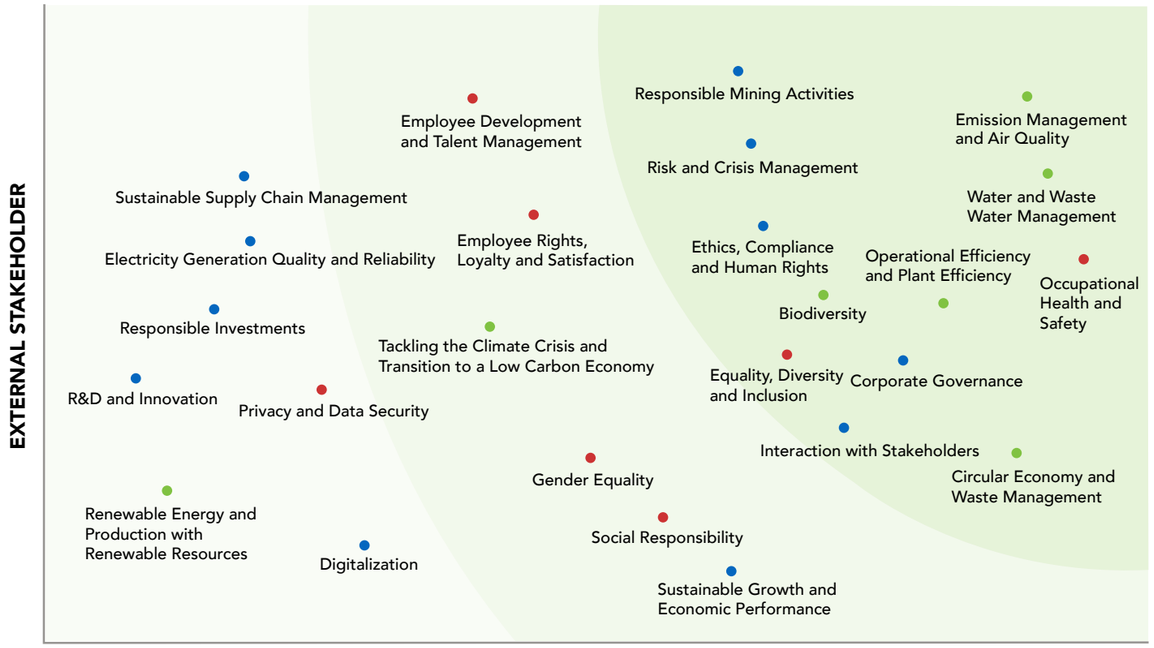
- Emission Management and Air Quality
- Water and Waste Water Management
- Responsible Mining Activities
- Occupational Health and Safety
- Risk and Crisis Management
- Operational Efficiency and Plant Efficiency
- Circular Economy and Waste Management
- Corporate Governance
- Biodiversity
- Ethics, Compliance and Human Rights
- Equality, Diversity and Inclusion
- Interaction with Stakeholders

High Priority

- Employee Development and Talent Management
- Employee Rights, Loyalty and Satisfaction
- Gender Equality
- Tackling the Climate Crisis and Transition to a Low Carbon Economy
- Social Responsibility
- Sustainable Growth and Economic Performance

Priority

- Sustainable Supply Chain Management
- Electricity Generation Quality and Reliability
- Privacy and Data Security
- Responsible Investments
- Digitalization
- R&D and Innovation
- Renewable Energy and Production with Renewable Resources



Defining Strategic Areas

The results from the prioritization process of the sustainability strategy are structured into four main strategic areas that provide a clear framework. These areas are designed in line with the Company's sustainability vision and in direct contribution to the United Nations Sustainable Development Goals (SDGs).

The Company's material sustainability issues are shaped in the following four strategic focus areas:

- **Tackling the Climate Crisis and Resource Management:** Projects and targets focusing on emissions management, energy efficiency and conservation of natural resources.
- **Employee Welfare and Safety:** Programmes targeting safe working conditions, professional development, promoting an inclusive work environment and improving employee satisfaction.
- **Responsible Mining and Biodiversity:** Mining practices that minimize environmental impacts and efforts to protect the ecosystem.
- **Corporate Governance and Sustainable Economic Growth:** Initiatives that increase operational efficiency and support long-term growth and economic resilience through transparent governance principles.

The Company's strategic areas are supported by short (1 year), medium (3 years) and long-term (5+ years) targets, and the necessary resource allocation has been planned for the implementation of these targets. Actions are taken in line with these targets finalized with the approval of the General Manager and performance indicators are monitored in a reportable framework. In order to achieve the sustainability goals, this strategic plan will be continuously updated and improved. Working groups and the sustainability committee will ensure that the set targets are realized and report progress in a transparent manner.

Sustainability Goals

ENVIRONMENTAL

		Actions/Goals		
Prioritized Topic / Long List	**Related SDGs**	**Short-term (1 year)**	**Medium Term (3 years)**	**Long-term (5+ years)**
Fighting Climate Crisis / Transition to Low Carbon Economy / Emission Management / Air Quality	13 CLIMATE ACTION	• Establishing F15 climate action plan and a roadmap for decarbonization. • Starting the establishment of 2 Hybrid Solar Power Plants (SPP) with a total installed capacity of 40 MW (24 MW and 16 MW) to meet domestic consumption • Initiation of the EIA process for the installation of an additional 12 MW SPP • Conducting feasibility studies for Wind Power Plant • Certification 50% of the electricity purchased from the grid with I-REC or YEK-G certificates. • Supporting R&D studies on carbon capture technologies	• Certification of 100% of the electricity purchased from the grid by obtaining I-REC or YEK-G certificate. • 12 MW additional SPP started to be installed • Completion of the necessary permit processes for the establishment of a Wind Power Plant • Planning to calculate and reduce Scope 3 emissions and developing projects with suppliers • Collection of data required for CDP reporting • Use of electric vehicles in facilities.	• Expanding carbon offset and reduction projects, using advanced technology solutions such as carbon capture technologies to minimize environmental impacts. • CDP reporting • Completion of 52 MW installed capacity SPP installation works in total with the establishment of an additional 12 MW installed capacity Solar Power Plant • Completion of the installation of the Wind Power Plant.
Responsible Mining/ Biodiversity	12 RESPONSIBLE CONSUMPTION AND PRODUCTION 13 CLIMATE ACTION	• Development of at least 1 biodiversity-enhancing project, such as beekeeping. • Creation of recreational areas around the pond at former mining sites, accessible to the local community. • Achieving an 85% success rate in afforestation over a 511 ha area within the former mining site as part of the "Hüsamlar Yeniden" project. • Planting of 10,000 supplementary saplings to replace unsuccessful seedlings over a 65 ha area within the former mining site under the "Hüsamlar Yeniden" project. • Acceleration of rehabilitation works, including planting approximately 170,000 saplings and plants throughout 2025. • Transplantation of seagrasses over an additional 3 ha area in 2025. • Archaeological investment of 85,000,000 TL within the scope of mining activities.	• Developing at least 2 biodiversity enhancing projects. • Planting approximately 600,000 saplings between 2026-2029 within the scope of rehabilitation works • Transplantation of more seagrass meadows in 3 ha area. • Increasing the budget allocated to Archaeology investments by 25% within the scope of mining activities.	• Development of at least 4 biodiversity enhancing projects. • Rehabilitating 1,400 ha of land in total by 2032 • Planting of a total of 5,250,000 saplings, including OGM protocol plantings. • Reaching a total project area of 16 hectares with the transplantation of seagrass on 2 ha more area • Publishing a biodiversity policy and committing to biodiversity conservation. • Increase by 30% the budget allocated to Archaeology investments in the context of mining operations.

ENVIRONMENTAL

		Actions/Goals		
Prioritized Topic / Long List	**Related SDGs**	**Short-term (1 year)**	**Medium Term (3 years)**	**Long-term (5+ years)**
Circular Economy and Waste Management	11 SUSTAINABLE CITIES AND COMMUNITIES	• Establishment of a 500-liter capacity composting facility to utilize pre-meal waste generated across the facility as natural fertilizer for rehabilitation activities at former mining sites. • Ensuring that at least 15% of fly ash generated from the processes is used as alternative raw material in concrete or cement sectors.	• Establishment of a cat and dog food facility in order to use the post-meal wastes generated throughout the facility as cat and dog food • Ensuring that at least 20% of the fly ash generated from the process is used as alternative raw material in concrete or cement sectors	• Ensuring that at least 25% of the fly ash generated from the process is used as alternative raw material in concrete or cement sectors
Water and Effluent Management	11 SUSTAINABLE CITIES AND COMMUNITIES	• Signing the Water Europe initiative • Setting targets for reducing the intensity of water consumption and increasing the amount of recycled water.	• Reducing the rate of clean water use by 50% by constructing rainwater collection canals in social facilities. • Developing at least 2 projects to reduce the intensity of water consumption and increase the amount of recyclable water.	• Performance monitoring and reporting of projects related to reducing water consumption intensity and increasing the amount of recoverable water. • Contributing to national projects on water efficiency by participating in international and national collaborations.

Operational Efficiency and Plant Efficiency	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	• Providing problem solving skills (Kaizen, 6 sigma, etc.) to sub-working groups within the scope of operational efficiency enhancing projects.
		• Ensuring each sub-working group develops at least one sustainability project (minimum total of 4 projects) covering the following topics:
		  • Gender equality
		  • Reductiıon of energy consumption per unit of production
		  • Reductiıon of intensity of water consumption and increasing the amount of recoverable water
		  • Responsible mining/biodiversity
			• Implementation of at least 4 sustainability projects from sub-working groups
			• Transition to Hybrid Power Plant (SPP and WPP) model.
				• Monitoring the real-time performance of the plant and increasing operational efficiency through simulations by modeling the plants and operational processes with digital twin technology.
				• Ensuring predictive maintenance and efficiency optimization by adding artificial intelligence and data analytics tools to SCADA and remote monitoring systems in operational processes.
				• Increasing operational efficiency by using digitalization and AI-based management tools in R&D processes.

SOCIAL

		Actions/Goals		
Prioritized Topic / Long List	**Related SDGs**	**Short-term (1 year)**	**Medium Term (3 years)**	**Long-term (5+ years)**
Occupational Health and Safety	8 DECENT WORK AND ECONOMIC GROWTH 12 RESPONSIBLE CONSUMPTION AND PRODUCTION	• Increasing occupational health and safety (OHS) training hours per employee by 5%, continuously improving employee safety awareness, and expanding training coverage. • Reducing the accident frequency rate by 5% • Organizing activities to raise awareness of Occupational Health and Safety.	• Digitalization of all OHS processes. • Providing practical training opportunities to all our employees by launching the OHS Training Campus • Implementation of OHS programs for the target to reduce the frequency and severity of occupational accidents and continuous improvement efforts to reduce accidents. • Reducing the Occupational Accident Frequency Rate by at least 5% each year	• Continuous monitoring of occupational safety in the field and immediate detection of potential risks using wearable technologies (sensorized workwear, smart helmets, etc.) and IoT solutions. • Integration of artificial intelligence-based risk detection systems into OHS processes. • 0 Work accident
Equality, Diversity and Inclusion/ Gender Equality	5 GENDER EQUALITY 8 DECENT WORK AND ECONOMIC GROWTH	• Continuing women's empowerment activities with the Yaşam Kat project by including the women in Milas and developing new projects. • Establishing the Yaşam Kat Women's Club	• Increasing the number of women working in STEM (Science, Technology, Engineering and Mathematics) fields • Implementation of at least 4 social projects within the scope of women's empowerment activities with the Yaşam Kat project	• Participation of the company in globally recognized diversity and inclusion certification programs and indices. For example: Bloomberg GEI • Realization of the goal of increasing the number of women on the board of directors, performance monitoring and reporting

GOVERNANCE

		Actions/Goals		
Prioritized Topic / Long List	**Related SDGs**	**Short-term (1 year)**	**Medium Term (3 years)**	**Long-term (5+ years)**
Interaction with Stakeholders / Social Responsibility	13 CLIMATE ACTION	• Conducting regular satisfaction surveys among all stakeholders in order to understand the needs and expectations of stakeholders in more depth and to include the results in annual evaluation reports. Ensuring a 90% satisfaction rate in community perception and supplier perception surveys. • Allocating a budget of TL 15,000,000 in 2025 within the scope of the budget for aid to villages.	• Increasing the aids to villages by 25% compared to the previous years • Satisfaction rate of 93% as a result of community perception survey and supplier perception survey	• Participate in certification programs to comply with international standards in stakeholder management and engagement processes. For example: Accountability AA1000 Stakeholder Engagement Standard • Satisfaction rate of 95% as a result of community perception survey and supplier perception survey. • Increasing the aids to villages by 30% compared to the previous years
Corporate Governance	8 DECENT WORK AND ECONOMIC GROWTH	• Establishment of a sustainability committee and six working groups. Receiving at least one project proposal from each sub-working group and realizing the projects by creating a project plan • Implementation of the corporate performance management system through Ensemble	• Adding the criteria of contributing to the realization of sustainability goals in the evaluation of CEO and board performance. • Extending the corporate performance management system to all employees • Initiating efforts to align the company with international sustainability and governance standards (such as OECD Corporate Governance Principles)	• Signing the UN Global Compact. • Receiving 5 stars within the scope of EFQM Quality Excellence Awards
Responsible Supply Chain Management	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	• Establishment of a Supplier Code of Conduct that includes ESG issues and evaluation of 10 suppliers in 2025 from the critical suppliers selected according to this document • Conducting supplier satisfaction surveys to monitor supplier performance and developing continuous improvement processes, with the target supplier satisfaction rate set at 90%.	• Establish a sustainable Procurement Policy in the supply chain that more broadly adopts environmental and social criteria and complies with international certifications (For example: ISO 20400:2017) • ESG criteria will be evaluated for 30 critical suppliers. • Maintaining supplier satisfaction rates at 93% and above.	• Reducing carbon emissions in the supply chain. • Assessing ESG criteria for 50 critical suppliers • Working with suppliers who are members of the EcoVadis system • Supplier satisfaction rate to be 95%

Contribution to Sustainable Development Goals

The sustainability vision aims to build a more livable future together with all stakeholders by touching many different elements such as water, soil, people, history, air and climate. The Company aims to contribute to the United Nations Sustainable Development Goals (SDGs) with the motto "Energy for the Goals".

In determining the SDGs to focus on, not only the data obtained from materiality analyses, but also sectoral trends and global best practices were evaluated in line with the Company's strategy. Thanks to this multidimensional approach, six SDGs that will create the highest added value in line with sustainability targets have been included among the strategic priorities: SDG 5 (Gender Equality), SDG 8 (Decent Work and Economic Growth), SDG 9 (Industry, Innovation and Infrastructure), SDG 11 (Sustainable Cities and Communities), SDG 12 (Responsible Consumption and Production), and SDG 13 (Climate Action).

The contributions to each SDG aim to strengthen the value created by the Company in its operational areas and expand its long-term impact. In line with these SDGs, the ongoing projects and initiatives in the energy sector generate measurable social, environmental, and economic value.

Interaction with Shareholders

Establishing a transparent, open and two-way communication with all shareholders is seen as a primary responsibility. Shareholder interaction, which is one of the cornerstones of Yeniköy Kemerköy Enerji's sustainability strategy, ensures the fulfilment of environmental, social and economic responsibilities, contributes to the understanding of shareholders' expectations and concerns and enables the development of activities in this direction.

With the Shareholder Analysis conducted in 2024, the expectations of internal and external shareholder groups were evaluated in detail. Within the scope of the analysis, not only the effects of shareholders on the Company, but also the effects of activities on shareholders were addressed. Accordingly, the needs of all shareholder groups such as public institutions, non-governmental organizations, employees, local people, suppliers and affiliated holdings are regularly reviewed within a systematic framework. In particular, mutual communication channels established with mukhtars, who represent the local community, ensure effective management of demands.

Customized communication platforms have been developed taking into account the needs and expectations of each shareholder group. While information sharing is strengthened through these platforms, feedback from shareholders is collected and integrated into strategies. Below are the main interaction mechanisms and communication frequencies for shareholder groups.

Shareholders	Communication Platform	Frequency of Communication
Shareholders	Decisions of the Board of Directors, Interviews, Fax, e-mail, telephone, HR Regulations and Procedures	Meeting - Continuous
Employees	Intranet, Mailing, Telephone, Complaints and Suggestions, Face-to-face interviews with employees, Meetings, Employee satisfaction surveys	Meeting - Continuous
Local People	Muhtar Request System, Meetings	Regularly
Customers	Epiaş and Teiaş Software	Every day
Suppliers	One-to-one meetings with suppliers, Official Letter, Fax, e-mail, telephone	Meeting - When Necessary
Public Institutions	Official Letter, Fax, e-mail, telephone	Meeting - When Necessary
Non-Governmental Organizations	Official Letter, Fax, e-mail, telephone	Meeting - When Necessary
Universities	Official Letter, Fax, e-mail, telephone	Meeting - When Necessary
Trade Unions (MADEN İŞ, TES İŞ)	Official Letter, Fax, e-mail, telephone	Meeting - When Necessary

In 2024, the completion of an ecosystem map allowed for a comprehensive analysis of interactions among stakeholders and how these interactions influence the Company's operations. This study contributes to the Company's more effective management of sustainability transformation programmes and serves as an important guide in strategic planning processes.

In addition, Bizimköy, a periodical publication, was launched to regularly share environmental and social commitments with shareholders, thereby increasing information sharing on the Company's environmental and social activities. In addition to this publication, various communication channels have been developed to learn shareholder concerns and suggestions regarding the strategy and related activities. Feedback from shareholders is actively used to improve sustainability performance.

A commitment is made to establish sustainable cooperation with stakeholders, and within this scope, the Stakeholder Engagement Policy has been developed in this context to establish a relationship based on trust with all stakeholders, to provide open communication channels and to respond quickly and effectively to any concerns or suggestions of shareholders. In line with this policy, regular meetings, seminars and social events are organized to ensure that shareholders become partners in sustainability goals. An inclusive approach is adopted by respecting local traditions, languages and different views.

Cooperation with Regional Headmen: 19 October Headmen Day Programme

19 October Headmen's Day was celebrated with a special programme for the headmen of the villages in the region at Yeniköy Social Facilities. Erol Demir, who has assumed the position of General Manager of the Company until 2025, met one-on-one with the headmen in the programme and listened to their wishes, demands and suggestions. Stating that the headmen are the direct representatives of the people of the region, Demir emphasized that the cooperation will continue to be strengthened day by day.

Ersoy Yılmaz, President of Milas Neighborhood Headmen Association and Headman of Gürceğiz Village, expressed his gratitude by stating that it was a great honor for them to host this meaningful day. This direct communication with the headmen demonstrates Yeniköy Kemerköy Energy's commitment to develop trust-based relationships with local shareholders and to approach the needs of the community with sensitivity.

Corporate Memberships

Organization	Membership status and level of representation
Association Of Coal Producers Of Türkiye (Kömürder)	Lignite GMY
Milas Chamber Of Commerce And Industry	Member - GM
Turkish Quality Association (Kalder)	Legal Member / GMY
IMEAK Maritime Chamber Of Commerce Bodrum Branch	Member - GM
Association Of Power Plants Generating Electricity From Domestic Resources (Yeküd)	Shareholder

Environmental Sustainability

06

Environmental Sustainability

Yeniköy Kemerköy Energy, which touches water, soil, people, history, air and climate in its activities, has determined its sustainability strategy based on sustainable development goals. As referred to in the phrase "Energy for the Goals!", the Environmental Policy developed in line with the United Nations Sustainable Development Goals is integrated into all stages of the value chain and a sustainable business model is adopted. In this context, Yeniköy Kemerköy Enerji generates energy for Türkiye's sustainability by utilizing domestic resources.

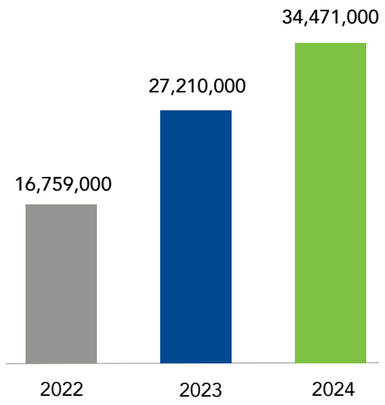
Environmental sustainability is one of the Company's strategic priorities and steps are taken towards a future in harmony with nature by setting comprehensive targets in areas such as combating climate change, protecting biodiversity, circular economy and water management. Accordingly, short, medium and long-term projects aim to reduce environmental impacts, increase the use of renewable energy and ensure resource efficiency, thereby creating a more livable environment for society and future generations.

Click here for our sustainability targets in the environmental area.

Environmental Investments and Trainings

In line with its sustainability targets, Yeniköy Kemerköy Energy increased its environmental expenditures and investments by 27% and allocated approximately 34 million TL resources. This resource is entirely dedicated to environmental issues and was used in areas such as consultancy services, measurement, analysis and tests, investments, maintenance and repair works and spare materials.

Environmental Investments (TL)



Environmental Investments (TL)

2022
Total Budget **16,759,000**
Sub-Divisions
Spare Part consumables ***205,000***
Maintenance & Service ***14,998,000***
Fixed Assets & Investment ***1,555,000***

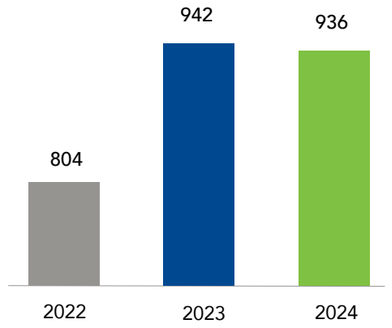
2023
Total Budget **27,210,000**
Sub-Divisions
Spare Part consumables ***636,000***
Maintenance & Service ***22,465,000***
Fixed Assets & Investment ***4,108,000***

2024
Total Budget **34,471,000**
Sub-Divisions
Spare Part consumables ***918,000***
Maintenance & Service ***31,841,000***
Fixed Assets & Investment ***1,712,000***

In line with its environmental sustainability strategy, the Company regularly monitors, analyses and reports performance indicators such as environmental trainings, compliance with legal obligations, emission values, drills, wastewater treatment plant effluent values and treatment efficiencies through the Ensemble Program. Through rigorous monitoring, auditing, and improvement initiatives, Yeniköy Kemerköy Enerji has maintained full compliance with environmental regulations and has not faced any violations or sanctions during the reporting year.

Within the scope of improving environmental performance, approximately 2,700 hours of environmental training has been organized in the last three years.

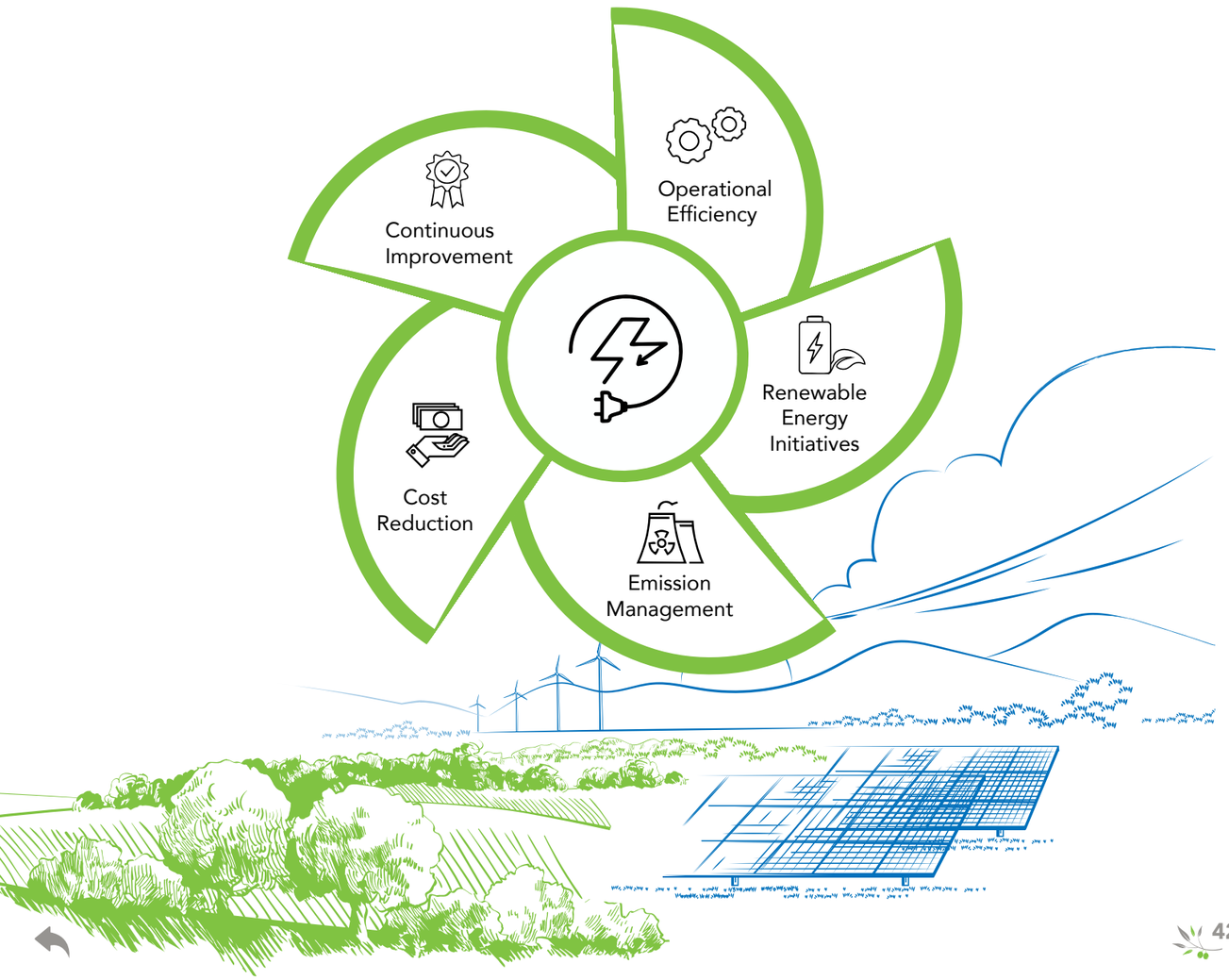
Total Environmental Training Provided to Employees (person*hour)



Operational Efficiency and Plant Efficiency

Yeniköy Kemerköy Enerji makes it a strategic priority to increase energy efficiency and reduce its carbon footprint in line with its "Energy for the Goals" discourse. While generating energy with domestic and national resources, it prioritizes energy efficiency efforts to minimize environmental impacts and implements innovative technologies and sustainable practices. With its energy efficiency efforts, the Company both reduces operational costs and concretizes its environmental sustainability approach.

Strategic Energy Management Overview

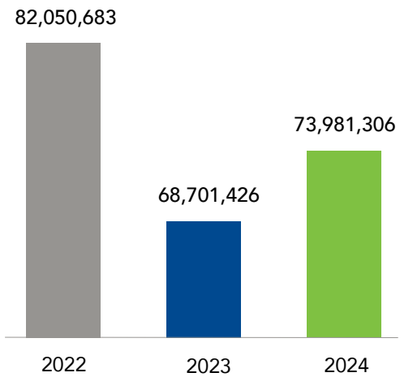


Within the scope of the Energy Management System (EnYS) carried out in accordance with the ISO 50001 standard, energy consumption is continuously monitored, performance indicators are analyzed and improvement opportunities are evaluated. These processes are regularly reviewed under the leadership of energy management teams and their effectiveness is increased. Energy managers are professionals trained by training institutions accredited by the Ministry and specialized in energy efficiency and resource management.

To manage energy efficiency risks, all equipment and processes are comprehensively monitored and analyzed via the SAP system. Equipment performance, energy consumption data, maintenance processes, and fault records are tracked digitally and regularly documented through Energy Review reports. Critical equipment (significant energy users) is identified and associated energy efficiency risks are documented, while maintenance and repair activities supporting energy savings are conducted on a regular basis. Additionally, tasks such as calibrating measurement devices are carried out in accordance with relevant procedures and legal requirements, with processes backed up digitally.

In 2024, there was an increase of approximately 11% in production capacity, resulting in an increase in total energy consumption and energy costs. However, Yeniköy Kemerköy Enerji continuously improved its operational processes in line with its management strategies and took steps to increase energy efficiency. Thanks to the optimization works carried out, energy intensity decreased by 0.4% at Kemerköy Thermal Power Plant and 2.18% at Yeniköy Thermal Power Plant compared to the previous year, thus more production was achieved with less energy.

Total Direct and Indirect Energy Consumption (GJ)



Energy Intensity (TEP/MW)

Step-up Transformer Backup

Yeniköy Kemerköy Enerji is taking steps to upgrade its infrastructure in order to increase its efficiency and minimize energy losses. In this context, the Astor Transformer KK2 unit, which was purchased in 2024, was installed.

This air-cooled transformer, which provides higher efficiency than the oil-cooled transformer, has provided savings in energy consumption. With the new transformer, approximately 60% gain was achieved in the energy consumed. At the end of one year, it is expected to earn 360 thousand TL thanks to the transformer.

Hybrid Energy Model

Within the scope of the energy generation targets determined in line with the sustainability approach, Yeniköy Kemerköy Energy plans to establish two Solar Power Plants (SPP) with a total capacity of 42 megawatts in the areas where the mining sites are located. These power plants, which are designed to operate in integration with Yeniköy Kemerköy Thermal Power Plants, are planned to be implemented in 7 different project sites. With this project, it is aimed to reduce the carbon footprint by significantly reducing the carbon emissions arising from the internal consumption of the power plants.

Measurement studies are also carried out to determine suitable locations for the installation of Wind Power Plants (WPP). As part of these efforts, field analyses are being conducted to assess wind potential and identify the most efficient sites. By implementing wind power plant (WPP) projects, the Company aims to further increase the share of renewable energy within its operations and achieve a greater reduction in carbon emissions over the long term.

Upon completion of the project, Yeniköy SPP is expected to generate 36,243,190.90 kWh of gross renewable energy and Kemerköy SPP is expected to generate 58,228,375.40 kWh of gross renewable energy annually.

In this project, today's most advanced technologies such as PV modules with monoperc half-cut technology are used to maximize energy generation capacity. In this way, while increasing energy efficiency, the goal of reducing carbon emissions is one step closer.

These projects, which will be realized with a total investment cost of approximately USD 37 million, aim to increase the share of renewable energy resources in domestic consumption, contribute to the energy transition and strengthen energy efficiency.

Emission Management and Air Quality

In line with the environmental sustainability approach, greenhouse gas emissions are calculated and verified annually in accordance with ISO 14064 standards. Emission management processes are carried out with a comprehensive system with the aim of identifying and reducing carbon emissions. In this context, greenhouse gas emissions are effectively monitored and analyzed.

	2022		2023		2024	
Emission Intensity (Ton CO_2e/MWh)	Kemerköy	Yeniköy	Kemerköy	Yeniköy	Kemerköy	Yeniköy
	1.189	1.330	1.188	1.395	1.364	1.392

With the responsibility of operating in a carbon-intensive sector, reducing the environmental impact of energy production processes is adopted as a priority target. Accordingly, the amount of carbon dioxide emitted per MWh of energy produced (tCO_2/MWh) has been determined as a key performance indicator. This metric is used as a strategic tool to monitor progress and evaluate targets for energy efficiency and emission reduction.

In this context, many strategic steps are being taken for innovative solutions such as rehabilitation and modernization projects, hybrid energy investments, creation of carbon sink areas and carbon capture technology.

In 2025, the strategic roadmap to be submitted to the General Manager for approval includes innovative projects and concrete targets to reduce carbon intensity. The roadmap aims to manage carbon emissions more effectively, increase the share of renewable energy sources in domestic consumption and maximize energy efficiency.

With the aim of creating a carbon neutral operational structure in the long term, technology and process improvements are being implemented to reduce emission intensity.

At the same time, comprehensive studies are carried out to minimize the impacts of power plant operations on air quality and to continuously improve environmental performance. In line with the legal requirements within the scope of the Continuous Emission Monitoring System (CEMS), biannual confirmation emission measurements are carried out, flue gas emissions are monitored instantaneously and the impacts on air quality are meticulously managed through periodic analyses. In this way, compliance with the emission limit values determined within the framework of the Regulation on the Control of Industrial Air Pollution is ensured. Considering the importance of the impact of thermal power plants on air quality within the scope of environmental sustainability, performance-improving actions are taken to improve air quality performance through rehabilitation and modernization works at Yeniköy and Kemerköy Thermal Power Plants.

Rehabilitation and Modernization Works of Yeniköy and Kemerköy Thermal Power Plants

Rehabilitation and modernization works are of great importance in order to increase efficiency in energy production, reduce environmental impacts and contribute to the fight against climate change. By improving the existing infrastructure of thermal power plants, it is aimed to maximize energy efficiency and strengthen environmental sustainability by controlling emissions. In this context, rehabilitation works are being carried out at Yeniköy and Kemerköy Thermal Power Plants with the aim of a major and comprehensive transformation. The project started on 23 June 2017 and was implemented with a long-term planning. The rehabilitation process for Yeniköy is ongoing.

Project Outputs and Contributions

As a result of the rehabilitation and modernization works carried out:

- Energy efficiency has increased, more production has been achieved by using less energy and an increase of 10.76% in production capacity has been achieved.
- The capacity to comply with environmental regulations has increased and emission levels have been brought fully in line with the criteria set by the Ministry of Environment, Urbanization and Climate Change. In this way, environmental penalties or sanctions were avoided.
- Maintenance and operational costs have been significantly reduced, failure rates have decreased thanks to new technologies and maintenance processes have been optimized.
- Continuous cost savings were achieved in the long term and operational costs were minimized by improving resource utilization.
- The competitiveness of the power plants has been increased and a stronger position in the market has been achieved through technological improvements.
- Financial performance was positively affected and profit margin increased due to lower costs and increased production capacity.

Technological Improvements and Innovative Applications

Highlights of the innovative technologies implemented within the scope of rehabilitation and modernization works of Kemerköy Thermal Power Plant:

SNCR (Selective Non-Catalytic Reduction):

- Reactive chemicals are used to reduce nitrogen oxides (NOx) emissions. In high temperature environments, nitrogen oxides are converted into harmless nitrogen and water vapour with the help of these chemicals, increasing the emission control capacity of the power plant and minimizing environmental impacts. This technology ensures full compliance with environmental regulations and keeps emissions under control.

Electrostatic Precipitator (ESP) System Modernization:

- Due to the increase in the installed power of the units during rehabilitation, the dust holding capacities of the existing ESP were increased. In addition, the newly installed High Frequency Rectifiers have been adapted to SCADA for ease of monitoring-intervention-maintenance.

Improvement of Desulphurization (FGD) System:

- In order to reduce sulphur dioxide (SO_2) emissions, the FGD system was improved and new adipic acid plants were commissioned. The performance of this system has been improved and emission control processes have been further strengthened.

Low NO_x Burner Technology:

- The existing coal burners were replaced with new coal burners of the Low NOx Burner type with lower emission levels. This change has favoured energy efficiency while improving environmental performance.

Acoustic Gas Temperature Measurement Technology:

- This innovative system, which uses the speed of sound waves to measure gas temperatures, has been commissioned. By providing continuous and accurate temperature measurements, energy efficiency is increased and critical data for process optimization is obtained. Thanks to this technology, the performance and operational safety of gas turbines are strengthened.

New Turbine Blade Technology:

- By using this technology, which optimizes the aerodynamic structure of the turbines, energy generation capacity is increased. While the turbines operate with higher efficiency, maintenance requirements are also reduced. In this way, both energy efficiency and economic performance are strengthened by increasing production capacity.

Ovation DCS (Distributed Control System):

- A central control system has been established to make operational processes more efficient. With this system, all process parameters are monitored in real time and possible problems are intervened quickly. Ovation DCS increases the efficiency and reliability of power plants by minimizing disruptions in power generation.

GE EX2100e Warning System:

- GE EX2100e Warning System is integrated to ensure safe and efficient operation of the power plant generators. Thanks to this system, the operational parameters of the generators are continuously monitored, potential failures are detected early and rapid interventions are carried out with alarm systems. This innovation supports operational continuity while improving safety.

Air Cooled Generators:

- Generators were replaced with Air Cooled high efficiency generators and the risk posed by an explosive gas such as H_2 was eliminated. In addition, the H_2 Production Facility was closed since H_2 production was not carried out. Thus, significant savings were made in production, personnel and consumables costs.

Intelligent Protection Relays:

- In order to make electrical systems safer, 77 smart protection relays were commissioned between 2021 and 2024. With this system, failure risks are detected in advance and necessary measures are taken quickly. Thus, operational continuity is ensured and maintenance costs are reduced.

Led Armatures:

- In total, 161 armatures were replaced and 8670 W savings were achieved. Thanks to this transformation, energy consumption and maintenance costs are reduced, contributing to sustainability targets.

Modification of High Pressure Heaters:

- Heaters operating below their design specifications and causing fouling or clogging in preheaters are being modified. This approach prevents increases in fuel consumption per unit of electricity generated and avoids performance losses.

Carbon Sink Areas

The aim is to minimize the environmental impact of operational processes with the reintroduction activities initiated as part of the rehabilitation works at Hüsamlar Mine Site. With these activities, it is aimed to contribute to the natural reduction of carbon dioxide in the atmosphere by creating carbon sink areas thanks to the trees planted.

In addition, the conservation and expansion of Posidonia meadows has been integrated into this process in order to utilize the carbon storage capacity of marine ecosystems. Posidonia meadows constitute a natural carbon sink in marine ecosystems thanks to their high carbon sequestration capacity and play a critical role in combating climate change with their long-term carbon storage function. In this context, the carbon absorption capacity of the ecosystem is increased by applying methods such as rehabilitation, implantation and transplantation of seagrass meadows.

In this direction, carbon sink calculation projects, which are in the initial phase and still ongoing, are being meticulously carried out. Within the scope of the project, the CO_2 absorption capacity of both the trees planted in the rehabilitated land areas and Posidonia meadows in the atmosphere is measured by scientific methods, and solutions that will offset the carbon emissions arising from the activities in the power plants are focused on.

In this process carried out by Yeniköy Kemerköy Enerji:

- Calculating the amount of carbon captured from the atmosphere with scientific methods,
- Monitoring and reporting of carbon sink areas created in Mine Rehabilitation - Nature Restoration sites,
- Increasing the carbon storage capacity of seagrass meadows

are provided

This calculation process is carried out with the contributions of consulting firms and academicians. Carbon sink projects carried out in land and marine ecosystems demonstrate a holistic approach to balancing the environmental impact of operational processes. Yeniköy Kemerköy Enerji continues its efforts to reduce its carbon footprint through both land and marine ecosystems by supporting nature-based solutions in line with its sustainability approach.

Calculation of Carbon Sink Capacity

In this study, a literature review was conducted to calculate carbon sequestration rates. In particular, the IPCC 2006 "Good Practice Guidance for Land Use, Land-Use Change and Forestry" guide was examined in detail.

According to this guide, there are five main carbon pools in an ecosystem (forest, pasture, agriculture, etc.):

- Above-ground Biomass (AGB)
- Below-ground Biomass (BGB)
- Dead Wood (DW)
- Dead Litter (L)
- Soil (S)

In accordance with this classification, the carbon sink area calculation tables prepared by the General Directorate of Forestry for Turkish forests have been used. The calculations utilized the standing timber volumes that vary according to tree species and the region where the tree grows. The timber volume tables are based on regression equations that estimate the volume of the tree trunk, which is difficult to measure directly, using easily measurable tree dimensions such as diameter and height.

Within the method, the above-ground biomass was first determined, and then the below-ground biomass was calculated based on this data. In this way, the total biomass of the tree was obtained.

At Yeniköy Kemerköy Energy, a total of 1,501,809 tons of CO_2 sink was achieved by the trees planted by the end of 2024, which corresponds to approximately 14.4% of the company's annual carbon emissions. With the increase in the number of trees, the total carbon sink expected in 2025 has been calculated as 2,080,868 tons of CO_2, which corresponds to approximately 22.7% of Yeniköy Kemerköy Enerji's carbon footprint for 2024.

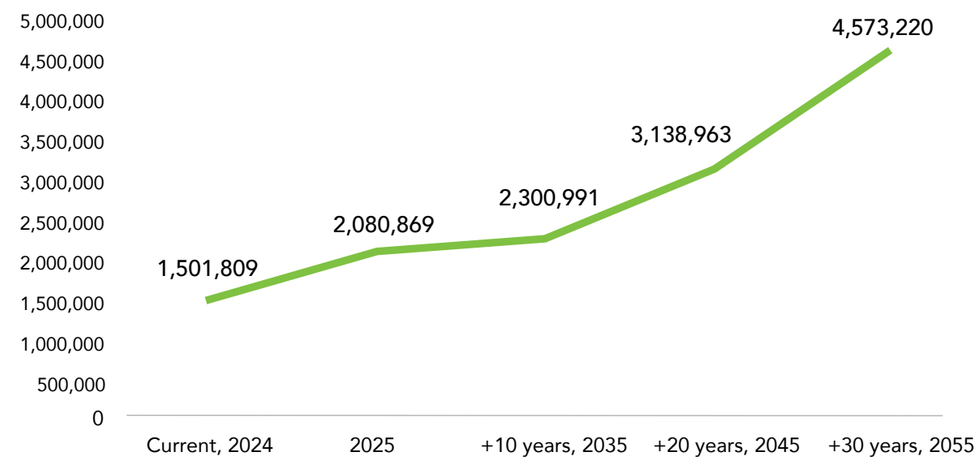
According to the data from the AKAKDO section of the National Greenhouse Gas Inventory 2023 Report, in 2021, carbon sink of 33.9 million tons of CO_2 equivalent was achieved across approximately 23 million hectares of forested area in Turkey. This amount corresponds to 6% of the country's annual 564 million tons of CO_2 equivalent emissions. Yeniköy Kemerköy Energy's carbon sequestration rate has exceeded the national average.

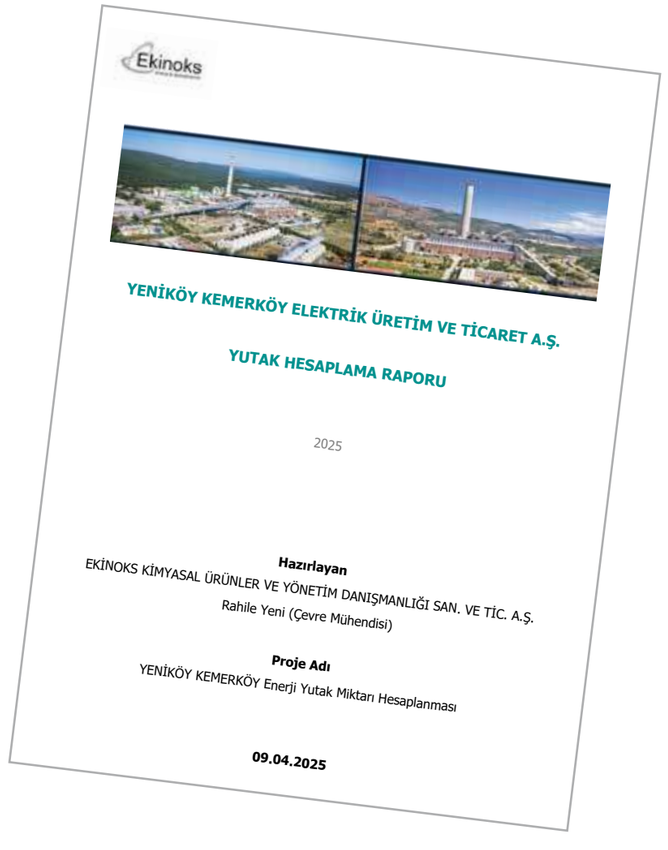
As of 2024, with the completion of the afforestation efforts, the potential amounts of CO_2 that can be sinked from the atmosphere have been calculated based on the increase in the trunk volumes of the planted trees. The trees are expected to have the following CO_2 sink potential:

- Approximately 2,300,991 tons of CO_2 annually when they reach 10 years of age,
- Approximately 3,138,962 tons of CO_2 when they reach 20 years of age,
- Approximately 4,573,220 tons of CO_2 when they reach 30 years of age.

*These calculations do not take into account tree mortality and other similar factors.

Estimated Carbon Sequestration According to Future Scenarios (ton CO_2e)

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YENİKÖY KEMERKÖY ELEKTRİK ÜRETİM VE TİCARET A.Ş.

YUTAK HESAPLAMA RAPORU

2025

Hazırlayan
EKİNOKS KİMYASAL ÜRÜNLER VE YÖNETİM DANIŞMANLIĞI SAN. VE TİC. A.Ş.
Rahile Yeni (Çevre Mühendisi)

Proje Adı
YENİKÖY KEMERKÖY Enerji Yutak Miktarı Hesaplanması

09.04.2025

Water and Waste Water Management

Sustainable management of water resources is not only an environmental requirement but also an integral part of a responsible mining approach. Yeniköy Kemerköy Enerji aims to fulfil its environmental responsibilities and increase operational efficiency by minimizing the impact of its operations on water resources. Accordingly, it meticulously plans water consumption and wastewater management and develops sustainability-oriented strategies in accordance with national and international standards.

Water is one of the key components of energy production in power generation processes in thermal power plants. From pulverizing coal in mills to steam generation, from condensate circuits to cooling water systems, water resources play a critical role in many stages. Therefore, the efficient and careful management of water resources is of great importance to ensure business continuity, beyond reflecting an understanding of environmental sustainability.

Sustainable water management is based not only on reducing consumption, but also on effective measurement and certification processes. Since 2017, water footprint calculations have been regularly performed and documented in all facilities within the scope of ISO 14046 Water Footprint Certification. Thanks to these audit processes, transparency regarding water consumption is ensured and areas for improvement are identified. As in the sustainable management of water resources, a responsible approach is taken in wastewater management.

Waste water management is seen as an important part of water management processes. All discharges comply 100% with the criteria determined by legal regulations. Industrial and domestic wastewater discharges are regularly analyzed by independent accredited laboratories appointed by the Ministry of Environment, Urbanization and Climate Change, and cooling water discharge is instantaneously transmitted to the Ministry of Environment, Urbanization and Climate Change via continuous wastewater monitoring systems (CWMS). Thanks to this system, transparency and traceability are ensured in all processes from water use to recycling. In addition, water resources are used more efficiently by recycling treated water back into the system.

Water management is at the center of a responsible approach not only in power plants but also in mining operations. Protection and sustainable management of water resources in mining operations is a priority goal in line with responsible mining principles. To minimize environmental impacts in open-pit mines, strategies focused on preserving water resources are adopted. Key practices in this area include using irrigation systems to suppress dust, conducting pond analyses, and running wastewater treatment processes.

In order to develop effective solutions in water management, close co-operation has been established with academic institutions and local public institutions. The projects carried out with Dokuz Eylül University and Istanbul Technical University increase the knowledge on water management and ensure that the applications are based on scientific foundations.

With comprehensive approaches in water and wastewater management, efforts continue to fulfil the responsibility of leaving a sustainable environment to future generations.

Yeniköy Kemerköy Enerji supplies the water it needs with the understanding of sustainable use of resources. In this context, the amount of water withdrawn, its source, type and use are periodically monitored and studies are carried out to optimize water consumption by increasing water use efficiency.

Recycling and reuse of water is of great importance for the sustainability of water resources. Reclaimed water is utilized for reuse in processes and reintroduced into the system. In this context, improvement works are carried out to make the water cycle more efficient.

Wastewater generated in operational processes is managed and discharged in accordance with the relevant environmental legislation and water quality standards. In order to prevent water pollution and minimize impacts on the ecosystem, the amount and quality of water discharged are regularly monitored.

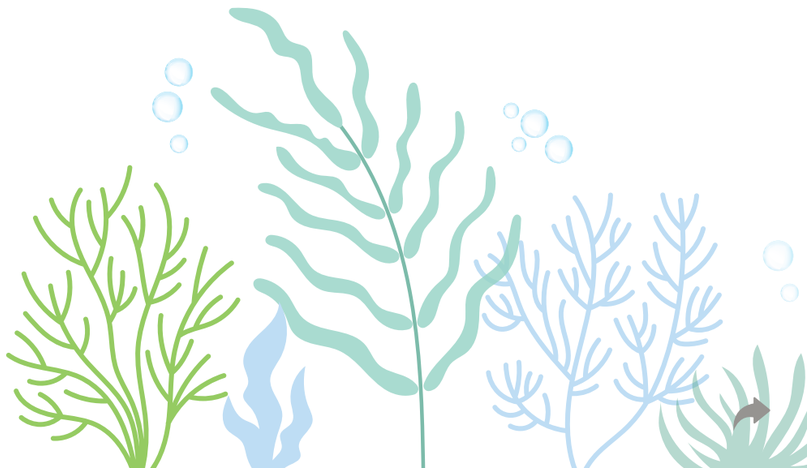
Amount of Water Withdrawn	2022	2023	2024
Surface Water Amount (m^3)	8,732,821	9,261,882	7,741,658
Ground water Amount (m^3)	4,047,501	3,674,501	3,583,048
Sea Water Amount (m^3)	800,428,000	589,016,000	683,128,000
Total amount of water withdrawn (m^3)	813,208,322	601,952,383	692,452,706

Discharged Water	2022	2023	2024
Discharged Sea Water Amount (m^3)	800,428,000	589,016,000	683,128,000
Total Amount of Water Discharged (m^3)	800,442,400	589,030,400	683,142,400

Produced Water Amount	2022	2023	2024
Demineralized Water Produced (m^3)	7,960,828	6,938,345	7,180,070
Drinking Water Produced (m^3)	480,735	512,130	492,980
Total Produced Water (m^3)	8,441,563	7,450,475	7,673,050

	2022	2023	2024
Overall Water Consumption (m^3)	20,675,765	19,766,128	16,031,246

Reclaimed/ Reused Water Amount	2022	2023	2024
Reclaimed Water Amount (m^3)	394,920	469,530	815,310
Reused Water Amount (m^3)	136,800	136,800	136,800
Total Reclaimed/Reused Water amount (m^3)	531,720	606,330	952,110

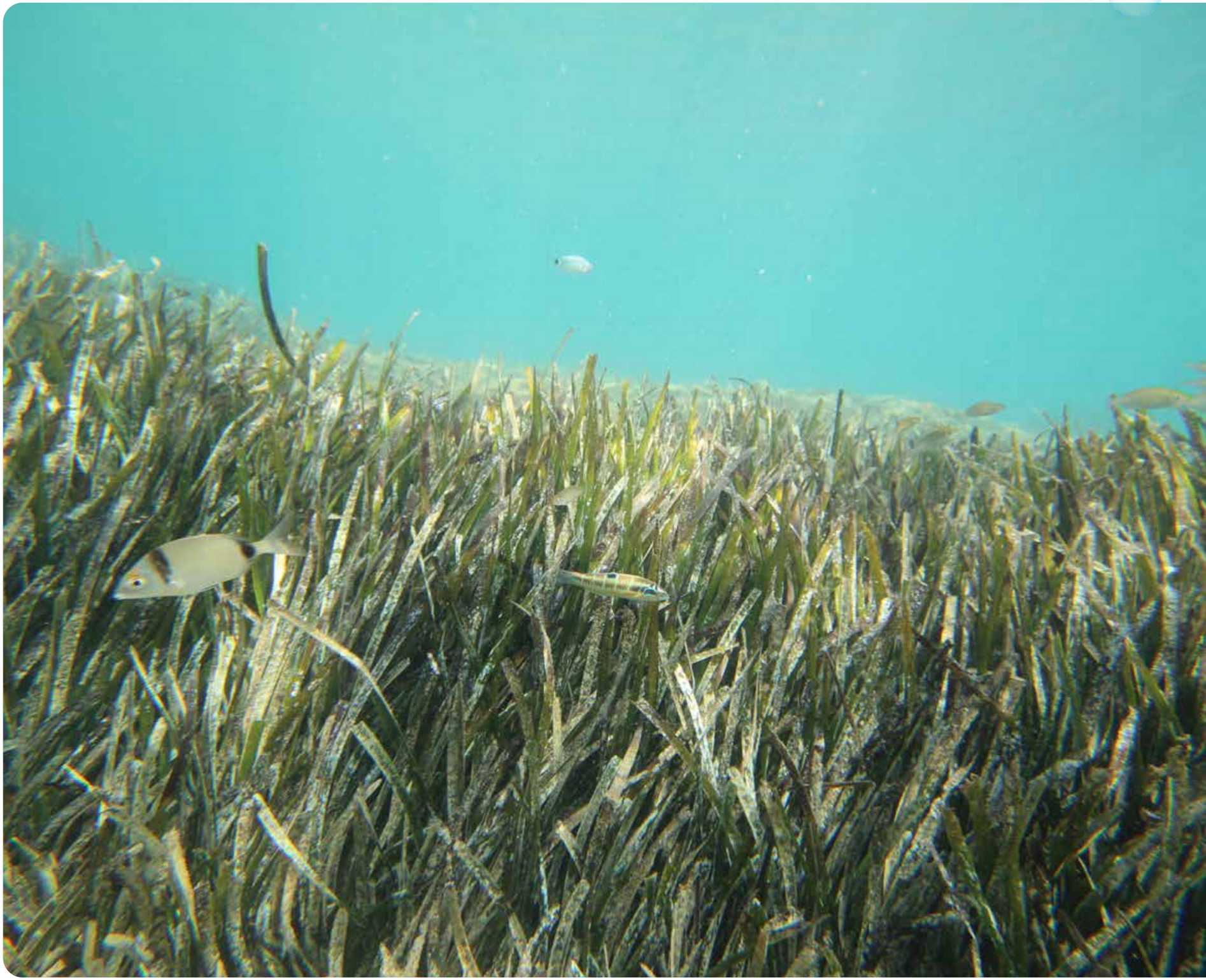


Biodiversity

Biodiversity is a fundamental element that ensures the balanced functioning of ecosystems and supports the continuity of the life cycle. In the face of threats such as global warming, habitat loss, and environmental degradation, preserving biodiversity is critically important. In regions where high-impact activities like mining and energy production take place, a responsible approach is vital to minimizing these impacts, protecting natural habitats, and fostering sustainable ecosystems.

Guided by its mission of respecting both nature and people, Yeniköy Kemerköy Enerji aims to make a sustainable contribution to the energy needs of our country by using domestic resources. It carries out comprehensive projects to minimize environmental impacts, protect natural habitats and leave a livable world for future generations. It transforms the importance given to the environment and social responsibility into concrete steps through practices shaped by international standards and scientific collaborations.

A Responsible Mining approach is adopted to minimize the environmental impact of operations, protect natural habitats and restore ecosystems. Scientifically based solutions are produced in cooperation with the Turkish Nature Conservation Association (TTKD), various universities and public institutions, and projects are shared with the public in a transparent manner.



Breath of the Mediterranean: Conservation and Revitalization of Posidonia Meadows

Posidonia Meadows:

What is it?
A submarine plant native to the Mediterranean; supports biodiversity and is a carbon sink.

Why is it important?
It maintains the balance of the marine ecosystem, prevents erosion and produces oxygen.

Posidonia meadows are one of the cornerstones of the Mediterranean ecosystem. They support the continuity of marine life, increase biodiversity and play a critical role in combating climate change by acting as carbon sinks. In addition to providing shelter and feeding areas for different species, these meadows prevent erosion, produce oxygen and maintain the balance of the marine ecosystem. However, tourism, coastal fishing, and other human activities have gradually narrowed the habitat of Posidonia meadows, posing a serious threat to the ecosystem.

Yeniköy Kemerköy Enerji supports a comprehensive project for the protection and expansion of Posidonia meadows. Starting along the Milas coastline and extending throughout Türkiye, this project seeks to rehabilitate and safeguard seagrasses by conducting an in-depth study of underwater ecosystems and employing scientific methods such as implantation and transplantation. Beyond improving existing habitats, the project also aims to build knowledge and capacity for similar future endeavors.

This important project is being carried out with strong collaborations. This project, supported by Yeniköy Kemerköy Enerji, is led by Eastern Mediterranean University, while joint studies are carried out with Muğla Provincial Directorate of Agriculture and Forestry Fisheries and Aquaculture Branch Directorate. Yeniköy Kemerköy Enerji is among the organizations supporting the project.

Analyses carried out in the cooling water area of Kemerköy Thermal Power Plant revealed that this area offers a favorable environment for seagrass growth. In the light of these data, innovative practices such as placing rooted seedlings from seagrass meadows on suitable ground, moving meadow clumps to new habitats and creating new seedlings from seeds by transplanting and implantation methods are being carried out.

Protecting seagrass meadows not only supports local ecosystem health, but also contributes to achieving global climate goals by increasing carbon absorption. Through photosynthesis, Posidonia meadows produce oxygen and store atmospheric carbon, making them indispensable for both local and global environmental sustainability.

With this project, Yeniköy Kemerköy Enerji aims to add lasting value to the Mediterranean ecosystem and further its environmental sustainability approach. This work, which has been implemented for the protection and dissemination of Posidonia meadows, makes an important contribution to the mission of leaving a livable world to future generations.

Responsible Mining Activities

Mining plays a pivotal role in human progress and in sustaining modern life. This sector, which provides basic raw materials in many areas from energy production to the construction sector, from technological advances to industrial production, is an important supporter of economic growth and sustainability. Traditional mining methods can bring several impacts. To minimize these and maintain a natural balance, adopting responsible mining practices is crucial.

Ecosystem restoration projects aim not only to ensure environmental sustainability, but also to create social and economic benefits by considering the needs of local communities. In this context, planting of plants with economic value, afforestation works compatible with the natural structure of the region and sustainable agriculture projects are implemented to provide ecological and economic benefits together.

Yeniköy Kemerköy Enerji acts with a mining approach that respects nature and people and maintains the mission of leaving a livable world to future generations in every field of activity.

Yeniköy Kemerköy Enerji aims to manage natural resources sustainably by minimizing these impacts with its Responsible Mining approach. With its Responsible Mining approach, it prioritizes the protection of natural habitats based on its understanding of environmental, economic and social responsibility and considering the long-term effects of its activities.

Yeniköy Kemerköy Enerji carries out comprehensive rehabilitation projects to revitalize ecosystems in areas where mining activities are completed. It carries out afforestation works, re-productive soil restoration, stabilization of waterways, increasing biodiversity and supporting the economic development of local communities.

BREATH INTO THE FUTURE

Planting a sapling is not only breathing into a tree but also breathing into the future

Although mining activities inherently require intervention in land use and ecosystems, today the sector's responsibility is not limited to mineral extraction. Restoring nature after the completion of operations has become a fundamental part of the mining industry's sustainability obligations.

In this context, the Hüsamlar Yeniden Projesi stands out as one of the largest single nature restoration projects in the history of the Republic. Within the scope of the project, 1,363 hectares of former mining area is being rehabilitated through scientific and social cooperation, the biodiversity of the region is being increased and it is being transformed into a forest ecosystem that benefits the society. This work aims not only environmental sustainability but also social and economic development.

Yeniköy Kemerköy Enerji places responsible mining and management approach that respects nature at the centre of all its operations. The "Hüsamlar Yeniden Projesi", which was implemented to minimize the environmental impacts of mining activities and to revitalize the natural cycles of ecosystems, sets an example for sustainable rehabilitation projects not only in our country but also on a global scale.

In line with the responsible mining approach, every stage of the Hüsamlar Yeniden Projesi is planned with scientific guidance and carried out with a model that encourages social participation. Rehabilitation works are carried out meticulously, taking into account the local flora and fauna, and plant species that will provide economic benefit are selected in line with the demands of the local community.

While rewilding activities make a significant contribution to offsetting carbon emissions, environmental sustainability approach is supported with the areas rewilded. At the same time, economic development is encouraged and social benefit is created through employment and social opportunities offered to the people of the region. The project fulfils not only environmental protection but also social responsibility by providing solutions to the needs of the society. It is aimed to increase environmental awareness and active participation of local people in these processes. Innovative approaches such as beekeeping, production of root dye plants for Milas Carpet, and creating herbal diversity suitable for the forest ecosystem increase both ecological and economic benefits of the project.

"We are witnessing a very special and meaningful day. I sincerely believe that this project will be very successful and will add value to both Milas, our region and our country. About two and a half years ago, Milas experienced one of the largest forest fires in its history. Today, we see nature making a remarkable effort to heal itself. I consider the rehabilitation project for the former mining site immensely valuable for enriching our green spaces and expanding our forest resources."

Mustafa Ünver Böke
Milas District Governor

The project is systematically implemented in **five basic steps:**

1 Planning

For the rehabilitation of the old mine site, firstly the physical conditions of the area are determined, deficiencies are identified and planting activities are planned in consultation with the local community. By analyzing the climatic structure and rainfall regime of the region, the most suitable species for afforestation activities are determined. This process is carried out based on a scientific infrastructure with the guidance of 9 Eylül University and independent non-governmental organizations. In addition to technical studies such as the arrangement of slopes in the field and the design of drainage channels, local demands are also integrated into the project. For example, as a result of the interviews with the local people under the leadership of academicians, plant species suitable for beekeeping and Milas Carpet root dyeing were included in the plan. The rehabilitated area is aimed to contribute not only to nature but also to the social life of the people of Milas.

2 Application

Teams that will carry out the restoration process have been selected and continue to plant saplings and plants in the field. Studies are monitored in cooperation with scientific consultancy and the Turkish Nature Conservation Association, and improvements are implemented based on the findings in the field. In the planting activities organized with the participation of thousands of volunteers, more than 25 plant species were selected in accordance with the local ecosystem and brought together with the soil. With this participation, a social value is created by increasing social ownership as well as the environmental benefit of the project.

3 Monitoring and Maintenance

Continuous monitoring and maintenance activities are carried out to improve the effectiveness of post-planting processes. The health status of the saplings is regularly checked, and replacement planting is conducted for any plants that have dried out. Teams, led by an expert Forestry Engineer, are established, and the processes on-site are regularly reported.

4 Communication and Awareness

In order to increase the transparency and social awareness of our rehabilitation activities, great importance is attached to communication activities. Regular reports are presented to the public in cooperation with the Turkish Nature Conservation Association. In addition, awareness is raised through special events such as 11 November National Afforestation Day and the project is shared as an exemplary practice in national/ international symposiums.

5 Public Institutions and University Collaborations

Collaborations with Milas District Governorship, General Directorate of Forestry, Dokuz Eylül University and many other public institutions and academic organizations expand the impact of the work. These partnerships provide a scientific basis for the project, while expanding its social impact and enabling a strong bond with the local community.

A total investment of TL 24.4 million, 6.2 million TL in 2023 and 18.2 million TL in 2024, was made for these comprehensive studies .

In line with its mission to build a sustainable future, Yeniköy Kemerköy Enerji considers this investment as a value-creating initiative with its environmental, social and economic dimensions.

In 2023, 65 hectares of land will be rehabilitated and 511 hectares will be restored to nature in 2024-2025 and 65 hectares more in 2026. The ultimate goal is ***to transform a total area of 1,363 hectares into a forest ecosystem by 2040*** and to leave this area as a livable environment for future generations.

In the first stage,
576 HECTARS
of land will be completed during 2023-2024

250,000
SEEDLING and PLANTS
Reintroduced to Nature

Until the end of 2025
1,200 HECTARES
REHABILITATION AREA

Goal
5,000,000
PLANTS AND TREES

Species Planted and Cultivated:

- Calabrian Pine
- Stone Pine
- Cypress
- Acacia
- Juniper
- Lavender
- Chaste
- Jujube
- Laurel
- Olive
- Redbud
- Blackhead Herb
- Oak
- Terebinth
- Fig
- Wild Pear
- Common Walnut
- Oleander
- Mule Hoof
- Goat Horn
- Mountain Medlar
- Fire Thorn
- Butterfly Bush
- Rock Ivy
- Rosehip
- Hedgehog
- Rosemary
- Myrtus
- Hawthorn
- Thyme
- Ornamental Quince
- Ash

The Hüsamlar Yeniden Project not only focuses on re-naturalization efforts, but also carries out activities to increase social participation and awareness in order to protect the ecosystem and increase biodiversity. Through these events, which bring together local community members, government and civil society representatives, and students, shared environmental and social value is created in collaboration with every segment of society.

Activities organized in 2023 and 2024 in this direction are;

Husamlar Yeniden Rehabilitation Panel

As part of 11 November National Afforestation Day, a panel titled "Hüsamlar Yeniden: Rehabilitation of Former Mining Sites" was organized. This event created an important platform to convey the project's contributions to nature to a wide audience and to increase cooperation opportunities with shareholders in the sector.

In the opening speech of the panel, the scope, objectives and social impacts of the Hüsamlar Yeniden Projesi, which is the largest restoration project that was completed in a single instance in the history of the Republic, were emphasized. During the event, the contributions of our rehabilitation project to the local ecosystem were evaluated together with public representatives, academicians and non-governmental organizations. In the afforestation event organized after the panel, thousands of saplings were planted with hundreds of volunteers from 7 to 77. The work carried out in the planting area was recorded with drone images and the event was announced to a wide audience.

You can watch the footage of the event here.

You can watch Hüsamlar Yeniden Rehabilitation video here.

Uluslararası Madencilik Sonrası Faaliyetler Sempozyumu'nda gerçekleştirilen Hüsamlar Maden Ocağı Rehabilitasyon Çalışmaları sunumunu izlemek için tıklayınız.

With this panel and afforestation event, it was aimed not only to raise awareness about the rehabilitation of the mine site, but also to increase social awareness by creating a positive perception towards nature and to develop sectoral cooperation opportunities. This event represents an important step that combines environmental sustainability goals with social benefit.

ITU 250th Anniversary Memorial Forest: Sapling Planting at the Old Mining Site in Milas

As part of the 250th anniversary activities of Istanbul Technical University (ITU), a meaningful tree planting event was organized with ITU academicians and students at the Hüsamlar old mining site in Milas. Organized within the framework of the "250 Thousand Saplings in the 250th Year" campaign, the first saplings of the ITU 250th Year Memorial Forest were planted.

The event took place with the participation of academics, managers, public officials, and 250 students from Istanbul Technical University (ITU). By selecting tree species suited to the region's natural environment, this initiative not only contributed to greening the area but also fostered a shared sense of environmental awareness among local residents and the younger generation.

Click here to watch the images of afforestation works.

1,500 Saplings Were Planted in the World Forestry Week

Yeniköy Kemerköy Enerji organized a sapling planting event in cooperation with Milas Forestry Directorate during the World Forestry Week as part of the re-naturalization activities carried out at Hüsamlar Mine Quarry. During the event, 1,500 saplings were planted with the participation of approximately 100 primary school students and public representatives.

As part of efforts that add value not only to the present but also to the future, the event aimed not only to revitalize the ecosystem of the region, but also to instill a love of nature in young generations and raise social awareness.

An Exemplary Cooperation with TTKD at Hüsamlar Quarry

Yeniköy Kemerköy Enerji, based on the principles of transparency and accountability in the rehabilitation and restoration works carried out at Hüsamlar Mine Quarry, has started an important cooperation with the Turkish Nature Conservation Association (TTKD). In this context, a protocol was signed with TTKD in order to monitor, evaluate and report to the public the rehabilitation and afforestation works of old mining sites.

Within the framework of the protocol, TTKD experts monitor all work carried out on site, make scientific evaluations and share the developments with the public. The “The Rehabilitation Final Report” published after the second monitoring study, which was completed in February 2024, provides an important road map in the process of transforming the mine sites into a sustainable ecosystem.

In TTKD's report, the maintenance and growth processes of the saplings planted in the region, the suitability of the plant species used for the region and the effectiveness of the measures taken are evaluated in detail.

In these works initiated in Hüsamlar Mine Quarry, plant species suitable for the natural structure of the region were selected in line with the guidance of TTKD and a total of 250 thousand plants and saplings were planted in the soil until the end of 2024. Additionally, by involving local communities in the process, the aim is to stimulate regional economic development. In meetings held with villagers, decisions were made regarding plant species suited for agricultural advancement. At the same time, regular maintenance activities are carried out in the rehabilitated areas.

With TTKD's 70 years of experience and scientific approach, it is aimed to create an exemplary model in the process of restoring nature from mining by ensuring that the works are traceable and accessible. Yeniköy Kemerköy Enerji continues to fulfil its responsibilities with determination to build a future in harmony with nature.

“As TTKD, we act with the mission of supporting what is done right and speaking out against what is wrong. Unfortunately, the number of rehabilitated mines in Türkiye is very low, which is why we find the project initiated by Yeniköy Kemerköy Enerji very important. We worked through a highly transparent process together. It’s heartening to see that the company took our Scientific Committee’s reports seriously and took the necessary steps for the success of the project. I believe this rehabilitation effort will serve as an example for our entire country.”

Ali Rıza Koç
TTKD President General

You can view TTKD reports here.

“Sustainable mining begins before the mine is opened. We carefully protect our most valuable land, the soil that nurtures life."

Esra Özer
Head Environmental Engineer

Circular Economy and Waste Management

The circular economy refers to a sustainable approach that encourages the efficient use of resources, minimizing the generation of waste and promoting the reuse of waste. This approach not only minimizes environmental impacts, but also aims to create economic value and protect natural resources. Yeniköy Kemerköy Enerji shapes its activities in line with circular economy principles and develops innovative solutions in energy generation processes and mining applications.

Waste management processes are meticulously carried out in accordance with national and international standards. Different types of wastes such as hazardous and non-hazardous wastes, packaging wastes and household wastes arising from its operations are collected separately at source, stored under appropriate conditions in temporary storage areas and included in recovery or disposal processes through licensed companies.

In addition, within the scope of zero waste policy, recyclable wastes are regularly reported to the Zero Waste Information the Ministry of Environment, Urbanization and Climate Change, thus ensuring transparency and traceability of the processes. Environmental awareness is raised through trainings provided to employees within the scope of environmental awareness and waste management practices, and this awareness is reinforced through routine inspections carried out in the field. In this way, both employee awareness and performance in waste management activities are continuously improved.

The main goal of the circular economy approach is to reduce the environmental impact of waste while optimizing resource use and creating economic value from these processes. With the innovative practices and sustainability-oriented strategies developed in line with this goal, Yeniköy Kemerköy Enerji acts with the awareness of environmental responsibilities and increases the efficiency of operational processes. It continues to work to integrate circular economy principles into its way of doing business.

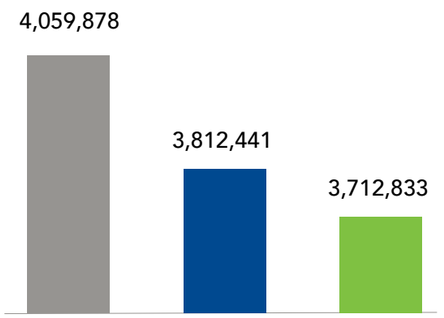
Non-Hazardous Wastes

Waste minimization, recycling and reuse practices are encouraged to ensure that waste is managed in accordance with environmental policy. A large portion of non-hazardous waste is recycled and reused, thereby reducing the use of natural resources. Recycled wastes include packaging waste, metal waste, end-of-life tyres, ash, gypsum and electronic waste.

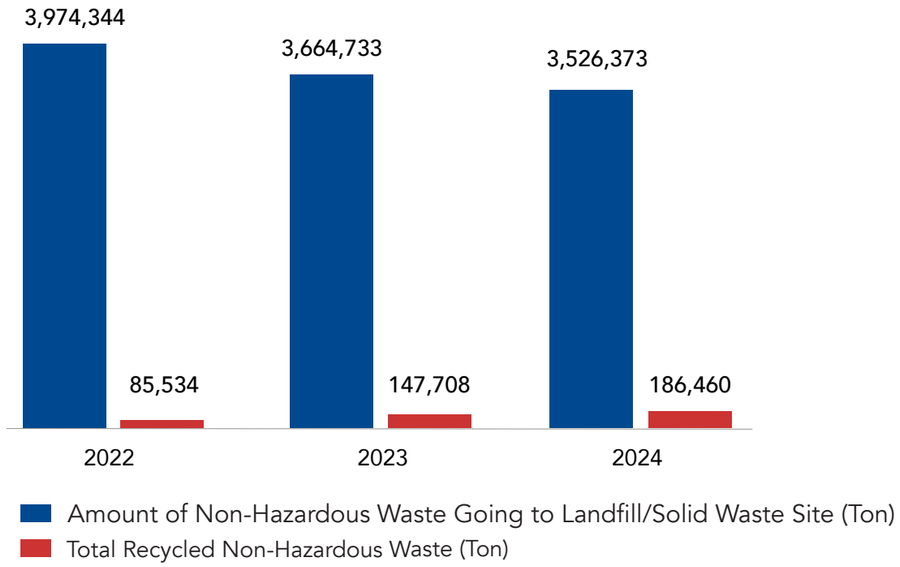
Wastes that are not suitable for recycling are directed to storage or disposal processes in accordance with environmental legislation. Waste management processes are regularly monitored and efforts are made to reduce the amount of waste and increase recycling rates in the future. In this context, it is aimed to develop sustainable waste management practices and to utilize waste in the most efficient way with a circular economy approach.

Waste management practices are being enhanced in line with the principles of the circular economy, advancing the company's sustainable waste management approach. As a result of these efforts, the Yeniköy and Kemerköy facilities have been awarded the Zero Waste Certificate. Waste segregation, recovery, and disposal processes at the facilities are carried out in alignment with zero waste targets.

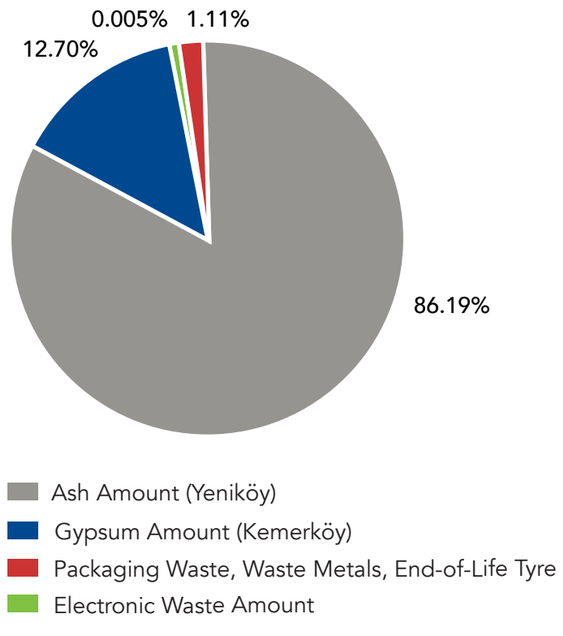
Total Non-Hazardous Waste (Ton)



Non-hazardous Waste Management



Ratio of Recycled / Recovered Products

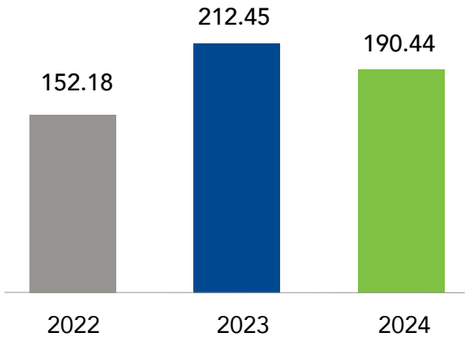


Hazardous Waste

Yeniköy Kemerköy Enerji carries out hazardous waste management in accordance with environmental legislation and ensures the safe disposal of waste. The amount of hazardous waste generated in 2024 decreased by approximately 10% compared to 2023 to 190 tons. Approximately 32% of the hazardous waste generated in 2024, domestic vegetable waste oils, waste motor oils and batteries were recycled and made reusable, 0.1% of medical waste was directed to appropriate storage areas, and the remaining 68% of contaminated absorbent cloths, contaminated packaging and insulation materials were managed in the relevant disposal facilities without harming the environment.

Hazardous waste management processes are continuously monitored and improved in order to minimize environmental impacts and ensure efficient resource use. In this context, studies are carried out to increase recycling rates and develop alternative disposal methods. Yeniköy Kemerköy Enerji aims to improve its waste management practices in line with the principles of circular economy and to carry its sustainable waste management approach further.

Total Hazardous Waste (Ton)



T.C.
MUĞLA VALİLİĞİ
Çevre ve Şehircilik İl Müdürlüğü

SIFIR ATIK

Tarih: 12/06/2020

Belge No: TS/48/B2/15/2

SIFIR ATIK BELGESİ
(Temel Seviye)

Adı : **YENİKÖY KEMERKÖY ELEKTRİK ÜRETİM VE TİC.A.Ş.**
Adresi : **MUĞLA,BAĞDAMLARI Mahallesi, MERKEZ SOKAK, No: 160-, MİLAS,Türkiye**
Vergi No : **9490404026**

12/07/2019 tarihli ve 30829 sayılı Resmi Gazete'de yayımlanarak yürürlüğe giren Sıfır Atık Yönetmeliği'nce Sıfır Atık Yönetim Sistemi'ni kurarak **Sıfır Atık Belgesi**'ni almaya hak kazanmıştır.

e-imzalıdır
Ömür ÖZDİL
Çevre ve Şehircilik İl Müdürü

Belge Son Geçerlilik Tarihi: 12/06/2025

Not: 5070 sayılı Elektronik İmza Kanunu gereği bu belge elektronik imza ile imzalatılmıştır.
Evrak Doğrulama Kodu : SUHDHONR Evrak Takip Adresi: https://www.mtkiye.gov.tr/cevre-ve-sehircilik-bakanligi

Compost and Animal Food Production Facility:
New Lives from Waste

We aim to further improve waste management processes with the planned practices. In this context, the Compost Facility to be established in an area close to the Yeniköy Thermal Power Plant dining hall aims to process vegetable residues generated during the food preparation process and organic wastes such as grass, pine, and pine grass generated as a result of mowing operations into compost. The compost obtained is planned to be used as organic fertilizer for saplings planted in mine rehabilitation works. In addition, it is aimed to produce food for our animal friends by evaluating food waste with the Cat and Dog Food Machine. With these practices, both environmental and social benefits are achieved by continuing to advance the zero waste vision while preventing waste.

The circular economy approach to power generation is based on improving raw material and energy efficiency, utilizing process waste and reducing environmental impacts. With the "Küllerinden Doğ" Project, by-products such as fly ash and gypsum from thermal power plants are sold as alternative raw materials, wastes are brought into the economy and contribute to the circular economy. These practices not only improve waste management processes but also contribute to the sustainable use of natural resources.

KÜLLERİNDEN DOĞ

Yeniköy Kemerköy Enerji continues to take actions in line with the Sustainable Development Goals in line with the motto "Energy for the Goals". Within the scope of SDG-12: Responsible Production and Consumption targets, the "Küllerinden Doğ" project aims to adopt circular economy principles, recycle process wastes from production processes into the economy and integrate sustainability approach into production processes.

Mining and energy production processes have the potential to generate large amounts of waste. Failure to manage these wastes properly can lead to depletion of natural resources, increased greenhouse gas emissions and environmental degradation. However, circular economy models turn these processes into an opportunity, making it possible to transform waste into by-products with economic value.

Energy-extensive industries such as cement and concrete production benefit greatly from the use of by-products such as fly ash, slag and gypsum as raw materials. Küllerinden Doğ Project, takes this need beyond fulfillment and offers an innovative business model that connects the energy sector and the construction materials industry.

The project ensures that process wastes such as ash, slag and gypsum generated in energy generation processes are utilized as by-products or alternative raw materials in cement production and ready-mixed concrete sectors instead of being stored in landfills. Fly ash is captured in electrostatic dust collector filters in flue gas treatment systems and offered to cement and concrete producers in a way that provides economic value instead of landfilling. Hence, both the use of natural resources is reduced and environmental sustainability is ensured in waste management.

In the implementation of the project, different units worked in coordination with a multidisciplinary approach. Production units control the physical and chemical properties of the ash and ensure that it is suitable for sale, while environmental units ensure that processes are carried out in compliance with the legislation and that the necessary documents are obtained. The procurement unit supports the successful completion of commercial processes by managing communication with potential customers.

The coordinated "Küllerinden Doğ" project offers a sustainable business model that combines both the environmental and economic dimensions of the circular economy. Accordingly, waste management and resource efficiency processes are optimized and an approach that provides added value to the industry and the economy is adopted.

Project Outcomes

Environmental Benefits

- The amount of waste in landfills is reduced and negative impacts on the environment are minimized.
- We contribute to reducing the use of natural resources by providing alternative raw materials to the cement industry.
- The reduction of greenhouse gas emissions is supported by reusing process waste.

Economic Contributions

- The monthly 12,000 tons of fly ash generated at Yeniköy Thermal Power Plant is recycled into the economy to be used as an alternative raw material in the cement and concrete industry.
- The projects contribute to the economy in line with circular economy principles.

Operational Achievements

- The lifetime of landfills is extended and transportation costs and risks are reduced.
- Operational costs and energy use are reduced by reintroducing waste into the production process

Social Sustainability

07

Social Sustainability

The social sustainability approach is built on building strong, trust-based relationships with the local community and stakeholders to enhance social welfare and provide added value to society, prioritizing employee safety, equality and diversity, development, rights and social responsibilities. While the safety of all employees is ensured through OHS policies, the frequency and severity of accidents are continuously tried to be reduced. In employee development and talent management, competency assessments are made with artificial intelligence-supported systems and leadership development programs are delivered to all employees. Participation in social responsibility projects is increased and new platforms and support systems are created to increase employee satisfaction. With all these innovative solutions and sustainable practices, we aim to both increase employee satisfaction and strengthen social impact.

Click here for our social sustainability goals.

Occupational Health and Safety

*Yeniköy Kemerköy Enerji is committed to creating a sustainable working environment by prioritizing the health and safety of its employees and all stakeholders in the field of OHS. "**Who is Responsible for Occupational Health and Safety? We are ALL!**" approach, emphasizes that each individual is an integral part of this process and works with determination to spread a collective OHS culture.*

Since thermal power plant and mining activities are areas that require high safety precautions regarding their nature, Yeniköy Kemerköy Enerji adopts a world-standard OHS culture to overcome these challenges. Acting with the goal of zero accidents in working environments, it continuously improves its practices within the framework of ***ISO 45001 Occupational Health and Safety Management System.***

- **Personal Protective Equipment (PPE):** The use of all PPE required for employee safety is ensured and regularly audited.

- **Emergency Drills:** The level of alertness of employees to emergencies is increased through drills conducted at least twice a year.

- **Digitalization:** OHS processes are monitored through digital systems and risk analyses are carried out in real time.

In addition, the preference for open pit mining in the Company's operations provides advantages in terms of safety. Open pit mining reduces safety risks and helps to achieve a higher level of safety in the working environment compared to closed pit mining.

Performance Objectives:

1. **Zero Accidents:** A sustainable safety culture is created with the participation of all employees.
2. **Digital Transformation:** Data-driven decision-making processes are supported by increasing digitalization in OHS processes.
3. **Training and Capacity Development:** It is aimed to provide OHS training to 100% of employees at least once a year.

OHS Management and Boards:

There is an OHS Board for each facility to ensure the continuity and organization of the OHS process. Representatives from different committees and departments, including union and employee representatives, participate in these boards, which gather on a monthly basis, with the OHS Specialist serving as the secretary and the Assistant General Manager as the chairperson. The agenda of the Board meetings consists of the problems reported in advance or encountered in the facilities and the necessary decisions are taken to resolve these problems.

OHS Board	Main Member	Participant	Total Members	Lead Employee Representative	Total Employees Represented
Kemerköy	8	23	31	1	552
Yeniköy	9	13	22	1	526
Linyit	8	11	11	1	108

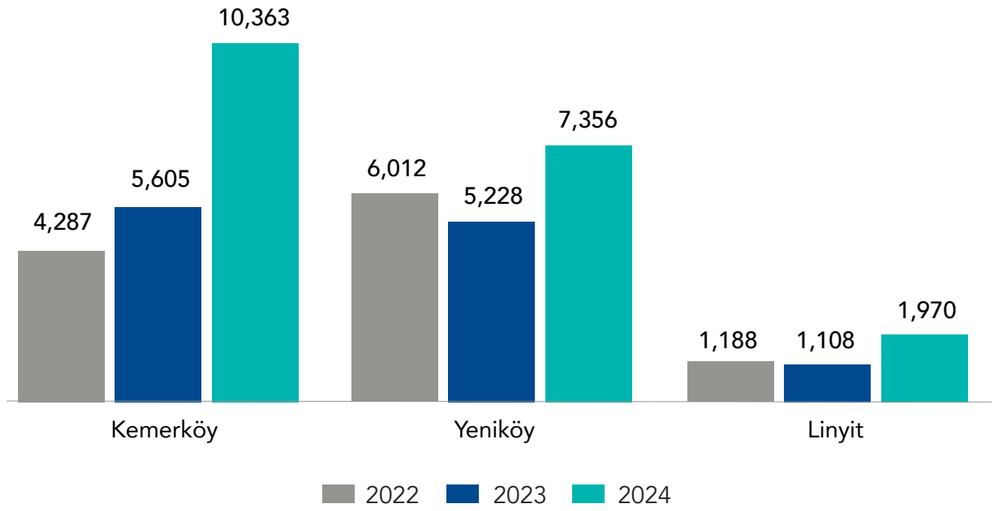
OHS Trainings and Information

Activities and trainings are carried out to improve the OHS awareness and culture of employees and business partners. Employees have access to all OHS-related information, particularly risk assessment, instructions and procedures, via QDMS and the boards in the workshops. This information is supported by OHS trainings organized to increase the level of awareness of employees.

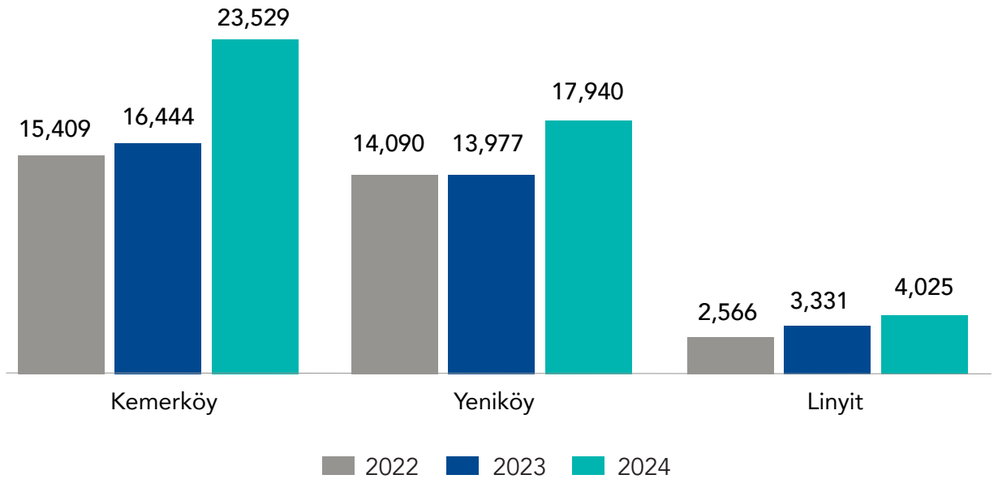
Since 2022, there has been a steady increase in the total OHS training time and the number of employees trained. The participation of business partners in OHS processes is encouraged by providing trainings to subcontracted employees. Since 2022, there has been a steady increase in the total OHS training time provided to subcontracted employees and the number of subcontracted employees receiving training.

The budget allocated to OHS is increasing every year, along with the increase in training times and the number of participants. As of 2024, this budget has reached approximately 22 million TL, which is a reflection of the continuous improvement approach in OHS.

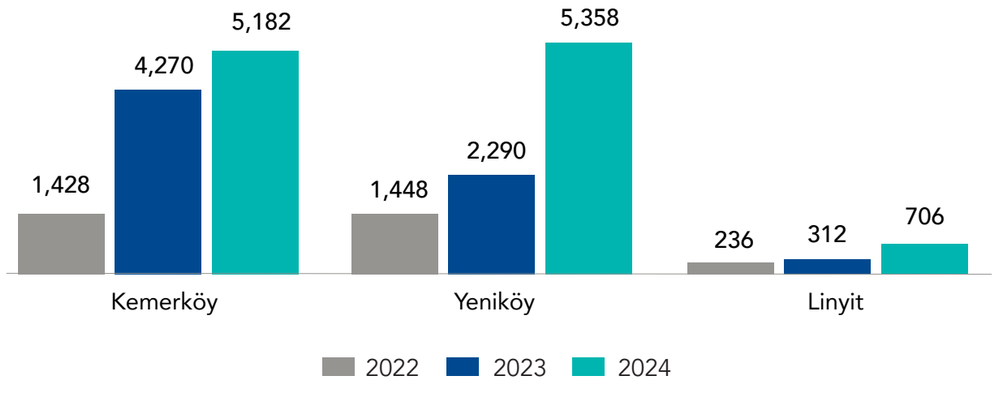
Number of Employees Attending OHS Trainings



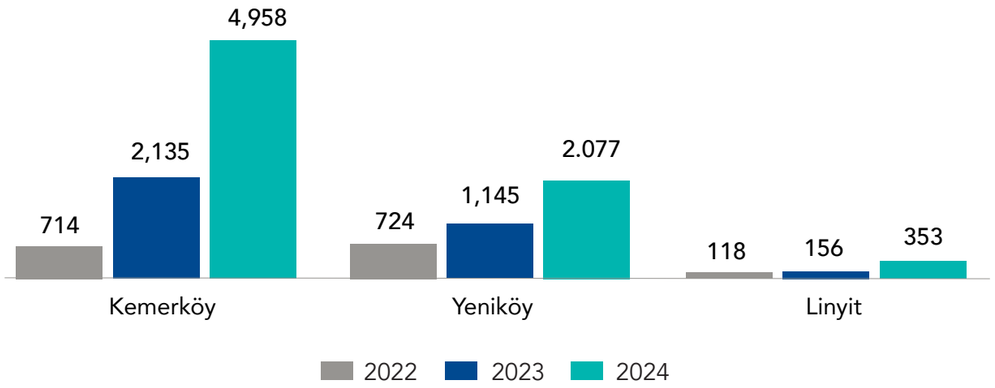
Total OHS Training Hours



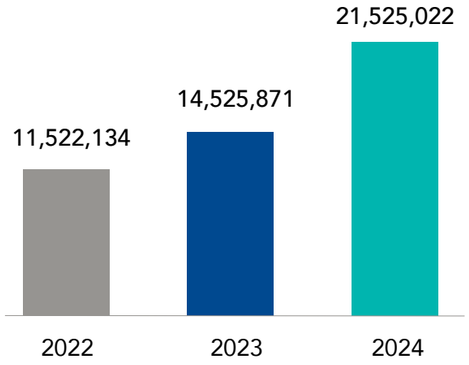
Total OHS Training Hours Provided to Subcontractors



Number of Subcontracted Employees Attending OHS Trainings



Total Budget Allocated for OHS (TL)

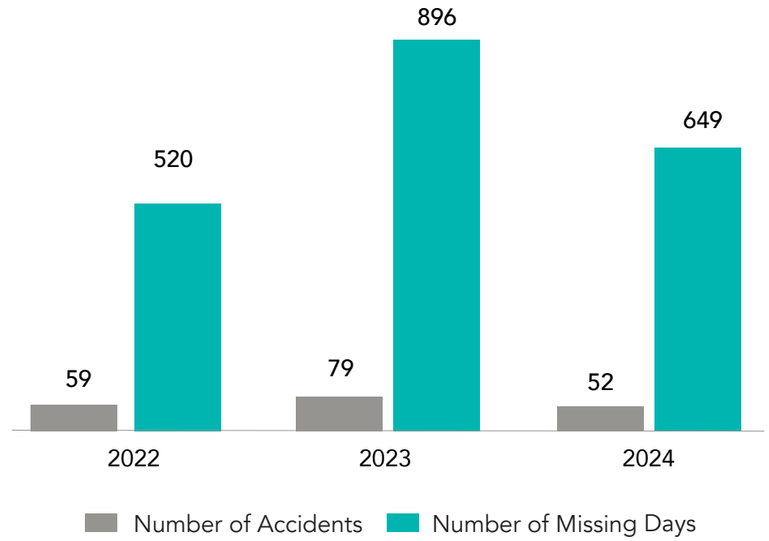


Employees have access to the infirmary, where occupational physician and health personnel are permanently present, at all hours of the day and benefit from the health services offered. Employees in the high-risk group are identified and informed about these risks in line with the observations made in the working environment and Workplace Environment Measurements (dust, noise, vibration, etc.).

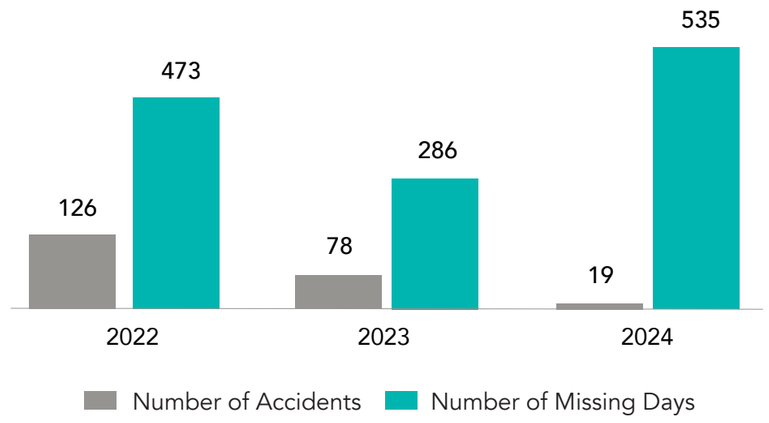
Medical examinations such as AC Graphy, SFT, Audiogram and periodic examinations are carried out regularly in order to assess employees' exposure to risks in the work environment. As a result of the health assessments, employees who are determined to be unsuitable for their jobs are reassigned and those who are diagnosed with occupational diseases are referred to the Occupational Diseases Hospital.

In order to increase occupational safety, near misses and near miss incidents are reported through QMDS until 2024, and then through the Intarprise KEY system and near miss cards, and the processes are meticulously monitored. While the number of corrective actions carried out within the scope of OHS has increased every year, it increased by approximately 55% in 2024 compared to the previous year. There was a significant decrease in work accidents with and without lost working days in 2024.

Employees

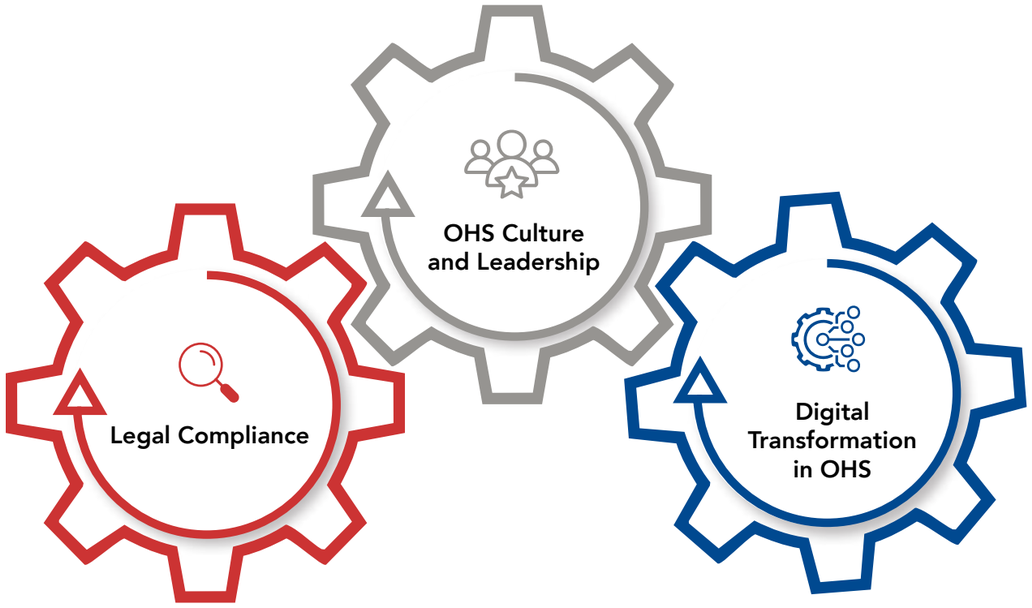


Subcontractor



As of 2024, a comprehensive analysis was conducted using the Dupont Bradley Curve to assess the OHS Performance of Yeniköy Kemerköy Enerji and identify opportunities for improvement. This analysis further clarified the Company's OHS roadmap and revealed that progress needs to be made in three main areas:

Legal Compliance, OHS Culture and Leadership, and Digital Transformation



Legal Compliance

Yeniköy Kemerköy Enerji carries out all OHS processes in full compliance with the Occupational Health and Safety Law No. 6331 and international standards. While the current legal compliance process is monitored manually, in order to manage this process more comprehensively and effectively, development work continues on the legal compliance module of the Intraprise KEY Digital Platform, a software integrated into the Occupational Health and Safety Information Management System (İBYS). Using this platform, the goal is to strengthen occupational health and safety management by enabling real-time monitoring of 193 legal regulations.

OHS Culture and Leadership

Employee Awareness and Trainings:
Regular training programs and awareness raising activities are carried out to ensure that OHS culture is adopted by all employees. In addition to basic trainings such as risk analysis, first aid, accident root cause analysis, specific trainings for employees working in hazardous work, at height, in confined spaces and in hot work are offered to ensure the highest level of safety. In addition, safe working conditions are ensured by obtaining expert support from a consultancy firm in line with the Regulation on Construction Works and the Regulation on Health and Safety Conditions in the Use of Work Equipment regarding scaffolding safety. These trainings aim to raise employees' OHS awareness and strengthen their commitment to the safety culture.

Communication and Sharing:
Effective communication and information sharing are critical for raising OHS awareness. In this context, information meetings with wide participation are regularly held at facilities to ensure effective information sharing and communication on OHS issues. In these meetings, accidents and near misses in the sector and in the plants are classified according to their severity (red, yellow, orange announcement) and communicated to employees. In addition, it is aimed to increase employees' interest in OHS by making performance comparisons between the OHS League implemented in facilities and business units.

Visible and Tangible Leadership:
Senior management supports the establishment of an occupational health and safety culture throughout the organization. In this context, OHS-focused site visits are organized with the participation of the General Manager, Assistant General Managers and Directors. Furthermore, cooperation visits are organized with the OHS teams of IC Holding and Limak Holding to review OHS activities and develop innovative solutions. Through these collaborations, it is aimed to ensure the highest safety standards for all employees.

Occupational Health and Safety Tour at Kemerköy Thermal Power Plant

As part of the visible and tangible leadership approach, a field tour focused on occupational health and safety was conducted at Kemerköy Thermal Power Plant under the leadership of Erol Demir, who has been appointed General Manager of Yeniköy Kemerköy Enerji until the end of 2024. In this context, A4 Coal Breaker Building, Main Control Room, Turbine and Boiler Buildings were visited and information was obtained from the employees in the field about the maintenance and repair processes of machinery and equipment and EKED (Effective and Safe Deactivation of Energy Resources) applications used for the isolation of hazardous energy. These visits, in addition to strengthening communication between employees and management, enable on-site review of safety measures in operational processes and contribute to raising OHS standards through a visible leadership approach in the field.

Digital Transformation at OHS

Yeniköy Kemerköy Enerji has accelerated its digital transformation efforts to manage occupational health and safety processes in a more efficient and integrated manner. In this context, a comprehensive assessment was conducted to determine the information and data management needs of the enterprises. While collecting information on OHS processes, facility-specific requirements were determined and the work was completed with the participation of 300 people*hours.

Intraprise KEY Digital OHS Platform is designed to manage OHS processes in a more effective and integrated manner. With the launch of the platform, dynamic reporting will be possible with real-time data, the participation of field teams will be increased and corporate memory will be strengthened. This transformation will not only increase process efficiency, but also enable the Company to reach its OHS targets faster.

Equality, Diversity and Inclusion

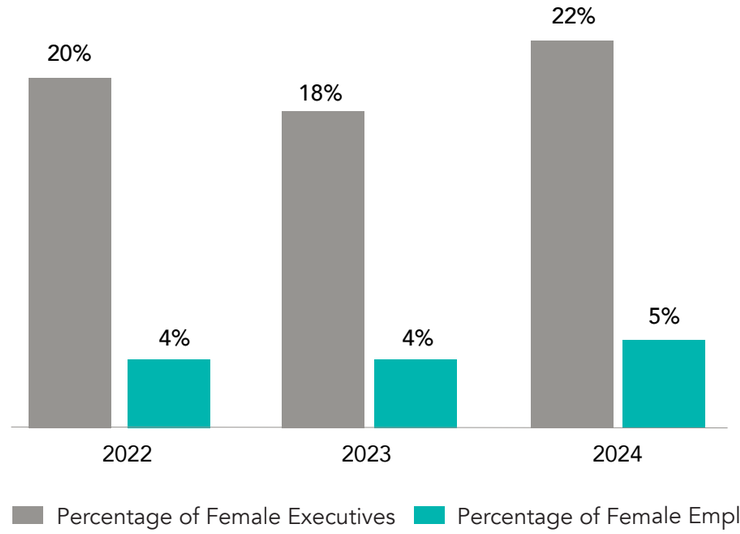
Yeniköy Kemerköy Enerji considers the principles of equality, diversity and inclusion in the business world among its core values and integrates these principles into its operational processes through its Human Rights Policy and Gender Equality Policy. Diversity is not only an ethical responsibility, but also a strategic advantage that supports innovative thinking and sustainable growth. The different perspectives and talents of employees enrich the Company's business processes and form the basis of strong bonds with local communities. Accordingly, the equality and diversity policies implemented are in line with corporate values and aim to create a working environment where everyone can realize their full potential.

Ensuring fairness and equal opportunity in recruitment, promotion, training and career development processes is the Company's main priority. Factors such as language, religion, gender or marital status are not considered as a criterion; instead, the focus is on creating a work environment where each individual can express their potential freely. This approach is clearly stated in the Human Rights Policy and reflects Yeniköy Kemerköy Enerji's commitment to protecting the rights of all its employees and providing a work environment free from all forms of discrimination.

Gender Equality

The Gender Equality Policy supports the creation of an inclusive environment that promotes gender equality in the business world. Through these policies, an inclusive approach is adopted not only in the workplace but also in all stakeholder relationships.

Ratio of Female Employees



"We have gathered all our social activities under the title of Yaşam Kat. We aim to continue developing projects with a focus on women's empowerment."

Şeyda İnan Oral
Head Environmental Engineer at Yeniköy Kemerköy Energy

"Yaşam Kat" Project Led by Women from Milas

Yeniköy Kemerköy Enerji aims to increase the participation of women from Milas in social and economic life, support the local economy and accelerate regional development through the Yaşam Kat Project, a concrete reflection of its gender equality and inclusion strategies. With a 6 million TL investment budget, this project is designed with a participatory approach to strengthen women's entrepreneurship skills, increase employment opportunities and provide solutions to social problems.

"I am Zübeyde Öztürk, master instructor of handicrafts at Milas Public Education Center. I have been working as an instructor in the handicraft course for six years at the Public Education Center located in the Yeniköy Social Facilities of Yeniköy Kemerköy Enerji. We needed a furnace to finalize the products we produce. For this, we contacted Yeniköy Kemerköy Enerji and submitted our request. They responded positively to our request and provided us with a furnace that meets our specifications. After the furnace purchase, the products produced doubled in two months. Productivity has increased. The fact that the products are made in a furnace within the facility has also increased interest in the course. The participation of new trainees increased the variety of products. We would like to thank Yeniköy Kemerköy Enerji for their contributions and support provided to us as Public Education Center."

The project, initiated in October 2023, was shaped by widespread field work and interviews with stakeholders in the area to gain an in-depth perception of social and economic needs of the region. Empowering women socially and economically, supporting entrepreneurial women, generating employment and strengthening the local economy were some of the prime mandates of the Company. Through this process, women-led solutions initiated a transformation movement that opened up the economic and social potential of the region.

In the context of the project, the Search Conference carried out under the direction of Prof. Dr. Oğuz Babüroğlu brought together women from Milas, NGO representatives, local journalists, academics and Yeniköy Kemerköy Enerji employees to create a participatory solution platform. The Search Conference is a participatory planning methodology for the establishment of a collective sense. Through this methodology, projects were created that could be implemented to support women's involvement in economic and social life, and new possibilities were found as to how the needs of the region could be met.

- Prior to the conference, a series of regional visits were organized to better understand the needs in the region. In this context, extensive interviews were held with Milas headmen, local journalists, academics and women in the region. As a result of the interviews, the needs, problems and opportunities of the region were mapped and the findings were shared with the women of Milas.
- During the conference, women worked in groups to identify the most important problems in the region and develop solutions to these problems. In addition to social issues such as health, education, transportation, environmental protection, care of stray animals and waste disposal, important projects were put forward in the fields of personal development, entrepreneurship, access to employment and branding.

Objectives of the Project:

- Increasing the participation of women in Milas in social life and economic activities.
- Improving social opportunities for women in Milas.
- Increasing the number of women entrepreneurs in Milas and making women more visible in business life.
- Contributing to the local economy by supporting women's access to employment in Milas.

Tangible Outputs of the Project, Contribution to Local Economy and Sustainable Development

As of 2024, the following projects have been implemented in cooperation with the Public Education Center:

- **Establishment of Women's Cooperatives:** Cooperatives aiming to increase the direct participation of women entrepreneurs in economic activities have been established.
- **Women's Club Building:** A women's club has been built to strengthen social interaction and educational opportunities.
- **Women Leader Training Programs:** Trainings were organized to increase local leadership capacities.
- **Women's Health Screenings:** Regular screenings and awareness programs have been initiated to promote women's health.

The Yaşam Kat Project has not only made women more visible in social and economic life, but has also made a solid contribution to regional development. The project has created a model in the field of gender equality and attracted attention as an important step towards the Sustainable Development Goals (SDGs). In this context, women's employment has increased, direct contribution to the local economy has been created, social entrepreneurship has been encouraged, women's economic independence has been supported, social welfare has been increased through projects implemented in areas such as health, education and environment.

The Kadın Emeği Exhibition, implemented under the Yaşam Kat Project, was organized in collaboration with the Milas Public Education Center. It provided an opportunity to showcase handmade products created not only by Yeniköy Kemerköy Energy employees but also by women from the local community. The exhibition was held in the social facilities of the power plant as part of Lifelong Learning Week. This event aims to support the creativity and productivity of women, raise social awareness, and promote economic contribution.

Employee Rights, Loyalty and Satisfaction

Work-life balance is an important element that supports employee motivation and loyalty. In order to give this balance, there are various social opportunities and fringe benefits offered to meet the needs of the employees outside the work environment. Social amenities such as accommodation, swimming pools, tennis courts, pilates classes, parks, gardens and beaches enable employees to spend time for themselves and quality time with their families. Such prospects enhance employee satisfaction and allow for a higher level of satisfaction in the workplace.

Yeniköy Kemerköy Enerji continues to invest with determination to increase employee loyalty and maximize employee satisfaction. The Company's goal is to create a workplace culture that not only meets the needs of today, but also considers the future expectations of its employees. In this direction:

- Plans are made to increase employee development and training programs.
- New social projects are being designed to further strengthen work-life balance.
- Training plans are made to support employees' career paths.

Yeniköy Kemerköy Enerji considers employee loyalty and satisfaction as a critical element for the efficiency and sustainable success of the Company and considers this as a responsibility that adds value to the lives of its employees. It is recognized that creating a work environment where employees feel passionately committed to their work and feel safe and valued is essential for sustainable success. Accordingly, regular investments are made to increase employee satisfaction and strengthen workplace loyalty.

Through Employee Satisfaction Surveys, which have been conducted regularly since 2016, and various communication channels, steps are taken to understand the wishes and expectations of employees. These surveys and channels allow employees to freely communicate their opinions and reinforce a culture of open communication.

In 2024, as a result of a survey conducted in cooperation with Great Place to Work Türkiye, the Company was awarded the " Great Place to Work" certificate, honoring the progress made in employee experience.

Great Place to Work Certificate and Great Place to Work Workshop

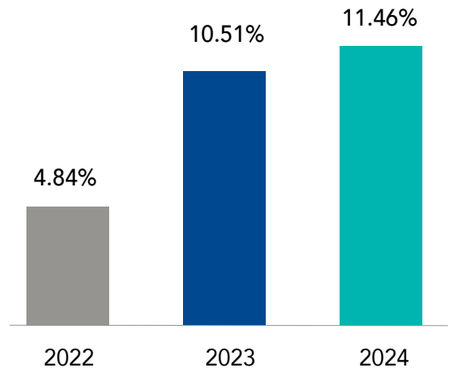
Yeniköy Kemerköy Enerji was awarded the Great Place to Work Certificate thanks to the excellent working environment and strong workplace culture it offers to its employees. The Company, which employs approximately 3,000 people in Muğla, 85 percent of whom are local residents, has once again proved the value it attaches to its employees and its determination to provide a happy working environment.

The results of research conducted by the Great Place to Work Institute clearly demonstrate the loyalty and pride that the majority of employees feel towards the Company:

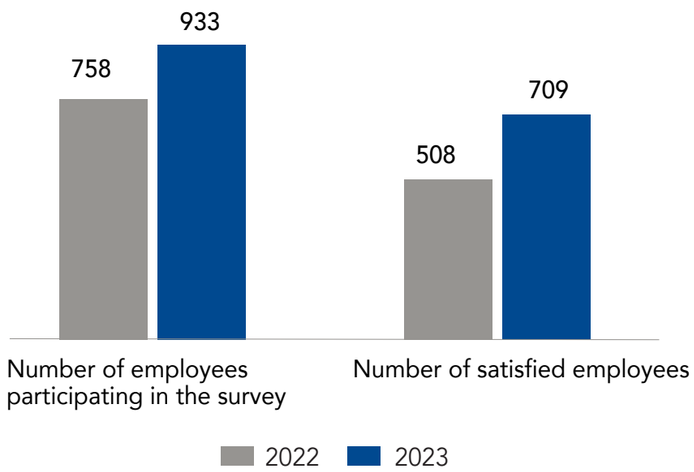
- 82% of employees stated that they were proud to work for the Company.
- 89% stated that they believe they can make a valuable contribution to the Company.
- 82% stated that their work has a meaning for them and is not just a "job".

The survey results were reviewed by the participating employees at the Great Place to Work workshop held on 13 September. Employee experience and development areas were emphasized and plans were started for the implementation of the actions to be taken.

Employee Turnover Rate



Employee Satisfaction Survey and Results



Employee Development and Talent Management

Yeniköy Kemerköy Enerji believes that it is critical to build a workforce that meets the high standards of technical expertise and operational excellence required by the energy and mining sectors. Employee development and talent management is not only a strategy that supports the Company's sustainable growth goals, but is also seen as a key element in industry competitive advantage. The industry is in constant transformation with dynamics such as rapid technological developments, digitalization and environmental sustainability expectations. In this regard, enhancing the competencies of the Company's workforce and aligning them with the needs of the future are essential for the success of operations. With this understanding, a comprehensive and strategic talent management approach is adopted to support and increase the potential of employees.

It is important to develop the technical capabilities of laborers employed in thermal power plants and mining operations to make them safe and efficient. Special training programs are organized in areas where thermal power plants and mining operations are located to provide technical capabilities to blue-collar employees of the local population. These trainings create new employment for the locals of the area, who earn their living by means of agriculture and animal breeding, and boost their economic conditions. These skillsets acquired at the thermal power plant and mining sector guarantee that the workers possess skills not only for Yeniköy Kemerköy Enerji but also in a global scale. This approach, which boosts local employment, also boosts social development and improves social vision of the Company's responsibility.

The rapid transformation in the energy sector requires continuous development not only in technical skills but also in strategic management and leadership competencies. Leadership, crisis management and sustainability-themed training programs organized for white-collar employees support their individual career development and enable them to contribute to the strategic goals of the Company. The Company aims to build this power internally through the trainings it provides to its white-collar employees in order to support the steps it takes with a focus on sustainability from within. In addition to receiving external consultancy support, it is aimed to make the Company's sustainability vision stronger by supporting the project design processes internally with a team that understands and can manage sustainability in depth.

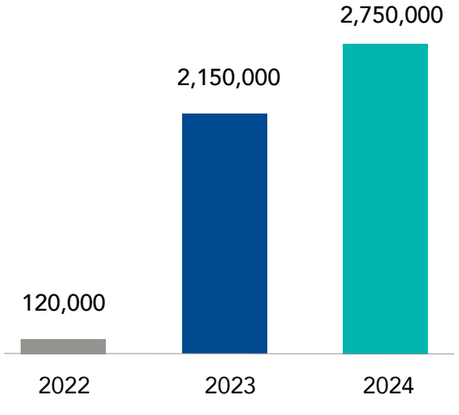
As of 2016, the performance evaluation systemevaluates the individual goals of employees in compliance with their positions and contributes to their development based on the results of competency assessments. While individualized performance targets are set for white-collar employees, performance measurements are carried out for blue-collar employees within the framework of the collective labor agreement. In addition, with the competency analysis study planned to be implemented during the year, it is aimed to determine the basic, functional and executive competencies of employees and to structure all training and career plans based on this analysis. A competency development program based on this structural foundation will both support employees' career journeys and make long-term contributions to the Company's sustainable success.

Certification and Development Trainings

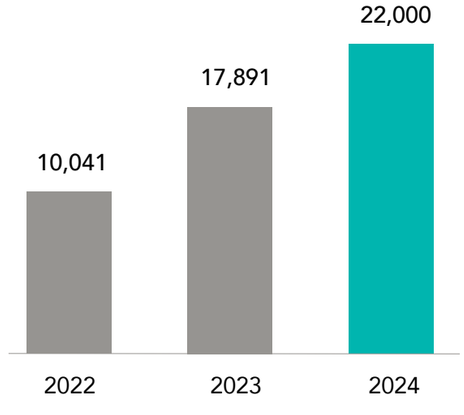
Yeniköy Kemerköy Enerji renews certification trainings every year in order to keep the knowledge and competencies of field and office employees up-to-date. In 2024, 601 company employees participated in trainings organized in 25 different branches in the fields of professional, mandatory and personal development, and a total of 10,405 hours of training was provided (outsourced training). Within the scope of OHS mandatory trainings and ISO 27001 awareness trainings, 20,200 hours of training were provided to 1420 participants (internal training). This practice strengthens employees' professional skills, enhances occupational safety and contributes to their personal development. With the increasing number of employees receiving trainings and the training, the expenditures made for these trainings also increase every year. As of 2024, training expenditures reached approximately 3 million TL. In line with the targets set for the upcoming period, it is planned to adopt more advanced and professional methods in determining training needs in 2025. By the end of 2026, it is aimed for each employee to receive a minimum of 16 hours of training apart from OHS trainings, and to complete at least one professional and one personal development training per year. In addition, it is planned to establish the EYS and YKKK Energy Academy by the end of 2026, aiming to make training processes more systematic and sustainable.

Great Place To Work. Certified 2024 TÜRKİYE

Total expenditure on employee trainings



Average annual training expenditure per employee



Social Responsibility

Yeniköy Kemerköy Enerji adopts supporting economic development, accelerating social development and enhancing local welfare as one of its key strategic priorities in the regions where it operates. The energy and mining sector has the strategic power to contribute directly to the economic and social well-being of communities, while strengthening the social fabric of local communities. However, this contribution requires a sensitive approach to the needs of local people and long-term solutions in line with sustainable development goals.

The Company does not limit its social and economic investments to business processes and supports the development of the region in a wide range of areas from education to health, agriculture to cultural heritage. Employment opportunities, infrastructure improvements and educational projects offered to support the economic development of the region aim to improve the quality of life of local communities.

Yeniköy Kemerköy Enerji establishes strong ties with local communities and carries out social investment projects in line with sustainable development goals. In 2024, a total of TL 10 million was invested in villages within the Company's social impact area, contributing to social development in a wide range of areas from education to agriculture, infrastructure to the protection of cultural heritage.

Stationery Support to Village Schools: Okula Dönüş Project

"We provided 750 primary school students with stationery support, aiming to ensure equal opportunity in education."

Since 85% of the employees are from the local community, contributing to the community in the region where the Company operates is part of the Company's social responsibility approach. Accordingly, a new social responsibility project was added to the social responsibility projects carried out in Milas and the "Okula Dönüş" project was realized.

The project was launched to provide stationery support to 750 primary school students in 14 village schools in Milas ahead of the 2023-2024 academic year. Within the scope of the support, stationery sets consisting of pencils, notebooks, pencil cases, erasers, sharpeners, drawing pads and crayons, as well as school bags were presented to the students.

Technical Trip of Aydın Adnan Menderes University Chemistry Department Students

"31 university students gained experience on plant processes and OHS practices."

Yeniköy Kemerköy Enerji attaches importance to contributing to the professional development of young people and supporting them to gain experiences based on technical knowledge. In this respect, 31 students from Aydın Adnan Menderes University, Faculty of Science, Department of Chemistry visited Kemerköy Thermal Power Plant as part of their Industrial Chemistry course. During the visit, the students participated in a training session given by Occupational Health and Safety experts and then visited the coal field and coal and water analysis laboratories to learn about the processes.

Support to Agriculture with Çamköy Irrigation System

"111 farmers continued production on 100 hectares of agricultural land with the renewed irrigation system."

Yeniköy Kemerköy Enerji renewed three current transformers in the irrigation system of the S.S. Çamköy Irrigation Cooperative to support economic development in the Milas region. This enabled 111 farmers to continue agricultural production on 100 hectares of land and took an important step in the fight against drought.

Mr. Mehmet Emin Soykan, Headman of Çamköy and President of the Cooperative, stated that farmers were saved from a great loss of income with this support and expressed his thanks. Yeniköy Kemerköy Enerji continues to contribute to agriculture and the local economy.

Yeniköy Kemerköy Enerji Triathlon Team at Ironman Türkiye Races

"Fatih Keçeli represented Yeniköy Kemerköy Enerji in the Ironman 70.3 Türkiye race with 2,000 athletes from 86 countries."

Yeniköy Kemerköy Enerji believes in the unifying power of sports and continues to contribute to sports to support the social and physical development of its employees. In this context, Fatih Keçeli from Yeniköy Kemerköy Enerji Triathlon Team participated in the Ironman 70.3 Türkiye races organized in Antalya.

Approximately 2,000 athletes from 86 countries competed in this challenging race, which started from Belek Kadriye Public Beach and consisted of a 1.9-kilometer swim, followed by a 90-kilometer bike ride and a 20-kilometer run through The Land Of Legends. The Company is proud to contribute to both individual and social motivation by encouraging its employees to participate in such international organizations.

Continuous Support for Milas Villages

"The fact that 85% of the employees working at the power plant are from the region has increased the strength of social ties."

Yeniköy Kemerköy Enerji continues its social responsibility projects to support social development and meet the needs of the people in the Milas region where it operates. From village schools to the renovation of roads, from irrigation systems to the construction of libraries and mosques, the power plant contributes to the welfare of the people of the region. While 85% of the 3,100 people working at the power plant are local people, almost one person from every household in the surrounding villages works at Yeniköy Kemerköy Enerji power plants, which is an indication of the strong bond established with the region.

A computer was donated to Yeniköy TEK Primary School in Bağdamları Neighborhood to support the establishment of an IT class and books were donated to the library. At the beginning of the academic year, stationery sets were presented to hundreds of students in 25 schools in the surrounding villages. In addition, the old electrical wiring of the school in Karacahisar Neighborhood was renewed, and necessary repairs were carried out at primary schools in Kalem and Pınar villages.

In order to solve the irrigation problems of farmers, hundreds of acres of agricultural land were brought back into production with the renewal of three transformers belonging to the S.S. Çamköy Irrigation Cooperative. With the road works in Çamlıca Village, transportation to Pınar and Kalem villages was shortened by one hour. Yeniköy Kemerköy Enerji continues to work with determination to improve the quality of life of the people of Milas and contribute to the local economy.

Theater Gift to Milas Children on 23 April

"Traveling Theater from Yeniköy Kemerköy Enerji to Village Schools"

Yeniköy Kemerköy Enerji was proud to celebrate April 23rd National Sovereignty and Children's Day with the children of Milas. A traveling theater route was created for this special day and children in the region were brought together with the theater. The interactive theater play "Hayalci Tırtıl" was staged by professional actors at Ören, Çamköy and Yeniköy TEK Primary Schools on 16, 17 and 18 April. Children, who experienced theater for the first time in their lives, had an unforgettable experience not only as an audience but also by taking part in the play and had the opportunity to talk one-on-one with fairy tale heroes.

Technical Trip for Milas Occupational Education Center Students

"9th and 10th grade students gained professional knowledge by observing power plant processes on site."

Yeniköy Kemerköy Enerji emphasizes the importance of supporting young people in developing their professional knowledge and skills, and continues to contribute to their educational processes. In this context, Milas Occupational Training Center Electrical-Electronics Department 9th and 10th grade students were hosted at the facilities.

In the technical trip program, students were given occupational health and safety training. They were then given the opportunity to observe electrical-electronic processes on site with visits to the Electrical Workshop and Switchyard. The Company is pleased to contribute to the future career goals of young people by increasing their professional experience through such activities.

Certificate of Appreciation from the General Directorate of Forestry

"Yeniköy Kemerköy Enerji was honored with a certificate of appreciation by the General Directorate of Forestry."

Under the protocol signed with the General Directorate of Forestry in line with environmental sustainability goals, forestation activities are carried out in different regions of Türkiye. While 5 million trees were targeted to be planted within the framework of the cooperation covering the years 2022-2025, 4 million saplings were planted in 2024.

In this context, 1 million saplings were planted in and around Elazığ, contributing to the protection of natural ecosystems. These efforts, carried out with the support of the General Directorate of Forestry, demonstrate our commitment to environmental sustainability and were honored by the General Directorate of Forestry with a certificate of appreciation.

"We have been planting trees with the General Directorate of Forestry, one of the valuable institutions of our country for 3 years, not only in Muğla, where we operate, but also in various parts of Türkiye. Our goal is to plant 5 million trees in 2025."

Burak Işık
Yeniköy Kemerköy Enerji Sustainability and Corporate Communications Assistant General Manager

250th Anniversary Memorial Forest with ITU at Hüsamlar Mine Site

"In Milas, 1,500 saplings were planted as part of the 250th Anniversary Memorial Forest."

Yeniköy Kemerköy Enerji continues its efforts to restore old mining sites to nature and has signed important collaborations in this process. In support of the "250 Thousand Saplings in the 250th Year" campaign launched within the scope of the 250th anniversary of Istanbul Technical University (ITU), ITU 250th Year Memorial Forest was created in the rehabilitation area in Milas Hüsamlar region. In this meaningful event, ITU academics and students planted the first saplings.

During the event, saplings of various species such as red pine, pistachio pine, lavender and walnut were planted, contributing to the forestation of the region. At the same time, 1,500 saplings were planted with primary school students from Milas during the World Forestry Week activities organized in cooperation with the Milas Forest Management Directorate of the General Directorate of Forestry.

Education Support to Milas Village Schools

"Village schools in the region were renovated and educational conditions were improved."

Educational support continues to be provided to the villages of Milas's schools. Within the scope of social responsibility projects, renovation activities have been realized in primary schools in Alatepe, Ören and Türkevleri villages. With these activities, students and teachers have been given more modern, hygienic and equipped educational environments.

As part of the renovation works, school buildings and teachers' lodgings were repaired, roofs were replaced, new areas for kindergartens were created and educational materials such as computers and desks were provided to schools. With this comprehensive project, students in the region were provided with better quality education and their educational environments were modernized.
With educational support projects, sustainability efforts are carried to the social responsibility dimension, aiming to improve the quality of life of the people living in the region and support social development. The Company's strong presence in the region continues to be reinforced not only through energy generation but also through socially beneficial projects.

"By renovating our village schools, we ensure that our children receive a better education and contribute to their growth as individuals who will add value to Milas and our country in the future."

Mehmet Eroğlu
General Manager of Yeniköy Kemerköy Enerji

Historical Heritage: **Arkeopark**

"Thousands of historical artifacts specific to the region have been unearthed in rescue excavations since 2014."

With the awareness that its activities should not be limited to creating economic value, Yeniköy Kemerköy Enerji also undertakes the responsibility of protecting cultural and historical heritage. The Arkeopark Project, initiated within this framework, stands out as a pioneering work in the sector, aiming to protect the unique cultural heritage discovered in the areas where mining activities take place and to transfer it to the future.

Encounters with cultural and archaeological remains during mining activities are a common occurrence in the energy and mining sector, but rarely handled in such a comprehensive manner. Across the sector, while prioritizing the extraction of underground resources ignoring the region's historical and cultural fabric of the region not only reduces social acceptance but also leads to irreversible losses.

Yeniköy Kemerköy Enerji's approach with this project is a significant step towards changing this perception in the sector. The project sets an example at national and international level in terms of demonstrating that cultural heritage conservation and economic activities can be maintained in a balanced manner.

Archaeological Studies and Discoveries

In 2014, during the rescue excavations, many valuable finds that enlighten the history of the region were unearthed. Among these artifacts, there are thousands of historical artifacts such as architectural remains, worship areas, settlement areas, items used in daily life belonging to the Carian Civilization and earlier periods. Discovered during the excavations:

- The olive oil processing facilities provide important information about the agricultural and commercial history of the region and show how the olive cultivation tradition has been deeply rooted in this geography throughout history.
- Architectural remains and worship areas enlighten the religious and social life of the region.
- Burial sites, ceramic remains and traces of the trade routes of the period provide important clues to understand the historical and economic context of the region.

These findings have deepened our understanding not only of the history of the region, but also of its broader cultural context in the Mediterranean region.

The studies are meticulously carried out by a team of 140 specialized archaeologists, restoration teams and anthropologists.

The studies were carried out in accordance with international standards under the leadership of expert archaeologists, anthropologists and restoration teams. In this sensitive project, the teams analyzed each artifact in detail and developed conservation strategies in the light of these analyses. Involving local communities in excavations has increased social benefits. This model of cooperation has actively involved local communities in conservation processes and raised their awareness of cultural heritage.

The remains discovered during coal mining made it necessary to cease operations and all work was suspended to prevent damage to archaeological values. During this period, excavations were meticulously carried out under the leadership of expert archaeologists and the artifacts unearthed were transported to the Arkeopark and exhibited there with the detailed work of expert archaeologists and restoration teams. Mining activities were suspended pending the completion of archaeological studies and projects were meticulously managed with scientific guidance. This approach is one of the rare examples where the protection of cultural heritage is prioritized over economic interests.

The site, which was realized in cooperation between the Ministry of Culture and Tourism and Turkish Coal Enterprises, not only highlights the history of the region, but also continues to be developed to function as an open-air museum. The Arkeopark, which has opened its doors to thousands of visitors to date, allows the cultural richness of the region to be better recognized by both the local community and the international public. Functioning as an open-air museum, this area will increase the tourism potential and expand the recognition of the region at the international level.

These projects not only aim to preserve cultural heritage, but also allow the Company to establish a sustainable connection with the local community. The preservation and display of historical artifacts not only contributes to the local economy, but also creates awareness by introducing the cultural richness of the region to a wider audience.

2006

- Encountering a cultural asset (grave) during mining activities at Belentepe Quarry.
- The Milas Museum Directorate's submission of the matter to the Muğla Cultural and Natural Heritage Conservation Board.
- Declaration of the site as a protected area and suspension of mining activities.
- Undertaking the cost of rescue operations by the TCE institution.

2010

- Signing an official protocol between TCE institution and the Ministry of Culture and Tourism for the execution of rescue works.

2011

- Issuing Board Decision No. 51 by the Muğla Regional Board of Cultural Assets, removing cultural assets from the site and granting permission for mining activities to continue.

2014

- Transferring coal fields to Yeniköy Kemerköy Elektrik Üretim ve Ticaret A.Ş.

2015

- Renewal of the protocol between the Ministry and Yeniköy Kemerköy Elektrik Üretim ve Ticaret A.Ş. and continuation of rescue excavations.

2016

- Appointment of Milas Museum Director as Head of Excavation.
- Carrying out archaeological excavations under the control of scientific consultants and handing over the completed areas and opening them for mining operations.

Public Education Center Handicraft Exhibition Support

"Women contributed to economic and social development by exhibiting their handmade products."

Within the scope of the Lifelong Learning Week organized in cooperation with Milas District Directorate of National Education, Public Education Center and Yeniköy Kemerköy Enerji, the exhibition of handicraft products was opened at Yeniköy Power Plant Social Facilities. At the exhibition, porcelain, china, crochet, embroidery and fabric bags produced by women attracted great attention.

The exhibition was opened with the participation of Gülşah Böke, wife of Milas District Governor Mustafa Ünver Böke, Milas District Director of National Education Akın Aydın, Milas Public Education Center Director Ali Pilavcı, General Manager of Yeniköy Kemerköy Energy, who served until the end of 2024 and many managers, employees and trainees. After the opening ceremony, the protocol members visited the exhibition and had a conversation with the trainees. This meaningful exhibition was highly appreciated as a solid example of the social responsibility approach that aims to transform women's manual labor into economic value and contribute to social development.

Support for Young Footballers from Milas

"With the sponsorship support provided to Milas Sportif Football Club, young football players' sports and development opportunities were increased."

Milas Sportif Football Club's teams competing in the Local U12 and U14 branches in the 2024-2025 football season were sponsored. Under the club presidency of Physical Education Teacher Çağrı Arıkan, the team, under the management of experienced coaches Ali Akın Çilek and Murat Duman, continues to work at Milas Şehit Metin Özcan Stadium.

Club President Çağrı Arıkan stated that the support given is very valuable for the newly established club and said, "We aim for championship in the groups we are in this year. We have established a good team and we aim to bring the athletes we will raise from our junior players to Turkish football."Erol Demir, who was the General Manager of Yeniköy Kemerköy Enerji until the end of 2024, emphasized that the support for the Milas Sportif U14 Football Team is part of the Company's vision to contribute to regional development. "We live together with our neighbors in Milas. For this reason, we continue to support infrastructure, superstructure and education needs in the region. Our children involved in sports learn the taste of one-on-one competition and success at an early age. We believe that supporting them is a great investment in the future."

Support and Awareness Visit to TUGED

"Equipment support was provided to raise awareness for visually impaired individuals and make their lives easier."

As part of the 15th of October White Cane and Visually Impaired Safety Day, Yeniköy Kemerköy Enerji visited the Muğla Branch of the Turkish Association for the Visually Impaired (TUGED) and signed a meaningful social responsibility project. The visit, hosted by TUGED Muğla Branch President Mehmet Özdemir, aimed to draw attention to the difficulties faced by visually impaired individuals in daily life and to raise social awareness.

During the visit, 50 telescopic canes for the visually impaired and 1 laptop computer were delivered to Mehmet Özdemir, the president of the association. With this support, it was aimed to provide technological and basic equipment that will facilitate the independent lives of visually impaired individuals.

Line of Defense Against Fire

In consideration of the critical role of rapid response to forest fires in preventing possible major disasters, Yeniköy Kemerköy Enerji carried out the first interventions to the fires that broke out in the region with a specialized fire extinguishing team of 16 people.

These interventions were not limited to forest areas, but were also directed against fires that threatened residential areas, thus ensuring the safety of the surrounding communities.

Fires that lasted for 12 days in 2021 threatened the Yeniköy Kemerköy Power Plant and caused a major disaster. This process was an important turning point in terms of identifying deficiencies in fire response, and following the disaster, extensive work was carried out to strengthen the fire fighting team, renew equipment and restructure crisis management strategies.

Key Elements in Fire Intervention:

- **Modernization and Equipment Strengthening:** Firefighting equipment has been renewed and vehicle fleet has been modernized.
- **Local Cooperation and Coordination:** Effective cooperation with the General Directorate of Forestry, AFAD and local fire departments.
- **Training and Drills:** Regular drills were conducted to improve the reflexes of the teams.

During the year, 39 fires were intervened to protect forest areas.

The Yeniköy Kemerköy Enerji Fire Brigade maintains a constant state of readiness for rapid and effective response to fires through regular drills and training programs. Upon receiving a fire alert, the teams mobilize quickly and work in a coordinated manner to bring the fire under control.

Cooperation with local communities, forestry services, and municipalities plays a vital role in providing logistical support and conducting post-fire cooling operations. The equipment infrastructure has been strengthened with ladder trucks reaching 18 meters, water tankers with foam capacity, and high-pressure extinguishing equipment.

Post-fire cooling operations help minimize the risk of re-ignition, while joint efforts with local administrations support the revival of natural habitats in affected areas.

Quick Response to Karacahisar Fire

"The first response to the fire in the region was carried out in a fast and coordinated manner, and the fire was brought under control in a short time and completely extinguished."

Milas district of Muğla has a Mediterranean climate with high temperatures and low humidity in summer, which increases the risk of forest fires. While the dense forest presence and vegetation in the region can cause fires to spread rapidly, human-induced factors also increase this risk. Especially in the summer months when touristic activities intensify, carelessness and unconscious behaviors seriously increase the possibility of fire.

Companies operating in the energy and mining sectors face the risk of fire due to the nature of their operations. Therefore, it is critical that they have advanced firefighting equipment, trained personnel and rapid response capacity. These competencies are valuable not only for the safety of their own facilities, but also for the protection of wildlife and settlements in their region.

Yeniköy Kemerköy Enerji effectively utilizes its firefighting capacity and expertise to protect the ecosystem and communities in the region. On 30 June 2024, the forest fire that occurred in the Karacahisar neighborhood of Milas once again demonstrated the Company's commitment in this regard. The first to notice the fire and report it to the authorities were the security units on duty at Yeniköy Kemerköy Enerji's Akbelen Mine Site. As the fire grew rapidly due to the wind, Milas Forest Management Directorate, Milas Fire Department and Yeniköy Kemerköy Enerji fire fighters worked in coordination with land rovers, firefighting workers, fire trucks and helicopters and airplanes intervening from the air. Thanks to this effective cooperation, the fire was brought under control in a short time and completely extinguished.

Yeniköy Kemerköy Enerji continues to contribute to the protection of natural life in the region and the safety of settlements by increasing its rapid response capacity to fires.

Annexes

09

Contribution to the Sustainable Development Goals (SDGs)

SDGs with Strategic Priority	SDG Sub-targets	Priority Topic	Report Section	Projects/Works
5 GENDER EQUALITY	**5.1.** End all forms of discrimination against women and girls everywhere **5.5.** Ensure women's full and effective participation in decision-making processes of political, economic and social life and equal opportunities for women to be leaders in decision-making mechanisms at all levels	• Equality, Diversity and Inclusion • Gender Equality • Social Responsibility	Equality, Diversity and Inclusion	Yaşam Kat Project
8 DECENT WORK AND ECONOMIC GROWTH	**8.3.** Support development-oriented policies that promote productive activities, decent job creation, entrepreneurship, creativity, and innovation; and encouraging the formalization and growth of micro, small and medium-sized enterprises through improved access to financial services. **8.5.** By 2030, ensure that all women and men, including young people and persons with disabilities, have access to full and productive employment and decent work, and that the principle of equal pay for work of equal value is fully adopted. **8.7.** Take urgent and effective measures to eliminate forced labour, end modern slavery and trafficking and secure the prohibition and elimination of the worst forms of child labor, including recruitment and use of children as soldiers, and end all forms of child labour by 2025 **8.8.** Protect the rights of workers and promote safe working environments for all workers, including migrant workers – especially women migrants - and people in precarious work **8.9.** By 2030, develop and implement policies to promote sustainable tourism that creates jobs and promotes local culture and products	• Equality, Diversity and Inclusion • Employee Development and Talent Management • Occupational Health and Safety	Occupational Health and Safety Contribution to the Turkish Economy	Fair Remuneration Policy Establishment of Milas Museum (Gümüşkesen)
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	**9.4.** By 2030, develop quality, reliable, sustainable, and resilient infrastructure and promote inclusive and sustainable industrialization, with each country acting according to its capabilities, by increasing resource-use efficiency and adopting cleaner and environmentally sound technologies and industrial processes.	• Operational Efficiency and Plant Efficiency	Operational Efficiency and Plant Efficiency	Transformer Backup
11 SUSTAINABLE CITIES AND COMMUNITIES	**11.4.** Increase efforts to protect and safeguard the world's cultural and natural heritage **11.6.** By 2030, reduce the negative per capita environmental impact of cities, paying special attention to air quality and municipal waste management and other waste management **11.7.** By 2030, ensure universal access to safe, inclusive and accessible green spaces and public spaces, in particular for women, children, older persons and persons with disabilities	• Ethics, Compliance and Human Rights • Social Responsibility • Water and Waste Water Management • Circular Economy and Waste Management	Water and Waste Water Management Contribution to Community and Local Economy	Conservation and Revitalization of Posidonia Meadows Archaeopark Project Support to Milas Villages
12 RESPONSIBLE CONSUMPTION AND PRODUCTION	**12.2.** Ensure sustainable management and effective utilization of natural resources by 2030 **12.5.** Significantly reduce solid waste generation through prevention, reduction, recycling and reuse by 2030 **12.8.** By 2030, ensure that everyone in everywhere has knowledge and awareness of sustainability and lives in harmony with nature	• Responsible Mining Activities • Occupational Health and Safety • Ethics, Compliance and Human Rights	Circular Economy and Waste Management Water and Waste Water Management	Renewable Resource Utilization Target Water Footprint Company In-House Sustainability Trainings
13 CLIMATE ACTION	**13.3.** Improve education, awareness raising and human and institutional capacity on climate change mitigation, adaptation, mitigation and early warning	• Responsible Mining Activities • Interaction with Stakeholders • Ethics, Compliance and Human Rights • Social Responsibility	Energy Efficiency and Emission Reduction	Rehabilitation and Modernization Works Company In-House Sustainability Trainings

Performance Indicators

Economic Performance Indicators

Economic Performance	2022	2023	2024
Net Sales (TL)	10,661,101,349	11,843,008,314	15,266,312,678

Payments Made	2022	2023	2024
Expenditures on Charitable Organizations (TL)	40,000,000	0	0
Expenditures on Corporate Social Responsibility (TL)	44,162,128	13,364,161	24,012,939

Environmental Performance Indicators

Environment/ Sustainability Trainings	2022			2023			2024		
	Kemerköy	Yeniköy	Linyit	Kemerköy	Yeniköy	Linyit	Kemerköy	Yeniköy	Linyit
Total Environmental Training Provided to Employees (Person*Hour)	280	449	75	394	460	88	445	431	60

Environmental Investments (TL)	2022	2023	2024
	16,759,000	27,210,000	34,471,000

Total Direct and Indirect Energy Consumption (GJ)	2022		2023		2024	
	Kemerköy	Yeniköy	Kemerköy	Yeniköy	Kemerköy	Yeniköy
	48,261,771	33,788,912	36,172,643	32,528,783	42,590,078	31,391,228

Energy Generation	2022		2023		2024	
	Kemerköy	Yeniköy	Kemerköy	Yeniköy	Kemerköy	Yeniköy
Electricity Generation (Kwh)	4,847,277,000	3,094,687,000	3,728,383,000	2,962,237,000	4,218,410,000	2,926,921,000

Energy Intensity (TEP/MW)	2022		2023		2024	
	Kemerköy	Yeniköy	Kemerköy	Yeniköy	Kemerköy	Yeniköy
	0.259	0.271	0.250	0.274	0.249	0.268

Energy Costs[1]	2022	2023	2024
Total Cost of Energy Consumption (TL)	2,306,196,920	6,342,589,584	11,425,671,788

[1]The figures for Yeniköy and Kemerköy are consolidated.

	2022		2023		2024	
Emission Intensity (Ton CO_2e/MWh)	Kemerköy	Yeniköy	Kemerköy	Yeniköy	Kemerköy	Yeniköy
	1.189	1.330	1.188	1.395	1.364	1.392

Amount of Water Withdrawn	**2022**	**2023**	**2024**
Amount of Surface Water (m^3)	8,732,821	9,261,882	7,741,658
Amount of Groundwater (m^3)	4,047,501	3,674,501	3,583,048
Amount of Sea Water (m^3)	800,428,000	589,016,000	683,128,000
Total Water Withdrawn	813,208,322	601,952,383	692,452,706

Amount of Water Discharged (m^3)	**2022**	**2023**	**2024**
Amount of Sea Water Discharged (m^3)	800,428,000	589,016,000	683,128,000
Total Amount of Water Discharged (m^3)	800,442,400	589,030,400	683,142,400

Amount of Water Produced	**2022**	**2023**	**2024**
Demineralized Water Produced (m^3)	7,960,828	6,938,345	7,180,070
Drinking Water Produced (m^3)	480,735	512,130	492,980
Total Water Produced (m^3)	8,441,563	7,450,475	7,673,050

	2022	**2023**	**2024**
Total Water Consumption (m^3)	20,675,765	19,766,128	16,031,246

Amount of Recycled / Reused Water	**2022**	**2023**	**2024**
Amount of Recycled Water (m^3)	394,920	469,530	815,310
Amount of Reused Water (m^3)	136,800	136,800	136,800
Total Amount of Recycled / Reused Water (m^3)	531,720	606,330	952,110

Hazardous Waste	2022			2023			2024		
	Kemerköy	Yeniköy	Linyit	Kemerköy	Yeniköy	Linyit	Kemerköy	Yeniköy	Linyit
Amount of Hazardous Waste Sent to Landfill/Solid Waste Site (Ton)	0.127	0.165	0.037	0.095	0.107	0.017	0.095	0.107	0.017
Amount of Other Hazardous Waste Disposed (Ton)	44.94	20.10	6.48	119.74	6.96	1.12	82.76	42.62	3.38
Amount of Recycled/ Recovered Hazardous Waste (Ton)	38.94	32.04	9.349	64.48	10.1	9.83	32.64	9.99	18.828

Non-Hazardous Wastes	2022		2023		2024	
	Kemerköy	Yeniköy	Kemerköy	Yeniköy	Kemerköy	Yeniköy
Amount of Non-Hazardous Waste Going to Landfill/Solid Waste Site (Ton)	2,359,702	1,614,642	2,160,394	1,504,339	2,209,209	1,316,964

Tehlikesiz Atıklar	2022			2023			2024		
	Kemerköy	Yeniköy	Linyit	Kemerköy	Yeniköy	Linyit	Kemerköy	Yeniköy	Linyit
Geri Dönüştürülen /Kazanılan Atık Miktarı (Ton)	1,083.62	631.12	30.46	2,417,27	444.88	48.3	1,205,72	850.020	5.980

Amount of Ash Recycled / Recovered (Ton) (Yeniköy)	Yeniköy		
	2022	2023	2024
	68,324	116,835	160,713

Amount of Recycled / Recovered Gypsum (Ton) (Kemerköy)	Kemerköy		
	2022	2023	2024
	15,455	27,958	23,676

Amount of Electronic Waste Recycled/ Recovered (Ton)	2022			2023			2024		
	Kemerköy	Yeniköy	Linyit	Kemerköy	Yeniköy	Linyit	Kemerköy	Yeniköy	Linyit
	3.2	2.86	4.04	4.66	0	0	9	0	0

Total Waste Amount (Wastes Excluding Landfill) (Ton)	2022			2023			2024		
	Kemerköy	Yeniköy	Linyit	Kemerköy	Yeniköy	Linyit	Kemerköy	Yeniköy	Linyit
	1,150.847	686.645	46.326	2,606.234	515.416	54.435	1,322.115	906.537	25.205

Social Performance Indicators

	Kemerköy			Yeniköy			Linyit		
	2022	2023	2024	2022	2023	2024	2022	2023	2024
Total OHS Training Hours	15,409	16,444	23,529	14,089.50	13,977	17,940	2,566	3,330.50	4,025
Number of Employees Attending OHS Trainings	4,287	5,605	10,363	6,012	5,228	7,356	1,188	1,108	1,970
Total OHS Training Hours Provided to Subcontractors	1,428	4,270	5,182	1,448	2,290	5,357.50	236	312	706
Number of Subcontracted Employees Attending OHS Trainings	714	2,135	4,958	724	1,145	2,077	118	156	353

Budget Allocated for OHS (TL)	2022	2023	2024
Kemerköy	7,234,000	7,234,000	10,086,000
Yeniköy	3,644,000	5,564,000	7,989,000
Linyit	644,134	1,727,871	3,450,022

Employee Turnover Rate	2022	2023	2024
Blue Collar	2.86%	10.88%	7.82%
White Collar	15.77%	8.61%	29.72%
Female	14.29%	7.84%	15.93%
Male	4.42%	10.63%	11.24%
Total	4.84%	10.51%	11.46%

Employee Trainings	2022	2023	2024
Total Expenditure on Employee Training	1,200,000	2,150,000	2,750,000
Average Annual Training Expenditure per Employee	10,041	17,891	22,000
Total Hours of Training Provided	4,920	24,515	10,405
Average Annual Training Hours per Employee	4	19	9
Total Sustainability Training Hours	-	110	30
Total Hours of Training Provided to Subcontracted Employees	550	800	400

Number of Employees by Gender and Category	2022		2023		2024	
	Female	Male	Female	Male	Female	Male
White Collar	34	148	41	172	45	139
Blue Collar	14	984	13	992	14	975
Total	1.180		1.218		1.173	

Number of Employees by Working Period	2022		2023		2024	
	Female	Male	Female	Male	Female	Male
0-5 Years	9	232	16	341	20	306
5-10 Years	37	895	36	819	37	607
10 Years and Above	2	5	2	4	2	203

Number of Employees by Working Period	2022		2023		2024	
	Female	Male	Female	Male	Female	Male
0-5 Years	9	179	6	212	9	207
5-10 Years	36	771	45	773	48	735
10 Years and Above	3	182	3	179	2	172

Number of Employees by Period of Employment and Category	2022		2023		2024	
	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time
White Collar	182	0	213	0	184	0
Blue Collar	998	0	1,005	0	989	0
Total		1,180		1,218		1,173

Number of Employees by Other Categories	2022		2023		2024	
	Female	Male	Female	Male	Female	Male
Number of Subcontractors by Gender	25	273	31	248	40	221

Other Gender Equality Indicators	2022	2023	2024
	Female	Male	Total
First-Level Management Positions	10	28	38
Mid-Level Management Positions	5	22	27
Senior Management Positions	0	3	3
CEO	0	0	0
Non-Managerial Title	44	1,061	1,101
In Income Generating Functions	3	24	27

Female Employees	2022	2023	2024
Percentage of Female Managers	20%	18%	22%
Percentage of Female Employees	4%	4%	5%

Employee Loyalty and Satisfaction	2022	2023	2024*
Number of Employees Participating in Employee Satisfaction Survey	758	933	-
Employee Satisfaction Percentage	67%	76%	-
Number of Employees Participating in Employee Loyalty Survey	758	933	-
Employee Loyalty Percentage	66%	64%	-

*The calculation process is ongoing.

Average Duration of Service	2022	2023	2024
	6 Years	6 Years	7 Years

Employee Turnover Rate by Age and Gender	2024		
	Female	Male	Total
Under 30 years old	5%	1%	2%
Between 30-50 years old	8%	6%	1%
Over 50 years old	2%	4%	4%

Employee Turnover Rate by Management Level and Gender	2024		
	Female	Male	Total
First-Level Management Positions	0.00%	0.70%	0.70%
Mid-Level Management Positions	1.70%	0.80%	0.90%
Senior Management Positions	0.00%	0.40%	0.30%

	2024		
	Female	Male	Total
Ratio of Number of Job Dismissals to Total Number of Employees	1.70%	3.60%	3.50%
Employee Turnover Rate of Voluntary Resignations	13.60%	4.20%	4.70%
Total Number of Employees Resigned	9	128	137

Recruitment and Promotions	2022	2023	2024
All Open Positions	76	51	44
Number of Female Employees Hired at Entry Level	1	1	2
Number of Male Employees Hired at Entry Level	59	81	54
Number of Positions Filled with Female Internal Candidates	7	4	1
Number of Positions Filled with Male Internal Candidates	81	46	40
Number of Newly Recruited Female Employees	5	10	14
Number of Newly Recruited Male Employees	95	154	78

	2024	
Number of Employees Promoted	**Female**	**Male**
	0	26

Suppliers	2022	2023	2024
Total Number of Suppliers	2,150	2,850	3,152
Total Number of Domestic Suppliers	615	620	643
Percentage of Domestic Suppliers	43%	43,9%	44,1%
Total Number of New Suppliers	200	700	302
Percentage of Payments to Domestic Suppliers Among All Suppliers	30%	30%	30%

Governance Indicators

Participation in Board Meetings		
Member of the Board of Directors	**Number of Planned Meetings**	**Number of Meetings Held**
Member of the Board of Directors - 1	22	22
Member of the Board of Directors - 2	22	19
Member of the Board of Directors - 3	22	19
Member of the Board of Directors - 4	22	20
Member of the Board of Directors - 5	22	19
Member of the Board of Directors - 6	22	19
Member of the Board of Directors - 6	22	1
Yönetim Kurulu Üyesi - 8	22	0
Yönetim Kurulu Üyesi - 9	22	1

GRI Content Index

GRI CONTENT INDEX ADVANCED SERVICE 2025

Declaration of Use	Yeniköy Kemerköy Enerji has reported the information set out in this GRI content index for the period 01.01.2023-31.12.2024 with reference to GRI Standards.
GRI 1 Used	GRI 1: Foundation 2021
GRI Sector Standard	GRI 12:

Gri Standard	Description	Position	Explanation Of Information Not Provided	Sector Standard Reference Number
General Disclosures				
GRI 2: General Disclosures 2021	2-1 Organizational details	Corporate Profile		
	2-2 Entities included in the organization's sustainability reporting	About The Report		
	2-3 Reporting period, frequency and contact point	About The Report		
	2-4 Restatements of information		Since this is YK Enerji's first sustainability report, there is no revised information available that can be compared with previous reports.	
	2-5 External assurance		The Independent Assurance Audit process has not been applied within the scope of the report.	
	2-6 Activities, value chain and other business relationships	Products, Services, and Operations		
	2-7 Employees	Equality, Diversity, and Inclusion		
	2-8 Workers who are not employees	Occupational Health and Safety Social Performance Indicators		
	2-9 Governance structure and composition	Board of Directors		
	2-10 Nomination and selection of the highest governance body	Board of Directors		
	2-11 Chair of the highest governance body	Board of Directors		
	2-12 Role of the highest governance body in overseeing the management of impacts	Board of Directors		
	2-13 Delegation of responsibility for managing impacts	Sustainability Governance Structure		
	2-14 Role of the highest governance body in sustainability reporting	Board of Directors Sustainability Governance Structure		
	2-15 Conflicts of interest	Ethics, Compliance and Human Rights		
	2-16 Communication of critical concerns	Risk and Crisis Management		
	2-17 Collective knowledge of the highest governance body	Board of Directors		
	2-18 Evaluation of the performance of the highest governance body		Confidentiality Restrictions: At YK Enerji,, the performance evaluation processes of the highest governance body are carried out in line with internal strategic objectives and long-term corporate governance policies. As these processes are addressed within the framework of internal management mechanisms and involve commercially sensitive information, they are not disclosed publicly.	

Gri Standard	Description	Position	Explanation Of Information Not Provided	Sector Standard Reference Number
General Disclosures				
GRI 2: General Disclosures 2021	2-19 Remuneration policies	Ethics, Compliance and Human Rights		
	2-20 Process to determine remuneration	Ethics, Compliance and Human Rights		
	2-21 Annual total compensation ratio		Confidentiality Restrictions At YK Enerji, annual total compensation rates are determined in accordance with the company's internal management policies and sectoral competitive dynamics. As this information contains commercially sensitive data and must be protected under employee confidentiality, it is not disclosed publicly.	
	2-22 Statement on sustainable development strategy	Sustainability Priorities and Strategic Approach		
	2-23 Policy commitments	Policies		
	2-24 Embedding policy commitments	Policies		
	2-25 Processes to remediate negative impacts	Risk and Crisis Management		
	2-26 Mechanisms for seeking advice and raising concerns	Ethics, Compliance and Human Rights		
	2-27 Compliance with laws and regulations	Ethics, Compliance and Human Rights		
	2-28 Membership associations	Engagement with Stakeholders		
	2-29 Approach to stakeholder engagement	Engagement with Stakeholders		
	2-30 Collective bargaining agreements	Community Relations and Social Contributions		

Gri Standard	Description	Position	Explanation Of Information Not Provided	Sector Standard Reference Number
Material Topics				
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Sustainability Priorities and Strategic Approach		
	3-2 List of material topics	Material Topics		
Emission Management and Air Quality				
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Priorities and Strategic Approach Emission Management and Air Quality		12.1.1 12.2.1 12.4.1
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Emission Management and Air Quality		12.1.5
	305-2 Energy indirect (Scope 2) GHG emissions	Emission Management and Air Quality		12.1.6
	305-3 Other indirect (Scope 3) GHG emissions	Emission Management and Air Quality		12.1.7
	305-4 GHG emissions intensity	Emission Management and Air Quality Environmental Performance Indicators		12.1.8
	305-5 Reduction of GHG emissions	Emission Management and Air Quality		12.2.3
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Emission Management and Air Quality		12.4.2
Water and Waste Water Management				
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Priorities and Strategic Approach Water and Waste Water Management		12.7.1

Gri Standard	Description	Position	Explanation Of Information Not Provided	Sector Standard Reference Number
Water and Waste Water Management				
GRI 303: Water and Effluents 2018	303-1 Interaction with water as a shared resource	Water and Waste Water Management		12.7.2
	303-2 Management of water discharge-related impacts	Water and Waste Water Management		12.7.3
	303-3 Water withdrawal	Water and Waste Water Management Environmental Performance Indicators		12.7.4
	303-4 Water discharge	Water and Waste Water Management Environmental Performance Indicators		12.7.5
	303-5 Water consumption	Water and Waste Water Management Environmental Performance Indicators		12.7.6
Responsible Mining Activities				
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Priorities and Strategic Approach Responsible Mining Activities Relations with the Local Community and Social Contributions Social Responsibility		12.9.1 12.10.1 12.11.1
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples		During the reporting period, there have been no incidents of violation of the rights of indigenous peoples in the regions where YK Enerji's operates.	12.11.2
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Relations with the Local Community and Social Contributions Social Responsibility		12.9.2
	413-2 Operations with significant actual and potential negative impacts on local communities		During the reporting period, YK Enerji activities have not had any significant current or potential negative impact on local communities.	12.9.3

Gri Standard	Description	Position	Explanation Of Information Not Provided	Sector Standard Reference Number
Occupational Health and Safety				
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Priorities and Strategic Approach		12.14.1
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Occupational Health and Safety		12.14.2
	403-2 Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety Social Performance Indicators		12.14.3
	403-3 Occupational health services	Occupational Health and Safety		12.14.4
	403-4 Worker participation, consultation, and communication on occupational health and safety	Occupational Health and Safety		12.14.5
	403-5 Worker training on occupational health and safety	Occupational Health and Safety Social Performance Indicators		12.14.6
	403-6 Promotion of worker health	Occupational Health and Safety		12.14.7
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health and Safety		12.14.8
	403-8 Workers covered by an occupational health and safety management system	Occupational Health and Safety		12.14.9

Gri Standard	Description	Position	Explanation Of Information Not Provided	Sector Standard Reference Number
Risk and Crisis Management				
GRI 3: Material Topics 2021	3-3 Management of material topicsi	Sustainability Priorities and Strategic Approach Risk and Crisis Management Contribution to the Turkish Economy Stakeholder Engagement		12.2.1 12.8.1 12.21.1 12.22.1
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Contribution to the Turkish Economy		12.8.2 12.21.2
	201-2 Financial implications and other risks and opportunities due to climate change	Risk and Crisis Management		12.2.2
	201-3 Defined benefit plan obligations and other retirement plans	Employee Rights, Engagement, and Satisfaction		
	201-4 Financial assistance received from government	Contribution to the Turkish Economy		12.21.3
GRI 207: Tax 2019	207-1 Approach to tax	Contribution to the Turkish Economy		12.21.4
	207-2 Tax governance, control, and risk management	Risk and Crisis Management		12.21.5
	207-3 Stakeholder engagement and management of concerns related to tax	Stakeholder Engagement		12.21.6
	207-4 Country-by-country reporting	Economic Performance Indicators		12.21.7
GRI 415: Public Policy 2016	415-1 Political contributions		During the reporting period, YK Enerji has not made any financial or in-kind contributions to any political party, politician, or related organization.	12.22.2

Gri Standard	Description	Position	Explanation Of Information Not Provided	Sector Standard Reference Number
Operational Efficiency and Plant Efficiency				
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Priorities and Strategic Approach Operational Efficiency and Plant Efficiency		12.1.1
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Operational Efficiency and Plant Efficiency Environmental Performance Indicators		12.1.2
	302-2 Energy consumption outside of the organization	Operational Efficiency and Plant Efficiency Environmental Performance Indicators		12.1.3
	302-3 Energy intensity	Operational Efficiency and Plant Efficiency Environmental Performance Indicators		12.1.4
	302-4 Reduction of energy consumption	Operational Efficiency and Plant Efficiency		
	302-5 Reductions in the energy requirements of products and services	Operational Efficiency and Plant Efficiency		
Circular Economy and Waste Management				
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Priorities and Strategic Approach Circular Economy and Waste Management		12.6.1 12.13.1
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Circular Economy and Waste Management		12.6.2
	306-2 Management of significant waste-related impacts	Circular Economy and Waste Management		12.6.3
	306-3 Waste generated	Circular Economy and Waste Management Environmental Performance Indicators		12.6.4
	306-4 Waste diverted from disposal	Circular Economy and Waste Management Environmental Performance Indicators		12.6.5

Gri Standard	Description	Position	Explanation Of Information Not Provided	Sector Standard Reference Number
Circular Economy and Waste Management				
GRI 306: Waste 2020	306-5 Waste directed to disposal	Circular Economy and Waste Management Environmental Performance Indicators		12.6.6
GRI 306: Effluents and Waste 2016	306 Significant spills		During the reporting period, there has been no significant leakage with environmental impact as part of YK Enerji's activities.	12.13.2
Corporate Governance				
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Priorities and Strategic Approach Sustainable Supply Chain Management		12.8.1 12.15.1 12.16.1 12.17.1
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Social Performance Indicators		12.8.6
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Sustainable Supply Chain Management		12.6.4
	308-2 Negative environmental impacts in the supply chain and actions taken	Sustainable Supply Chain Management		12.6.5
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Sustainable Supply Chain Management		12.15.8 12.16.3 12.17.3
	414-2 Negative social impacts in the supply chain and actions taken	Sustainable Supply Chain Management		12.15.9

Gri Standard	Description	Position	Explanation Of Information Not Provided	Sector Standard Reference Number
Biodiversity				
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Priorities and Strategic Approach Biodiversity Responsible mining activities		12.5.1
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Biodiversity		12.5.2
	304-2 Significant impacts of activities, products and services on biodiversity	Biodiversity		12.5.3
	304-3 Habitats protected or restored	Biodiversity Responsible Mining Activities		12.5.4
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	Biodiversity		12.5.5

Gri Standard	Description	Position	Explanation Of Information Not Provided	Sector Standard Reference Number
Ethics, Compliance and Human Rights				
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Priorities and Strategic Approach Ethics, Compliance and Human Rights		12.12.1 12.16.1 12.17.1 12.18.1 12.19.1 12.20.1
GRI 205: Anti-Corruption 2016	205-1 Operations assessed for risks related to corruption		During the reporting period, YK Enerji's activities were assessed for corruption-related risks, and no significant corruption risk was identified.	12.20.2
	205-2 Communication and training on anti-corruption policies and procedures	Ethics, Compliance and Human Rights	During the reporting period, no training was conducted within YK Enerji regarding anti-corruption policies and procedures.	12.20.3
	205-3 Confirmed incidents of corruption and actions taken		During the reporting period, there were no confirmed cases of corruption at YK Enerji, and no legal proceedings were initiated in this context.	12.20.4
GRI 206: Anti-Competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices		During the reporting period, there were no lawsuits filed against YK Enerji related to anti-competitive behavior or activities.	

Gri Standard	Description	Position	Explanation Of Information Not Provided	Sector Standard Reference Number
Ethics, Compliance and Human Rights				
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken		During the reporting period, no incidents of discrimination occurred at YK Enerji, and no corrective actions were deemed necessary in this context.	12.19.8
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		During the reporting period, no situations were identified within YK Enerji's operations or supply chain where the freedom of association and collective bargaining was at risk.	12.18.2
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor		During the reporting period, no situations involving the risk of child labor were identified within YK Enerji's operations or supply chain.	12.16.2
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor		During the reporting period, no situations involving the risk of forced or compulsory labor were identified within YK Enerji's operations or supply chain.	12.17.2
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures		During the reporting period, there was no security personnel at YK Enerji who received specific training on human rights policies or procedures.	12.12.2

Gri Standard	Description	Position	Explanation Of Information Not Provided	Sector Standard Reference Number
Equality, Diversity and Inclusion				
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Priorities and Strategic Approach Equality, Diversity and Inclusion Local Community Relations and Social Contributions		12.3.1 12.8.1 12.9.1 12.15.1 12.19.1
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Social Performance Indicators		12.19.2
	202-2 Proportion of senior management hired from the local community	Local Community Relations and Social Contributions		12.8.3 12.19.3
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Local Community Relations and Social Contributions Social Responsibility		12.8.4
	203-2 Significant indirect economic impacts	Local Community Relations and Social Contributions Social Responsibility		12.8.5
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Social Performance Indicators		12.15.2
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employee Rights, Loyalty and Satisfaction		12.15.3
	401-3 Parental leave	Employee Rights, Loyalty and Satisfaction Social Performance Indicators		12.15.4 12.19.4
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Social Performance Indicators		12.15.6 12.19.5
	404-2 programs for upgrading employee skills and transition assistance programs	Employee Development and Talent Management		12.3.3 12.15.7
	404-3 Percentage of employees receiving regular performance and career development reviews	Employee Development and Talent Management		

Gri Standard	Description	Position	Explanation Of Information Not Provided	Sector Standard Reference Number
Equality, Diversity and Inclusion				
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Gender Equality Social Performance Indicators		12.19.6
	405-2 Ratio of basic salary and remuneration of women to men	Gender Equality Social Performance Indicators	Confidentiality Restrictions Data regarding the base salary rates and the ratio of women's wages to men's wages at YK Enerji are not shared publicly due to confidentiality obligations related to employee salaries.	12.19.7
Interaction with Stakeholders				
GRI 3: GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Priorities and Strategic Approach Interaction with Stakeholders		12.3.1 12.15.1
GRI 402: Labor/ Management Relations 2016	402-1 Minimum notice periods regarding operational changes	Stakeholder Engagement		12.3.2 12.15.5

Glossary of Terms

AR&D: Research and Development

IT: Information Technologies

CCS: Carbon Capture and Storage

CDP: Carbon Disclosure Project

CO2: Carbon Dioxide

COSO: Committee of Sponsoring Organizations of the Treadway Commission

EIA: Environmental Impact Assessment

ESG: Environmental, Social, and Governance

EFQM: European Foundation for Quality Management

EEDE: Efficient and Safe Decommissioning of Energy Resources

Energy Density: A term expressing the amount of energy used per unit

EnYS: Energy Management System

ESG: Environmental, Social, and Governance

ESP: Electrostatic Precipitator

IMS: Integrated Management System

FGD: Flue Gas Desulfurization

DRC: Disaster Recovery Center

SPP: Solar Power Plant

GJ: Gigajoule, unit of energy.

GM: General Manager

DGM: Deputy General Managers

GRI: Global Reporting Initiative

IASB: International Accounting Standards Board

IFRS: International Financial Reporting Standards

IOT: Internet of Things

I-REC: International Renewable Energy Certificate

ISO: International Organization for Standardization

OHSM: Occupational Health and Safety Information Management System

OHS: Occupational Health and Safety

PPE: Personal Protective Equipment

CSR: Corporate Social Responsibility

Set Power: The maximum capacity that a power plant can provide, a system can handle, and an electricity grid can carry.

PDPL: Personal Data Protection Law

kWh: Kilowatt-hour

Megawatt (MW): International standard unit of power, one million times the unit of Watt.

MSCI: Morgan Stanley Capital International

MWh: Megawatt hour

OECD Corporate Governance Principles:** Corporate Governance Principles developed by the Organisation for Economic Co-operation and Development

PRI: Principles for Responsible Investment

PV (Photovoltaic): Panels that generate natural electricity from solar radiation, solar panels

QDMS: Quality Document Management System

WEP: Wind Energy Plant

CWMS: Continuous Wastewater Monitoring Systems

SASB: Sustainability Accounting Standards Board

SCADA: Supervisory Control and Data Acquisition

CEMS: Continuous Emission Measurement Systems

SDG: Sustainable Development Goals (SDGs)

SNCR: Selective Non-Catalytic Reduction

STEM: Science, Technology, Engineering, and Mathematics

NGO: Non-Governmental Organization

TCFD: Task Force on Climate-Related Financial Disclosures

TTKD: Turkish Nature Conservation Association

TUGED: Turkish Association for the Blind

UN Global Compact: A UN initiative that endorses and applies ten principles regarding human rights, labor rights, environment, and anti-corruption within the business world

VR: Virtual Reality

YEK-G: Renewable Energy Certificate

Contact Us

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Location

Yeniköy Lignite Mining Operations

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Location

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YENİKÖYKEMERKÖY

Yerli Kaynak Güçlü Enerji

www.ykenerji.com.tr