eren
ENERJİ

SUSTAINABILITY REPORT 2023



eren
ENERJİ

Contents



Introduction

06 About the Report
08 Message from the CEO



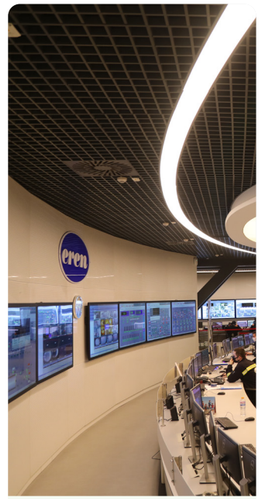
An Overview of Eren Enerji

12 About Eren Enerji
16 2023 Highlights
18 Our Mission, Vision, and Values
19 Our Journey of Sustainable Success
20 Our Awards



Sustainability Governance

22 Our Sustainability Strategy, Approach, and Organisation
25 Our Stakeholder Map and Relations with Stakeholders
26 Material Topics and Materiality Matrix
28 Our Targeted Sustainable Development Goals



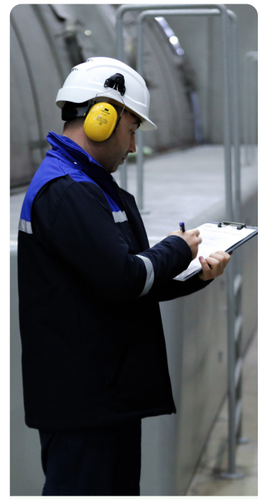
Corporate Governance

30 Organisational Chart
32 Corporate Governance
34 Ethics, Transparency, and Legal Compliance
36 Integrated Management Systems and Certifications



Creating Economic Value

40 Production Activities and Port Services
46 Electricity Sales Services
47 Digitalisation and Data Security
50 R&D and Innovation
53 Sustainable Supply Chain
55 Logistics Impacts



Generating Social Benefit

58 Human Resources
64 Occupational Health and Safety
68 Emergency Action Plan
69 Corporate Social Responsibility



Protecting Our Future

72 Combating Climate Change
74 Management of Greenhouse Gas Emissions
75 Air Quality Management
76 Energy Efficiency and Management
77 Water Management
79 Waste Management
81 Biodiversity



Appendices

82 Our Corporate Memberships and Initiatives We Support
83 Environmental and Social Performance Indicators
87 Statement of Greenhouse Gas Emissions Verification
88 GRI Content Index

Contact


We continue taking confident steps towards a brighter Türkiye, providing a total electricity production capacity of 2,790 MW and meeting 6% of the country’s electricity needs.

About the Report

In today's rapidly changing world, companies must not only maintain their business operations but also adapt to the mindset of being responsible corporate citizens. This includes integrating sustainability-focused issues into their processes and the responsibility of sharing these efforts with all stakeholders transparently.

With the energy driven by this sense of responsibility and our faith in the future, we, as Eren Enerji, which alone meets 6% of Türkiye's total electricity demand, decided in 2023 to transparently share our sustainability actions, efforts, and goals with the public, putting forth the strong and reliable features that we are known for in the sector.

The First Step in Sustainability
We prepared this report, evaluating our activities in social, environmental, and economic dimensions, and their impacts were measured, aims to transparently share Eren Enerji's sustainability performance, environmental investments, corporate structure, strengths, and strategies with all stakeholders. As Eren Enerji, we aim to establish a communication framework based on mutual interaction by sharing our sustainability efforts with all our stakeholder groups.

Reporting Principles and Standards
This report, prepared according to GRI standards, covers the reporting period from 01.01.2023 to 31.12.2023. To provide a comparison over time for some performance data, past years' figures are also utilised. We conducted a materiality matrix (stakeholder analysis), performance indicators, and benchmarking studies during the report preparation, which set the framework for the report.

Scope and Verification
This report, which reflects our commitment to managing our environmental and social impacts while presenting our sustainability activities transparently and comprehensively, includes the operations of our ZETES-1 and ZETES-2 thermal power plants located in Çatalağzı, the ZETES-3 thermal power plant in Muslu, and Eren Port.

Future Goals and Report Benefits
As Eren Enerji, we prominently present our sustainability goals in our 2023 vision. We aim to focus on sustainability management efforts, make strategic decisions in key areas, and actively engage our stakeholders in these processes by adopting a systematic approach. Through adhering to GRI standards in sustainability reporting, we strive for transparent communication, sharing our social, environmental, and economic efforts with all stakeholders. We are also committed to responding proactively to sectoral changes, assessing potential future risks and opportunities, and focusing on innovation by closely monitoring developments in the industry. Eren Enerji aims to significantly impact the sector in 2023 by implementing these comprehensive sustainability measures.

We conducted the report preparation process in consultation with our stakeholders, in collaboration with our Occupational Health, Safety, and Environment Department, and with the support of an expert team. Eren Enerji remains committed to advancing sustainability in the energy sector and successfully implementing projects in partnership with all our internal and external stakeholders.

For any questions, feedback, or suggestions regarding the Eren Enerji 2023 Sustainability Report, you can contact us at the email address below:

surdurulebilirlik@erenenerji.com.tr



GRI 2-1, 2-2, 2-3

Message from the CEO

We play a strategic role as the largest private sector electricity producer in Türkiye.

In alignment with the United Nations Sustainable Development Goals, we are expanding our sustainability impact through collaborations with sectoral stakeholders at both national and international levels.



ÖMER BUĞER
CEO

Dear Stakeholders,

Our country and the world must confront serious risks and challenges due to changing global conditions and rapidly diminishing natural resources. Thus, it is more critical than ever to fully understand the concept of sustainability and to undertake comprehensive efforts to leave a liveable and healthy planet for future generations. Sustainability is a holistic and strategic practice involving not only environmental sustainability but also economic and social dimensions. As Eren Enerji, we are fortifying our sustainability approach and developing innovative solutions to secure the future of the planet. This first sustainability report, prepared in accordance with global standards, is a tangible reflection of our efforts.

In 2023, Türkiye experienced its greatest earthquake disaster in history. Even as we mourned for those we lost in the earthquake, we grieved for other crises around the world, including the Russia-Ukraine war and the Israel-Palestine conflict. Alongside these events, global inflationary pressures drove price increases across nearly every sector, as well as rising energy costs, logistics challenges in raw material supply, and changes in financial processes. However, with the election process and the subsequent elimination of uncertainties, the Turkish economy entered a recovery phase. Measures implemented in line with economic policies produced positive developments in the fight against inflation. Despite fluctuations in commodity prices, we managed this process in a stable, effective manner by securing our raw material supply sources.

In 2023, we worked tirelessly to provide the electricity our country needs, offering modern applications in a continuous, reliable, and environmentally friendly manner. With a gross production of 18.4 billion kWh and a 5.64% market share, we continue to play a strategic role as Türkiye's largest private sector electricity producer. We maintain our raw material handling and loading operations at Eren Port, the second largest port in Türkiye for bulk cargo, with an annual handling capacity of 15 million tons, and we ranked 18th in the ISO 500 Survey of Türkiye's largest industrial enterprises. I extend my gratitude to all my colleagues and stakeholders for their contributions and efforts in helping us achieve our business goals, execute our projects, and shape our future plans.

Sustainability is not only a commitment for Eren Enerji but a core value at the foundation of all our activities and an integral part of our corporate culture.

In line with the United Nations Sustainable Development Goals, we are expanding our sustainability impact by means of partnerships with sectoral stakeholders at both national and international levels. We aim not only to focus on our business model but also to create positive impacts as an industry leader with a holistic approach that respects the environment and society. Accordingly, we strive to make sustainability a key component of our corporate culture at every level.

To ensure that our sustainability activities proceed in a systematic, planned, and inclusive manner, we established a Sustainability Committee; we conducted studies for an organisational structure, aiming to establish the optimal framework for the company by examining models from around the world. Our goal is to hold the first meetings of the Committee and its sub working groups within the first six months of 2024 to develop our strategies.

Our facilities, equipped with environmentally friendly, advanced technological equipment that operates in compliance with the European Union emission standards, are among the thermal power plants with the lowest emission levels in our country.

Our environmental investments aimed at emission control have exceeded USD 220 million, including a sulfur removal facility, ash retention systems, and the first nitrogen oxide treatment plant among coal-fired thermal power plants in Türkiye. Through our waste management efforts, we contribute to the economy by supplying by products such as fly ash, bottom ash, and gypsum for use in the cement industry.

As part of our commitment to transparency, we continuously monitor our air emissions through flue gas treatment systems, enabling the public to track the results in real time. Our facilities deploy state of the art filtration systems that capture 99.76% of the dust in the flue gas. To prevent coal dusting and caloric loss, we initiated feasibility studies for projects such as applying cellulose material over coal piles and covering stock areas. Our ongoing projects focus on increasing raw material sources to ensure energy supply security while also aiming to reduce raw material consumption through blending facilities.

In addition to technical improvements, investments, and environmental efforts in our production area, we planted a total of 3,370,000 saplings in various provinces throughout Türkiye. As part of our Digital Archiving project, we transferred nearly 120,000 printed documents to our digital shelves, thereby preventing the felling of trees. Our sapling and greening efforts are consistent elements in our sustainability strategy for a more liveable world, and we continue to develop new projects.

By strengthening our corporate structure through integrated management practices, we support a management approach that is in line with our business processes.

In order to strengthen our corporate structure, we will continue to prioritise readiness against climate change and fluctuating market conditions within the framework of our Integrated Management Systems policy, focusing on areas such as quality, occupational health and safety, risk management, customer satisfaction, legal compliance, employee participation, environmental protection, energy efficiency, waste reduction, and supply chain management.

Message from the CEO

As an important stage in our digitalisation vision, we launched MOMENTUM, our SAP RISE Transformation project, on October 20, 2023. We plan to complete the MOMENTUM project and transition to a live environment by the end of 2024. To raise the operational and maintenance efficiency of our facilities and to elevate safety standards, we initiated artificial intelligence applications; implemented for Eren Port, the GullsEye Terminal Operating System is designed to make our port operations more efficient, smart, and effective by managing our processes with data driven decisions.

We place community socio-economic benefit at the centre of our responsibilities. We aim to internalise this responsibility at both the corporate and individual levels, making it a value embraced by all our stakeholders.

For Eren Enerji, 2023 represents a period filled with significant human resources investments and activities. We supported the development of our employees, whom we see as the foundation of our success, and we implemented a comprehensive transformation process in the human resources area. By adopting internationally recognised practices, we strengthened our own human resources processes, enhancing performance evaluations, working hours, shift schedules, and step system standards with a focus on fair management systems and work life balance. Through the online training platform provided for all employees, we took additional steps toward our goal of continuous development.

In Zonguldak, where we operate, and in various regions across Türkiye, we executed numerous corporate social responsibility projects, particularly in education, sports, health, and the arts. We opened the Bitlis Private Eren Science and Technology High School, established by Eren Holding, for education and training. We continued extensive renovation and development efforts to provide the students at Eren Enerji Vocational and Technical Anatolian High School and Eren Enerji Sports High School with educational opportunities at high standards and quality facilities. We also carried out ongoing educational activities to raise awareness among local communities on various topics.

Given our role as a critical player in Türkiye's energy supply security, ensuring uninterrupted and reliable electricity production remains one of our top priorities for 2024.

As the demand for electricity continues to rise and gain importance in our lives, our role as a base load power plant in ensuring our country's energy supply security is elemental. Accordingly, we will consistently implement projects that enhance the efficiency of our maintenance plans, equipment, and operational processes and that minimise our environmental impacts.

An exciting development for 2024 is the launch of our container services at Eren Port. We will launch container handling operations by commissioning a container berth with an annual capacity of 100,000 TEU.

We view this first Sustainability Report as an essential opportunity to present our sustainability activities and future goals.

In 2024, we will continue to be aware of our responsibilities, upholding our innovative vision, and enthusiastically carrying out projects ranging from production and human resources to digital transformation and sustainability efforts. On this occasion, I would like to thank all our colleagues and stakeholders for their contributions and efforts in achieving our goals.

ÖMER BUĞER
CEO



About Eren Enerji

We meet 6% of Türkiye's electricity needs.

Our integrated electricity production facilities in Zonguldak extend across 1,569.8 acres of land.

1,355
EMPLOYEES

We maintain our operations with 1,355 employees, aware that our most valuable asset is our human resources.

18.4
BILLION KWH
2023 GROSS ELECTRICITY PRODUCTION

We uphold our strong position as the largest private sector electricity producer.

As Eren Enerji, our goal is to positively impact the quality of life by focusing on people and technology, supporting local employment, contributing to the national economy, and developing innovative and agile solutions to meet future energy needs. Sustainability is at the forefront of all our production activities, and we work continuously to ensure that all our operations progress with a more sustainable approach.

We ensure supply security with 2,790 MW installed power capacity across five units.
As a subsidiary of Eren Holding, our investment of approximately USD 3 billion in our Zonguldak Thermal Power Plants, equipped with 160 MWe Circulating Fluidised Bed (CFB) technology, 2x615 MWe Supercritical Pulverised Coal technology, and 2x700 MWe Supercritical Pulverised Coal technology, positions us among the leading companies in our country's electricity production and sales sector.

At Eren Port, which operates under Eren Enerji, we supply the imported coal needed for our power plants. Additionally, we extend our operations by facilitating the loading of materials such as fly ash, bottom ash, and gypsum produced as by-products of our electricity generation processes.

Our integrated electricity generation facilities are located on a total area of **1,569.8** acres in Zonguldak. With the Presidential Decision published in the Official Gazette on December 7, 2023, numbered 32392, the area where we operate in the Kilimli District, Zonguldak Province, has been declared as the Eren Holding Inc. Private Industrial Zone.

We are aware that our most valuable asset is our human resources, and we conduct our operations with **1,355 employees**. We prioritise local recruitment to support regional employment, with the residence distribution of our employees at the end of 2023 as follows:

- 47% from Çatalağzı, Muslu, Kilimli, Gelik
- 53% from the Zonguldak city centre and other districts

Strengths of Eren Enerji

High Installed Capacity: As a leader in Türkiye's energy sector, we hold a strong position with our high installed capacity.
Internal Cash Generation Ability: Eren Enerji effectively generates internal cash flow, reducing financial leverage.
Free Operating Cash Flow: We manage our free operating cash flow efficiently, achieving sustainable financial success.
Strong Equity Level: Our strong equity level, supported by accumulated profits, contributes to the company's financial resilience, facilitating liquidity management.
Diversified Operations: The diversified operations of Eren Holding Group companies in various sectors enhance the creation of synergies, thereby augmenting the company's strengths.

Our Production Activities in Numbers
As the largest electricity producer in the private sector in Türkiye, we are a strategically important facility.

We are pleased to serve our customers and stakeholders by means of our production, which accounts for approximately 6% of the electricity market via distribution connection points located in Zonguldak Province.

The ZETES-1 plant, with a capacity of 160 MW and the first unit located in the southern part of the Zonguldak Eren Thermal Power Plant site, had an energy production amount of 821,962 MWh in 2023.

The ZETES-2 plant consists of the 2nd and 3rd units with a capacity of 2x615 MW, located in the southern part of the Zonguldak Eren Thermal Power Plant site. Its energy production amount for 2023 was 8,824,109 MWh.

The ZETES-3 plant, located in the northern part of the Zonguldak Eren Thermal Power Plant site, consists of the 4th and 5th units with a capacity of 2x700 MW. In 2023, its energy production amount was 8,747,690 MWh.

Knowing that sustainability is more than just a trend, we have taken the necessary steps to integrate the concept of sustainability as a fundamental strategic component into our corporate business practices, production activities, and customer and stakeholder relations. We are constantly creating sustainable value for all our stakeholders, including our customers, business partners, and shareholders.

In 2023, we addressed our sustainability strategy in a more planned, detailed, and inclusive manner by conducting various studies to establish our Sustainability Committee and its suborganisation structure. In this context, we aim to create the most suitable and effective structure for us by examining global models. Our goal is to hold the first meetings of the Committee and its sub-working groups within the first six months of 2024 and to continue developing our current strategy.



Eren Enerji: Pioneering Firsts on the Journey of Sustainability
- We established the first Nitrous Oxide Treatment Plant among coal based thermal power plants in Türkiye.
- We established the first thermal power plant in Türkiye with Supercritical Boiler Technology.
- We received the first Zero Waste Certificate in our region.

Achievements with the Bests
- Thanks to our cutting-edge flue gas treatment systems, our emission levels are well below European Union standards.
- We operate one of the lowest emission thermal power plants in our country, with real time monitoring from air quality monitoring stations.

GRI 2-1, 2-6

About Eren Enerji

Highlights

We protect marine biodiversity.
We implemented a USD 2.5 million environmental protection project by investing in a pipe system for our water intake structure, thus supporting the preservation of species in the marine ecosystem.

We contribute to the economic development of our country.
As Eren Enerji, we are proud to own Türkiye's second largest port in the bulk cargo category by way of our port operations.

We safeguard our energy.
We have systematised our energy efficiency projects through our ISO 50001:2018 Energy Management System since 2019.

We preserve our water.
We recognise the importance of water for a sustainable world. As one of the first three Turkish industrial companies to become a member of Water Europe, a leading organisation in the European water sector, we continue to manage all our operational processes with this awareness.

We continue to create value through our circular economy approach.
We utilise our industrial waste through industrial symbiosis applications. By selling by-products such as ash and gypsum to cement factories and concrete plants, we bring these materials back into the economy. Approximately 96% of the by-products, such as ash and gypsum, generated from our production activities are exported to countries like the United States, the United Kingdom, France, Italy, Sweden, and Norway by way of Eren Group companies.

We also take into account the possibility that not all by products will find a buyer. In this context, we have an ash reservoir that can store the total annual production of ash and gypsum for 20 years. We constructed the reservoir in compliance with the Regulation on the Regular Storage of Wastes.

A Future Powered by Energy

We are setting sustainability related future goals to uphold our exemplary role in our sector, contribute to a sustainable future, reinforce our reputation, and maintain our leadership.

Through our port investments, enhancement projects, railway improvements, and environmental initiatives, we are making significant strides in terms of sustainability. Our port expansions and container jetty projects aim to increase logistics capacity while focusing on environmentally friendly practices to achieve our sustainability goals. In this context, projects such as expanding port crane capacity, improving railways, and implementing the coal blending facility reflect the company's robust strategies for the future.



We export about 96% of by-products, such as ash and gypsum, to countries like the USA, the UK, France, Italy, Sweden, and Norway through Eren Group companies.

Goals	Actions
1. Port and Logistics Expansions	**• Completion of Jetty-3 and increasing the container capacity** Currently, Jetty-3 allows vessels with a capacity of 60,000 DWT to dock. Efforts to increase the jetty zone's capacity to accommodate vessels of 80,000 DWT are still ongoing. This project aims to transport ash and gypsum products from storage areas with higher-tonnage vessels. **• Jetty-4 and Jetty Reinforcement Projects** We continue to invest in Jetty-4 for container loading and handling operations. Eren Port will have a maximum capacity of 100,000 TEU with the construction of container loading jetties, currently under development and scheduled for completion in 2024. The Eren Port Jetty Reinforcement Project has signed a contract. In this project, we will use 640,000 cubic meters (approximately 1,152,000 tons) of filling material. We anticipate completing the project in 36 months.
2. Sustainability-Focused Projects	**• Carbon capture and other sustainability projects through investing in environmentally friendly technologies** PM6 Steam Supply: This is a project to supply the steam needed for the 1,000,000 tons/year capacity paper production facility (PM6) of Modern Karton San. ve Tic. A.Ş., a subsidiary of Eren Holding. This initiative will transfer steam from Eren Enerji's plants to meet PM6's steam needs, thereby eliminating the need for PM6 to establish a new steam boiler. Additionally, Eren Enerji's water treatment unit will increase its capacity to supply the required water. We established contact with Zonguldak Bülent Ecevit University's carbon capture technologies working group by the end of 2023, and held an introductory online meeting in December 2023. The university's focus areas include carbon capture (post-combustion method), CO_2 limitation in ship transportation, Hydrogel CO_2 capture and storage, and geological CO_2 storage. In January 2024, the university held its first meeting to discuss its research efforts and potential collaborative projects.
3. Railway Transportation and Loading Improvements	**• Optimising loading processes in railway transportation** **• Strengthening railway infrastructure and achieving a higher freight capacity**
4. Technological Infrastructure and Digitalisation	**• Integrating artificial intelligence applications and the SAP RISE system** **• Launching the GullsEye terminal operating system** **• Implementing the digital archiving project** **• Transitioning to the Enocta training system** **• Enhancing operational efficiency by completing the digital transformation process**
5. Green Energy	**• Installation of solar power plants (SPP) on enclosed storage areas and rooftops**
6. Innovation and R&D	**• Strengthening R&D activities to lead innovations in the energy sector** Technical and design studies continue for the implementation of a Coal Blending Facility capable of mixing four different types of coal. **• Focusing on innovation projects to lead sectoral developments**
7. Employee Development	**• Investing in training and development programs to enhance employee satisfaction and engagement** **• Employee satisfaction projects** High trust leadership transformation project Visible leadership program Transition to a 360-degree performance system Transition to the 5+2 shift system project

2023 Highlights

We are establishing the Sustainability Committee under the leadership of the CEO.

We rose 35 places, ranking 18th on the list of Türkiye's top 500 industrial enterprises.

SAP Rise (Momentum) Project: As of 2023, we laid the foundation for the SAP RISE project, selecting the entire ERP system, including ARIBA Contracts and Success Factors, for the project. We plan to complete it by 2024 and go live by the end of the year.

Artificial Intelligence Applications: In partnership with Tekmer and AISOFT, and in collaboration with Bitlis Eren University, we integrated Artificial Intelligence (AI) technology into 20 critical camera systems. These systems generate four alarm scenarios: Human Detection Around Fencing; Detection of Human Entry/Exit on Ship Stairs; Monitoring Pedestrian Use of Walkways; and Detection of Ship Entry/Exit at the Port.

GullsEye Terminal Operating System: We consistently aim to make Eren Port operations more efficient, smart, and effective while ensuring greater flexibility and sustainability. This digital transformation project enables us to analyse port performance with data driven decisions and thus offer faster and more reliable service opportunities.

Visible Leadership, Cultural Improvement, and Communication Project: We consistently aim to model international best practice studies in the fields of occupational health and safety specifically for our company by evaluating existing practices and strengths and ensuring that a culture of safety and well-being becomes a way of life.

GRI 2-22

Eren Enerji in the Top 50 on the ISO 500 List: We rose 35 places, ranking 18th among Türkiye's top 500 industrial enterprises.

Eren Port: We became Türkiye's second-largest port in the bulk cargo category.

Enocta Education System: We expanded the scope of training topics to further benefit our employees and implemented supportive practices. In this context, we opened up the entire training system online via Enocta and now provide continuous access.

Digital Archive Application: We legally entered data into the digital environment using our private browsers. By transferring nearly 120,000 printed documents to our digital archives, we prevented the falling of our trees.

Great Place To Work: We launched and executed a comprehensive transformation in human resources. By initiating the Great Place To Work program, we established a regular employee satisfaction survey and activities designed to enhance our internal culture while promoting leadership qualities.

Water Europe Membership: In a significant step for Turkish industry, we became one of the first three Turkish industrial companies to join Water Europe.

Environmental Sustainability Efforts: In 2023, we worked to establish a Sustainability Committee and sub-organisational structures to address our sustainability strategies in a more planned, detailed, and comprehensive manner. We studied global examples to ensure the most suitable organisational framework.

Waste Vegetable Oil Collection Project: Involving both staff and the local community, the project aims to prevent the disposal of waste vegetable oils into sinks and to raise awareness regarding the separate collection of waste. Hand soap, detergents, and other cleaning products made by Eren High School students are provided in exchange for waste vegetable oils. At Eren Enerji, we support Eren High School and its students in this endeavour.

Blue Cap Collection Project: We implemented a plastic cap collection project by placing collection bins at specific locations within the facility. We evaluate the collected caps in collaboration with relevant institutions as part of a social responsibility project to provide wheelchairs for those in need.



Our Mission, Vision and Values

OUR MISSION
Being a value-generating enterprise by producing and performing the sales of quality, uninterrupted, safe, and environmentally friendly electric power.

OUR VISION
Being a pioneering and exemplary enterprise in Türkiye's energy sector.

OUR VALUES
As employees of Eren Enerji;

- We are customer-oriented.
- We prioritise health and safety at work.
- We are sensitive to the environment.
- We abide by the legal regulations and work in accordance with the rules of Eren Enerji.
- We endorse principles of equality and justice.
- We act with awareness of our responsibilities.
- We act as result-oriented.
- We embrace management systems.



Our Journey of Sustainable Success

2003
Eren Enerji was founded.

2004
We obtained a 49-year production license from the Energy Market Regulatory Authority (EMRA).

2007
We initiated the construction of thermal power plants in Zonguldak, with a total installed capacity of 1,390 MW, comprising 160 MW and 2 units of 615 MW each (ZETES-1, ZETES-2).

2010
Eren Enerji Power Plant and Eren Port, with an investment value of USD 1.6 billion and consisting of three phases, constructed in Çatalağzı Zonguldak have started operating.

2014
We have laid the foundations of our USD 1.1 billion investment with a capacity of 2x700 MW in Zonguldak.

Zonguldak Eren Vocational and Technical Anatolian High School welcomed its first students in the 2014-2015 academic year. Our company continuously supports students at Eren Enerji Vocational and Technical Anatolian High School and Eren Enerji Sports High School.

2015
We have been entitled to receive ISO 14001 Environmental Management System certificate.

2016
We have put the new 2x700 MW units in Zonguldak into operation with an investment of USD 1.1 billion.

2019
We have completed the certification process for the ISO 50001:2018 Energy Management System.

2022
Eren Port became Türkiye's second biggest port in the category of bulk cargo.

We started the construction of the Private Eren Science and Technology High School in Bitlis.

2023
We have laid the foundation for the SAP RISE transformation project.

We became one of the first three Turkish industrial companies to join Water Europe.

Our Awards

Numerous awards have honoured us since our establishment.

As Eren Enerji, we will continue our efforts through sustainable investments in line with our future goals and maintain our achievements.

We were honoured with the Silver Award in the "Energy Management" category in 2019 and the Green World Ambassador Award for 2020 by The Green Organisation for our successful environmental practices, which involved a total investment of USD 220 million.

Our company is a significant energy provider, meeting 6% of Türkiye's total electricity demand on its own. The successes we have achieved in this field highlight our strong position in the sector and underscore our reputation in the international field.

EUROMONEY-Project Finance Magazine awarded Eren Enerji the "European Power Deal of the Year" in 2009. This award honours our company's effective and successful collaborations and agreements on electricity projects across Europe.

In 2013, EMEA Finance magazine awarded our company the 'Best Project Finance' award in Europe, the Middle East, and Africa. This award embraces our outstanding achievements and financial strategies in project financing on a regional scale.

The BSC International Safety Awards, organised for the 66th time this year by the UK-based British Safety Council, are among the most prestigious awards globally in the fields of health and safety. Within the scope of good practice projects, an international jury committee from BSC, based in London, evaluated the projects for the period 2023 and found our company worthy of award. As Eren Enerji, one of 28 organisations selected from 400 participating companies across various sectors in our country, we received our award at the ceremony held on June 7th at the InterContinental London.

Green Awards for a Green Future: Green World Silver Award and Green World Ambassador Award

The Green Organisation jury evaluates projects from all over the world, including those from the private sector, public institutions, and national governments, based on their environmental aspects. Successful projects are awarded gold, silver, or bronze. The primary goal of the Green World Awards is to improve environmental performance, promote efficient resource use, enhance the competitiveness of organisations, and share the best environmental practices with the world as an example.

Through our successful environmental investments, including FGD, SCR, EFIP, ESP, and discharge line projects, with a total investment of USD 220 million, we were honoured with the Silver Award in the "Energy Management" category in 2019 and the Green World Ambassador Award for 2020. The award ceremony was held at the United Kingdom Parliament Building in London, organised by The Green Organisation, based in the UK.

As Eren Enerji, we will continue our efforts and maintain our successes through sustainable investments in line with our future goals.



Our Sustainability Strategy, Approach, and Organisation

We aim to make sustainability our corporate culture.

At Eren Enerji, we are actively evaluating the latest technologies that are sensitive to climate change and the environment, with the goal of using energy efficiently.

Within the framework of our sustainability vision, we take on a responsible, conscious, and exemplary role in our sector as an organisation that fulfils its environmental and social responsibilities.

Today, companies are taking various measures to adopt sustainability strategies and fulfil their social responsibilities by minimising their environmental impact. In this context, as Eren Enerji, we continue our efforts to align our business processes by using energy efficiently and evaluating the latest technologies that are sensitive to climate change and the environment. We closely follow national and international goals, commitments, strategies, and policies related to combating climate change and sustainability, and we participate in relevant seminars, congresses, and other events.

In this context, we took steps in 2023 to establish a sustainability committee that will enable us to approach our sustainability strategy in a more planned, detailed, and inclusive manner, aiming to strengthen our organisational structure for developing, implementing, and reporting sustainability management plans, along with the establishment of a suborganisational structure. By examining global examples, we aim to establish the most suitable and effective structure for us. Our goal is to hold the first meetings of the committee and its sub-working groups within the first six months of 2024 to improve our current strategy, systematically develop our Sustainability Action Plan, and add new projects to our ongoing initiatives.

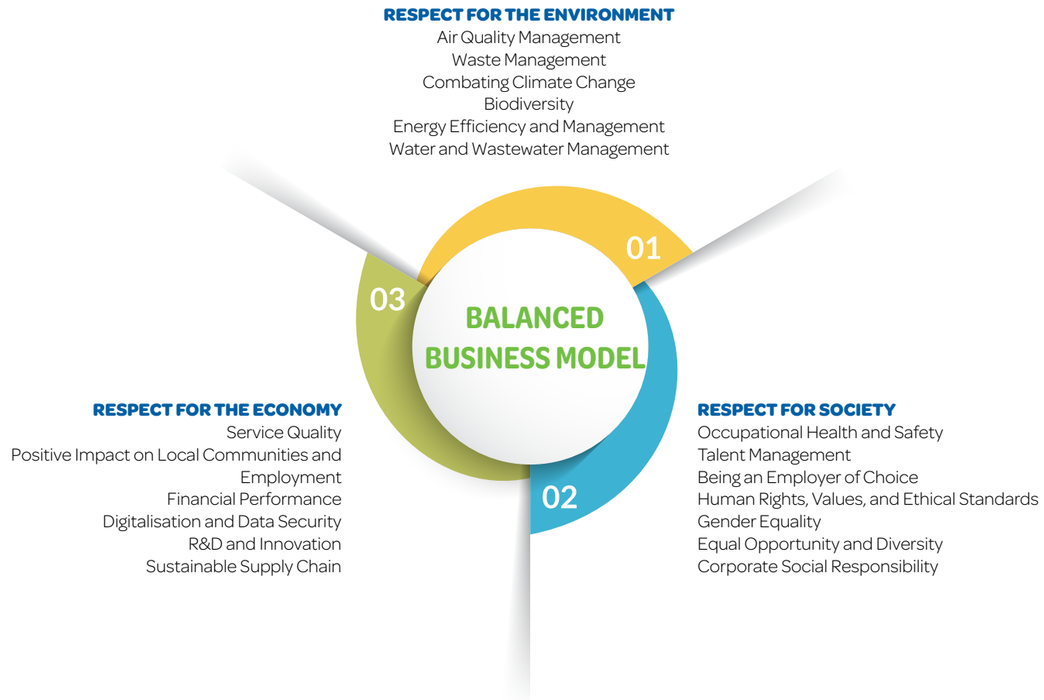
Within the framework of our sustainability vision, we take on a responsible, conscious, and exemplary role in our sector as an organisation that fulfils its environmental and social responsibilities.

Sustainability Approach

Considering our activities, we have identified our material topics related to sustainability in line with the views and expectations of our stakeholders. From this standpoint, we have identified our areas of focus for future development by adopting the principles of sustainable development and governance within the framework of the 17 core goals of the United Nations (UN) Sustainable Development Goals. By considering internationally recognised governance theories, we have focused on taking an effective management role in sustainability. In this context, by evaluating various governance models, we have identified the most effective strategies to contribute to the UN Sustainable Development Goals. Participatory, transparent, accountable, and multi-centred approaches to governance constitute the fundamental elements that guide our company's way of doing business in alignment with our sustainability objectives.

GRI 2-13, 2-14, 2-16, 2-22, 2-23, 2-24, 3-3

Eren Enerji Sustainability Roadmap: Step by Step into the Future



By adopting ethical leadership principles in our governance processes, we aim to foster a strong ethical climate among our employees and stakeholders. Through this leadership approach, we aim to enhance sustainability awareness not only within our company but also at the community level, where we interact with all our stakeholders.

Our company closely monitors global and national sustainability goals and commitments, evaluating various theoretical approaches to develop strategies that align with them. Our efforts in this direction aim not only to improve our own sustainability performance but also to make a significant impact as an exemplary organisation in our sector.

Transformation Process with a Focus on Sustainability

All innovations within a system represent transformations within its subsystems. Our company's transformation process goes beyond individual systems, encompassing various system innovations at different scales over an extended period. During this transition, our strategic approach involves reevaluating and reshaping existing structures, institutions, cultures, and implementation systems. The process we aim for is long-term, multi-dimensional, and fundamental in nature, bringing about positive change. In this context, our company's strategic goals encompass not only the transformation of energy systems but also the transition of established sociotechnical systems toward more sustainable consumption and production patterns.

Our company's transformation process aims to replace traditional structures in the energy sector with more sustainable and innovative energy solutions. Within this framework, our strategic steps focus on creating a paradigm shift in energy production and consumption, considering their long-term impacts.

Step 1: Initiating Systematic Management Efforts

At Eren Enerji, we adopt a systematic approach to set our sustainability goals and play an active role in this field. In this step, we will establish a sustainability committee that encompasses all our activities. The Chair of our Committee will be our CEO, who represents the company at the highest level. This Committee will consist of managers responsible for overseeing the key aspects of Eren Enerji's operations and experts appointed by these managers. Our goal is to integrate sustainability into our company culture with a holistic approach.

Our Sustainability Strategy, Approach, and Organisation

Step 2: Identifying Material Topics and Developing Projects
The members of the sustainability committee will develop projects and create action plans based on the material topics that impact our activities. While the impact of sustainability on our company's business continuity is new, we have taken the necessary steps to establish our sustainability organisational structure in 2024. The development, implementation, and reporting of sustainability management plans will support and enhance our organisational structure.

Step 3: Evaluating Risks and Opportunities, Contributing to Progress
At Eren Enerji, we will assess the risks and opportunities that will arise from the future changes in our industry and focus on innovations to actively contribute to developments in the sector. This step is a crucial phase in shaping our sustainability vision and maintaining our leadership in the industry.

Step 4: Communicating with Stakeholders through Transparent Reporting
By transparently sharing our efforts in social, environmental, and economic areas with our stakeholders, we aim to present our company's sustainability efforts from a broad perspective. This step represents our commitment to fulfilling our social responsibilities and adopting a transparent communication approach.

As Eren Enerji, we are committed to implementing a comprehensive plan in the field of sustainability by following these steps, and we are moving forward decisively to provide sustainable and innovative solutions to meet future energy needs. Our restructured sustainability journey will also create various risks and opportunities in the upcoming period. In this context, anticipating risks that threaten sustainability and developing preventive mechanisms, along with the regular monitoring and management of targets related to implemented actions, will form the foundation of our management approach. In light of the mentioned insights, we continue to take significant concrete steps towards corporate social responsibility, sustainable development values, principles, and performances.



As Eren Enerji, we will assess the risks and opportunities that will arise from the future changes in our industry and focus on innovations to actively contribute to developments in the sector.

Our Stakeholder Map and Relations with Stakeholders

Stakeholder Group	Communication Channels	Frequency of Communication
Internal Stakeholders		
Eren Enerji Management	• Email, phone, and face-to-face meetings	Regular
Employees	• Meetings and training sessions	
	• Digital communication tools	
	• Digital training programs	
	• Employee satisfaction surveys	
	• Events for employees	
	• Committee meetings	
	• Announcements and notifications	
	• Internal publications	
External Stakeholders		
Local Communities and Authorities	• Phone and face-to-face meetings	As needed
	• Meetings	
Suppliers	• Email, phone, and face-to-face meetings	Regular
	• Meetings	
	• Supplier audits	
	• Supplier portals	
Customers	• Email, phone, and face-to-face meetings	Regular
	• Meetings	
Foreign Stakeholders	• Email, phone, and face-to-face meetings	As needed
	• Meetings	
Public and Regulatory Institutions	• Periodic reporting	As needed
	• Meetings and conferences	
	• Email, phone, and face-to-face meetings	
	• Audits	
Global, Mainstream, and Local Media Groups	• Phone and face-to-face meetings	As needed
NGOs, Universities, Associations, and Memberships	• Email, phone, and face-to-face meetings	As needed
	• Meetings	
Subcontractors	• Email, phone, and face-to-face meetings	As needed
	• Meetings	

GRI 2-6, 2-29, 3-3

Material Topics and Materiality Matrix

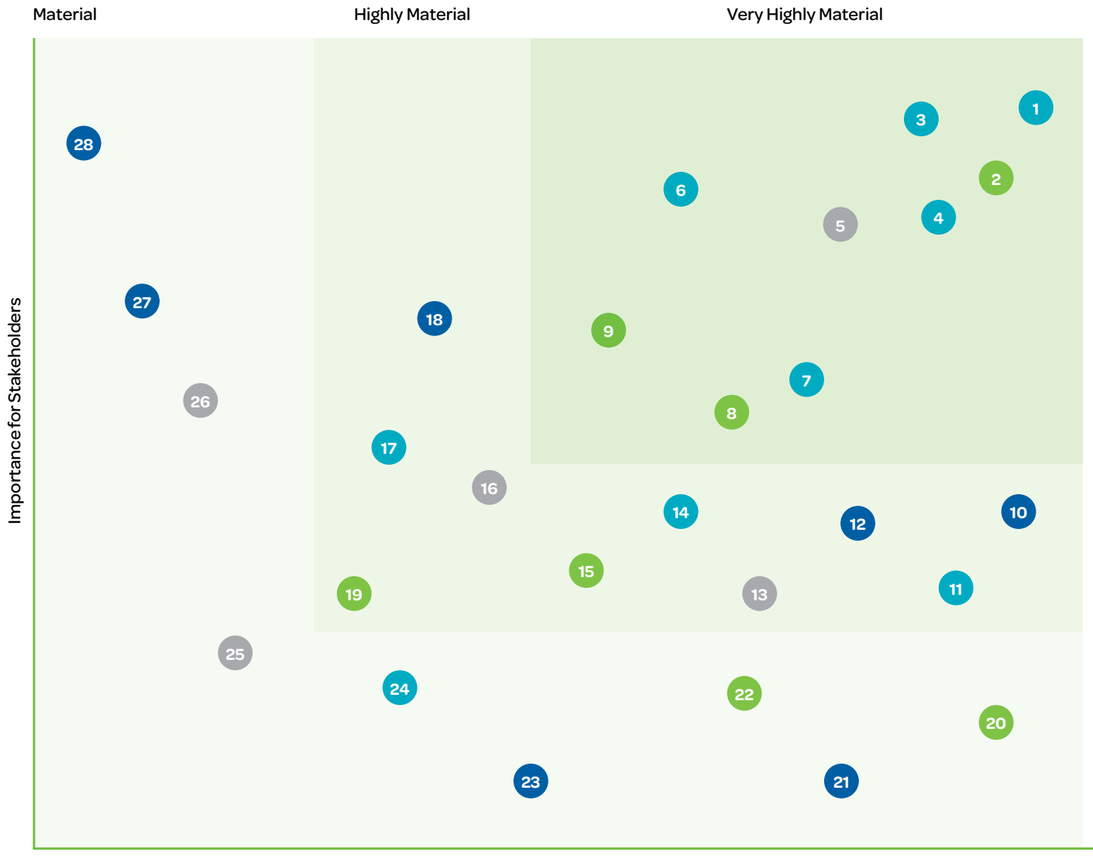
Stakeholder Analysis Study

As Eren Enerji, we conducted a stakeholder analysis to determine our sustainability priorities as part of our sustainability efforts for 2023. In the first phase of our analysis, we mapped our stakeholders and identified various stakeholder groups. In line with this study, we defined our internal stakeholders as our company management and employees, and our external stakeholders as customers, suppliers, subcontractors, local communities and authorities, foreign stakeholders, public and regulatory institutions, media, NGOs, universities, and associations. By evaluating the priorities, trends, risks, and opportunities in the energy sector, we identified potential material topics for our company. We prepared a survey with various questions based on the identified topics, seeking our stakeholders' opinions and expectations on these issues. We collected a total of 511 responses through surveys directed at the nine stakeholder groups we identified. We evaluated all the survey responses mathematically and objectively to determine our material topics.

Our efforts, taking into account the ESG (Environmental, Social, and Governance) factors, led us to create a materiality matrix that includes 9 very high material topics, 10 high material topics, and 9 material topics.

As Eren Enerji, we will shape our sustainability efforts, investments, and strategy around these material topics, continuing our operations in line with our roadmap.





Economic Social Environmental Governance

Very Highly Material

1. Occupational Health and Safety
2. Air Quality Management
3. Employee Training and Development
4. Emergency Action Plan
5. Combatting Bribery and Corruption
6. Being an Employer of Choice
7. Employee Engagement and Satisfaction
8. Waste Management
9. Management of Greenhouse Gas Emissions

Highly Material

10. Service Quality
11. Human Rights, Values, and Ethical Standards
12. Positive Impact on Local Communities and Employment
13. Business Ethics, Transparency, and Legal Compliance
14. Gender Equality
15. Combating Climate Change and Environmental Compliance
16. Corporate Governance
17. Equal Opportunity and Diversity
18. Financial Performance
19. Biodiversity

Material

20. Energy Efficiency and Management
21. Digitalisation and Data Security
22. Water and Wastewater Management
23. R&D and Innovation
24. Corporate Social Responsibility
25. Effective Risk and Crisis Management
26. Stakeholder Communication
27. Logistics Impacts
28. Sustainable Supply Chain

Stakeholder analysis

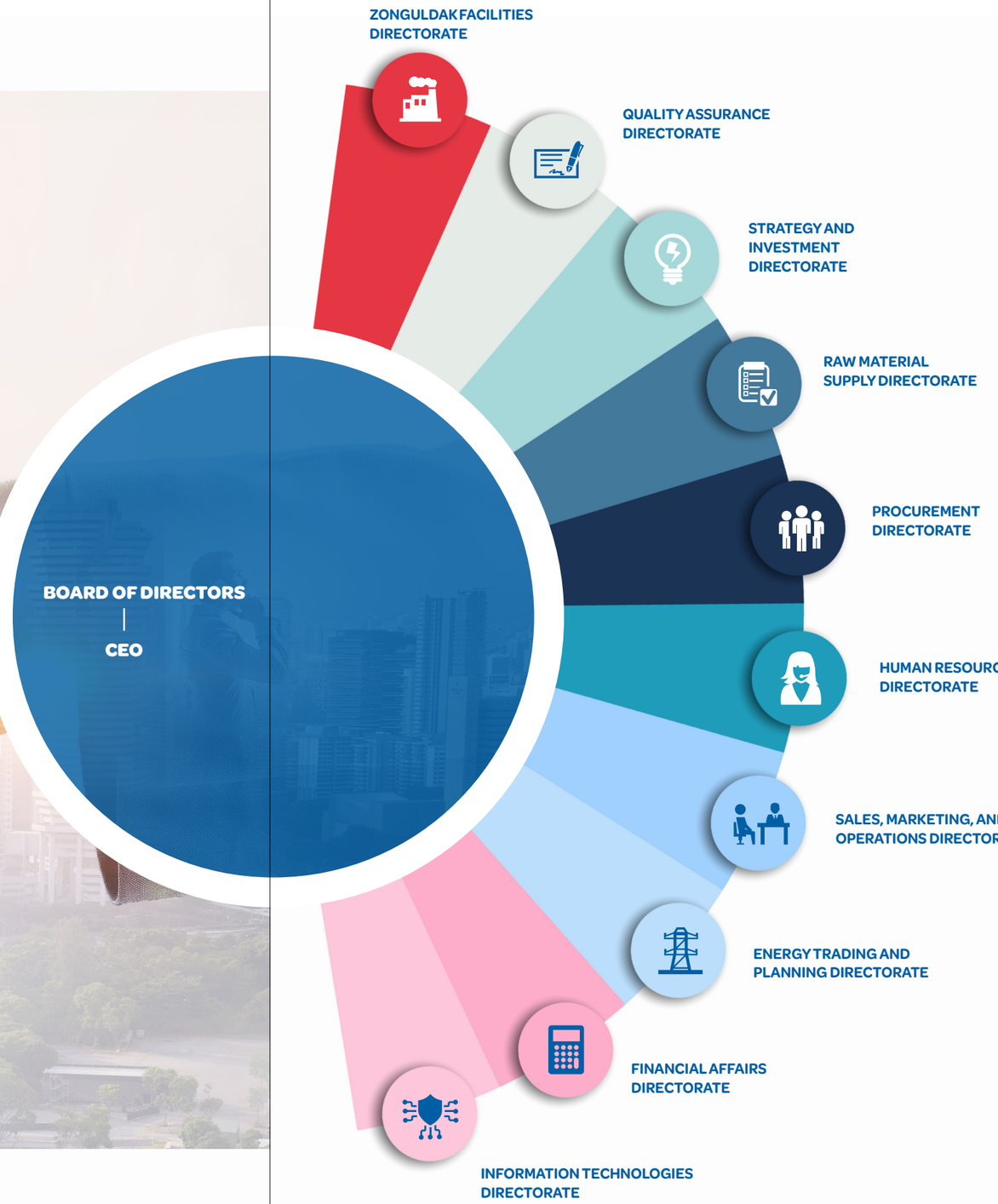
GRI 2-16, 2-22, 3-1, 3-2, 3-3

Our Targeted Sustainable Development Goals

Eren Enerji 2023 Material Topics	Relevant SDGs
ENVIRONMENTAL	
Air Quality Management	3, 13
Waste Management	11, 12, 14, 15
Management of Greenhouse Gas Emissions	13
Combating Climate Change and Environmental Compliance	7, 11, 13
Biodiversity	14, 15
Energy Efficiency and Management	7, 13
Water and Wastewater Management	6, 14
SOCIAL	
Occupational Health and Safety	3, 8
Employee Training and Development	5, 8
Emergency Action Plan	11
Being an Employer of Choice	8, 16
Employee Engagement and Satisfaction	8, 10
Human Rights, Values, and Ethical Standards	4, 5, 8, 10, 16
Gender Equality	5, 10
Equal Opportunity and Diversity	5, 10
Corporate Social Responsibility	2, 3, 5, 10, 11, 12, 17
ECONOMIC	
Service Quality	3, 9
Positive Impact on Local Communities and Employment	8
Financial Performance	8
Digitalisation and Data Security	9
R&D and Innovation	9
Logistics Impacts	11, 12
Sustainable Supply Chain	8, 11, 12
GOVERNANCE	
Combatting Bribery and Corruption	16
Business Ethics, Transparency, and Legal Compliance	10, 16
Corporate Governance	8, 16
Effective Risk and Crisis Management	8, 11
Stakeholder Communication	16, 17

Organisational Chart





GRI 2-9, 2-11, 2-12, 2-17, 2-18

Corporate Governance

We have a strong corporate governance structure.

As Eren Enerji, we not only comply with legal regulations but also adhere to ethical values, diligently applying our corporate governance principles.

Our approach to corporate governance goes beyond a traditional structure focused solely on profit-making; it is based on protecting the rights of the community and upholding the interests of all stakeholders. Our company has adopted a corporate governance policy that not only protects the rights of shareholders but also upholds the rights of all stakeholders, aiming to ensure fair and transparent management of relationships among them. In this framework, our company is committed to maintaining a management approach that is based on the principle of sustainability, while being responsive to societal expectations and environmental impacts.

As a subsidiary of Eren Holding, our company has a strong corporate structure with a well-defined organisational framework. Our company's organisational structure has been clearly defined, with roles, authorities, and responsibilities explicitly outlined, operating under the principle of accountability within this framework.

Our company not only complies with legal regulations but also adheres to ethical values, diligently applying corporate governance principles.

Our company advances towards its strategic objectives with the firm guidance of our Board of Directors, underpinned by our strong corporate structure. Our company has a defined vision, mission, and set of values for sustainable growth and success. These elements are the fundamental principles that shape our activities and guide the company in defining its commitments, responsibilities, and objectives.

Our corporate policies reflect the commitments and standards our company adheres to. Our Integrated Management Systems Policy outlines a framework that includes quality, occupational health and safety, environmental, and energy management and specifies our commitments in these areas. Additionally, our Information Security Management System Policy encompasses commitments within the scope of ISO 27001 ISMS, detailing the policies our company follows in the field of information security.

Our transparent and open communication policy is further supported by the accessibility of these policy documents on our company's official website. This approach aims to enhance engagement with stakeholders and openly express all our sustainability commitments to the community.

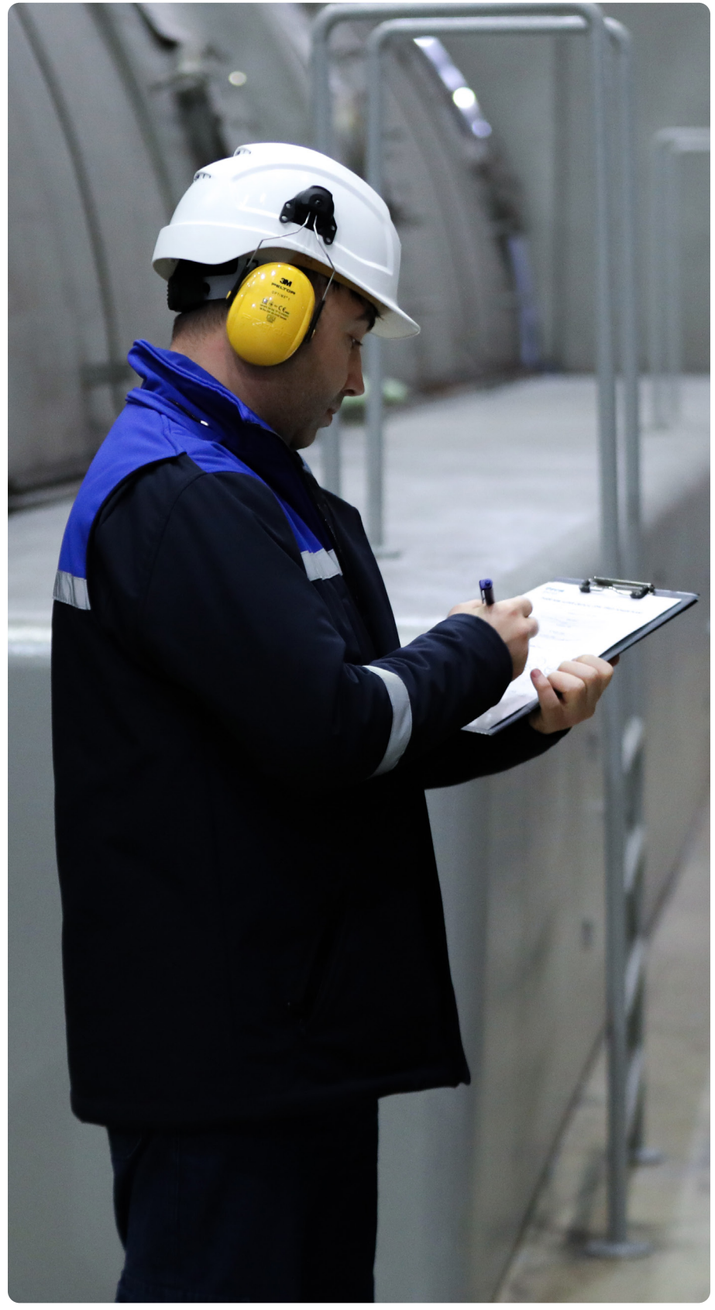
Information Security Management Policy

The Information Security Management System of Eren Holding A.Ş, Eren Enerji Elektrik Üretim A.Ş., and other group companies is based on the following fundamental principles:

- To protect the information assets processed, transmitted, stored, and shared with other entities by Eren Holding and Eren Enerji in accordance with the principles of confidentiality, integrity, and availability.
- To develop and continuously improve the management system established to identify, assess, and implement controls for security needs, risks, vulnerabilities, and opportunities related to information security processes.
- To develop and implement controls related to security risks in information and communication systems. To monitor risks by reviewing technological expectations and advancements.
- To ensure full compliance with laws, regulations, contractual obligations, and the company's operational principles.
- To ensure full compliance with the legal requirements of the Energy Market Regulatory Authority (EMRA).
- To reduce the impact of information security risks and ensure business continuity.
- To possess the capability to respond quickly to potential information security incidents and mitigate the impact of such events.
- To raise awareness among employees about information security and ensure they understand their responsibilities to minimise information security risks.
- To ensure that group companies or external service providers meet the requirements of the information security system.
- To define information security requirements for third parties, suppliers, and visitors and ensure their adherence to security policies.
- To protect the reputation of Eren Holding from negative impacts related to information security.
- To define measurement methods to increase the effectiveness of the implemented information security controls and to report on them.

Proactive Risk Management

As Eren Enerji, we conduct risk assessment discussions with units based on our procedures to ensure effective management of risks arising from our activities. In these discussions, we identify risks and assess their impact, probability, and severity. We continuously review and effectively manage our risks. Based on the identified risk levels, we prepare necessary risk action plans, taking these controls into account. Our Occupational Safety Experts meticulously identify our operational risks. We work in coordination with the units to carry out risk reduction efforts. In this way, we effectively manage our environmental, operational, and process-based risks.



GRI 2-9, 2-10, 2-11, 2-12, 2-15, 2-17, 2-18, 2-23, 2-24, 3-3, 405-1

Ethics, Transparency, and Legal Compliance

We pledge to adhere to all legal requirements.

In 2023, as Eren Enerji, we adopted a transparent and equitable approach to business ethics and legal compliance activities under the leadership of the Human Resources Directorate.

Our fundamental principles regarding business ethics, transparency, and legal compliance are the elements that shape our corporate behaviours. Our company is committed to full compliance with legal and regulatory requirements and adheres to the principles of honesty, accountability, and transparency in its interactions with official authorities. We embrace a management approach that considers society, the environment, and our stakeholders while fulfilling our responsibilities.

Policies and Guidelines

Our policies on business ethics, transparency, and legal compliance are based on written procedures and our company culture. The Code of Ethics includes procedures and management systems regulating human resources activities, as well as compliance requirements such as ISO 9001, ISO 45001, ISO 14001, ISO 27001, and ISO 50001.

An Ethical Perspective on Human Resources

In 2023, as Eren Enerji, we adopted a transparent and equitable approach in our business ethics and legal compliance activities under the Human Resources Directorate. We ensured fair practices and compliance with ethical values in areas such as recruitment processes, promotion procedures, the 360-degree performance evaluation system, working conditions, and compensation policies.

Ethical Understanding and Values at Eren Enerji

Our company upholds the following fundamental ethical values:

- Fair and equal treatment,
- Reducing environmental impact,
- Honesty,
- Education and awareness,
- Respect for confidentiality,
- Respect for the rule of law,
- Social responsibility,
- Transparency,
- Social responsibility,
- Compliance with laws and ethical standards.

These values reflect the responsible perspective we adopt while carrying out our activities and shape our corporate culture. Our company regulates and manages employee behaviours through the Code of Ethics.



GRI 2-25, 2-26, 2-27, 205-1, 205-3, 3-3, 406-1

Eren Enerji's Evaluation of Ethical Performance

Employee Safety and Health	Employee safety and health are among our company's top priorities. Our company has integrated occupational health and safety (OHS) measures, such as OHS trainings, the employment of safety experts and healthcare personnel, and the activities of the Ethics Committee, into its ethical and legal compliance policies.
Employee Engagement and Communication	Internal communication and employee engagement are supported through regular meetings, surveys, activities of the Ethics Committee, and open communication policies. Encouraging employees to engage with management, participate in operations, and maintain regular communication channels ensures a transparent corporate culture.
Ethics Committee and Notifications	The Ethics Committee evaluates employee behaviour under transparent regulation and determines the courses of action to be followed. It provides a monitoring mechanism within our company for ethical behaviour through a process applied equally to all employees.
Employee Information	We inform employees about the Code of Ethics and its activities through email and SMS. Our company conducts training sessions through internal meetings, brochures, and documents accessible via QDMS. This increases awareness of ethical and compliance issues within our company.
Notifications and Participation	The Ethics Committee informs employees about its activities through email and SMS announcements.
Working Conditions and Compensation Policies	We adopt a fair and transparent approach in determining working conditions. We duly observe all legal obligations, including annual leave periods, overtime, notice, and severance pay. Shift workers in the field work five days a week for 37.5 hours. We establish compensation policies by conducting job evaluations with various consulting firms and comparing salaries to those of similar roles within the energy sector. The Eren Enerji Compensation and Benefits policy embraces a fair, balanced, competitive, incentivising, and market-aligned approach.

Combating Bribery and Corruption

As Eren Enerji, we maintain a firm stance against bribery and corruption, grounded in our understanding of sustainability. We base our company's perspective on the principles of transparency, ethical values, and legal compliance, viewing bribery and corruption as both a violation of ethical values and a breach of the law.

We implement our anti-bribery and anti-corruption policy within the framework of the Code of Ethics, which governs employee conduct. This directive empowers our Ethics Committee members to evaluate violations and implement the necessary measures. In 2023, in line with our efforts in this area, we shared comprehensive information on combating bribery and corruption as part of the Code of Ethics, emphasising to all our employees that such inappropriate behaviours are inconsistent with our company's ethical values.

Informational activities regarding combating bribery and corruption are ongoing for all our employees. We have sent the Code of Ethics to our employees via email and SMS and also made it accessible through QDMS.

Looking Ahead

As Eren Enerji, we will continue our efforts in ethics and compliance in the future, developing new initiatives and focusing on building a corporate culture that aligns with ethical values and emphasises continuous improvement.

Integrated Management Systems and Certifications

We enhance our performance through an integrated management approach.

We develop our corporate structure through our Quality Management System, Occupational Health and Safety Management System, Environmental Management System, Information Security Management System, and Energy Management System, guided by the principle of "continuous improvement."

Our Integrated Management Approach

As Eren Enerji, through our integrated management system, we operate in line with our vision of being an exemplary and leading company in the energy sector, utilising a more sustainable, competitive, and effective business model. With an integrated management approach, we focus on enhancing our company's overall performance by consolidating the requirements of various standards into a single framework. We enhance our corporate structure through our Quality Management System, Occupational Health and Safety Management System, Environmental Management System, Information Security Management System, and Energy Management System, all of which are maintained under the principle of 'continuous improvement'.

ISO 9001 Quality Management System

As Eren Enerji, we embrace the belief that customer satisfaction can be achieved through the improvement of the quality of all processes. The "ISO 9001 Quality Management System Certificate," which we received at the end of 2011, validated our success in our quality management system efforts.

The ISO 9001 Quality Management System encompasses the production and sale of electricity and fly ash at our ZETES-1, ZETES-2, and ZETES-3 plants, as well as our port operations, pilotage, and tugboat services.

ISO 45001 Occupational Health and Safety Management System

In all our activities, we adopt the principle of "People First," ensuring a safe and healthy working environment for employees, contractors, and visitors. As Eren Enerji, we validated our success in occupational health and safety efforts with the "OHSAS 18001 Occupational Health and Safety Management System Certificate" we earned at the end of 2012. Our company has completed the transition to the ISO 45001:2018 Occupational Health and Safety Management System, which emerged from the international recognition of the Occupational Health and Safety Management System, and has earned the certification in September 2019.

The ISO 45001:2018 Occupational Health and Safety Management System covers electricity production at our ZETES-1, ZETES-2, and ZETES-3 plants, as well as our port operations.

ISO 14001 Environmental Management System

For a cleaner and more liveable world, our company implements measures to prevent environmental pollution and utilises natural resources as efficiently as possible during our activities, in line with our environmentally conscious approach and vision for sustainable development.

Globally, there are standardised practices for coal-fired thermal power plants. During the establishment of our plants, the latest and most environmentally friendly technologies were selected. As Eren Enerji, we have invested USD 220 million in environmental projects, staying up-to-date with technological advancements to ensure environmentally friendly production. By fostering environmental awareness among our employees, we prevent pollution at its source during production and post-production processes.

The ISO 14001 Environmental Management System covers the production of electricity and fly ash at our ZETES-1, ZETES-2, and ZETES-3 plants, as well as our port operations.

ISO 50001 Energy Management System

As Eren Enerji, we are committed to making our production processes more efficient by meeting legal and other requirements related to energy efficiency, developing efficiency-enhancing projects, continuously improving our energy performance, reducing resource consumption, and working sensitively against global warming. Following these principles, we completed our ISO 50001:2018 Energy Management System certification process in December 2019.

The ISO 50001 Energy Management System covers electricity production at our ZETES-1, ZETES-2, and ZETES-3 plants, as well as our port operations.

ISO 27001 Information Security Management System

This system provides a framework for managing, protecting, and continuously improving an organisation's information assets. It encompasses all of our company's information assets, including physical, digital, documentary, personnel, and business processes. Through the ISO 27001 management system, we aim to identify and assess information security risks and protect these assets with an appropriate management approach.

As a result of our efforts, our company earned the ISO 27001 Information Security Management standard in March 2016 and has been maintaining the processes required by this certification.

The ISO 27001 Information Security Management System covers the electricity production activities at our ZETES-1, ZETES-2, and ZETES-3 plants.

Other Certifications

- TS EN 450-1 Fly Ash Performance Consistency Certificate
- ASTM C-618 Fly Ash Compliance Certificate
- Gypsum and Bottom Ash G Compliance Certificate with National Technical Approval (UTO)

Integrated Management System Table

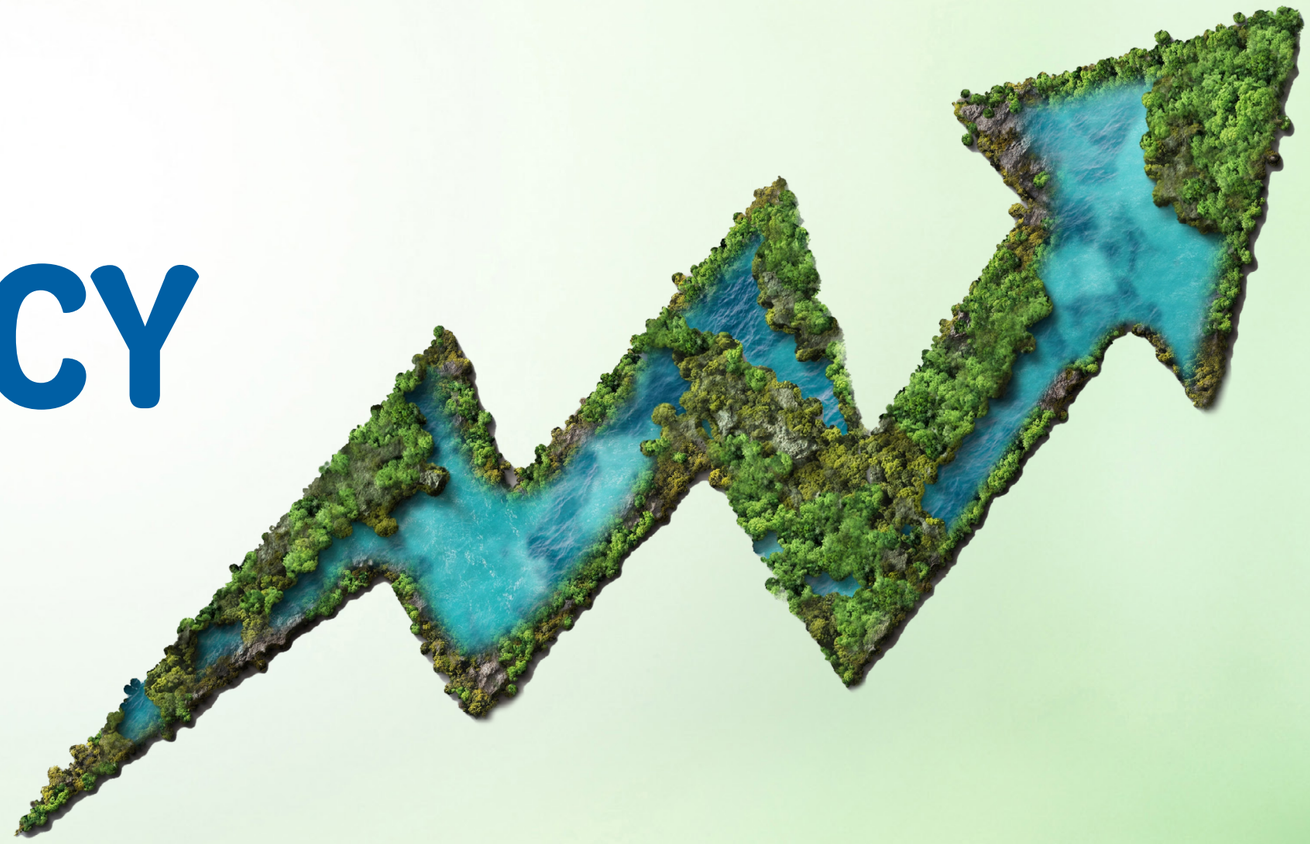
Standard	Certificate Date	Update Date
ISO 9001	2011	2016
ISO 45001	2012	2019
ISO 14001	2015	Ongoing
ISO 27001	2016	Ongoing
ISO 50001	2019	Ongoing

Benefits and Advantages of Integrated Management Systems for Eren Enerji

Benefit and Area	Description
Efficiency and Continuous Improvement	- The integrated management system enables the effective management of business processes. - Monitoring all processes in an integrated manner promotes continuous improvement.
Cost Reduction	- Operating with a single system reduces certification and audit costs. - Integrated management minimises operating costs by using resources more efficiently.
Risk Management and Compliance	- Compliance with standards reduces legal and commercial risks. - Adherence to standards enhances reliability.
Employee Engagement and Satisfaction	- The integrated management system increases collaboration and participation among employees. - Employee training and awareness improve compliance with occupational health, safety, and quality standards.
Competitive Advantage	- The integrated management system provides advantages in sustainability and social responsibility. - It instils confidence in customers and stakeholders that they possess an integrated management approach.
Sustainability and Environmental Performance	- Compliance with environmental standards enhances the efficient use of natural resources and improves environmental performance. - Achieving sustainability goals becomes easier.
Strategic Management and Decision-Making	- The integrated management system facilitates the setting of strategic goals and coordinates efforts to achieve them. - Data analysis and reporting enable better decision-making for management.
Transparency and Reputation	- Compliance with standards contributes to the perception of being a transparent and trustworthy organisation. - It strengthens the company's reputation by increasing trust in customers and stakeholders.

HIGHER EFFICIENCY

Since our establishment, we have pioneered numerous firsts in our country through the investments we have implemented. We are the first company in Türkiye to establish a Nitrogen Oxide (NOx) Treatment Facility among coal-based thermal power plants. To promote efficient resource use and minimise carbon emissions, we utilise cutting-edge technology flue gas treatment systems at our facilities and conduct efficient coal-based production.



Production Activities and Port Services

We dedicate all our energy to Türkiye and produce continuously.

The total capacity of the ZETES facilities has reached 2,790 MW with an investment value of USD 2.8 billion.

ELECTRICITY GENERATION AND SALES

As Eren Enerji, we generate electricity through our thermal power plants in Zonguldak and supply this electricity to the energy market. Our company, which continues to work in electricity generation and sales, began constructing coal-fired power plants with a total capacity of 1,390 MW at the ZETES-1 project in the Central District of Zonguldak, Çatalağzı in 2007. Our company completed the construction of the ZETES-1 and ZETES-2 plants in 2010 and commenced operations. We laid the foundations for the 1,400 MW ZETES-3 investment in 2014, located in the northern part of the Eren Thermal Power Plant site in Muslu, Kilimli District of Zonguldak, and completed the construction in 2016.



In 2023, Eren Enerji generated a total of 18,393,761 MWh of gross energy. To put this in perspective, the energy we produced was almost equal to the annual consumption of Ankara, Türkiye's capital and one of its largest cities.

GRI 201-1, 3-3



ZETES-1

The first unit with a capacity of 160 MW, located in the southern part of the Zonguldak Eren Thermal Power Plant site.

Location: Çatalağzı, Zonguldak, Türkiye

Technology: Circulating Fluidised Bed Technology

Number of Units: 1

Capacity: 160 MW

Efficiency: 41.3%

2023 Production: 821,962 MWh

Start Date of Production: 2010

Workforce: 86

Circulating Fluidised Bed Technology is used at the thermal power plant for steam production.

ZETES-1 Technology

In circulating fluidised bed (CFB) boilers, solid particles (such as coal, ash, limestone, etc.) within the boiler are fluidised by supplying air through nozzles located beneath the bed using fans. This process creates bed material that behaves like a fluid. The solid particles in this situation exhibit physical behaviour like that of a fluid. The coal burns in a perfect mixture of suspended inert particles in the air, resulting in a bed temperature of 850 °C. The boiler generates superheated steam after combustion, which then enters the high-pressure stage of the turbine and expands. The boiler's heating section raises the temperature of the steam exiting the high-pressure turbine before it enters the medium-pressure turbine, which integrates with the low-pressure stage. In this cycle, the steam hits the closely spaced turbine blades, transferring its energy to the rotors. In the generator, which consists of a stator and rotor that operate connected to the same mechanical shaft as the turbine, the mechanical energy generated by the steam striking the turbine blades is converted into electrical energy. The power plant sends the exhausted steam, which has transferred its energy, to the air-cooled condenser for condensation.

The power plant uses an air-cooled system. The maximum efficiency of the facility is 41.3%.

ZETES-1 - New Investments

ACC nozzles spray line project: This project aims to prevent load drops experienced, particularly during the summer months, due to condenser efficiency.

Coal dewatering system project: This project aims to prevent excessively wet coal, especially during periods of heavy rainfall, from causing malfunctions in the coal feeding system.

Energy savings in fans: The waste heat-focused energy study conducted field measurements in November 2023 and observed energy-saving potential in the fans supplying clean air to the boiler. The study report is pending.

Production Activities and Port Services



ZETES-2

It consists of units 2 and 3, each with a capacity of 615 MW, located in the southern part of the site.

Location: Çatalağzı, Zonguldak, Türkiye

Technology: Supercritical Boiler

Number of Units: 2

Capacity: 2 x 615 MW

Efficiency: 43.8%

2023 Production: 8,824,109 MWh

Start Date of Production: 2010

Workforce: 217

ZETES-2 is the first thermal power plant in Türkiye with Supercritical Boiler Technology.

ZETES-2 Technology

The boiler used in the ZETES-2 power plant is supercritical, type Pi (n), single-flow, and fuelled by pulverised coal. Since there is no saturated steam phase in the boiler, it does not contain a drum. The boiler directly transitions the condensate into the superheated steam phase, and the turbine receives the HP steam as IP steam upon turbine return. Two stages (HP and IP) supply the steam to the steam turbine, which uses its thermal energy on the turbine blades before condensing in a water-cooled condenser. After condensation, it passes through heaters with the help of condensate pumps and is sent to the feedwater tank. After the oxygen level is adjusted in the feedwater tank (degasifier), it is sent to the boiler economiser again through the feedwater pumps after passing through the heaters. After working in the turbine, the steam arrives at the double-pass shell-and-tube type condenser, where the vacuum (5 kPa) condenses it down to 30–40 °C.
The turbine generator transforms the mechanical energy from the HP, IP, and LP stages of the turbine into electrical energy. The power plant uses a seawater cooling system. The plant's maximum efficiency is 43.8%.

ZETES-2 - New Investments

The burner modernisation project for Unit 3 of ZETES-2 began with field measurements in 2021 and was completed in 2024. The modernisation of Unit 2 is planned to be carried out in 2025. In addition to these projects, the following are planned at the power plant: DCS Upgrade Project (Automation), the construction of a roof and solar energy system over the ZETES-2 Coal Field, alternative steam supply for the new PM6 facility, and ESP improvement projects.



ZETES-3

ZETES-3 consists of units 4 and 5, each with a capacity of 700 MW.

Location: Muslu, Zonguldak, Türkiye

Technology: Supercritical Boiler

Number of Units: 2

Capacity: 2 x 700 MW

Efficiency: 43.8%

2023 Production: 8,747,690 MWh

Start Date of Production: 2016

Workforce: 219

The boilers used in the units of ZETES-3 are supercritical, Pi (n) type, single-flow, and pulverised coal-fired.

ZETES-3 Technology

The boiler used in the units of ZETES-3 are supercritical, type Pi (n), single-flow, and fuelled by pulverised coal. Since the fluid in the boiler operates above the critical point, there is no drum. The condensate fed into the boiler (276°C – 300 bar g) transitions directly to the steam phase, becoming superheated.

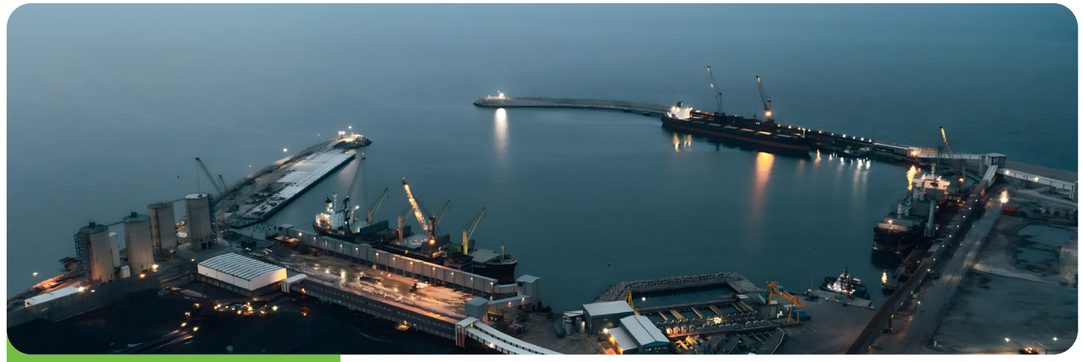
At the boiler exit, HP enters the turbine as the main steam and the steam exiting the turbine (Cold RH) returns to the boiler for reheating. The reheated steam (Hot RH) enters the IP turbine, and after exiting this turbine, the steam that passes to two LP turbines condenses in the seawater-cooled condenser under vacuum (4.9 kPa.a), transitioning to the liquid phase at 32.54°C. The water is pressurised by condensate pumps and, after passing through intermediate heaters, arrives at the feedwater tank (degasifier). After the oxygen level is adjusted, the water is pressurised by boiler feedwater pumps and first passes through high-pressure intermediate heaters before entering the economiser section of the boiler. The generator then transforms the mechanical energy from the HP, IP, and LP turbines into electrical energy.

ZETES-3 - New Investments

The planned implementation of the steam supply project for the PM6* facility continues to draw in new investments for ZETES-3. The project aims to supply the steam required by PM6 (max: 203 t/h) through the ZETES-3 plants. This project will transfer steam from both Units 4 and 5 to fulfil PM6's steam requirements, thereby obviating the need for PM6 to install an additional steam boiler. Additionally, we will increase the capacity of the water treatment unit to provide the water they require.

**PM6 is a paper production facility with a capacity of 1,000,000 tons per year, owned by Modern Karton San. ve Tic. A.Ş, a subsidiary of Eren Holding.*

Production Activities and Port Services



EREN PORT

Eren Port is a port facility owned and operated by our company. As Eren Enerji, we take pride in having the second largest port in Türkiye, Eren Port, in the bulk cargo category, as a result of our port operations carried out in 2022.

Location: Muslu, Zonguldak, Türkiye

Number of Jetties: 5

Capacity: 15 million tons

Start of Operations: 2010

Workforce: 292

Eren Port has a significant infrastructure with 4 bulk cargo jetties and 1 RO-RO loading jetty, providing loading and unloading services.

Eren Port, with an investment value of USD 200 million and an annual handling capacity of 15 million tons, has significant infrastructure with 4 bulk cargo berths and 1 RO-RO loading berth for loading and unloading services. Established in 2010, Eren Port was created to supply the coal needed for the power plants owned by Eren Enerji Elektrik Üretim A.Ş. and to facilitate the export of by-products such as fly ash, bottom ash, and gypsum produced by the power plants. Third parties currently receive handling services for coal, ore, slag, and pellets. We also provide pilotage and tugboat services in addition to port operations.

Jetties at Eren Port:
Eren Port has four jetties and one RO-RO jetty, as follows:

- **Jetty 1:** A 300-meter-long bulk cargo jetty capable of accommodating vessels of various capacities, up to a maximum of 200,000 DWT / 227,000 tons.
- **Jetty 2:** A 250-meter-long bulk cargo jetty capable of accommodating vessels of various capacities, up to a maximum of 80,000 DWT / 98,000 tons.
- **Jetty 3:** A 200-meter-long bulk cargo jetty capable of accommodating vessels of various capacities, up to a maximum of 60,000 DWT / 80,000 tons.
- **Jetty 4:** A berth that is 87-meters-long, capable of accommodating vessels with a maximum capacity of 10,000 DWT / 13,300 tons.
- **RO-RO Jetty:** A 35-meter-long jetty with a capacity of 6,895 DWT / 18,528 tons.



Summary Table of Eren Port Services

Loading and Unloading Services	- Loading and unloading services are provided via four berths. - Various types of cargo are handled, serving vessels of different capacities.
Coal Discharge Services	- Coal discharge services are provided for thermal power plants. - Coal is safely and efficiently transported from the port to the thermal power plants.
By-product Handling Services	- By-products generated during energy production are handled and processed. - Loading and unloading operations for materials such as fly ash and gypsum are carried out.
Tugboat and Pilotage Services	- Tugboat and pilotage services are provided to ensure the safe entry and exit of vessels.

Eren Port - New Investments

- Capacity enhancement works are ongoing for Jetty-3, which currently accommodates vessels with a capacity of 60,000 DWT, to allow vessels up to 80,000 DWT to dock. With this project, it is planned to transport fly ash and gypsum products from the stockyard using higher-tonnage vessels.
- We are continuing to invest in Jetty-4 for container loading and handling operations. Construction on the container jetties is currently underway, with a projected completion date of 2024, and a maximum capacity of 100,000 TEU.
- A contract has been signed under the Eren Port Berth Reinforcement Project. The project will use 640,000 m^3 (approximately 1,152,000 tons) of filling material. We expect to complete the project within 36 months.

Electricity Sales Services

We have a sales target of 17.5 billion kWh for 2024.

As Eren Enerji, we are proud to have achieved our goal of becoming the private sector power plant with the highest electricity sales in Türkiye in 2023.

As Eren Enerji, we maintain a comprehensive and detailed position in the energy markets by aligning our trading activities with our company's production activities and assets.

Based on managerial decisions and market analyses, our company sells the electricity it produces as spot market sales to eligible consumers and wholesale trading companies through bilateral agreements with Energy Exchange Istanbul (EXIST).

Our subsidiary, Eren Elektrik Enerjisi Toptan Satış A.Ş., carries out wholesale sales activities in accordance with the principles set by the Energy Market Regulatory Authority (EMRA).

All consumers who exceed the limit set by EMRA in the previous or current calendar year are considered eligible consumers.

According to the EMRA Board Decision, the limit for eligible consumers for the year 2023 has been set at 1,000 kWh; this figure is reassessed at the beginning of each year and can generally be reduced in parallel with the market's liberalisation steps.

As part of our trading activities, including production, we achieved the business goals set at the beginning of 2023 and have successfully completed another successful year.

At Eren Enerji, our sales target for 2024 is 17.5 billion kWh.

	Gross Production (MWh)	Net Production (MWh)	Sales Volume (MWh)	Installed Capacity (MW)
2021	14,127,086	13,251,523	13,420,672	2,790
2022	16,155,421	15,184,498	15,336,876	2,790
2023	**18,393,761**	**17,301,645**	**17,495,053**	**2,790**

Sales (MWh)	Free Consumer	Wholesale	EXIST	Total
2021	0	1,981,642	11,439,030	13,420,672
2022	0	3,807,766	11,529,111	15,336,876
2023	**430,088**	**1,713,494**	**15,351,470**	**17,495,053**



Digitalisation and Data Security

We are integrating digital transformation into our business processes.

As Eren Enerji, we integrated the relevant process into the ERP (Enterprise Resource Planning) system to manage our digitalisation requirements more effectively while maintaining the integrated structure of our processes within the corporate database.

The Impact of Digital Transformation on the Energy Sector
The energy sector stands out as a rapidly evolving field under the influence of technological advancements and digital transformation. In this transformation process, as Eren Enerji, we focus on the advantages offered by digitalisation to make our business processes more effective, efficient, and sustainable. In line with this effort, ensuring digitalisation and information security plays a critical role in achieving our sustainability goals and is essential for the long-term success of our company.

Eren Enerji's Digitalisation Journey
ERP, or Enterprise Resource Planning, is an information system that regulates the flow of information between various departments within a company and integrates different business processes. This system, which combines multiple functions like finance, accounting, human resources, and supply chain management on a single platform, is the digitalisation system used in our business processes. Our company also meets specific needs through other business applications used around the ERP system. These applications serve to optimise our company's operations in various areas, either by integrating with the ERP system or by functioning separately.

Our digitalisation vision focuses on adapting to the dynamics of the energy sector, optimising operations, and achieving our sustainability goals. Especially during the pandemic, our previously digitised processes allowed us to carry out operations at our central location seamlessly through remote working methods, demonstrating how critical digitalisation is for our business continuity.

As Eren Enerji, we integrated the relevant process into the ERP (Enterprise Resource Planning) system to manage our digitalisation requirements more effectively while maintaining the integrated structure of our processes within the corporate database. If a process cannot be evaluated within the ERP system, we conduct a specific application analysis to integrate it into our digitalisation process. Additionally, by using a workflow management system, we can digitise processes and thus manage workflows more effectively. This approach provides us with flexibility and adaptability in our digitalisation efforts.

Our company is focused on making business processes efficient, dependable, and sustainable through digital transformation strategies. Below, we highlight the key components of our strategy:

Operational Efficiency: We aim to increase operational efficiency by optimising our production processes. In this regard, by digitising our processes, we minimise paper waste, thereby supporting environmental sustainability and enabling the conservation of natural resources. We support business continuity by enabling location-independent process operations. By integrating our processes, we create a structure that is end-to-end traceable, manageable, and reportable.

Big Data Analytics: As Eren Enerji, we aim to derive insights from large datasets using big data analytics. In this context, we seek to obtain critical information for energy demand forecasting, maintenance strategies, facility performance analysis, and business decisions.

Business Intelligence and Reporting: We aim to monitor and manage our overall performance by using business intelligence and reporting tools. Real-time data access accelerates our strategic decision-making processes, providing us with the opportunity to intervene in our business processes more effectively.

As Eren Enerji, we view digitalisation not only as a tool for acquiring a competitive advantage but also as a means to achieve sustainability goals and concentrate on ongoing improvement by following technological developments.

GRI 3-3, 418-1

Digitalisation and Data Security

Benefits of Strategic Approaches in Digitalisation

Competitive Advantage: Viewing digitalisation as a competitive advantage enables our company, which holds a strong position in the energy sector, to stand out against its competitors and strengthen its position in the market.

Sustainability: The support of digital processes for our company's sustainability contributes to achieving our goals aimed at optimising energy efficiency and minimising our environmental impact.

Keeping Up with Technological Developments: Adapting to rapidly changing technology allows our company to continuously update and improve its digital processes.

With this technological approach, we aim to continuously evaluate the performance of our equipment in the thermal power plant and identify potential faults for proactive intervention. This helps us reduce the number of unexpected downtimes, ensure the uninterrupted operation of our facility, and optimise maintenance costs. Our goal is also to enhance our company's efficiency and secure business continuity through this AI-supported predictive maintenance strategy.

Data Security Policies and Practices

As Eren Enerji, we follow an effective management policy under the ISO 27001 certification in the field of information security. In this context, we manage our data security processes in accordance with the Corporate Information Security Management System Procedure and fully comply with ISO 27001 standards. Our Information Technologies department leverages the advantages of being part of a strong group of companies and collaborates closely with Eren Holding's Information Security Management on cybersecurity matters. Within the framework of this strategic partnership, decisions made by the Holding's Information Security are disseminated across our company's headquarters and facilities, and the cybersecurity products acquired are implemented effectively.



As Eren Enerji, we aim to achieve sustainability and a competitive advantage in our digital transformation journey through strategic perspectives and approaches. We recognise the importance of digitalisation from various angles and integrate it into our operations, implementing numerous projects and applications with this awareness.

The data security-focused initiatives we undertook in 2023 aimed to strengthen our information technology network. As a first step, two end-of-life firewalls were upgraded with modern and secure solutions. We also integrated various effective solutions into our cybersecurity efforts, forming a multi-layered security strategy. Within this scope, Cyber Intelligence, Endpoint Detection and Response (EDR), DNS Solutions, Vulnerability Management, Data Classification, and Data Loss Prevention (DLP) applications were actively utilised. Specifically, a specialised Intrusion Detection System (IDS) was implemented for industrial control system networks, enhancing production security and providing early warning capabilities against potential threats.

As Eren Enerji, we aim to achieve sustainability and competitive advantage in our digital transformation journey through strategic perspectives and approaches. Recognising the importance of digitalisation from various angles and integrating it into its operations, our company has implemented many projects with this awareness. In 2023, our company identified digitalisation as a key focus area and supported and implemented the projects listed in the table below.

No	Digitalisation Applications	Description
1	Security Infrastructure Update	Two end-of-life firewalls within the Information Technology network have been renewed to minimise security vulnerabilities and maintain system integrity.
2	Business Intelligence and Reporting Application	Managers can easily view real-time production information with the implementation of a business intelligence and reporting application. This enables more effective monitoring of production processes and accelerates decision-making.
3	SAP Transition for Integrated Management of Corporate Processes	Eren Enerji has initiated the transition to SAP to manage all its processes through a single corporate application. This transition aims to enhance internal efficiency and make business processes more integrated.
4	Enocta Remote Learning Platform	Offered to all employees under the Eren Enerji Academy, Enocta provides remote learning opportunities, contributing to the development of employee skills.
5	GullsEye Port Automation	Eren Port has implemented the GullsEye platform to manage all port operations efficiently, ensuring process integrity and more effective planning.
6	Artificial Intelligence Applications	Project work has begun to make CCTV monitoring processes more effective by utilising artificial intelligence to enhance visual surveillance. Additionally, we have initiated a project to use AI to provide operators with responses through control room maintenance documents.

With the foresight that digitalisation will become even more prominent in a sustainable future, we will continue to set new goals focused on digital operations in our future initiatives to enhance sustainability and efficiency.

Our Future Goals

Target Area	Goal	Strategy/Measures
Information Security	Network Access Control (NAC) Application	Minimise unauthorised access and maximize data security by providing effective control over the internal network.
Industrial Control System Security	Privileged Access Management	Implement privileged access management to enhance the security of critical infrastructure.
Corporate Process Integration	Using the SAP Platform	We are integrating all business processes to improve data integrity and concentrate on making quicker, more efficient decisions.
Artificial Intelligence Usage	Enhancing Efficiency with AI	Improve efficiency by utilising AI in manual decision-making mechanisms and control systems.

R&D and Innovation

We shape our future by using resources efficiently.

As Eren Enerji, we focus on circularity, resilience, and more sustainable production and consumption through our R&D infrastructure investments.

We have actively defined our goals and priorities for 2023 to become a company that consistently aligns with the future. This year, as Eren Enerji, we implemented numerous applications and strategic business approaches in various areas, considering sustainability risks and opportunities.

We are aware that the management of the resources we use and the strategic actions taken in this regard will shape our future. With this awareness, we focused on circularity, resilience, and more sustainable production and consumption through technical and R&D infrastructure investments.

The next page provides the table of 2023 projects, which includes performance indicators of applications and projects related to our ZETES-1, ZETES-2, ZETES-3, Port, Purchasing, and Accounting departments.



GRI 3-3

ZETES-1 Application or Projects Performance Indicators (2023)

Project Name	Start - End Dates	Performance Indicators
Temperature Sensors Renewal	01.04.2023 - 01.05.2023	30% reduction in failure frequency, continuous monitoring of boiler temperatures
Boiler and Turbine Lighting Replacement	29.08.2023 - 29.09.2023	Electrical savings: 670 W
PT100 Terminal Relocation in Dry Type Transformer Rooms	10.03.2023 - 10.05.2023	Quick and safe activation of PT100 connections
ACC Fan Motor Parameter Adjustments	15.05.2023 - 16.05.2023	Adjustment in overcurrent protection values, reduction in failure frequency
Spray Line Installation to ACC	March 2023 - July 2023	Prevention of load reduction in summer, gain of 10 MW per hour

ZETES-2 Application or Projects Performance Indicators (2023)

Project Name	Start - End Dates	Performance Indicators
Prevention of Seawater Leaks	Ongoing	20% reduction in seawater leaks
Improvement of Seals Used in Pumps	01.10.2023- 01.04.2024	15% reduction in water leaks, transition to mechanical seals
Installation of Acoustic Cleaning System in ESP	06.06.2022- 25.09.2023	100% reduction in short circuits in cabinets
PSV Valve Noise Control Improvement	01.03.2023- 01.06.2023	100% reduction in noise pollution
DCS CPU Upgrade	01.03.2023- 01.06.2023	100% prevention of unit downtime due to CPU issues
Boiler Final SH Improvement Process	01.03.2022- 01.06.2023	Prevention of 10-12 annual shutdowns with improvements
Boiler FEGT System Project	06.12.2022- 09.03.2023	Optimal combustion achieved by continuous online monitoring of boiler temperature distribution

ZETES-3 Application or Projects Performance Indicators (2023)

Project Name	Start - End Dates	Performance Indicators
Logic Improvement Works	01.06.2023- Ongoing	Improvement of SCR ammonia control logic to achieve the most precise adjustment in NOx emission control
	14.10.2022 - Ongoing	100% fulfilment of PM6's steam requirement
	04.11.2020 - 10.05.2023	17.6% fuel savings through operation at minimum load
PM6 Steam Supply Project	14.10.2022- Ongoing	100% fulfilment of PM6's steam requirement
Minimum Load Reduction Project	04.11.2020- 10.05.2023	17.6% fuel savings through operation at minimum load
Online Gas Analysis Installation for Oil-Type Transformers	06.03.2023- 19.09.2023	Early intervention in transformer oil issues through online analysis
Sonic Soot Blower Installation	Ongoing	Prevention of steam leaks through sonic sound soot blowing instead of traditional soot blowers
Combustion Optimisation	14.06.2023- Ongoing	Improved combustion efficiency and emission values targeted
Chiller Group Improvement	01.03.2023- 31.12.2023	Ensured redundant operation of chiller groups
HP Bypass System	01.03.2023- 01.05.2023	Prevention of steam leaks through the bypass system
Coal Mill Feeder Revisions	15.12.2023– Ongoing	Replacement of electronic boards and drivers that are no longer in production and do not provide flexibility for fault detection with those compatible with current technology
Transition to LED Lighting in Boiler and Turbine Buildings	1.1.2022– Ongoing	Replacement of 2,000 inefficient lights and savings of 310 kW per hour
EXPROFF Equipment Improvements	1.1.2023– Ongoing	Maintenance and replacement of ex-proof equipment in explosive environments such as ammonia and hydrogen production facilities
ZBEÜ Control Robots Development Project	1.6.2023– Ongoing	Initiation of a robot development project for visual inspection and thickness measurement of pipes with limited and difficult access

R&D and Innovation

Port Application or Projects Performance Indicators (2023)

Project Name	Start - End Dates	Performance Indicators
GullsEye Terminal Operating System	15.08.2023- In use	Provides real-time information and monitoring capabilities

Purchasing Application or Projects Performance Indicators (2023)

Project Name	Start - End Dates	Performance Indicators
Local Sourcing of Foreign-Origin Products	22.05.2023- 26.05.2023	34% reduction in procurement costs, decrease in carbon emissions
Support for Local Vendors in Procurement	Ongoing	Economic support and contribution to local businesses
Elimination of Physical Documentation for Purchase Files	2020 - Ongoing	50% reduction in paper consumption, provision of digital documentation

Accounting Unit Application or Projects Performance Indicators (2023)

Project Name	Start - End Dates	Performance Indicators
Establishment of Eren Private Science and Technology High School	31.10.2022- Ongoing	Contribution to regional economic and social development, improvement in educational standards

Sustainable Supply Chain

We minimise risks by monitoring the supply chain end-to-end.

We carefully select our long-term strategic supply chain partnerships and effectively manage our supplier performance.

As Eren Enerji, our extensive supplier network includes approximately 5,000 suppliers, of which about 10% are foreign and 90% are local. This diversity, which brings together reliable partners from various sectors and geographies, provides our company with flexibility and a competitive advantage. The approximately 10% share of our foreign suppliers supports our goal of maintaining compliance with international standards and obtaining the best resources from the global market.

As Eren Enerji, we approach supply chain management with a significant strategic perspective. We proactively monitor, identify, and evaluate supply chain processes. We strive to enhance data sharing, transparency, and visibility for an early warning system, adopting principles of transparency and trust in individual supplier relationships, thus enhancing the security and continuity of supply.

We meticulously select our long-term strategic supply chain partnerships and effectively manage our supplier performance. To minimise financial, project, operational, and reputational risks, we carefully draft supplier contracts. We promote system integration by reducing risks arising from complexity, non-compliance, and coordination issues. Additionally, by mapping the supply chain, we identify risks and security vulnerabilities; we minimise risks by ensuring end-to-end supply chain visibility to support corporate social responsibility, sustainability, and diversity. We view adopting a sustainability-oriented approach in supply chain management as an important step toward gaining resilience against future uncertainties.

As Eren Enerji, we have a comprehensive supply chain management approach that ensures the procurement of goods or services and their delivery to consumers within specified timeframes based on our projects and technical specifications. Our company adopts a strategy focused on sustainability, efficiency, and customer satisfaction. This comprehensive approach enables our company to complete projects on time, maintain compliance with quality standards, and maximise customer satisfaction. Responsible supply chain management supports our company's leadership in the energy sector while allowing us to implement sustainable energy solutions.

Supplier Selection and Policy: Eren Enerji's Quality-Focused Approach

As Eren Enerji, we maintain robust supply chain management by implementing a supplier policy in 2023 that emphasises sustainability, quality, and customer satisfaction. Our company prioritises fundamental criteria such as price, technical competence, and delivery time when selecting suppliers, alongside references from similar projects and past supplier evaluation results. We conduct supplier audits to verify adherence to our company standards and procedures, ensuring the compliance of the goods and services provided by suppliers with our Quality Management System. These audits not only assess the current status and performance of our suppliers but also enhance our capability to intervene proactively in case of potential disruptions. Our company's quality-focused approach allows our company to build supplier relationships on a foundation that supports sustainability.

We tailor our supplier selection process to the specific service or material required. Online bidding platforms, internet-based market research, company brochures, fairs, and reference checks are influential factors in our supplier research. Technical competence, cost advantage, lead times, and references are key criteria in our supplier selections.

GRI 2-6, 3-3, 308-2, 414-2

Sustainable Supply Chain

Supplier Evaluation and Performance Management
Within our company, supplier evaluations are conducted once a year following the "Supplier Selection and Performance Evaluation Procedure." We separately assess material and service procurements, evaluating material purchases based on price, quality, delivery, and collaboration, while we collaborate with the OHS and Environment Departments and relevant units to assess service procurements. Based on the evaluation results, performance scores are determined, and suppliers are categorised to enable targeted actions.

Supply Chain Renewal and Improvement Efforts
As Eren Enerji, we focused on various efforts to strengthen supply chain management in 2023, considering the continuously changing factors. We took a series of measures and actions, such as expanding our supplier network, increasing the frequency of supplier visits, and accompanying the production and testing phases. One of our significant steps involves launching the SAP ERP program, which aims to centralise data management and enable end-to-end supply chain management.

Supplier Rewards and Risk Management with Sustainable Supply Chain Management
At the end of the year, after supplier evaluations, we send a thank-you email to suppliers who achieve "A" group status. Our strategy for managing risks arising from the supply chain includes various elements, such as proactive monitoring, early warning systems, transparency, trust, contract management, and supply chain mapping. With this approach, our company aims to achieve sustainable supply chain management from both financial and operational perspectives.



Our strategy for managing risks arising from the supply chain includes various elements, such as initiative-taking monitoring, early warning systems, transparency, trust, contract management, and supply chain mapping. With this approach, we aim to achieve sustainable supply chain management from both financial and operational perspectives.

Logistics Impacts

We manage our processes with an environmentally friendly transportation strategy.

As Eren Enerji, we utilise environmentally friendly methods for the effective processing and storage of produced ash and similar materials.

As Eren Enerji, we shape our transportation and logistics operations with the goal of reducing our environmental impacts. Our company's logistics management includes the storage of marketable products produced at our plants and their international shipment. In this context, our environmentally friendly transportation strategy includes the following elements:

Storage and International Shipment of Marketable Materials: Under logistics management, we store marketable products such as ash, gypsum, and bottom ash from our power plants under suitable conditions and ship them by sea for export.

Operation of Ash Silos: At Eren Enerji, we use environmentally friendly methods for the effective processing and storage of ash and similar materials. Our teams responsible for the operation of ash silos work in compliance with environmental standards, ensuring sustainable logistics management. In the context of logistics management, we stock materials such as fly ash, gypsum, and bottom ash, classified as marketable products, under suitable storage conditions and carry out their shipment for export by sea.

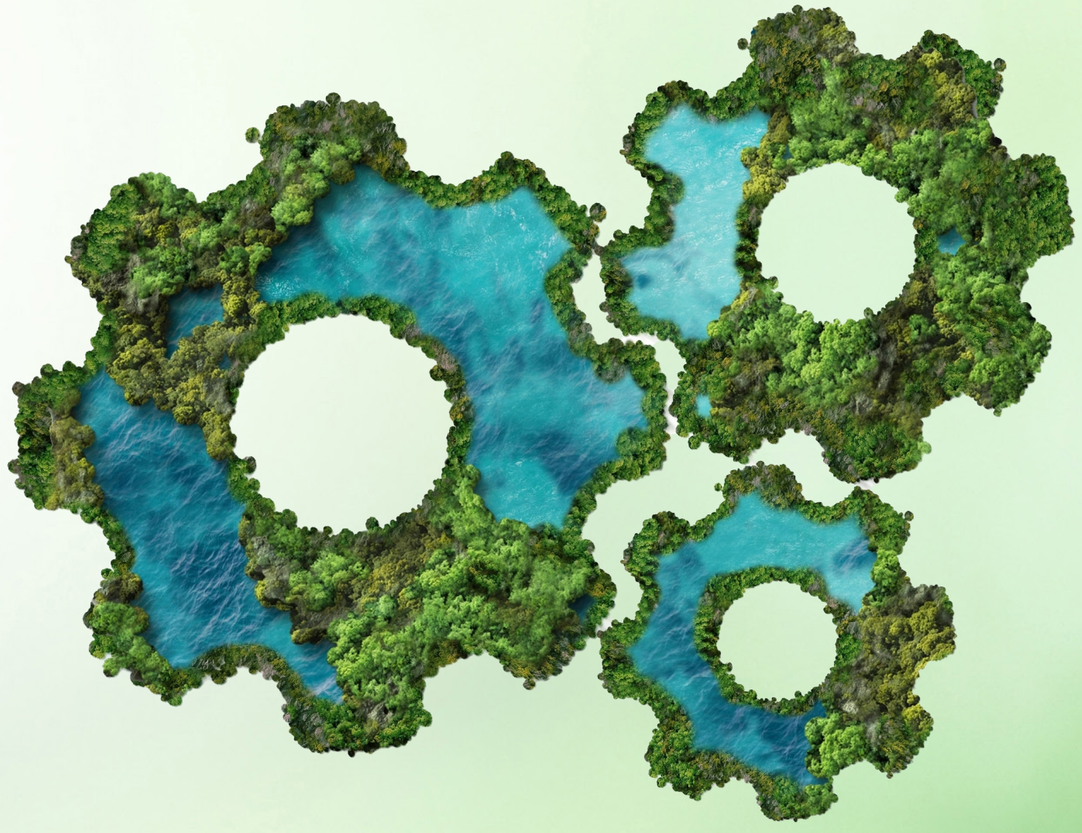
On-Site Machinery Supply Services:
Our company manages on-site services by regularly inspecting equipment used on-site and preferring sustainable technology to ensure that machinery operates in an environmentally friendly and energy-efficient manner.

Management of External Export Products: At Eren Enerji, we employ efficient techniques to store, and transport imported export products in a manner that is environmentally friendly. These methods aim to minimise adverse effects on the environment and support sustainable supply chain management.

GRI 3-3

MORE AGILE

This year, we focused on the digitalisation of our operational processes and took innovative steps in our most significant area of impact, the environment. We laid the foundations for the SAP ERP Transformation Project by investing in our port and production processes, as well as in our human resources -the cornerstone of our production, strength, and success. Additionally, we began utilising artificial intelligence applications through the GullsEye terminal operating system.



Human Resources

We consider our human resources our most valuable asset.

Eren Enerji's Human Resources Department adopts policies that support development, promote fairness, encourage success, and prioritise equal opportunities, with the understanding that our most critical asset is our people.

Sustainability goes beyond addressing the environmental crises our planet faces, as well as beyond the preservation of natural resources and the reduction of environmental impacts. It is a concept shaped by significant social dimensions. Companies, as key stakeholders in addressing these crises, play a crucial role in shaping the future's awareness. At Eren Enerji, we evaluate our corporate policies through the three pillars of sustainability -economic, environmental, and social- and integrate these principles into our business strategies.Within this framework, as Human Resources, we empower people for an inclusive society and well-being, promote a talented and diverse workforce in a safe working environment, and take responsibility for creating a broader positive impact on society. We prioritise inclusiveness, diversity, accountability, ethics, and transparency to create a preferred workplace that contributes to societal well-being and positively impacts our community. We strive to encourage the personal and professional development of all our employees.

Additionally, we believe in the benefits of having a diverse workforce and an inclusive environment. Within this framework, we support diversity in talent management, particularly in terms of age and gender equality. We prioritise the health and well-being of our employees, and as such, we maintain our goal of becoming a leading company in workplace health and safety practices. On our Zero Accident Journey, we aim to prevent critical and high-potential near-miss incidents. Within our corporate social responsibility programs, we carry out initiatives focused on community, environment, energy savings, and education.

In this context, our company holds sustainability meetings with representatives from each unit, aiming to raise awareness by providing updates on the current situation and discussing potential future actions.

HUMAN RESOURCES POLICY AND APPROACH

With our Human Resources Policy at Eren Enerji, we aim to:

- Ensure the selection and assignment of people with qualifications suitable for the job,
- Provide all employees with a working environment where they can utilise and develop their skills and abilities,
- Develop and implement a fair, balanced, competitive, and encouraging compensation policy,
- Create internal and external training opportunities to facilitate employees' professional development, increase their success, and prepare them for higher roles,
- Foster an environment that fosters the emergence of new ideas and proposals, as well as solutions to problems, through mutual respect, trust, understanding, and effective communication,
- Develop and implement systems that encourage and reward success,
- Take steps toward digitalisation,
- Develop employer branding practices that will contribute to talent acquisition,
- Make sure to strictly implement equal opportunity in all the aforementioned practices.

GRI 2-7, 2-8, 2-19, 2-20, 3-3, 401-1, 401-3, 404-1, 404-2, 405-1

Employee Profile

Eren Enerji	2020		2021		2022		2023	
Total Number of Employees	1,216		1,228		1,308		1,355	
Employees by Gender	**Male**	**Female**	**Male**	**Female**	**Male**	**Female**	**Male**	**Female**
	1,155	61	1,166	62	1,244	64	1,291	64
	1,216		1,228		1,308		1,355	
Number of People in Management Bodies and on the Board of Directors	**Male**	**Female**	**Male**	**Female**	**Male**	**Female**	**Male**	**Female**
	3	0	3	0	3	0	1	0
	3		3		3		1	
Number of Employees Under 30	**Male**	**Female**	**Male**	**Female**	**Male**	**Female**	**Male**	**Female**
	190	26	186	21	223	15	238	17
	216		207		238		255	
Number of Employees Aged 30-50	**Male**	**Female**	**Male**	**Female**	**Male**	**Female**	**Male**	**Female**
	928	32	932	39	967	47	979	45
	960		971		1.014		1,024	
Number of Employees Over 50	**Male**	**Female**	**Male**	**Female**	**Male**	**Female**	**Male**	**Female**
	38	2	48	2	54	2	74	2
	40		50		56		76	
Number of Employees by Contract Status	**Full-time**	**Part-time**	**Full-time**	**Part-time**	**Full-time**	**Part-time**	**Full-time**	**Part-time**
	1,216	0	1,228	0	1,308	0	1,355	0
Number of Disabled Employees	**Male**	**Female**	**Male**	**Female**	**Male**	**Female**	**Male**	**Female**
	34	0	31	0	37	0	37	1
Percentage of Disabled Employees (%)	**Male**	**Female**	**Male**	**Female**	**Male**	**Female**	**Male**	**Female**
	3	0	3	0	3	0	3	0
Number of New Hires	**Male**	**Female**	**Male**	**Female**	**Male**	**Female**	**Male**	**Female**
	33	1	71	2	149	9	99	13
	34		73		158		112	
Number of Female Employees on Maternity/Parental Leave	5		1		3		3	
Number of Female Employees Returning After Maternity Leave	5		1		3		1	
Return Rate of Female Employees After Maternity Leave (%)	100%		100%		100%		100%	
Employee Turnover Rate (%)	3.3%		5.1%		5.6%		4.2%	

Human Resources

Number of Employees by Seniority Level

YEARS	NUMBER OF EMPLOYEES
0- 5 Years	498
5- 10 Years	444
10- 15 Years	387
15- 20 Years	24
20- 25 Years	1
25- 30 Years	1

The Human Resources Sustainability Projects we implemented in 2023 are categorised under three main headings:

Employee Satisfaction and Social Innovation:

Project	Details
Share, Develop Boxes and Employee Representative Meetings	Boxes located at different sites and regular meetings allow employees to share their views and contribute to work processes.
Great Place To Work® Survey	Participation in the program that started in July 2023 enables transparent communication and expression of employee opinions.

Communication and Training Strategies:

Project	Details
Multi-Channel Announcement System	HR announcements are made via email and SMS, strengthening communication and engagement within the company.
English Language Training Program	Collaboration with American Culture Language Schools offers long-term English language training opportunities to employees on a voluntary basis. Partnerships also provide online English training options.
Eren Enerji Academy	Employees have access to all content on the Enocta online training platform under the Eren Enerji Academy.
Development Programs and Activities	Areas for improvement identified through the Great Place To Work® Survey, Share Your Thoughts Improvement Boxes, and internal communication channels are enhanced through various training sessions, projects, and events. In this context, development programs are organised in collaboration with consulting firms such as Great Place To Work® and PDR Consultancy, providing development opportunities for both managers and employees.

Applications that Improve Employee Well-Being:

Project	Details
Working Conditions and Leave Policies	The 5+2 shift system, along with practices such as birthday leave and personal leave, supports employees in achieving a work-life balance.
Social and Cultural Activities	Celebrations for New Year, Mother's Day, and International Women's Day, along with periodic events, gift vouchers given on special occasions, and similar practices, strengthen communication among employees.
Sports and Health Support	The membership support at Zonguldak Dedeman Hotel Sports Hall promotes sports and a healthy lifestyle.

The growing number and scope of projects implemented in various areas will reinforce the steps our company takes to increase employee satisfaction and strengthen sustainability efforts. As Eren Enerji, we are demonstrating our future goals in human resources through decisive actions.

HUMAN RIGHTS AND VALUES

As Eren Enerji, we demonstrate a strong commitment to human rights. With our policies and commitments, we respect the rights of our employees and adopt a fair and transparent approach to workforce management. Through our legal compliance, transparent reporting, and accountability mechanisms, we reinforce our commitment to human rights.

Social Values

Eren Enerji aims to be a company that is:
- People oriented,
- Prioritising occupational health and safety,
- Environmentally conscious,
- Compliant with legal regulations,
- Embracing principles of equality and justice,
- Aware of its responsibilities,
- Result-oriented,
- Adopting management systems.

BECOMING AN EMPLOYER OF CHOICE

Eren Enerji continues its operations with an approach that prioritises employee satisfaction. In this context, our company offers employees training opportunities, organises celebrations for special occasions, provides internship opportunities, offers inclusive and diverse benefits, and develops projects.

Practices and Benefits:

- We have transitioned employees working in shifts to the 5+2 shift system, which structures work hours to 37.5 hours per week. This system has improved our employees' work-life balance and enhanced efficiency in our processes.
- We plan significant improvement projects in the first quarter of 2024 to establish a fair, lean and sustainable system, including grading systems, compensation policies, benefits, titles, and career structures.



- Key performance indicators (KPIs) will set and evaluate department goals in the first half of 2024 based on corporate goals and strategies.
- To better observe our human resources' internal performance and allow them to transparently reflect their potential, we implemented the 360° Performance Evaluation System. This system evaluates employees not only by their direct supervisors but also by their peers, superiors, and subordinates.
- In internal promotion processes, employees who meet the requirements outlined in the job description of the position to be promoted are subjected to examinations. The evaluation process consists of technical exams, managerial assessments, and seniority calculations.
- For all open positions in our company, internal candidates are prioritised. This approach contributes to employees' career development and enhances their loyalty and motivation.
- The company announces new hires and includes them in the orientation program. This facilitates their adaptation to the workplace and their colleagues.
- All employees receive a day off on their birthdays.
- We provide gift vouchers to our employees at the beginning of the year to inspire motivation and a positive start to the new year.
- During religious holidays, we provide financial support and gift vouchers, with the amounts updated annually.
- On International Women's Day and Mother's Day, we celebrate our female employees with gift vouchers.
- When an employee marries, we offer them financial support and a quarter gold coin. At the same time, we ensure that employees who become new parents also benefit from our financial assistance program. We provide meals and financial support to employees who lose a first-degree relative.
- As part of our child education support, we provide financial support to employees with children who are continuing their education.
- Our employees receive heating support for four months of the year.
- If we reach our established production target, all employees receive bonuses

Human Resources

at specified intervals, and this practice encompasses all our employees.
- The membership support for Zonguldak Dedeman Hotel Sports Hall contributes to the social lives of our employees. This initiative also includes the spouses and children of our employees.
- Employees who have completed 5, 10, 15, and 20 years of service receive various service awards, including plaques, gift vouchers, and gold.
- Periodically, our senior management representatives convene with our employees from all units and their representatives. This facilitates the flow of information regarding demands and expectations, as well as current developments.
- An opendoor policy is adopted, and we actively utilise suggestion boxes called "Think-Share-Develop."
- Through our collaboration with American Culture Language Schools, we provide opportunities for English language training.

As Eren Enerji, we aim to enhance our practices and employee benefits in line with our future goals, taking our sustainable human resource approach a step further.

EQUAL OPPORTUNITY AND DIVERSITY

Eren Enerji embraces equal opportunity and diversity as fundamental principles and operates with the goal of providing a fair environment for all employees. We believe that bringing together employees with diverse talents, backgrounds, ages, and genders contributes to creating an inclusive work environment.
By establishing a transparent evaluation process with the 360° Performance Evaluation System, we offer participation opportunities to our employees. This system provides a comprehensive assessment environment by allowing subordinates, superiors, and colleagues to evaluate our employees at the same level.

We support the career development of our employees by prioritising internal resources for open positions, offering promotion opportunities in many roles, and thereby increasing employee engagement. In the promotion process, we use objective evaluation tools such as personality inventories, English tests, and professional knowledge exams to select the most suitable candidates, and we manage all these processes transparently. Through these practices, our company demonstrates an inclusive and fair approach to its employees, opens training opportunities to all employees, and offers career opportunities, which contributes to an increase in engagement and motivation.

TRAINING AND DEVELOPMENT

Each year, Eren Enerji prepares a training program that considers employees' technical and personal development needs along with legal requirements. This program includes activities such as professional and personal development trainings, certification exams, fair visits, and technical trips.
The various professional and personal development trainings we conducted in 2023, steps taken to meet our employees' certification needs, and participation in events such as fairs and technical trips are just a few of our company's long-term efforts.

Training and Development Strategy

Title	Details
Various Training Programs for Employees	We prepare annual training programs addressing technical, personal, and legal requirements for all employees. Over the last 10 years, we have held nearly 4,500 training sessions with approximately 75,000 participants.
Professional Qualification and Mastery Certificate Support	Our company arranges for the individual certificates that our employees need to obtain. Support has been offered to over 572 employees for the Vocational Qualification Certificate and over 300 employees for the Mastery Certificate. Our company covers all certificate fees.
Family Education Programs	For example, spouses of employees also participate in the parent education organised for parenting. Dedeman Hotel hosted this training, which included 230 participants and covered all expenses.
English Training	A proficiency test has assessed the employees' language skills, and group English training has begun. Employees can participate in training from A1 to C1. Additionally, partnerships provide employees with the opportunity for online English training.
Eren Enerji Academy Digital Training Platform	The Eren Enerji Academy has made the Enocta digital learning platform available to all employees.

Development Projects: GPTW (Great Place To Work)

We have initiated significant projects to focus on the development areas identified in the Great Place To Work® Survey. We designed the management development program, in collaboration with PDR Group, to encompass all manager-level and above positions within this framework. This year-long program includes training, consultancy, and coaching services, focusing on the long-term development of our managers.

Additionally, the High-Trust Leadership Transformation Project initiated by Great Place To Work® encompasses over 100 employees, including first-level managers and other roles alongside managers and higher-level positions. This inclusive approach reflects our company's commitment to employee development.

Occupational Health and Safety

The health and safety of our employees are our top priority.

Throughout 2023, our OHS and Environment Directorate carried out audits, documentation, and field inspections in accordance with legal requirements and the ISO 45001 standard.

OHS Team

A Health, Safety, and Environment (HSE) Department has been established at Eren Enerji Elektrik Üretim A.Ş. The HSE Manager is responsible for occupational health and safety matters, overseeing 5 Class A Occupational Safety Specialists, 7 Class B Occupational Safety Specialists, 2 Class C Occupational Safety Specialists, 2 Workplace Physicians, and 3 Other Health Personnel.

As Eren Enerji, we focus on maintaining the highest levels of health and safety for our employees while conducting pioneering activities in the energy sector. With the measures we take in occupational health and safety, we implement various strategies alongside an integrated management approach to ensure that our employees work in a safe environment. We conduct comprehensive risk assessments to control the chemical and physical risks that may arise from the fuels and processes used in our thermal power plants. This assessment is a fundamental step to raise awareness and protect our employees against potential hazards.

Regarding equipment safety, we ensure regular maintenance and inspection of large machinery, equipping our employees with the skills to operate these machines safely. Additionally, we continuously work to minimise the emission of harmful substances into the atmosphere by controlling dust and particulate matter.

As Eren Enerji, we have implemented an effective emergency response plan within the safety scope to ensure preparedness for any emergency situations. For potential accidents or emergencies, trained teams, fire suppression systems, and other safety measures enhance our company's emergency response capacity.
We provide the necessary personal protective equipment to ensure that our employees can perform their tasks safely and regularly monitor its use. Additionally, we support our employees in maintaining a continuous level of awareness on occupational health and safety through training and awareness programs specifically designed for this purpose.

Our occupational health and safety policy contributes to creating a sustainable work environment, increasing employee loyalty, and establishing our position as a leader in the industry.

GRI 3-3, 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-8, 403-9

Scope of OHS Activities

Eren Enerji Elektrik Üretim A.Ş. has established an Occupational Health, Safety, and Environment (HSE) Department. This department consists of an HSE Manager, 5 Class A Occupational Safety Experts, 7 Class B Occupational Safety Experts, 2 Class C Occupational Safety Experts, 2 Workplace Physicians, and 2 Other Health Personnel, all of whom are responsible for matters related to occupational health and safety.

Our company holds the ISO 45001 Occupational Health and Safety Management System certificate.

Our OHS and Environment Directorate conducts audits, documentation, and field inspections in compliance with legal requirements and the ISO 45001 standard.

Integrated Management Systems Policy

As Eren Enerji, we believe that continuous and lasting success is achieved through the implementation, maintenance, and continuous improvement of Integrated Management Systems (Quality, Occupational Health and Safety, Environment, Energy), and we are committed to putting this belief into practice.

In this regard, we are committed to:

- Continuously improving our processes where risks and opportunities are effectively managed,
- Ensuring continuity in customer satisfaction,
- Complying with national and international legal requirements,
- Raising awareness of Integrated Management Systems among all our stakeholders, especially our employees.
- Creating a healthy and safe working environment by considering hazards and managing risks.
- Encouraging active participation of employees in the Integrated Management Systems.
- Protecting the environment by preventing pollution at the source while taking into account the environmental aspects of all our activities.
- Using energy, raw materials, and natural resources efficiently and taking measures to reduce waste,
- Conducting procurement and supply activities in accordance with Integrated Management Systems requirements,
- Providing the necessary resources for implementing Integrated Management Systems.

Guided by this policy, our company aims to adopt an integrated management approach based on continuous improvement, fulfilling all its responsibilities toward stakeholders and the environment.



Occupational Health and Safety

Key OHS Projects

Visible Leadership, Cultural Improvement, and Communication Project

We have launched the **"Eren of Türkiye: the Leader of Safety,"** a project on "Visible Leadership, Cultural Improvement, and Communication," aimed at modelling international best practices in occupational health and safety as well as well-being. Senior management, unit managers, and engineers kicked off our "Visible Leadership" initiative with a pledge ceremony, where all employees pledged their commitment to the project. The objectives of the project include tracking and improving the current level and performance of visible and felt leadership, creating a cultural maturity map for our company's health, safety, and well-being (HSW) aspects, and tracking performance (leadership, systemic, and cultural maturity). Other objectives include applying and integrating international best practices in the field, increasing the visibility of communication, participation, and consultation processes, preparing and participating in international award projects at the individual, departmental, and managerial levels for increased visibility, and improving the company's safety culture and behaviour-based safety culture. Ultimately, the aim is to make safety and well-being culture a way of life. We regularly monitor and report the project's progress and effectiveness.

Corporate Psychological Counselling Project

We have launched the Corporate Psychological Counselling Project, aimed at reducing the negative impacts of individual and organisational psychological issues on employees' work and family lives. At the beginning of the project, the project team visited the field to meet with Eren Enerji Management, conducted discussions on the project's workflow, and introduced the project. Work areas on-site were visited to introduce the project to our employees, and group sessions were organised on topics such as accident prevention, work-life balance, sense of belonging, communication skills, and anger management. Individual counselling sessions were also held upon request. As Eren Enerji, we are regularly monitoring the results of these on-site activities.

OHS Volunteers

To enhance and improve our Occupational Health and Safety (OHS) management system, we have established leadership teams to ensure the participation of all units and employees at every level. Our teams operate entirely on a voluntary basis and work in coordination with OHS Volunteers, Occupational Health and Safety specialists, and legally elected employee representatives.



Occupational Safety Events

We celebrated Occupational Health and Safety Week with the motto, "Safe Work, Clean Environment, Happy Life."

We viewed the Occupational Health and Safety Week event, held in May, as an opportunity to raise awareness on this issue, increase employee consciousness, and support the improvement of occupational health and safety measures in the workplace.

The event included:

- OHS Theatre
- OHS and Environment-themed Kahoot Quiz
- Empathy Activity for Limb Loss
- Matching Game
- Nonviolent Communication Seminar

OHS Statistics

Consolidated Data	2020		2021		2022		2023	
Number of Accidents	**Employees**	**Contractors**	**Employees**	**Contractors**	**Employees**	**Contractor**	**Employees**	**Contractors**
	23	27	22	57	19	52	17	49
	50		79		71		66	
Fatal Accidents	**Employees**	**Contractors**	**Employees**	**Contractors**	**Employees**	**Contractors**	**Employees**	**Contractors**
	0	0	0	0	0	0	0	0
Lost Days due to Accidents	328		172		226		80	28
Absence Rate due to Accidents	328		172		226		80	28
Accident Frequency Rate*	9.45		9.07		7.33		6.63	
Accident Severity Rate**	0.13		0.07		0.09		0.03	

** The total number of days lost refers to the sum of days that injured personnel are absent from work due to accidents (reported days). Accident Frequency Rate (AFR) Calculation: AFR = (Total Number of Accidents X 1,000,000) / Total Working Hours*
*** Accident Severity Rate (ASR) Calculation: ASR = (Total Lost Workdays X 1,000) / Total Working Hours*

We have compared the **accident frequency rates** over the past four years.
Our target for 2023 is **AFR < 7.**
It has been observed that the AFR is below the target for 2023.

We have also compared the **accident severity rates** over the past four years.
Our target for 2023 is **ASR < 0.09.**
It has been observed that the ASR is below the target for 2023.

OHS Training Programs

We implement comprehensive occupational health and safety training programs to ensure a safe working environment for our employees. These training programs form an effective strategy for maintaining compliance with our company's health and safety standards. Our training programs adhere to the following fundamental principles:

Basic Occupational Health and Safety Training: Before starting work, employees undergo a 16-hour Basic Occupational Health and Safety Training. This training equips them with essential knowledge and skills in workplace safety.

Refresher Training: The annual 16-hour refresher training has been conducted on an online platform since 2020. In this way, our employees refresh their knowledge on current occupational health and safety topics, ensuring their continued compliance with safe working standards
.

Post Accident Training: Employees who have experienced a workplace accident receive specialised training upon their return. This program covers the necessary precautions to take following an accident and aids in the readaptation process.

Specialised Trainings: In addition to basic trainings, our employees undergo specialised courses such as Hazard Awareness and Risk Perception Training, Work Permit System & EKED Procedure Training, Signalman and Banksman Training, Working at Heights Training, Confined Space Working Training, Chemical Handling Training, and Working in Hot Conditions Training.

Vocational Qualification Certificates: Our employees are supported in obtaining Vocational Qualification Certificates relevant to their work. These certificates allow our employees to officially document their competencies and areas of expertise.

Emergency Action Plan

We have teams available 24/7 for emergencies.

The OHS and Environment Directorate conducts audits, documentation, and field inspections as required by legal regulations and the ISO 45001 standard.

As Eren Enerji, we have a robust emergency management system for occupational health and safety. We prepare our emergency plans based on the unique characteristics of our facilities and update them every two years.

Our company's emergency plans can be accessed through QDMS. We continuously update these documents with principles of continuous improvement, incorporating effective measures against risks in our operational areas.

A Health, Safety, and Environment (HSE) Department has been established at Eren Enerji Elektrik Üretim A.Ş. The HSE Manager is responsible for occupational health and safety matters, overseeing 5 Class A Occupational Safety Specialists, 7 Class B Occupational Safety Specialists, 2 Class C Occupational Safety Specialists, 2 Workplace Physicians, and 3 Other Health Personnel.

We have a professional firefighting team of 17 members available 24 hours a day, 7 days a week, to prepare for emergencies and respond quickly and effectively. We continuously train and prepare these teams to enhance their emergency response capacity. Periodically, we provide "Fire and Emergency Training" to our employees, preparing them for a variety of emergency scenarios.

Additionally, we provide "Certified First Aid Training" to our employees assigned to the emergency response teams.

As Eren Enerji, we have signed a mutual aid protocol with local authorities for potential emergencies. These protocols establish a crucial cooperation mechanism for rapid intervention and coordination.

Emergency Drills

We conduct an average of 20 emergency drills annually, covering scenarios based on real-life situations. These drills include:

- Flammable Fire Drill
- Simulated Fire and Search and Rescue Drill
- Chemical Spill Environmental Drill
- Working at Heights and Rescue Drill
- The Confined Space Search and Rescue Drill
- A Sea Rescue Drill for Personnel
- Rescue from Marine Vehicle Drill
- Vehicle Accident Response Drill

As Eren Enerji, we ensure employee safety and maintain our commitment to minimising environmental and operational risks through this comprehensive strategy for emergency management.



GRI 3-3

Corporate Social Responsibility

With the awareness that companies leading into the future must act with consideration for social benefit, we carry out our corporate social responsibility activities together with a diverse and inclusive work environment and our stakeholders. Additionally, with a sense of corporate citizenship and community support, we create an environment that encourages and enhances our employees' participation in these social responsibility projects.

Positive Impact on Employment for the Local Community

As Eren Enerji, we make significant contributions to the development of the local community in the region and its surroundings, where we operate and thousands of our employees are located. We carry out our activities by taking responsibility for our employees, the local community, and the needs of the region. In this context, we implement actions to address various regional needs without regard to status or differences.

We prioritise local hiring, although this is not explicitly stated in our Recruitment and Placement Procedure. In practice, we monitor local and regional employment rates. Our employees reside in the following residential areas:

- 47% from Çatalağzı, Muslu, Kilimli, Gelik
- 53% from Zonguldak Centre and other districts

Eren Enerji Initiatives with a Corporate Social Responsibility Awareness

CSR Initiative	Details
Grass Field	We have completed the construction of the grass field and made it available to the local community as a space for official sports competitions and a place where people in the region can comfortably engage in sports.
Vocational and Technical Anatolian High School	To support vocational education, we established the Zonguldak Eren Vocational and Technical Anatolian High School, which welcomed its first students in the 2014-2015 academic year. In 2023, our company continued its support to provide students at Eren Enerji Vocational and Anatolian High School and Eren Enerji Sports High School with high-standard education opportunities and facilities. Our company supplies the necessary technical equipment, including computers and vocational tools and equipment, and is carrying out projects to improve the physical architectural conditions of the schools.
Educational Support	We provide various supports based on the needs of the schools in the area. By meeting needs such as computer hardware support, building repairs, student desks, sports equipment, and laboratory supplies, we contribute to the improvement of educational environments.
Private Eren Science and Technology High School	As Eren Enerji, we aim to nurture beneficial individuals for our country by providing equal educational opportunities to young people through our on-going educational initiative. In this context, our company opened the Private Eren Science and Technology High School in Bitlis in 2023, with the goal of providing a world-class educational environment for children in the Eastern Anatolia region. With dormitories for both girls and boys, teacher housing, a gymnasium, a conference hall, and a spacious campus with social facilities, all students at the Private Eren Science and Technology High School benefit from a rich four-year curriculum supported by sports and arts, with full scholarships and a year dedicated to foreign language preparation. The Private Eren Science and Technology High School plans to teach English as the primary foreign language and Chinese as the second.
Children's Playgrounds	As part of our environmental initiatives, we have made children's parks available for the use of local residents in Zonguldak, connecting families with green spaces while providing children with safe opportunities for socialisation.
Mosque Support	As Eren Enerji, we provide various supports to the mosques located in Çatalağzı and Muslu towns. We carry out assistance for needs such as minor repairs, interior decoration work, mosque cleaning, and fuel assistance.
Medical Supports	Our company, which supports the provision of medical equipment and devices to hospitals in Zonguldak, also organises motivational activities for child patients as part of psychological support.
Supporting Animal Rights	As Eren Enerji, we meet the annual medication and food needs of animals at rehabilitation centres in Zonguldak; we also deliver unused, consumable food items from within our company to shelters.
Behavioural Sciences Seminars	In partnership with the Institute of Behavioural Sciences, we organised seminars led by expert psychologists on family and child topics for families residing in Çatalağzı and Muslu.
Memorial Forest	We established a memorial forest in the Çaycuma district of Zonguldak Province as part of the reforestation protocol we signed with the Zonguldak Forest Regional Directorate. With this project, we supported forestry activities by planting 1 million saplings over five years.

GRI 3-3, 413-1

MORE PROFITABLE

We continue our efforts to enhance environmental performance, achieve zero waste, and maintain our exemplary position in industry. We are the first facility in the region to receive a Zero Waste Certificate. We meticulously manage the prevention, separation, storage, recovery, and final disposal of waste generated at our facilities. In this way, we minimise waste at the source and contribute to the national economy.



Combating Climate Change

We are working to leave a liveable world for future generations.

While standardised practices for coal-fired power plants exist worldwide, our company's plants have been equipped with the latest and most environmentally friendly technologies available during their establishment.

The greenhouse effect and climate crisis, which can be defined as the most serious threat the planet has ever faced, will continue to occupy the global agenda across social, political, and scientific fields for a long time to come.

Climate change, a result of the depletion of resources necessary for all systems to function, will evolve in response to the efficient use of resources by companies, thereby gradually reducing its impact on both humanity and the environment. Thus, the United Nations' Sustainable Development Goals (SDGs), established in 2016 with numerous participating and signatory countries, serve as a guide for companies on adapting to change in their sustainability journeys.

In order to achieve the Sustainable Development Goals, as Eren Enerji, we incorporate nature-centred practices into our activities, raise awareness among all our stakeholders in this framework, and implement our action plans related to our prioritised environmental sustainability topics.

Awareness that leaving a liveable world for future generations is only possible through collective wisdom, determination, and a new governance approach, Eren Enerji continues its operations by establishing partnerships and developing strategies to minimise the impacts of the climate crisis, progressing steadily toward this goal.

In our sustainability journey, we are re-evaluating our business model in line with our sustainability strategy. For this reason, as Eren Enerji, we carry out activities to prevent environmental pollution and use natural resources in the most efficient way during our operations.

While standardised practices for coal-fired power plants exist worldwide, our company's plants have been equipped with the latest and most environmentally friendly technologies available during their establishment.

As of 2023, our environmental investment amount stands at USD 220 million, and we keep up with technological developments while continuing our activities. We ensure that all our employees work with environmental awareness and prevent pollution at its source during production and afterward.

We have defined our commitments to sustainability and our strategies to combat climate change. Our company aims to be an active stakeholder in the fight against climate change by leading sustainable energy production and adopting environmentally friendly business processes and technologies. In 2015, our company completed the ISO 14001 certification process. Additionally, the internationally accredited firm TÜV Rheinland regularly audits our company, ensuring the continuity and auditing of the certification annually.

By conducting environmental management activities within the framework of ISO 14001 Environmental Management System standards, we are committed to enhancing our environmental performance through the principle of continuous improvement.

In addition to our use of environmentally friendly technologies, we plan to reduce our greenhouse gas emissions through decarbonisation projects developed in collaboration with various stakeholders in the areas where we operate. These projects aim to enhance energy efficiency, utilise renewable energy sources, and minimise carbon emissions.

Climate Targets Journey

Within the framework of our Climate Change Policy, we set clear targets in the field of sustainability. In line with these targets, we aim to optimise our processes to enhance energy efficiency and make our business model more sustainable with the latest environmentally friendly technologies. We will continue to closely monitor national and international climate change goals, commitments, strategies, and policies, as well as actively participate in relevant seminars, conferences, and organisations to stay updated on developments in the sector.



In setting clear sustainability targets, we adopt an integrated approach in light of the collaborations we establish, the initiatives we carry out, and the policies we follow.

Emission Reduction Practices	Impacts of Practices
MINIMUM LOAD PROJECT	This project aims to operate the power plants below the minimum load specified in their design conditions. Under normal conditions, the plant can reduce its load to a minimum of 330 MW, which corresponds to a coal consumption of 114.08 t/h. This project can reduce the load to 240 MW. At this load, coal consumption will decrease to 94 t/h, making a significant contribution to reducing total emissions.
HP BYPASS SYSTEM	The continuous wear of the internal components of the critical valve on the steam supply line to the turbine, which is the lifeline of the plant, affects efficiency. In case of leakage in the bypass system, approximately 5 t/h of steam does not reach the turbine, reducing efficiency. An additional 0.58 t/h of coal must be burnt for this 5 t/h of steam, contributing to total emissions.

We aim to strengthen our organisational structure within the company to develop and implement sustainability management plans. In this context, we will consistently update our sustainability strategy, considering feedback from all our units, various programs, and collaborations.

Within the scope of our collaborations on climate change, we will continue to closely follow our stakeholders' approaches and actively contribute to societal awareness. Additionally, we will continue our efforts to raise awareness among our suppliers about climate change, working towards a more sustainable supply and value chain.

As part of our efforts, we periodically calculate and verify greenhouse gas emissions at our power plants. We organise activities and training programs to raise environmental awareness among our employees and develop wastewater recovery projects to address the depletion and economic valuation of water resources, one of the adverse effects of climate change. By following international standards and management systems, we adopt a proactive approach to environmental risks and ensure the efficient use of resources.

Meaningful and Value Creating Collaboration

In the final months of 2023, we initiated an exciting collaboration with the carbon capture technologies working group of Zonguldak Bülent Ecevit University. As part of the process, which began in December, we reached a preliminary agreement to collaborate on projects such as carbon capture, CO_2 limitation in marine transportation, hydrogel-based CO_2 capture and storage, and CO_2 storage in geological environments.

Within the scope of this valuable collaboration, the first meeting was held in January as we entered 2024, focusing on the projects led by the university and our company's potential contributions to these initiatives. These steps, taken toward innovation and sustainability in the energy sector, also open doors to promising future collaborations.

Events and Summits We Participated

13th Türkiye Energy Summit: The Türkiye Energy Summit is a platform where current issues in the energy sector are discussed, new collaborations are established, and industry leaders come together. As Eren Enerji, our participation in this summit aimed to share our vision in the sector, stay updated on the latest developments, and create opportunities for new collaborations.

COP28: The United Nations Climate Change Conference is a significant platform where countries come together to address global climate change. Through our participation in COP28, we demonstrated our responsibilities regarding climate change and reaffirmed our commitment to sustainable energy solutions.

I-REC Istanbul 2023: The International Renewable Energy Conference brings together experts and leaders from around the world. Through our participation in I-REC Istanbul 2023, as Eren Enerji, we aimed to share our knowledge and experience in the field of renewable energy, stay informed about innovations in the sector, and strengthen our international collaborations.

ICCI 2023: ICCI 2023, the 27th International Energy and Environment Fair and Conference, attracted significant interest from foreign delegations at the state representation level, with high-level participation from the energy ministries, consulates, and commercial attachés of Belgium, Brazil, Denmark, Croatia, Iran, Italy, Poland, Russia, and Türkiye. As Eren Enerji, we took part in the event, focusing on topics such as the transition to renewable fuels, energy supply security, sustainability, decarbonisation, and the European Green Deal. The sessions addressed critical topics shaping the future of the global energy sector, including the "EU Green Deal and Carbon Border Mechanism," "Sustainability," "Renewable Energy Systems," and "Green Hydrogen in Türkiye." We closely followed the latest developments aimed at strengthening strategies and policies to mitigate the negative environmental impacts of the energy sector.

Management of Greenhouse Gas Emissions

We periodically calculate and verify greenhouse gas emissions.

In our plants, we achieve environmental performance below the limits set by environmental regulations by using environmental protection systems and high technology. We control parameters such as dust, SO_2, NOx, CO, and PM, resulting from coal combustion, through efficient technologies such as electrostatic filters, bag filters, flue gas desulfurisation systems, limestone injection, SCR, and combustion optimisation.

Our company continuously monitors environmental performance with five Continuous Emission Monitoring Systems (CEMS), three Air Quality Stations, and 91 emission and emission control points at the plants, which operate 24/7. The CEMS system, compliant with European Union standards, shares emission data online with the Ministry of Environment, Urbanisation, and Climate Change, regularly calibrated and maintained by accredited firms.

We calculate emissions in accordance with the Regulation on the Monitoring of Greenhouse Gas Emissions and the Communiqué on the Monitoring and Reporting of Greenhouse Gas Emissions.

As Eren Enerji, we adopt a transparent approach to greenhouse gas emissions by verifying the emissions data from our facilities each year through Authorised Organisations designated by the Ministry and sharing the results with the Ministry of Environment, Urbanisation, and Climate Change.

Based on the results of greenhouse gas calculations, we develop and continuously manage green-house gas reduction projects. Within this scope, we have prepared the Greenhouse Gas Procedure to monitor, report, and verify greenhouse gas emissions resulting from the coal (both imported and domestic) used at Zonguldak Eren Thermal Power Plants, as well as all other fuel sources used in combustion processes (lime, fuel oil, diesel).



Carbon Footprint Report: In 2021, we calculated our Carbon Footprint emissions for the first time. Our studies covering the years 2022 and 2023 has been completed, and as a result of the Corporate Carbon Footprint verifications conducted by an Accredited Organisation under the ISO 14064-1:2018 standard, we have successfully obtained our TÜRKAK-Accredited Verification Certificate. In this context, we aim to continuously monitor our environmental performance and control and reduce carbon emissions by preparing our report annually.

As Eren Enerji, we have proactively set greenhouse gas reduction targets and initiated efforts to reduce emissions, even at a time when sector strategies regarding greenhouse gas reduction are yet to be finalized. The most significant of these efforts include:

- Carbon capture (post-combustion method)
- CO_2 limitation in marine transportation
- Hydrogel CO_2 capture and storage
- Geological CO_2 storage

GRI 3-3, 305-5

Air Quality Management

We are one of the thermal power plants operating at the lowest emission levels.

We established the "First Nitrogen Oxide Treatment Facility" among coal-based thermal power plants in Türkiye, reducing our environmental impact. With this pioneering step in the sector, we have contributed to environmental sustainability.

Air quality is critical in the context of sustainable development and environmental sciences. Clean air plays an essential role in protecting biodiversity and ecosystem health, reducing air pollutants that affect human health, and combating climate change. The rise in the carbon footprint is leading to worsening air quality, diminishing the resilience of ecosystems, and threatening the sustainability of our planet.

As Eren Enerji, we effectively control significant air pollutants such as dust, SO_2, NOx, CO, and PM released into the atmosphere from coal combustion. With our advanced technology systems, we successfully manage air quality.

To minimise our environmental impact and ensure sustainable energy production, we implement a range of preventive measures. In this context, we strive to successfully reduce emissions by using **electrostatic and bag filter systems** to control dust emissions; flue gas **desulfurisation system** and limestone injection to reduce SO2 emissions; **SCR (Selective Catalytic Reduction) and combustion optimisation** to lower NOx emissions; and **efficient combustion technologies to minimise CO emissions.**

The European Commission's "Best Available Techniques Reference Document for Large Combustion Plants" recommends the technologies used at the ZETES-2 and ZETES-3 plants for the prevention and reduction of pollutant emissions, such as ESP (Electrostatic Precipitator), EFIP (Electrostatic and Bag Filter), Flue Gas Desulfurisation Plant, low-NOx burners, and Selective Catalytic Reduction (SC-DeNOx).

In addition to all this, we are one of the thermal power plants operating at the lowest emission levels in our country.

The environmentally friendly technologies we adopt and the effective control measures we implement represent a strong commitment to improving air quality. Additionally, the data obtained through continuous emission monitoring systems and air quality stations enable our company to regularly evaluate its environmental performance and share it transparently with the relevant authorities.

One of our 2023 environmental protection initiatives involves applying cellulose material to coal piles in our coal storage areas. Through this practice, we aim to prevent coal dusting and avoid calorie and tonnage loss.

Eren Enerji manages three air quality stations: Tepeköy Station, Kuzyaka Station, and Cumayanı Station.

The National Air Quality Index has been developed by adapting the air quality index created by the EPA to national regulations and limit values. We calculate the air quality index for five key pollutants. These are:

- Particulate matter (PM10),
- Carbon monoxide (CO),
- Sulfur dioxide (SO_2),
- Nitrogen dioxide (NO_2),
- and Ozone (O_2).

The pollutant concentrations continuously measured by the analyser at air quality monitoring stations are transmitted hourly to the Environmental Reference Laboratory, affiliated with the Ministry of Environment, Urbanisation, and Climate Change, located in Ankara Gölbaşı. The National Air Quality Network website publishes and monitors the collected data hourly.

Reduction Applications	Effects of Applications
Installation of Acoustic Cleaning System on ESP (Dust Collection) System (06.06.2022/25.09.2023)	By installing sonic horns as replacements for the existing setup, the vibration effect of the sound waves dislodges ashes from surfaces and causes them to fall into collection hoppers. Before the implementation of this project, an average of two cabinets experienced short circuits annually. However, since the installation of the system, the relevant cabinets have not experienced any short circuits.

GRI 3-3

Energy Efficiency and Management

We aim to optimise our energy consumption.

Basic Energy Management and Environmental Policy
As Eren Enerji, we effectively implement the ISO 50001 Energy Management System, which enables our company to measure, evaluate, and improve its energy performance, aiming to contribute to environmental sustainability and optimise energy costs. We continue our improvement efforts in line with international requirements to optimise our energy consumption from a green and environmentally friendly perspective.

Energy Audits and Improvement Activities: In 2019, we conducted detailed Energy Audits at our ZETES-2 and ZETES-3 plants and implemented various improvement actions based on the results. Additionally, in 2023, we conducted a Waste Heat-Focused Energy Audit and performed planned maintenance activities to maintain a high operational availability rate, with improvement efforts evaluated based on the audit results.

Electricity Consumption: Eren Enerji's facilities consumed a total of 1,092,116.2 MWh of electricity in 2023, with no natural gas consumption. The electricity consumption per unit of production amounted to 2.594776 units. Electricity, coal, and steam consumption constitute the main consumption categories.

At Eren Enerji, we meet all our electricity needs from our own sources with a sustainable environmental goal.

Energy Saving Efforts: Process safety and efficiency improvement efforts in various systems of the ZETES-1 and ZETES-2 units are included in the 11 energy-saving initiatives planned throughout the facilities. Additionally, our efforts to improve the energy efficiency rating continue through projects such as engine replacement and LED conversion at Eren Port.

Renewable Energy Integration: As Eren Enerji, we intend to secure a portion of our energy needs from renewable sources by installing solar power plants over our coal storage areas. Additionally, we are exploring opportunities within other areas of our facility boundaries in this context.

Energy Management and Employee Awareness: We established the Energy Committee to ensure compliance with legal and other requirements related to energy efficiency. We organised Energy Management System awareness trainings for our employees. Our energy managers have shared our annual consumption reports on the ENVER portal. Additionally, we have implemented measures to reduce internal consumption, such as waste heat utilisation, planned maintenance, and automation systems.

Future Goals and Additions: The company's primary goal in energy efficiency is to improve the consumption/production ratio by 1% annually. The Waste Heat-Focused Energy Audit projects we conducted in 2023 and the improvement efforts within units support our company's progress toward this goal.

As Eren Enerji, we will continue our efforts with the same determination to ensure sustainable energy management.

Applications	Effects of Applications
PM6 steam supply (2022 - ongoing)	By transferring steam through both Unit 4 and Unit 5, the steam required for PM6 will be supplied, eliminating the need for PM6 to install a new boiler. If a new boiler had been required for this process, considering the maximum steam demand (203 t/h), the new boiler would have burned approximately 19.44 t/h of coal. However, the power plant will need to reduce its load by 45 MW in order to transfer this steam. This means an energy loss of 45 MW for the steam transfer. Under these conditions, the total coal consumption required to produce the maximum transferable steam (203 t/h) will be 220.72 t/h. If no steam transfer takes place and the plant operates at full capacity (660 MW), the amount of coal consumed would be 217.50 t/h. In other words, the emission cost of sending the steam would be an additional 3.22 t/h of coal. However, considering that the coal consumption for a new boiler would be 19.44 t/h, this arrangement results in a savings of 16.22 t/h of coal. Additionally, the filter systems of the power plant will offer environmental benefits compared to a newly installed boiler.
Waste heat-focused energy audit (2023 - ongoing)	The heating needs of the facility and nearby neighbourhoods are met.

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

Water Management

We are one of the first three Turkish industrial companies to join Water Europe.

Aware of the importance of water for a sustainable world, we manage all our operations with this consciousness as one of the first three Turkish industrial companies to become a member of Water Europe, a leading organisation in the European water sector.

We plan to address initiatives supported by the European Union -such as water footprint, water efficiency, source water usage, wastewater recovery, and reduction of water discharge- through collaboration with our global stakeholders.

Water Intake Structure
To meet the service water and demineralised water needs of the 2,790 MWe ZETES Plant, we have established a Water Treatment Facility on-site, which utilises ultrafiltration, reverse osmosis, mixed bed resin systems, and electrode ionisation technology to produce soft water from seawater. We first pass the incoming seawater through coarse mechanical filters and store it in tanks. The incoming seawater is first passed through coarse mechanical filters and stored in tanks. It is also processed through ultrafiltration units to remove physical and biological impurities, producing clear seawater. Next, we subject the seawater to reverse osmosis under high pressure, passing it through reverse osmosis membranes to alter its chemical composition and remove salts. Through two-stage reverse osmosis, we produce service water. Depending on the requirements of the units, the service water is processed through MBDI mixed-bed resin columns and electrodeionisation systems, where anions and cations are separated by direct current to produce demineralised water. The power plant units, FGD units, fire systems, and various washing processes use the service water for internal needs. The demineralised water, in addition to being used as make-up water in boilers, plays a crucial role in steam production for our turbines, contributing significantly to turbine operation and electricity generation. After being produced to the required quality through pumps, the service and demineralised water are transported to the units via pipe bridges.

The cooling water taken from the sea is monitored 24/7 via four Continuous Wastewater Monitoring Systems (SAIS) installed along the discharge line and by the Ministry of Environment, Urbanisation, and Climate Change through online monitoring. The Environmental Law permits a maximum temperature change of +2 degrees for the receiving environment, whereas our company's cooling water causes a temperature change of approximately +0.5 degrees.

The domestic wastewater generated at our facility is discharged in accordance with the conditions set by the Water Pollution Control Regulation, Wastewater Discharge Standards, and the Technical Procedures for Wastewater Treatment Plants Communiqué issued by the Ministry of Environment, Urbanisation, and Climate Change. We treat the wastewater from our biological activities before releasing it back into nature.

In all our operations, we prioritise recycling by treating process water through appropriate treatment systems and using it within a closed-loop system. We also use the treated water to dampen the coal in storage areas, thereby preventing dust formation.

Water Footprint
As Eren Enerji, we have prepared a detailed water footprint inventory report for our Thermal Power Plants (ZETES-1, ZETES-2, ZETES-3) and Port Operations located in Zonguldak Çatalağzı, to ensure the sustainability of water management in accordance with the ISO 14046 Standard. This report incorporates the water footprint, a metric that evaluates the quantitative and qualitative effects of water consumption on water resources. Since 2021, we have been preparing our Water Footprint Report annually, focusing on the sustainable management of resources to minimise environmental impacts and promote the efficient use of water, contributing to the development of strategies for future periods. These efforts reflect a commitment not only to our company's operations but also to understanding and improving the impact on regional water resources. Our goal is to keep the total amount of water used below a specified level.

GRI 3-3, 303-1, 303-2, 303-5

Water Management

Water Management Goals

TIME FRAME	IMPROVEMENTS
Short Term (1-2 years)	1. Tracking improvement projects to ensure that water footprint calculations are conducted once a year and compared with the reference year. 2. In the scope of distributing responsibilities and authorities: a. Providing training to relevant personnel on the collection and processing of water management data and distributing responsibilities accordingly, b. Granting the necessary authorities to the relevant personnel, c. The Senior Management declaring the assigned responsibilities and authorities to the relevant personnel, d. Establishing and monitoring implementation methods for the performance chart related to data collection and processing. 3. Conducting awareness-raising activities every year on water management and conservation through panels, events, and similar initiatives. 4. Reducing water consumption.
Medium Term (2-5 years)	5. Using waterless equipment in restrooms within administrative buildings, social facilities, etc., or collecting wastewater from sinks to be reused as toilet flush water. 6. Monitoring water allocations based on unit consumption. 7. Conducting regular inspections of water installations, developing periodic pressure control processes to prevent pressure loss, and creating methods to detect points of pressure loss and leakage. 8. Installing flow meters at entry and exit points to monitor all incoming and outgoing water and tracking wastewater volumes. 9. Monitoring the amount of input and output water on a unit basis.
Long Term (5 years and beyond)	10. Install rainwater collection systems on rooftops.

Applications	Effects of Applications
HDPE line revision of service water line at Port Area Jetty-I and Jetty-II (08.01.2023/10.03.2023)	Due to the Fe parameter in the utility water supplied to the Jetty-I/Jetty-II location and ships exceeding the limit value (<200 ppm), the pipeline between T-13 and Jetty-I has been revised with HDPE. The samples taken from the relevant points now meet the limit values specified in the "Regulation on Water Intended for Human Consumption."
Reuse of coal-laden wastewater collected at the port area (01.11.2021/25.02.2022)	In the Port Area, the coal- and ore-contaminated water accumulated in collection pools as a result of field washings is treated at a 25 m^3/h CFS wastewater treatment plant and reused as wastewater. Through the Wastewater Treatment Plant installed in the Port Area, the reuse of wastewater has been ensured by taking regulatory criteria into account.
Improvement of sealing equipment to prevent seawater leaks (01.04.2023 - on-going)	A seawater leak occurred due to the deformation of sealing gaskets in the seawater pipelines running above and below ground, contaminating the soil. To prevent further soil contamination, internal clamps were installed in the movable sections of the pipeline to fix the leaks.
Improvement of packing in clarification pumps (01.10.2023/01.04.2024)	To prevent water leaks caused by the use of soft packing in pumps, the pumps will be converted to mechanical seals. We will reduce water losses by converting four pumps to mechanical seals.

Waste Management

We apply circular economy principles.

Zero Waste Policy and Sustainable Waste Management

Under the management of the Environmental Unit, we aim to manage waste generated across the facility and administrative areas and minimise the amount sent to landfill by ensuring the recycling and recovery of all waste. To achieve this:

- We established a waste segregation system.
- We increased the number of waste segregation containers.
- We provided training to employees to raise awareness.
- We conducted regular inspections and controls.
- We sent waste to recycling and recovery facilities.

To eliminate our negative environmental impacts, we continue to implement our Industrial Waste Management Plan, which defines the processes for the storage, transportation, and disposal of all our waste.

Zero Waste Approach

As Eren Enerji, we are proud to be the first facility in our region to receive the Zero Waste Certificate.

The Zero Waste Management System has been effectively implemented within our company, focusing on waste reduction. Within this system, we collect waste separately at the source according to its type and category through zero-waste bins placed in administrative buildings and production areas. Licensed companies recover recyclable waste. This method not only reduces the amount of waste but also aims to promote recycling and conserve natural resources.

Waste Reception Facility

We place significant importance on complying with international agreements and EU Directives related to the International MARPOL 73/78 Convention, to which Türkiye became a party in 1990. In this context, we accept ship waste, including cargo residues, to manage them without harming the marine ecosystem.

The types of waste we accept include:
Petroleum-based waste (bilge water, slop, sludge, waste oil, etc.) under MARPOL Annex I
Sewage under MARPOL Annex IV
Garbage under MARPOL Annex V
Waste from exhaust gas cleaning under MARPOL Annex VI

We handle the disposal of accepted waste types under the legislation enforced by Environmental Law. In line with our goal of becoming a Green Port in accordance with international standards, our circular waste management efforts at the port and waste reception facility continue at full speed.

Industrial Symbiosis

Our facilities generate fly ash during production activities, which moves with the flue gas and enters the ESP system at our ZETES-2 facility and the EFIP system at our ZETES-3 facility. The fly ash, captured by high-efficiency Electrostatic and Bag Filters, is fed into silos through a pneumatic conveying system, ensuring the proper storage of the fly ash.

At our ZETES-2 and ZETES-3 facilities, gypsum is produced by treating sulfur dioxide generated from the combustion of pulverised coal through the wet absorption method using limestone. We store the produced gypsum in our designated storage areas within the facilities.

We have quality certifications for our by-products: TSE EN 450-1 and ASTM C 618 for fly ash, and a gypsum certificate, along with G conformity certificates for bottom ash. We export approximately 96% of the by-products (ash and gypsum) generated from our production activities to countries such as the United States, the United Kingdom, France, Italy, Sweden, and Norway through companies affiliated with the Eren Group. Cement factories and concrete plants utilise our by-products.

By-products such as gypsum and fly ash that do not meet standards are sent to our Class II Landfill Facility.

Class II Waste Storage Facility

The Class II Waste Landfill Facility is located approximately 2.5 km southwest of our Zonguldak Eren Thermal Power Plants.

At our ZETES-2 and ZETES-3 plants, unsellable fly ash classified as non-hazardous waste and gypsum waste generated from the desulfurisation unit, along with all bottom ash produced at the ZETES-1 plant, are sent to our Class II Landfill Facility.

GRI 3-3, 306-2, 306-3, 306-4

Waste Management

Environmental Projects in 2023

1. Digital Archiving Project: As in previous years, Eren Enerji made significant strides in 2023 to protect nature by reducing operational processes. Through the Digital Archiving Project, data entries were legally transferred to digital platforms, and nearly 120,000 printed documents were digitised, helping to prevent tree cutting.

2. Textile Waste Collection Project: The project aims to raise awareness about separating textile waste generated at employees' homes from household waste. The facility has placed textile waste bins at designated points to facilitate the collection of brought-in items. We integrate the collected textile waste into the recycling process in collaboration with Kilimli Municipality, the local governing body.

3. Waste Vegetable Oil Collection Project: This project, which includes local residents and employees, aims to prevent the disposal of waste vegetable oils into sinks and raise awareness about separating waste. Cleaning products such as hand soap and detergent, made by students of Eren High School, are provided in exchange for waste vegetable oil. This initiative also aims to support and contribute to Eren High School.

4. Blue Cap Collection Project: The facility has implemented a plastic cap collection project by placing bins at designated points. As part of a social responsibility project, we collaborate with relevant institutions to use the collected caps to provide wheelchairs for those in need.

Recycling Values

Waste Values	Unit	2020	2021	2022	2023
Hazardous Waste	ton	1,116.609	1,330.164	1,245.483	1,267.399
Non-hazardous Waste	ton	115,767.75	68,675.18	98,389.71	428,679.875
Total	**ton**	**116,884.4**	**70,005.34**	**99,635.19**	**429,947.274**

Recycling Values

Recycled Waste Values*	Unit	2020	2021	2022	2023
Paper and cardboard	ton	18.45	30.35	1.95	28.10
Plastic packaging	ton	0	32	24.55	39.25
Metal packaging	ton	5.6	17.8	3.85	11.60
Total	**ton**	**24.05**	**80.15**	**30.35**	**78.95**

**These waste values consist of packaging waste.*

Biodiversity

We respect the right of all living beings to live.

With our reforestation efforts to date, we have successfully planted 3,370,000 saplings.

As Eren Enerji, we aim to reduce our environmental impact while also taking measures to protect the rights of all living beings.

One of our significant biodiversity projects is the Pipe Investment for the Water Intake Structure. Through this project, we invested approximately USD 2.5 million to prevent fish and jellyfish from entering the water intake structure, aiming to protect species within the marine ecosystem. With this measure, we aim to minimise the impact on the water intake structure while safeguarding biodiversity.

Through such projects, carried out in line with our principles of environmental protection, respect for the habitats of all living beings, and sustainability, we assess our potential impacts on the marine ecosystem and bring environmental sensitivity to the forefront.

In addition to other environmental issues within the scope of global sustainability, deforestation is another matter related to the greenhouse effect and climate change, as it influences the amount of carbon in the atmosphere. As Eren Enerji, we signed a reforestation protocol with the Zonguldak Regional Forestry Directorate, aiming to plant a total of one million saplings over five years as part of our forestry activities. We are proud to have established a memorial forest in Çaycuma District, Zonguldak, under this protocol.

With our reforestation efforts to date, we have successfully planted 3,370,000 saplings. Our company will continue its commitment to environmental responsibility by supporting forestry activities that contribute to environmental protection and sustainability.

Ecological Assessment Study: Ongoing studies, conducted with the involvement of a hydrobiologist, aim to assess the impact of marine discharges and activities at Eren Port on the marine ecosystem.



GRI 3-3, 304-2

Our Corporate Memberships and Initiatives We Support

Associations and Foundations	BETAV
	TERSANED
	TÜRKLİM
	Association of Electricity Producers
	Eren Education Foundation
Industrial Chambers	Turkish Statistical Institute
Universities	Bitlis Eren University

GRI 2-28

Environmental and Social Performance Indicators

ENVIRONMENTAL PERFORMANCE INDICATORS

Carbon Footprint Calculation Values (tCO_2e)

		2021	2022	2023
Direct	Scope 1 CO_2 ton	11,256,833.72	12,100,074.05	13,470,319.35
Indirect	Scope 2 CO_2 ton	340,127.07	922,073.19	457,230.59
Indirect	Scope 3 CO_2 ton	42,780,540.35	46,823,739.47	46,035,926.96
Total Carbon Footprint (m^3/year)		**54,377,501.14**	**59,845,886.71**	**59,963,476.90**

Greenhouse Gas Emissions Values

	2021	2022	2023
Total Greenhous Gas (tCO_2e)	**12,063,631**	**13,661,944**	**15,354,049**

Water Footprint Data

	2021		2022		2023	
Blue Water Footprint (m^3/year)	3,684,083.44	75.82%	3,970,024.28	77.28%	4,359,122.66	78.53%
Green Water Footprint (m^3/year)	1,069,512.75	22.01%	1,034,333.72	20.13%	1,051,004.91	18.94%
Grey Water Footprint (m^3/year)	105,615.38	2.17%	132,719.26	2.58%	140,459.04	2.53%
Total Water Footprint (m^3/year)	4,859,211.57	100.00%	5,137,077.27	100.00%	5,550,586.61	100.00%

GRI 302-1, 302-2, 302-4, 302-5, 303-5, 305-1, 305-2, 305-3, 305-5, 306-3, 306-4, 401-1, 401-3, 403-9, 404-1, 405-1

Environmental and Social Performance Indicators

Energy Consumption Data

	Unit	2021	2022	2023
Electricity Consumption	kWh	876,219,180	970,923,000	1,092,116,200
Coal Consumption	tons	5,488,369	5,859,371.10	6,460,758,89

Waste Quantities

Waste Type	Unit	2020	2021	2022	2023
Hazardous Waste	ton	1,116.609	1,330.164	1,245.483	1,267.399
Non-hazardous Waste	ton	115,767.75	68,675.18	98,389.71	428,679.875
Total	**ton**	**116,884.4**	**70,005.34**	**99,635.19**	**429,947.274**

Recycling Values

Recycled Waste Types*	Unit	2020	2021	2022	2023
Paper and cardboard packaging	ton	18.45	30.35	1.95	28.10
Plastic packaging	ton	0	32	24.55	39.25
Metal packaging	ton	5.6	17.8	3.85	11.60
Total	**ton**	**24.05**	**80.15**	**30.35**	**78.95**

**The values listed in this section consist of packaging waste.*

SOCIAL PERFORMANCE INDICATORS

Employee Profile

Eren Enerji	2020		2021		2022		2023	
Total number of employees	1,216		1,228		1,308		1,355	
Number of employees by gender	**Male**	**Female**	**Male**	**Female**	**Male**	**Female**	**Male**	**Female**
	1,155	61	1,166	62	1,244	64	1,291	64
	1,216		1,228		1,308		1,355	
Number of people on the management bodies and the Board of Directors	**Male**	**Female**	**Male**	**Female**	**Male**	**Female**	**Male**	**Female**
	3	0	3	0	3	0	1	
	3		3		3		1	
Number of employees under the age of 30	**Male**	**Female**	**Male**	**Female**	**Male**	**Female**	**Male**	**Female**
	190	26	186	21	223	15	238	17
	216		207		238		255	
Number of employees aged 30-50	**Male**	**Female**	**Male**	**Female**	**Male**	**Female**	**Male**	**Female**
	928	32	932	39	967	47	980	45
	960		971		1,014		1,024	
Number of employees aged over 50	**Male**	**Female**	**Male**	**Female**	**Male**	**Female**	**Male**	**Female**
	38	2	48	2	54	2	74	2
	40		50		56		76	
Number of employees by contract status	**Full Time**	**Part Time**	**Full Time**	**Part Time**	**Full Time**	**Part Time**	**Full Time**	**Part Time**
	1,216	0	1,228	0	1,308	0	1,355	0
Number of employees with disabilities	**Male**	**Female**	**Male**	**Female**	**Male**	**Female**	**Male**	**Female**
	34	0	31	0	37	0	37	1
Share of employees with disabilities (%)	**Male**	**Female**	**Male**	**Female**	**Male**	**Female**	**Male**	**Female**
	3	0	3	0	3	0	3	0
Number of newly hired employees	**Male**	**Female**	**Male**	**Female**	**Male**	**Female**	**Male**	**Female**
	33	1	71	2	149	9	99	13
	34		73		158		112	
Number of female employees on maternity/parental leave	5		1		3		3	
Number of female employees returning to work after giving birth			1		3		1	
Share of female employees returning to work after giving birth (%)	100%		100%		100%		100%	
Employee turnover rate (%)	3.3%		5.1%		5.6%		4.2%	

Environmental and Social Performance Indicators

Employee Seniority Levels

YEARS OF SERVICE	EMPLOYEE COUNT
0- 5 Years	498
5- 10 Years	444
10- 15 Years	387
15- 20 Years	24
20- 25 Years	1
25- 30 Years	1

OHS Statistics

Consolidated	2020		2021		2022		2023	
Number of Accidents	Employee	Contractor	Employee	Contractor	Employee	Contractor	Employee	Contractor
	23	27	22	57	19	52	17	49
	50		79		71		66	
Fatal Accidents	Employee	Contractor	Employee	Contractor	Employee	Contractor	Employee	Contractor
	0	0	0	0	0	0	0	0
Lost Days due to Accidents	328		172		226		80	28
Absenteeism Rate due to Accidents	328		172		226		80	28
Frequency Rate of Accidents (KSO) *	9.45		9.07		7.33		6.63	
Severity Rate of Accidents (KAO) **	0.13		0.07		0.09		0.03	

**The Lost Days represent the total number of days injured employees were absent from work due to accidents. Accident Frequency Rate Calculation (KSO) = (Total Number of Accidents X 1,000,000) / Total Working Hours*
***Accident Severity Rate Calculation (KAO) = (Total Lost Days X 1,000) / Total Working Hours*

Statement of Greenhouse Gas Emissions Verification

AVRASYA verification company
AVRASYA SERA GAZI DOĞRULAYICI KURULUŞ MÜH. A.Ş.

SERA GAZI EMİSYONU DOĞRULAMA SERTİFİKASI

SERTİFİKA NO: SPT1874

SERTİFİKA TARİHİ: 15.03.2024

EREN ENERJİ ELEKTRİK ÜRETİM A.Ş.

TS EN ISO 14064-1:2019 STANDARDI ÇERÇEVESİNDE 2023 YILI EMİSYONLARI DOĞRULANMIŞTIR.

TEKNİK BİLGİLER ARKA SAYFADA SUNULMUŞTUR.

TÜRKAK
Geçerli Kılma ve Doğrulama TS EN ISO/IEC 17029 AB-0003-DK

Gökçe PARER
YÖNETİM KURULU BAŞKANI

15.03.2024

Bu sertifika AVRASYA güvencesindedir.
Bu karekod ile web sitesinden doğrulanabilmektedir.

DD.07/01.02.2023(06)

GRI Content Index

GRI CONTENT INDEX ESSENTIALS SERVICE 2024

For the Content Index – Essentials Service, GRI Services reviewed that the GRI Content Index has been presented in a manner consistent with the reporting requirements in accordance with the GRI Standards and that the information in the index is clearly presented and accessible to stakeholders.

Statement of Use	Eren Enerji has reported in accordance with the GRI Standards for the period January 1 - December 31, 2023.	
GRI 1	GRI 1: Foundation 2021	
GRI Sector Standard Used	Since the sector standard for the energy sector has not yet been prepared, none has been used.	
GRI STANDARD	**DISCLOSURE**	**LOCATION AND/OR DIRECT ANSWERS**
GENERAL DISCLOSURES		
GRI 2: General Disclosures 2021	**The Organisation and Its Reporting Practices**	
	2-1 Organisation details	About the Report, page 6-7 About Eren Enerji, pages 12-15
	2-2 Entities included in the organisation's sustainability reporting	About the Report, page 6-7
	2-3 Reporting period, frequency, and contact point	Reporting is done annually. About the Report, page 6-7
	2-4 Restatements of information	No restated information is included in the report.
	2-5 External assurance	Statement of Greenhouse Gas Emissions Verification, page 87
	Activities and Employees	
	2-6 Activities, value chain and other business relationships	About Eren Enerji, pages 12-15 Our Stakeholder Map and Relations with Stakeholders, page 25 Sustainable Supply Chain, pages 53-54
	2-7 Employees	Human Resources, pages 58-63
	2-8 Workers who are not employees	Human Resources, pages 58-63
	Governance	
	2-9 Governance structure and composition	Organisational Chart, pages 30-31 Corporate Governance, pages 32-33
	2-10 Nomination and selection of the highest governance body	Carried out within the framework of the regulations adhered to in accordance with the minimum qualifications sought in the election of the members of the Board of Directors. Corporate Governance, pages 32-33
	2-11 Chair of the highest governance body	Organisational Chart, pages 30-31 Corporate Governance, pages 32-33
	2-12 Role of the highest governance body in overseeing the management of impacts	Organisational Chart, pages 30-31 Corporate Governance, pages 32-33
	2-13 Delegation of responsibility for managing impacts	Our Sustainability Strategy, Approach, and Organisation, pages 22-24
	2-14 The role of the highest governance body in sustainability reporting	Our Sustainability Strategy, Approach, and Organisation, pages 22-24
	2-15 Conflicts of interest	Corporate Governance, pages 32-33
	2-16 Communication of critical concerns	Our Sustainability Strategy, Approach, and Organisation, pages 22-24 Material Topics and Materiality Matrix, page 26-27
	2-17 Collective knowledge of the highest governance body	Organisational Chart, pages 30-31 Corporate Governance, pages 32-33
	2-18 Evaluation of the performance of the highest governance body	Organisational Chart, pages 30-31 Corporate Governance, pages 32-33
	2-19 Remuneration policies	Human Resources, pages 58-63
	2-20 Process to determine remuneration	Human Resources, pages 58-63
	2-21 Annual total compensation ratio	Corporate Governance, pages 32-33
	Strategy, Policies and Practices	
	2-22 Statement on sustainable development strategy	Message from the CEO, page 8-10 2023 Highlights, pages 16-17 Our Sustainability Strategy, Approach, and Organisation, pages 22-24 Material Topics and Materiality Matrix, page 26-27 Our Targeted Sustainable Development Goals, page 28
	2-23 Policy commitments	Our Sustainability Strategy, Approach, and Organisation, pages 22-24 Corporate Governance, pages 32-34
	2-24 Embedding policy commitments	Our Sustainability Strategy, Approach, and Organisation, pages 22-24 Corporate Governance, pages 32-34
	2-25 Processes to remediate negative impacts	Ethics, Transparency, and Legal Compliance, pages 34-35 Integrated Management Systems and Certifications, page 36-37
	2-26 Mechanisms for seeking advice and raising concerns	Ethics, Transparency, Legal Compliance, page 34-35
	2-27 Compliance with laws and regulations	During the reporting period, no non-compliant developments occurred, and no penalties were received for violations of laws and regulations. Ethics, Transparency, and Legal Compliance, pages 34-35
	2-28 Membership associations	Our Corporate Memberships and Initiatives We Support, page 82
	Stakeholder Engagement	
	2-29 Approach to stakeholder engagement	Our Stakeholder Map and Relations with Stakeholders, page 25
	2-30 Collective bargaining agreements	There are no collective bargaining agreement applications.

GRI Content Index

MATERIAL TOPICS		
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Material Topics and Materiality Matrix, page 26-27
	3-2 List of material topics	Material Topics and Materiality Matrix, page 26-27
	Financial Performance	
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics and Materiality Matrix, page 26-27 Production Activities and Port Services, pages 40-45
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Production Activities and Port Services, pages 40, 45
	Sustainable Supply Chain	
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics and Materiality Matrix, page 26-27 Sustainable Supply Chain, pages 53-54
GRI 308: Supplier Environmental Assessment 2016	308-2 Negative environmental impacts in the supply chain and actions taken	There are no significant negative environmental impacts in the supply chain during the reporting period. Sustainable Supply Chain, pages 53-54
GRI 414: Supplier Social Assessment 2016	414-2 Negative social impacts in the supply chain and actions taken	There are no significant negative social impacts in the supply chain during the reporting period. Sustainable Supply Chain, pages 53-54
	Anti-Corruption	
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics and Materiality Matrix, page 26-27 Ethics, Transparency, and Legal Compliance, pages 34-35
GRI 205: Anti-Corruption 2016	205-1 Operations assessed for risks related to corruption	Ethics, Transparency, and Legal Compliance, page 34-35
	205-3 Confirmed incidents of corruption and actions taken	Ethics, Transparency, and Legal Compliance, page 34-35
	Energy Efficiency and Management	
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics and Materiality Matrix, page 26-27 Energy Efficiency and Management, page 76 ISO 50001 Energy Management System
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	Energy Efficiency and Management, page 76 Environmental and Social Performance Indicators, page 83-86
	302-2 Energy consumption outside the organisation	Energy Efficiency and Management, page 76 Environmental and Social Performance Indicators, page 83-86
	302-4 Reduction of energy consumption	Energy Efficiency and Management, page 76 Environmental and Social Performance Indicators, page 83-86
	302-5 Reductions in energy requirements of products and services	Energy Efficiency and Management, page 76 Environmental and Social Performance Indicators, page 83-86
	Water and effluents	
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics and Materiality Matrix, page 26-27 Water Management, pages 77-78 ISO 14001 Environmental Management System
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Water Management, pages 77-78
	303-2 Management of water discharge-related impacts	Water Management, pages 77-78
	303-5 Water consumption	Water Management, pages 77-78 Environmental and Social Performance Indicators, page 83-86
	Biodiversity	
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics and Materiality Matrix, page 26-27 Biodiversity, page 81
GRI 304: Biodiversity 2016	304-2 Significant impacts of activities, products and services on biodiversity	Biodiversity, page 81
	Management of Greenhouse Gas Emissions	
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics and Materiality Matrix, page 26-27 Combating Climate Change, pages 72-73 Management of Greenhouse Gas Emissions, page 74 ISO 14001 Environmental Management System
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Environmental and Social Performance Indicators, page 83-86
	305-2 Energy indirect (Scope 2) GHG emissions	Environmental and Social Performance Indicators, page 83-86
	305-3 Other indirect (Scope 3) GHG emissions	Environmental and Social Performance Indicators, page 83-86
	305-5 Reduction of GHG emissions	Management of Greenhouse Gas Emissions, page 74 Environmental and Social Performance Indicators, page 83-86

GRI Content Index

	Waste Management	
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics and Materiality Matrix, page 26-27 Waste Management, pages 79-80 ISO 14001 Environmental Management System
GRI 306: Waste 2020	306-2 Management of significant waste-related impacts	Waste Management, pages 79-80
	306-3 Waste generated	Waste Management, pages 79-80 Environmental and Social Performance Indicators, page 83-86
	306-4 Waste diverted from disposal	Waste Management, pages 79-80 Environmental and Social Performance Indicators, page 83-86
	Being the Employer of Choice	
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics and Materiality Matrix, page 26-27 Human Resources, pages 58-63
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Human Resources, pages 58-63 Environmental and Social Performance Indicators, page 83-86
	401-3 Parental leave	Human Resources, pages 58-63 Environmental and Social Performance Indicators, page 83-86
	Occupational Health and Safety	
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics and Materiality Matrix, page 26-27 Occupational Health and Safety, pages 64-67 ISO 45001 OHS Management System

GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Occupational Health and Safety, pages 64-67
	403-2 Hazard identification, risk assessment and incident investigation	Occupational Health and Safety, pages 64-67
	403-3 Occupational health services	Occupational Health and Safety, pages 64-67
	403-4 Worker participation, consultation and communication on occupational health and safety	Occupational Health and Safety, pages 64-67
	403-5 Worker training on occupational health and safety	Occupational Health and Safety, pages 64-67
	403-6 Promotion of worker health	Occupational Health and Safety, pages 64-67
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health and Safety, pages 64-67
	403-8 Workers covered by an occupational health and safety management system	Occupational Health and Safety, pages 64-67
	403-9 Work-related injuries	Occupational Health and Safety, pages 64-67 Environmental and Social Performance Indicators, page 83-86
	Employee Training and Development	
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics and Materiality Matrix, page 26-27 Human Resources, pages 58-63
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Human Resources, pages 58-63 Environmental and Social Performance Indicators, page 83-86
	404-2 Programs for upgrading employee skills and transition assistance programs	Human Resources, pages 58-63
	Diversity and Equal Opportunity	
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics and Materiality Matrix, page 26-27 Human Resources, pages 58-63
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Corporate Governance, pages 32-33 Human Resources, pages 58-63 Environmental and Social Performance Indicators, page 83-86
	405-2 Ratio of basic salary and remuneration of women to men	There is no gender-based distinction in the wages of employees at Eren Enerji.
	Business Ethics, Transparency, and Legal Compliance	
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics and Materiality Matrix, page 26-27 Ethics, Transparency, and Legal Compliance, pages 34-35 Human Resources, pages 58-63
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	There were no discrimination cases in Eren Enerji during the reporting period. Ethics, Transparency, and Legal Compliance, pages 34-35

GRI Content Index

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	Eren Enerji respects the freedom of association and collective bargaining. During the reporting period, there was no violation of trade union rights in any supplier within the knowledge of the company.
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labour	Eren Enerji does not employ child labour in any way and expects its suppliers and other stakeholders in the value chain to comply with the age provisions specified in the relevant laws and regulations.
GRI 409: Forced or Compulsory Labour 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour	Eren Enerji and all stakeholders in its value chain, especially its suppliers, do not employ forced labour in any way.
	Positive Impact and Employment on Local People	
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics and Materiality Matrix, page 26-27 Corporate Social Responsibility, page 69
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Corporate Social Responsibility, page 69
	Digitalisation and Data Security	
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics and Materiality Matrix, page 26-27 Digitalisation and Data Security, pages 47-49 ISO 27001 Information Security Management System
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	There are no substantiated complaints regarding violations of customer privacy or loss of customer data. Digitalisation and Data Security, pages 47-49
	Air Quality Management	
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics and Materiality Matrix, page 26-27 Air Quality Management, page 75 ISO 14001 Environmental Management System
	Emergency Action Plan	
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics and Materiality Matrix, page 26-27 Emergency Action Plan, page 68 ISO 45001 OHS Management System

	Employee Loyalty and Satisfaction	
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics and Materiality Matrix, page 26-27 Human Resources, pages 58-63
	Quality Service	
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics and Materiality Matrix, page 26-27 Integrated Management Systems and Certifications, page 36-37 ISO 9001 Quality Management System
	Human Rights, Values and Ethics	
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics and Materiality Matrix, page 26-27 Ethics, Transparency, and Legal Compliance, pages 34-35 Human Resources, pages 58-63
	Gender Equality	
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics and Materiality Matrix, page 26-27 Human Resources, pages 58-63
	Combating Climate Change and Environmental Compliance	
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics and Materiality Matrix, page 26-27 Combating Climate Change, pages 72-73 ISO 14001 Environmental Management System
	Corporate Governance	
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics and Materiality Matrix, page 26-27 Corporate Governance, pages 32-33
	R&D and Innovation	
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics and Materiality Matrix, page 26-27 R&D and Innovation, pages 50-52
	Corporate Social Responsibility	
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics and Materiality Matrix, page 26-27 Corporate Social Responsibility, page 69
	Effective Risk and Crisis Management	
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Sustainability Strategy, Approach, and Organisation, pages 22-24 Material Topics and Materiality Matrix, page 26-27
	Stakeholder Communication	
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Stakeholder Map and Relations with Stakeholders, page 25 Material Topics and Materiality Matrix, page 26-27
	Logistics Impacts	
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics and Materiality Matrix, page 26-27 Logistics Impacts, page 55

Contact

Eren Enerji (Head Office)
Address: Ataşehir Bulvarı, Metropol Istanbul, C-2 Block, 34758, Istanbul, Türkiye
Phone: +90 (216) 606 37 37
Email: info@eren-enerji.com.tr

Eren Enerji (Plant)
Address: Eren Enerji Elektrik Üretim A.Ş. Kuzyaka Mahallesi, Aras Sokak, No: 6 Çatalağzı, Kilimli, Zonguldak
Phone: +90 (372) 264 31 99
Email: info@eren-enerji.com.tr

Eren Enerji (Port)
Address: Cumhuriyet Mahallesi, Büyükağız Mevkii, Muslu/Kilimli/Zonguldak
Phone: +90 (372) 264 31 99
Email: info@eren-enerji.com.tr

www.erenenerji.com.tr

/_eren_enerji

/_eren_enerji

/_eren_enerji

/erenenerji

Proudly produced by **FİNAR.**
www.finarkurumsal.com

eren
ENERJİ