

ATEŞ WIND POWER

Sustainability Report 2021

ATES
WIND POWER



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Message from the Management

Esteemed stakeholders,

The Covid-19 epidemic, which gradually affected all social systems and caused differences and changes not only in terms of health but also in all areas affecting human life, left its mark on 2020. The year 2020, in which many themes from climate change to renewable energy production, from good agriculture to the dissemination of digital solutions, were discussed in depth, went down in history as a year that both caused permanent damage and incubated many innovations. 2021 was a year when these effects continued but the global socioeconomic recovery started and supply chains were reconfigured. The revival of economic activities around the world in 2021 naturally resulted in an increase in the demand for energy and the revival of the energy markets.

The energy sector maintains its place on the agenda with both the European Green Deal and global climate policies. Regional wars and conflicts also constantly keep the energy sector on the agenda, result in the continuation of discussions on supply security and lead to the adoption of the approach of strengthening renewable energy resources. Policies and action plans adopted at the national and international level to reduce carbon emissions further increase the importance of renewable energy sources.

Today, renewable energy and energy efficiency are considered as catalysts to accelerate the transformation of the energy sector. According to the International Energy Agency data, generation capacity based on renewable energy resources constitutes 29 percent of the total energy generation capacity across the world, while the installed power of renewable energy resources increased substantially by 7 percent in 2020. Significant increases have also occurred in the renewable energy capacity commissioned in Türkiye in 2020 and 2021. The renewable energy installed power, which was 44.68 MW in 2019, increased by 10.7% and reached 49,581 MW in 2020. In 2021, the amount of renewable installed power increased by 8% compared to the previous year, reaching 53,538 MW. A steady growth is observed in wind energy, which has a special place in renewable energy. In the last 5 years covering the

2017-2021 period, 765, 489, 586, 1,241 and 1,775 MW capacities were added to the wind installed capacity, respectively. In other words, the increase in wind installed power in the last 5 years has approached 5,000 MW and by the end of 2021, approximately half of the total installed power (10,607 MW) has been integrated into the system in the last 5 years. All these data clearly show that renewable energy, especially wind energy, will continue to grow both around the world and in Türkiye.

In our company, which closely monitors the developments and trends in question and was established to domestically produce and export in the renewable energy sector, we operate for the goals of both the development of our country and ensuring sustainability at the global level. Within the framework of Ateş Wind Power's corporate vision and mission, we are working ceaselessly to adopt and implement internationally accepted ethical values and corporate policies. We believe that these principles and values, the importance of which we sincerely believe in, are the minimum requirements for working together in harmony and achieving success. As an energy company built on the foundations of respect for people and the environment, safety and high quality, and operating towards a sustainable future, we are aware of our responsibilities. In this context, we continue to contribute to the United Nations Sustainable Development Goals, which we have adopted as a major principle, and to follow current developments, with our innovative business approach and R&D efforts in which we develop environmentally friendly technologies. In Türkiye's first and only generator factory to have the direct-drive technology, which we launched in 2019, we continue to produce generators with the most advanced electricity generation technology of our day, adopting an environmentally friendly approach for projects all over the world. We are committed to continuous growth in order to protect the environment and increase the welfare of the society with our business model, which we manage with our Integrated Management System, and has sustainability at its center. We are aware that private sector actors have very serious responsibilities in the development of a sustainable ecosystem. For this reason,



we attach great importance to the cooperation we carry out with our stakeholders, and we believe that change and transformation will occur through mutual development. With this vision, we collect and evaluate the improvement ideas of our internal stakeholders regarding our operational and internal processes through the departments they are affiliated with. We aim to make a difference in the sector by manufacturing products that will provide added value with our R&D Unit, which we launched in 2021. We make plans by evaluating the innovative ideas that we shape with the feedback of our stakeholders. We consider the submission of 54 ideas from our internal stakeholders to our R&D Department in 2021 and the reporting period as a reflection of the awareness of our employees, and we are proud to have finalized 42 of these ideas.

As part of Ateş Wind Power's vision and mission, we are pleased to share with you the first Sustainability Report of our company, which was prepared for a two-year period and covers the years 2020-2021, in order to identify and effectively manage risks and opportunities related to sustainability. We would like to take this opportunity to thank all of our stakeholders who supported us in reaching the goals we have set in our journey towards a sustainable future.

Ali Kadir ALPTÜRK
Factory Manager

About the Report

Scope and Limitations of the Report

This report is the first sustainability report published by Ateş Wind Power. The topics of this report, which deals with the sustainability performance of Ateş Wind Power in relation to the environment, employees, stakeholder group in the broadest sense and social responsibility, were determined following interviews and studies with senior and mid-level executives. The Board of Directors of Ateş Wind Power was informed in detail about the published report.

Reporting Period

This report covers the period from January 1, 2020 to December 31, 2021. The ultimate goal is that the data and information included in the report will provide a benchmark for the sustainability reports to be published by Ateş Wind Power in the future.

Reporting Cycle

Ateş Wind Power reported its first sustainability performance for a period of 24 months. The company aims to prepare the future reports over a 12-month cycle.

Compliance with the Regulatory Framework

This report was prepared in compliance with “GRI Standards: Core”. The basic reporting principles of GRI Standards were adhered to during the determination and preparation of the contents of the report. Performance statements were basically presented within the scope of “GRI Standards” indicators.



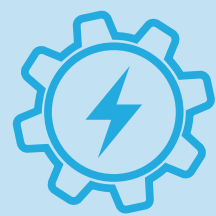
Ateş Wind Power at a Glance

Tower Production Facility



25,000 m²

Indoor Area



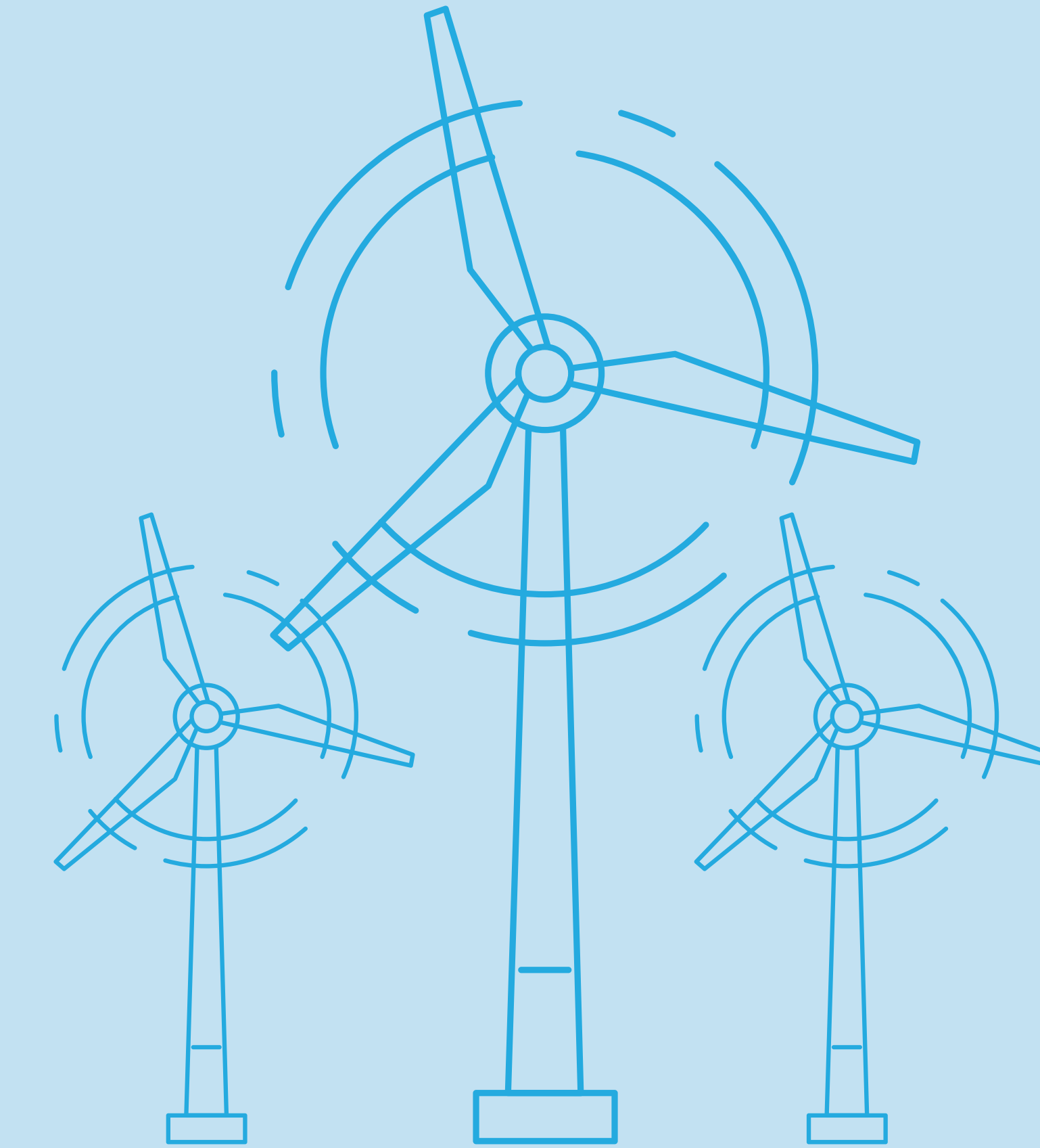
1,500 MW

Annual Production Capacity



518

Employees



160,000 m²

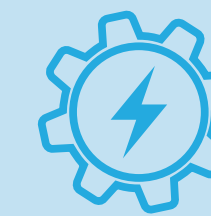
Storage Area

Generator Production Facility



15,000 m²

Indoor Area



650 MW

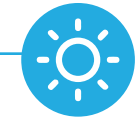
Annual Production Capacity



135

Employees

Ateş Wind Power Sustainability Performance at a Glance



With the solar energy system (SES) commissioned in **2021**, we achieved savings by obtaining **15%** of the electricity we consume through solar energy.



With the Waste Management Training Project, we created awareness for approximately **400** employees through waste management trainings. As a result, we achieved a **41%** improvement in the payments made for the disposal of hazardous waste in **2021**.



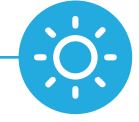
We provided a total of **9,485** hours of training to our employees.



In **2021** and the reporting period, a total of **54** ideas/requests were submitted to our R&D Department, and we finalized and implemented **42** of these ideas/requests.



Our local supplier rate increased to **88%**.



By performing a comprehensive stakeholder analysis in **2021**, we prepared the Ateş Wind Power **2021** Materiality Matrix.



We provided a total of **26,878** hours of OHS training.



We sponsored the **BEST for Energy Project**, which aims to transform İzmir and the surrounding area into a region specialized in clean energy and clean technologies.



About Ateş Wind Power

Corporate Profile

► From 2012 till today

Our facility in Bergama, İzmir has been continuing production for wind energy projects from all over the world. We participate in wind energy projects from various parts of the world with our domestic production and export activities in the renewable energy sector. Thus, we both contribute to the economy and development of our country, and operate towards the target of achieving a sustainable future at a global level.

1989

Our journey started with the production of steel bearer parts of outdoor advertising products within Say Reklam.

2012

We moved to the new facility we established in Bergama, İzmir.

2019

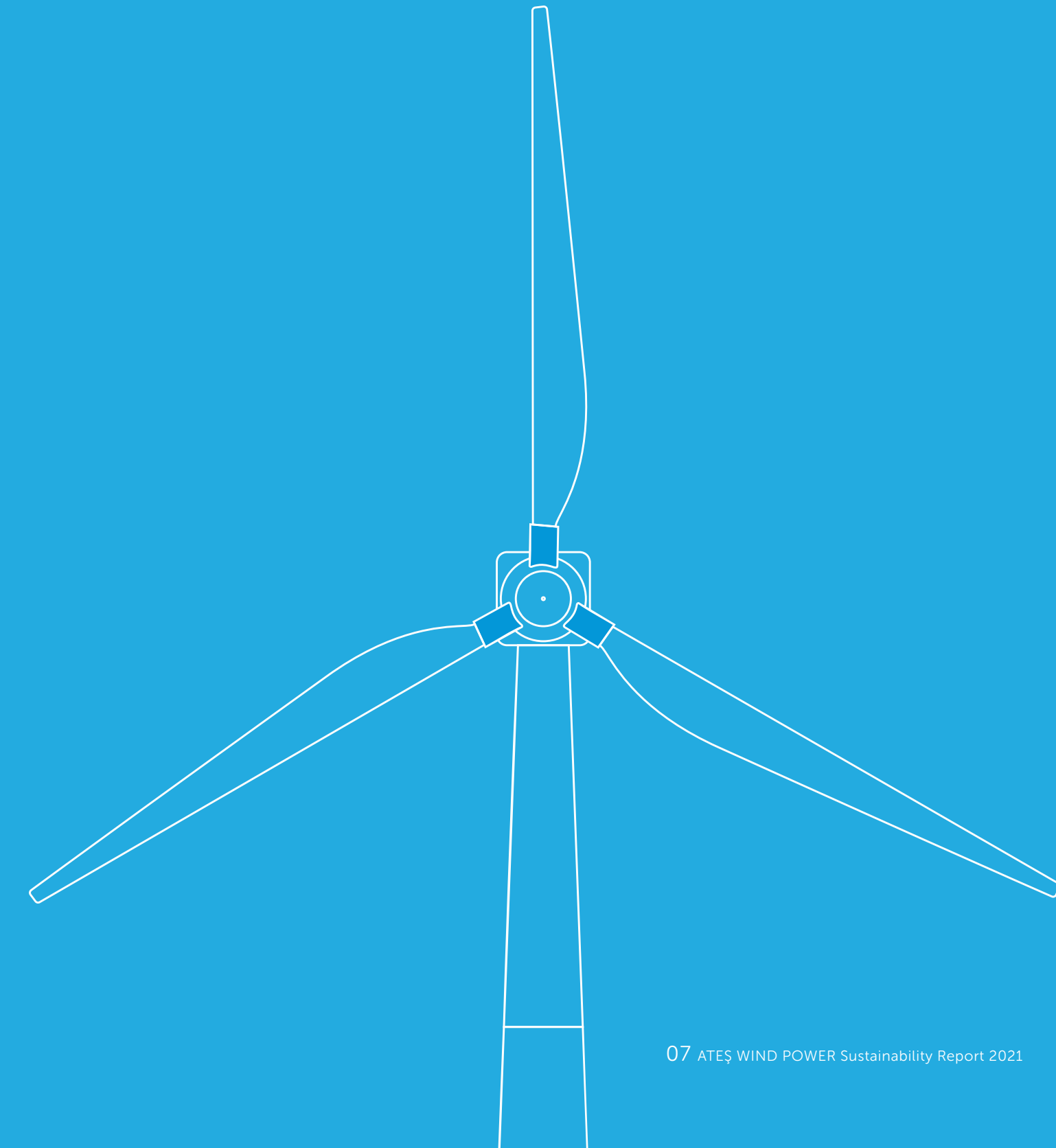
Besides tower production, we launched Türkiye's first and only generator factory with the "direct-drive" technology.

2007

With the transfer of the steel structure production line to a new factory, we started to produce under the brand of Ateş Wind Power.

2013

We started to produce towers for wind power plants 24 years after our first steel structure production experience.



About Ateş Wind Power



Within the framework of our human and nature-oriented management approach, we aim to meet the expectations of all our business partners at the highest level.

Respect for people and the environment, safety and high quality are our essential values. Within the framework of our human and nature-oriented management approach, we aim to meet the expectations of all our business partners at the highest level. Our policies, procedures and decision-making processes, which we consider as a guide in our business conduct, are shaped around this focus. Our approach to establishing strong and permanent collaborations based on honesty and trust, by constantly improving our ability to produce innovative, competitive and sustainable solutions, lies at the heart of our relationship with our stakeholders.

Our Vision

We aim to be the first company that comes to mind and the most preferred company of the sector with our products, services and solutions.

Our Mission

We are working hard for a sustainable world by focusing on the success of our customers through our innovative and integrated solutions. The targets we have set to this end are gathered under 7 themes:

Quality

We offer products and services that are compliant with national and international standards, maintain customer satisfaction at the highest level, and manage customer feedback efficiently and effectively.

Occupational Health and Safety (OHS)

We provide a safe and healthy workspace and necessary equipment to all our employees, and we manage our business with the goal of zero accidents and zero occupational diseases in all our processes.

Environment

We ensure that waste is disposed at the source, reused and recycled, and that waste that cannot be reused is disposed of through the appropriate methods. In line with our approach to sustainability, we strive to minimize our impact on the environment and always carry out our activities with a focus on improvement.

Energy

We work to ensure the effective and efficient use of energy, raw materials and natural resources.

A Harmonious and Consistent Organization

We create a constantly evolving organizational structure, where customer expectations and needs are correctly perceived, the developments in technology are closely monitored and self-education is prevalent, information is trackable and shared, employee consultancy and participation is encouraged, harmony with suppliers is ensured, and the efficiency of processes as well as risks and opportunities are regularly evaluated.

We are committed to continuous growth and development through our continued success in the fields of quality within the scope of our Integrated Management System, environment, occupational safety and health thanks to the joint participation and contribution of all our employees.

About Ateş Wind Power

Compliance with Laws and Legislation

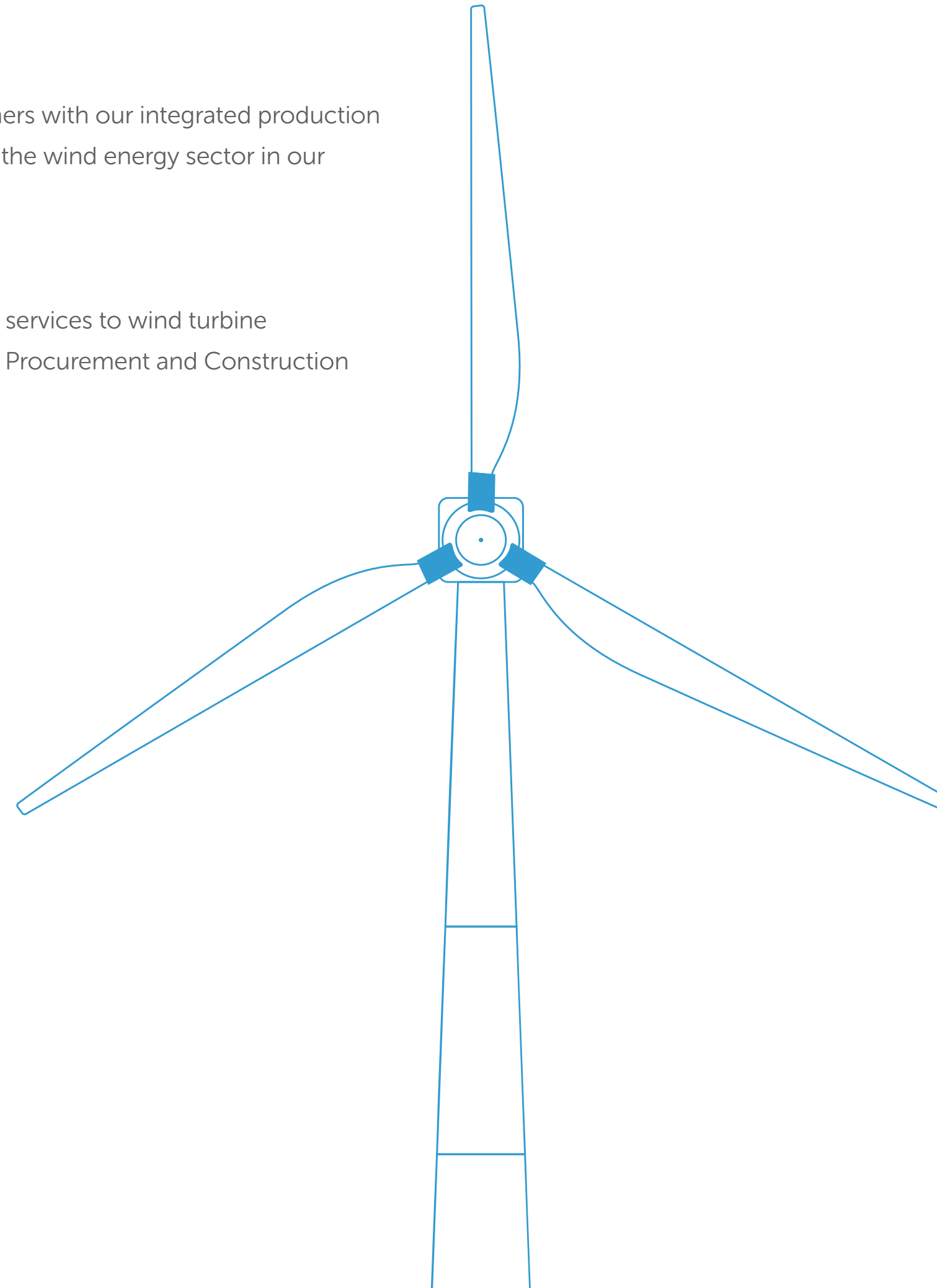
We comply with and constantly monitor all applicable laws, regulations and standards. Additionally, we work in accordance with the United Nations Global Compact principles.

Customer-Orientedness

Meeting the expectations and needs of our customers with our integrated production and services, we contribute to the development of the wind energy sector in our country and neighboring countries.

Products and Services

As Ateş Wind Power, we offer various products and services to wind turbine manufacturers and worldly renowned Engineering, Procurement and Construction (EPC) companies.



Product Groups



Wind Towers

In 2013, we started to produce towers for wind power plants with our 24 years of steel production experience. In our facilities in Bergama, parts with a diameter of up to 6 meters are produced and the total height of the towers produced varies between 80 and 155 meters. In the production process, we meticulously cut, bend and weld plates of 12-13 mm to 105 mm thickness. We operate with an average capacity of approximately 1,500 MW per year, and in this process, we never compromise on high quality standards. We also produce tower foundation rings, tower foundation baskets and tower transport equipment with the same quality approach.



Wind Turbine Generators

At the first and only generator factory with direct-drive technology in Türkiye, which we launched in 2019, we work with the world's leading renewable energy company, and produce at international standards by leveraging the company's expertise and extensive know-how in the sector. We deliver direct-drive generators produced in Türkiye to projects both in our country and countries around the world such as Canada, Germany, Greece, Netherlands, Portugal and Vietnam. With our annual production volume of 150 sets of generators per year, which corresponds to an installed power of approximately 650 MW, we continue to produce for wind energy with confidence.



Mechanical Components

We offer mechanical components for wind plants, including large parts such as generator internal parts, rotors and stators. With the proactive mindset we adopt, we implement solutions that make our customers' lives easier. Thanks to our wide supplier network, we quickly procure the materials to meet the needs, with high quality and on time, from within or outside the country.

About Ateş Wind Power



Services

Logistics

In addition to the projects for which we produce directly, we provide logistics support for the needs of our customers regarding these projects, and make a difference with the solutions we produce for the transportation of wind turbine parts. Thanks to the fixtures our company develops for tower transportation, we ensure that steel tower parts are easily transported from our factory to the installation location. Thus, we contribute to the safe, time and cost-effective completion of different stages of transportation such as stocking, loading and unloading without the need for the use of special equipment. Moreover, in export projects that require overseas maritime transport, we deliver our customers' products uninterrupted to the nearest port to the project site, and provide logistics support for the blades in addition to tower shipment.

Stocking

We provide stocking services for large wind turbine parts in the extensive storage area of our facilities in Bergama, İzmir. Thanks to the advantage of a self-sufficient large storage area, we also offer additional storage support for our customers in case of need. We can store other large parts of our tower or generator production projects, such as blades, in the same area. In this way, we help our customers facilitate change management and reduce costs by stocking the main turbine components of the projects we serve in our own area at a single point, with a single interlocutor.

Project Management

Undertaking the role of solution partner for the companies we serve, we handle the projects holistically and support our customers in every possible way. We know about the dynamics of the wind energy sector and follow the developments, and we support our customers with our engineering and technical know-how, planning and organizational power. Thanks to our infrastructure based on high quality standards and sustainable business principles, we provide the comfort needed for the safe execution of all project processes. We create value by offering our integrated and proactive solutions as well as experience to our customers.

We appreciate Ateş Wind Power's approach to service, which is "on time and does not compromise on quality" and thus meets customers' expectations by taking quick, efficient and accurate decisions through coordinated teamwork in the face of problems that occur or are likely to occur.

Samet Kemahlı - Enercon

About Ateş Wind Power



Operating Regions

In addition to our tower and generator factories, our facility in Bergama, İzmir comprises of our office buildings, managed in a manner that respects the environment and prioritizes employees' comfort, and our storage areas.

We continue to produce, develop and renew ourselves with over 650 employees in our 225,000 m²* premises, in an indoor area of 40,000 m². While our tower production facility has an annual production capacity of 1,500 MW and 518 employees in an indoor area of 25,000 m², our generator production facility has an annual production capacity of 650 MW, a storage area of 15,0000 m² and 135 employees in a closed area of 15,000 m².

*The area of 25,000 m² reserved for the road and the parking lot is included in the calculation.

Corporate Governance

Corporate Governance Approach

We work with all our stakeholders by adhering to the principle of openness and transparency. We act with the awareness that communicating in an accountable, responsible and fair way is the basis of achieving success and working in harmony. **We adopt global ethical values and corporate policies with our corporate vision and mission shaped within the framework of our responsible management approach, and attach great importance to the adoption of these principles by all our stakeholders, especially our employees.**

With our sustainability approach shaped by the value we attach to nature and people, we aim for financial growth that respects the environment, makes a difference in the sector, befits human dignity, and focuses on diversity and inclusion. As a company, we adopt corporate practices, which are the results of our responsible management approach, and monitor and coordinate our activities with ISO 9001 Quality Management, ISO 14001 Environmental Management, and ISO 45001 Occupational Health and Safety Management systems. With our corporate management approach, we adopt an independent, equal and fair position, consider Ateş Wind Power's Ethical Principles to be our guide in our business conduct, and shape our activities accordingly.

Ethical Principles and Code of Conduct

Our Ethical Principles and Code of Conduct serve as a guide for all our employees, especially the management, and all of our employees are responsible for the implementation of these principles under the leadership of the Board of Directors and our colleagues who have signing authority.

Our Ethical Principles are shaped centering the honesty, human rights and the environment. In this sense, we are committed to adhering to the principles of acting in accordance with the rules of honesty and behaving in good faith in all our internal and external businesses and relationships, keeping our activities in compliance with internationally accepted human rights values, protecting the environment, and adopting and developing environmentally

friendly technologies and practices. We avoid conflicts of interest and implement a transparent, responsible, fair and accountable corporate governance model with our ethical code of conduct, which observes basic moral and human values, acts in accordance with the legislation, does not provide or create unfair profit, and meticulously protects the environment and company assets. Our Ethical Principles are a guide that steers all our relations with our employees, shareholders, customers, competitors and suppliers.

Compliance with Legislation

We work meticulously for the protection of intellectual and industrial property rights, and within this framework, we create or outsource the necessary legal, financial and technical competencies. We ensure that all the books and records of the company are kept in accordance with the relevant standards and legislation, and have the necessary independent audit work done for this purpose.

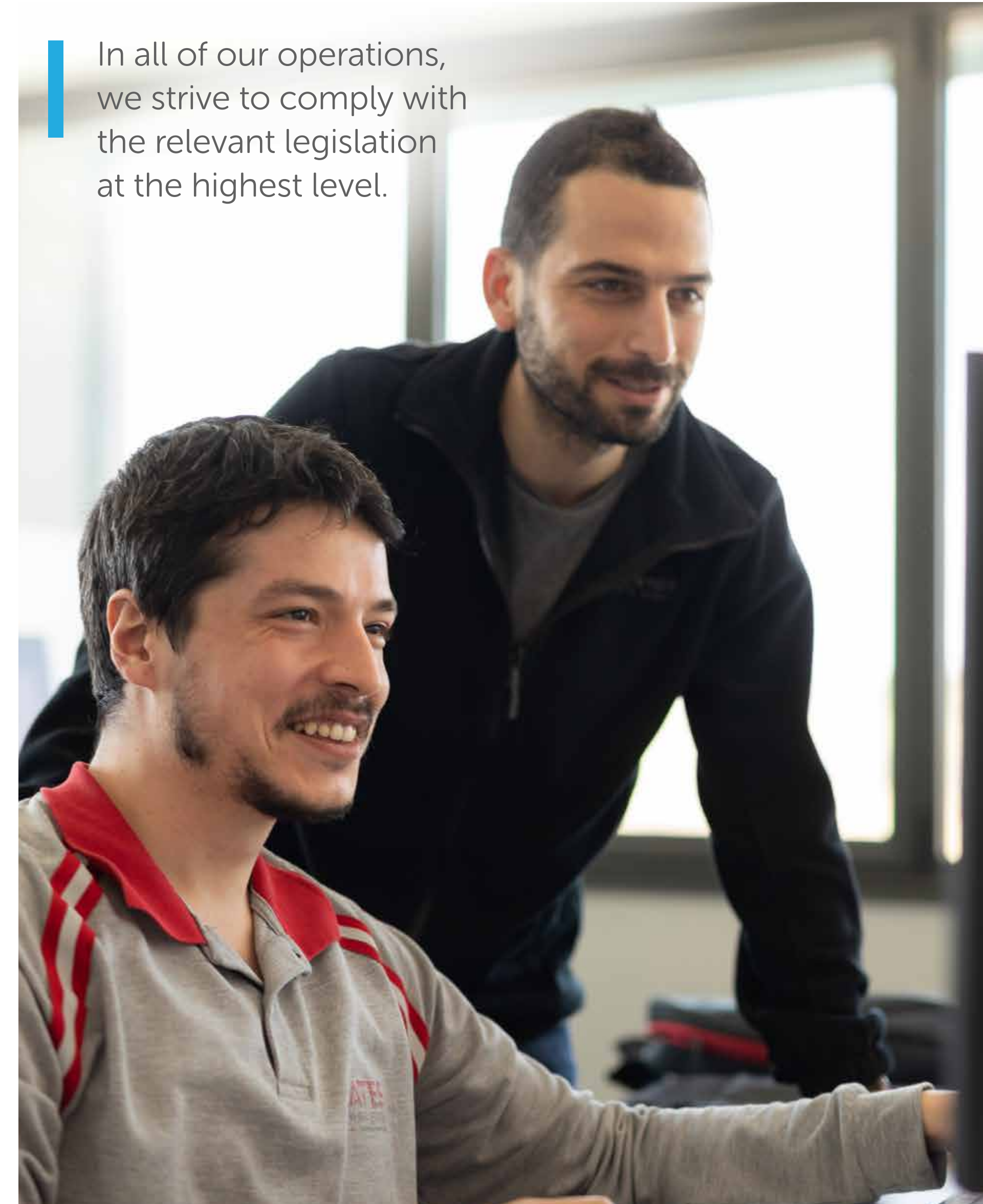
Anti-Bribery and Anti-Corruption

We take all necessary measures to prevent relations that would fall within the scope of bribery and corruption on behalf of our company. In addition to the detailed description of the fight against bribery and corruption in our Corporate Ethical Principles and Code of Conduct Guide, we also provide general awareness through awareness-raising broadcasts on the screens in the cafeterias. When it comes to gifts and entertainment, we act within the limits of measured and acceptable social norms, which will not create the impression of providing material benefits.

Board of Ethics

Our company has established a Board of Ethics to provide consultancy and conduct audits on compliance with ethical rules. The structure and decision-making processes of the Board are regulated by our Ethical Principles Procedure, and we consult the Board of Ethics about whether any behavior goes against the

In all of our operations, we strive to comply with the relevant legislation at the highest level.



Corporate Governance

We always keep our understanding of quality at the highest level with the belief that high quality standards are one of the building blocks of our production, and carry out our production without compromising on international standards.

Rüzgar Enerjisi İçin
Güvenle Üretiyoruz

ethical rules. In view of the importance our company attaches to complying with ethical rules, no personal responsibility is assumed in acting in line with the opinion given by the Board of Ethics. We use certain communication channels (etik@atescelik.com) to report non-compliant, suspicious behavior or violation of ethical rules. We treat all notifications confidentially and undertake to protect the persons who have notified us. In cases involving a member of the Board of Ethics, we complete the application processes via e-mail to other members of the Board of Ethics or directly to the Board of Directors.

We encourage all of our employees and managers to comply with our ethical code of conduct, which we carry out with our responsible and accountable governance approach, and inform all our employees about our code of ethical behavior in order to intervene immediately in case of any non-compliant behavior. In this sense, we share our Ethical Principles and Code of Conduct Guide, which represents the decision-making framework of our company, with all our employees.

Management Systems and Policies

As Ateş Wind Power, we carry out all our activities with our Integrated Management System. ISO 9001 Quality Management System, ISO 14001 Environmental Management System, and the ISO 45001 Occupational Health and Safety Management System were adopted within the scope of the Integrated Management System. In addition, we have the ISO 3834-2 Welded Manufacturing Competence Certification, and the EN 1090-1, EN-1090-2 EXC3 and EN 1090-3 certificates among the EN 1090 standards, which were designed for steel and aluminum construction elements, and the steel and aluminum construction components to be shipped to the European Union must comply with. With our Integrated Management System Policy, we are committed to continuous growth and development in terms of our achievements in quality, environment, occupational safety and health, to which all our employees contribute, and we share this publicly with all our stakeholders. Our Policy, which helps all our

employees to carry out their activities with a common perspective, also provides the basis for the creation of performance indicators. The effectiveness of the Integrated Management System is ensured through internal audit results, risk analyses, management of changes, corporate risk management, management review and continuity of improvements. We evaluate the results of the monitoring and measurement we carry out on a regular basis, and continuously improve our Integrated Management System by reorganizing the policies and targets and required resources (personnel, infrastructure, working environment, etc.) if necessary. Our Sustainability Policy, which summarizes how we integrate sustainability into our business model, forms an integral part of our business processes. **We handle sustainability not only in terms of our environmental impact, but also in terms of many different aspects such as production, consumption, human resources and social relations, and determine our goals accordingly.** We share our position on this issue with our stakeholders through our Sustainability Policy.

As Ateş Wind Power, we attach great importance to corporate information. Information is at least as important as financial capital and constitutes the sine qua non of all our operations. In this sense, we consider information as an institutional resource that can provide competitive advantage. We adopt the Integrated Management System approach in order to ensure that information is transformed into a constant improvement of opportunity through a systematic, sustainable, traceable and analyzable process with the awareness and mindfulness of the importance and value of information and its enhancement through sharing, to fulfill the requirements of the management of corporate knowledge, and to become a constantly learning organization and ensure continuity in this sense. We shape our company's information collection and processing, information systems and information security functions within the scope of the Integrated Management System and in line with the objectives of this system, and we conduct the related processes in the light of Our Information Systems and Security Policy.

We appreciate that our stakeholder Ateş Wind Power, which provides turnkey solutions to the industry's leading turbine companies by producing many products of the sector in its own facilities, creates the most efficient working environment in its business model and achieves maximum production efficiency with minimum energy consumption. Ateş Wind Power constitutes an exemplary and reliable business partner in our permanent cooperation that we have undertaken in line with the sustainability approach. It has pioneered the production of various equipment in the wind tower sector, perfectly implemented the necessary production quality management within its own body and obtained all necessary certificates. In addition to keeping up with environmentally friendly and efficient technologies, we find it inspiring that it continues its activities by reducing its carbon footprints in production and sales activities.

Kerem Mavioğlu - Jotun

Corporate Governance

Risk Management Approach

In an organization, risk may emerge in strategic decisions, as the cause of any uncertainties within the organization or as embedded in activities within the organization. While determining our management approach, we aim to realize the intended outputs of the system by tackling internal and external matters as well as the needs and expectations of the related parties, to produce the desired effects, and to prevent or mitigate unwanted effects, and work to ensure continuous improvement. With the Corporate Risk Management, we identify our strengths and weaknesses through SWOT analyses and the needs and expectations of the related parties through PESTLE analyses in order to manage risks and meet goals by seizing opportunities, and manage the risks that the uncertainties may cause for the company, as well as degrees of risk and opportunities, through the Risk Evaluation Form. We carefully examine possible risks and carry out studies to manage them comprehensively and economically in a manner to minimize their potential effects. Having identified the specific risks of all business processes, we evaluate corporate risks in our company under 6 main themes:



Strategic Risks:

Strategic risks comprise of structural and managerial risks that may prevent reaching the set targets. We evaluate our risks arising from areas such as planning, business model, business portfolio, corporate management and market analysis within the framework of strategic risks.



Operational Risks:

We define operational risks as the risks that cause loss and damage, and may result from failures in internal controls, the failure of management and employees to act in accordance with the rules and conditions, and deficiencies and disruptions in information technology.



Financial Risks:

Financial risks refers to the risks that may arise as a result of our financial position and preferences. We consider financial risks as risks arising from loans, interest rates, exchange rates, cash management, commodity prices, failure to manage resources, market fluctuations, costs and collections.



Brand Management Risks:

Brand management risks include risks such as the loss of brand value due to ineffective management of brand reputation, or the decrease in demand for products and services due to reputation damage caused by various incidents, and the loss of our company's customer, profit and competitive power.



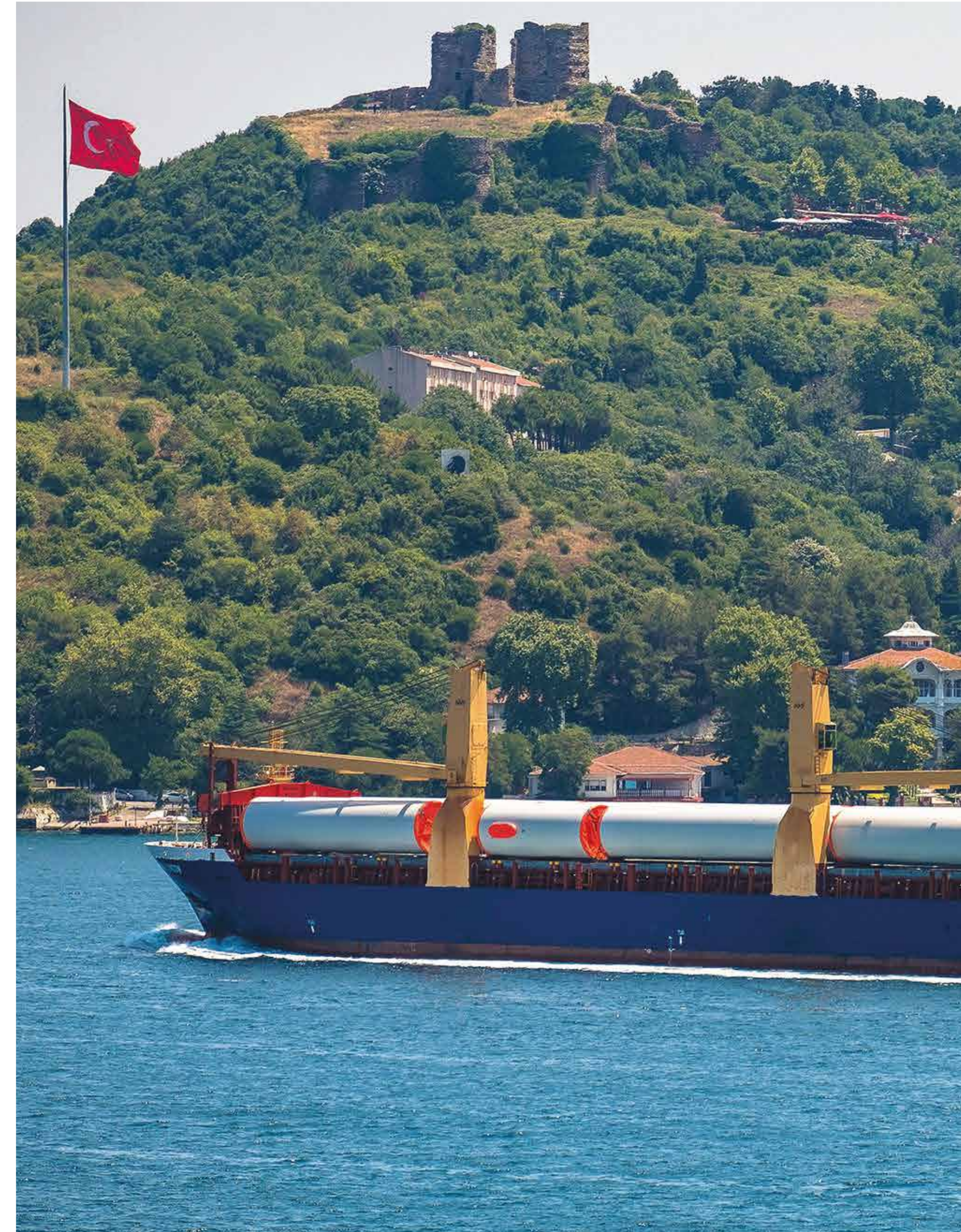
External Risks:

External risks encompass risks posed by elements that we cannot influence through our own operations and management processes, such as external factors, social events, changing technology, social and political developments, and legislative changes.



Information Security Risks:

Information security risks include the risks associated with the effective management and control of information resources, as well as the production, protection, dissemination and destruction of information. At Ateş Wind Power, information security risks are handled in two groups as internal and external. We consider unauthorized use or misuse of personal data and intellectual property and competitive technology as external factors, and issues such as disruptions in the system or the departure of key personnel as internal factors.



Ateş Wind Power and Sustainability

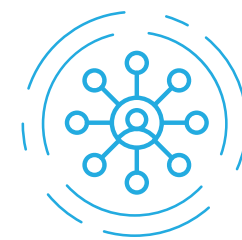
Sustainability is one of the cornerstones of our corporate culture and philosophy. We handle sustainability not only in terms of our environmental impact, but also in terms of many different aspects such as production, consumption, human resources and social relations, and determine our goals accordingly. As a company operating in the renewable energy sector, we support sustainable development. In the meantime, we share the importance we attach to sustainability as a company with the public through the Ateş Wind Power Sustainability Policy.

We contribute to sustainable development with our products that enable the generation of energy from wind power in various parts of the world, as well as our quality standards, the regional employment we provide and our exports.

Highlights of our Sustainability Policy:



Code of Ethics



Environmental
and Social
Impacts



Environmental
and Social
Developments



Low Carbon
Economy



Customer and
Social Demands



Waste
Management



Equal
Opportunities



Employee
Rights



Gender
Equality



Environmental
Safety



Responsible
Supply Chain



Customer
Satisfaction



Employee Development

Ateş Wind Power and Sustainability

Ateş Wind Power Sustainability Policy

With the Ateş Wind Power Sustainability Policy that we published in 2021, we integrated the sustainability perspective into our business model. We have carried out our operations by considering the wide-ranging effects of our activities on our stakeholders, the environment, economy and climate change, and made sustainability a must for our company. At the same time, we made a commitment to integrate sustainability into our strategic and corporate planning processes.

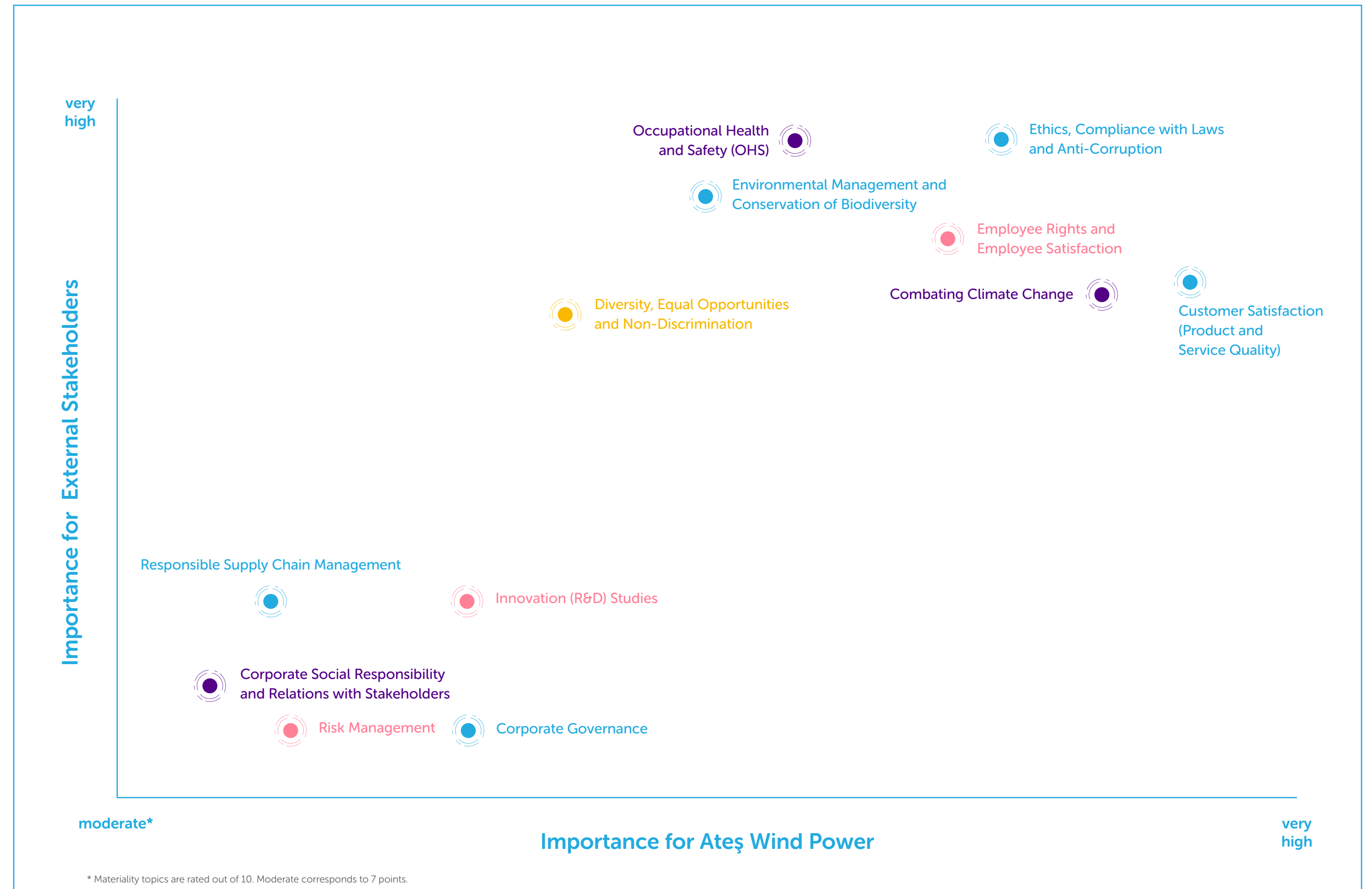
Materiality Analysis

In 2021, we conducted the first study to determine our sustainability priorities. In the survey conducted with a total of 254 internal and external stakeholders, we evaluated the prominent issues of the sector together with the expectations of our stakeholders and determined the areas of priority for our company. Accordingly, the top priority themes of our company are:

- Employee Rights and Employee Satisfaction
- Ethics, Compliance with Laws and Anti-Corruption
- Combating Climate Change
- Occupational Health and Safety
- Customer Satisfaction (Product and Service Quality)

The United Nations Sustainable Development Goals (UN SDGs), which we consider the most prioritized, were determined following the comprehensive analysis and evaluations made by taking into account our other activities.

The SDGs we prioritize in our business strategy are:



Ateş Wind Power and Sustainability

Contribution to Sustainable Development Goals

The priority issues, shaped by the opinions of our stakeholders, determine our strategy and way of doing business. Accordingly, we adopt the Sustainable Development Goals (SDGs) as a principle in order to meet stakeholder expectations and to maintain a growth that respects the society, the environment and the future. The SDG map to which our priority themes match is as follows:

	1 NO POVERTY	2 ZERO HUNGER	3 GOOD HEALTH AND WELL-BEING	4 QUALITY EDUCATION	5 GENDER EQUALITY	6 CLEAN WATER AND SANITATION	7 AFFORDABLE AND CLEAN ENERGY	8 DECENT WORK AND ECONOMIC GROWTH	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	10 REDUCED INEQUALITIES	11 SUSTAINABLE CITIES AND COMMUNITIES	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	13 CLIMATE ACTION	14 LIFE BELOW WATER	15 LIFE ON LAND	16 PEACE, JUSTICE AND STRONG INSTITUTIONS	17 PARTNERSHIPS FOR THE GOALS
Employee Rights and Employee Satisfaction				●	●			●		●							
Diversity, Equal Opportunities and Non-Discrimination			●		●			●		●							
Occupational Health and Safety			●					●				●					
Environmental Management and Conservation of Biodiversity			●			●	●				●	●	●	●	●		
Combating Climate Change							●				●		●				
Innovation (R&D) Studies							●	●	●		●	●					
Ethics, Compliance with Laws and Anti-Corruption								●				●					
Customer Satisfaction (Product and Service Quality)							●		●		●		●	●	●		
Responsible Supply Chain Management						●	●	●	●	●	●	●	●	●	●		
Risk Management								●	●			●	●	●	●		
Corporate Governance								●									
Corporate Social Responsibility and Relations with Stakeholders	●	●	●	●	●					●		●	●	●	●	●	

Ateş Wind Power and Sustainability

We act with a focus on sustainability in our activities, and provide and offer the necessary support in a way that will contribute to all SDGs. In addition, we adopt the principles of United Nations Global Compact (UNGC) and include them in our procedures.



We started producing towers for wind power plants in 2013, and generators in 2019. We contribute to sustainable development with the products and solutions we develop in the renewable energy sector. In addition, having installed a solar power plant on the roof of our factory building, we encourage the use of green energy.



As Ateş Wind Power, in the sector in which we operate, we both greatly contribute to sustainable economic growth and to the goal of regional employment.



While producing wind energy towers and generators, we recycle our production-related waste.



Through energy efficiency and renewable energy practices, we engage in activities to reduce greenhouse gas emissions caused by energy use.



Since we do not have access to tap water, we use well water in the sinks. In order to increase the quality of the water used, we provide clear water through the installment of a filter at the head of the well, and clean water through the installment of a UV Disinfection and Automatic Chlorination Device in the booster room.



We have annual targets regarding our female employee ratio. For this purpose, we provide welding trainings to our female employees. In addition, we provide trainings at Ateş Wind Power Welding School and implement the Women's Employment in Production Project.



We carry out studies to improve the social/economic/working conditions of the employees of our company. We provide our employees with professional and personal training on various subjects.

Environmental Responsibility Approach



GRI 103-1, 103-2, 103-3

The increased need for resources in an industrialized world has led to an increase in the pressure on the environment and natural resources. Considering the negative transformation and impact created by climate change and global warming, this issue stands before us as a crisis that calls for concrete steps to be taken urgently. In the fight against climate change, the effects of which are felt more and more every day, both individuals and the international community have important roles to play. The business world, on the other hand, is one of the key actors that must handle this responsibility meticulously. As a company, while meeting the needs of today with our environmental solutions, we care for the needs of future generations, and continue to work with the awareness of our environmental responsibilities for a livable world.

We see it as our priority to manage the negative impact of greenhouse gas emissions resulting from resource consumption, waste management, carbon footprint and various practices on climate change.

The efficient use of our resources and the improvement of waste management add value to our company by providing both environmental and financial benefits. Therefore, we control our environmental impact with our clean energy investments, waste reduction and recycling projects.

Our environmental responsibility approach and principles are detailed in our Sustainability Policy. As Ateş Wind Power, we adhere to the principles of;

- considering the environmental impacts of all our activities,
- being conscious in the transition to a low carbon economy, and responding to customer and social demands with a focus on sustainability in the process of new product development,
- minimizing the amount of waste we produce, determining and taking the necessary measures to make the most of recycling.

We manage our environmental impact in our production facility within the scope of ISO 14001, and determine the measures and actions to be taken regarding these risks through regular risk assessments. Every year, we audit our areas of operation within the scope of environmental management, and meticulously handle all adjustments for areas that are open to improvement.

Considering that measures to be taken at the institutional level will not be sufficient, we care that every individual acts with this awareness. We regularly organize various trainings within the scope of environmental management for our employees.

Resource Management

Energy Management

Energy management and reducing greenhouse gases are among the main issues we care about within the scope of combating climate change. To this end, we attach importance to energy efficiency for resource efficiency and emission reduction, and take care to use clean energy sources.

With energy monitoring systems, we control energy consumption by providing benefits such as remote monitoring of consumption data, preventing possible malfunctions, and reducing operating costs and maintenance and repair costs. Additionally, we are carrying out the necessary work to obtain the ISO 50001 Energy Management System certificate, which we plan to include in our Integrated Management System.

Planning to produce the energy we use ourselves by installing solar and wind power plants within the scope of our energy efficiency plans, we continue our efforts to this end. In line with our efforts to increase the use of renewable energy in 2021, we installed a solar power plant (SPP) with a capacity of 880 kW on the roof of our generator factory. Thanks to this project, we achieved savings by obtaining 15% of the electricity we consumed in 2021 through solar energy. We have completed the necessary preparations for the wind power plant project to be implemented in the Bergama region. Along with our wind turbine and energy storage unit, we plan to make most of our facilities operable with renewable energy. By attaching analyzers to the electrical machines we use in our production facility, we started to closely monitor our energy consumption and implement efficiency-enhancing practices. Thanks to these efforts, we contribute to Affordable and Clean Energy, one of the United Nations Sustainable Development Goals.



We carry out many activities within the scope of our product portfolio and production processes for the use of renewable energy and energy efficiency.

We are aware that in order for energy to be sustainable, the sources used must not have any detrimental effects on the environment and must be available for use by future generations. As a stakeholder, we observe the steps taken by Ateş Wind Power in line with the target of harmonizing the energy it consumes with the environment, and we find its target of making investments to meet the energy consumed in the production process from a wind tower quite remarkable. We appreciate that our valuable stakeholder, Ateş Wind Power, who we think has the necessary awareness to make a difference in the field of renewable energy in the sector, goes beyond awareness and carries out concrete works.

Rümeysa Sibel KAYAKOL – Kanat Paints & Coatings

Resource Management

Greenhouse Gas Emissions

Reducing greenhouse gas emissions, which is the most important factor in climate change, requires global cooperation. As Ateş Wind Power, we are aware of our responsibility in this regard and we are working hard to improve our activities that cause emissions. We monitor and report the emission rates we cause through our activities, and create our action plans by setting targets accordingly. We are engaged in activities to reduce greenhouse gas emissions originating from energy use, with our energy efficiency and renewable energy practices, especially our solar power plant.

Greenhouse Gas Emissions (tCO ₂ e)	2019	2020	2021
Scope 1 (Direct)	582	732	900
Scope 2 (Indirect emissions)	2,824	3,803	3,771
Scope 1+2	3,406	4,535	4,671
Scope 3 (Indirect emissions)	316	339	377
Annual CO ₂ Emission	3,722	4,875	5,048

Water Management

Since our production facility does not have access to tap water due to its location, it uses well water instead. In order to increase the quality of the water used, we provide clear water through the installment of a filter at the head of the well, and clean water through the installment of a UV Disinfection and Automatic Chlorination Device in the booster room. No industrial wastewater is generated by our company, and the domestic wastewater is treated and discharged at the advanced biological wastewater treatment plant.



Resource Management

Waste Management

In order to ensure sustainable waste management, we strive to carry out our processes by taking into account the waste management hierarchy. We examine the waste generated in our facility in two groups as hazardous and non-hazardous waste. By monitoring the consumption amount of the chemicals that are in the hazardous substance class, which we use in production, we try to experiment with alternative products to replace the said chemicals. We also determine the specifications for chemical waste within the scope of ISO 14001. We prioritize sustainable waste management options such as reuse and recycling, where appropriate, for non-hazardous waste. We take care to provide regular trainings to our employees on resource management, an integral part of sustainability. In this context, with our Waste Management Training Project, which we implemented in 2020, we provided waste management trainings to approximately 400 of our employees and carried out awareness raising activities. As a result of the trainings and awareness raising activities, a 41% improvement was achieved in the payments made for the disposal of hazardous waste in 2021. Thus, we contributed to the United Nations Sustainable Development Goals' Responsible Consumption and Production objective (SDG 12) and created value for our company's economy.

In order to ensure sustainable production, we evaluate the environmental impact of our products with a life cycle approach.

The life cycle of our products includes logistics operations for raw material supply, production and stocking. In these processes, while evaluating the environmental aspects, we examine the hazard levels of emissions, mixing with water, mixing with soil, consumption of natural resources, energy use, and waste management.

With our meticulous work on waste management, we met the criteria set by the Republic of Türkiye Ministry of Environment, Urbanization and Climate Change, and were entitled to receive the Basic Level Zero Waste Certificate in the reporting period.



Employees

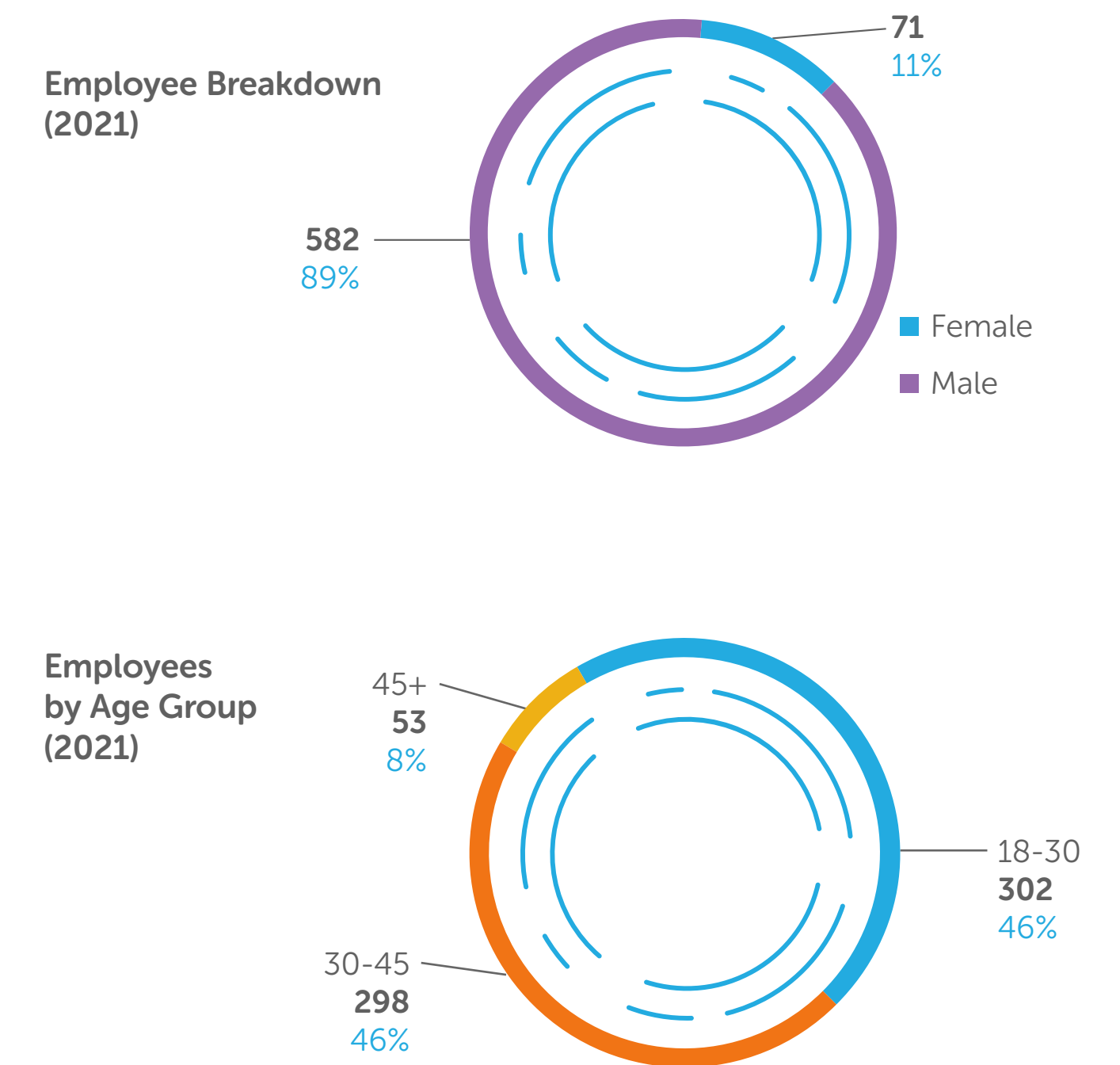


We are aware that our most valuable capital is our competent human resources while producing environmental solutions for a sustainable world that we will entrust to future generations.

As Ateş Wind Power, we support all our employees under all circumstances and take care to contribute to their development. We place our competent employee profile at the center of our business strategy and shape the future with their support. We do not compromise on our principle of being objective and fair in performance appraisal and remuneration, and we work devotedly to provide our employees with a safe, healthy and productive working environment. We ensure the continuity of labor peace in our company, and respect the rights of our employees to unionize and to collective bargaining. We care about and encourage the participation of our employees, whom we consider to be our most valuable capital, in the relevant management processes. We make sure that this vision is not limited to the organization, but is also embraced by our entire value chain. In this context, we monitor and encourage the implementation of these principles by subcontractors.

Diversity and Inclusion

We do not tolerate any discrimination towards our employees, and support diversity and inclusion in all aspects of business life. As part of our non-discriminatory mentality, our female employees work actively in all processes such as office, welding, surface treatment and assembly. Our only criterion in recruitment is suitability for the job, and we are committed to providing equal opportunities and ensuring non-discrimination in recruitment. We strictly refrain from the establishment of unlawful working relationships, forced labor and child labor, and consider openness and transparency to be some of our most important criteria. In 2013, we opened Ateş Wind Power Welding School in cooperation with the Republic of Türkiye Ministry of National Education and İŞKUR (Turkish Employment Agency), and provided training to agricultural workers in the region. In this way, women were trained and certified to be employed in processes such as welding, plasma, grinding and painting. We attach importance to diversity in order to create a more egalitarian working environment. In this context, we aim to continue our efforts centering on women's employment in all departments, including management, in the coming years. We are proud of having received an award from Yeditepe University in 2020 for to the importance we place on women's employment in production.



Employees

Talent Management

Due to the importance we attach to continuous development, we conduct surveys on issues related to our employees and care about the opinions of our internal stakeholders. With the annual employee satisfaction survey, we identify areas that are open to improvement and work meticulously to make the said improvements. In this way, we transform and grow together with our employees. In addition, we take care to organize activities that increase employee motivation.

Talent management for employees at Ateş Wind Power begins with orientation and on-the-job training during recruitment. During this phase, we explain to our employees our corporate policies, mission, vision and values, as well as responsibilities related to Occupational Health and Safety (OHS) and environmental protection. Our employees start working after completing the trainings they must receive in accordance with the legislation, as well as their training on the environment and our integrated management system. We organize trainings to raise awareness in order to provide equal employment opportunities regardless of gender and to increase women's participation in the workforce.

Employee Trainings - Total Hours (personxhour)	2020	2021
Blue Collar	94,7075	8,202
White Collar	59,060	1,283
Female	109,245	975
Male	896,890	8,510

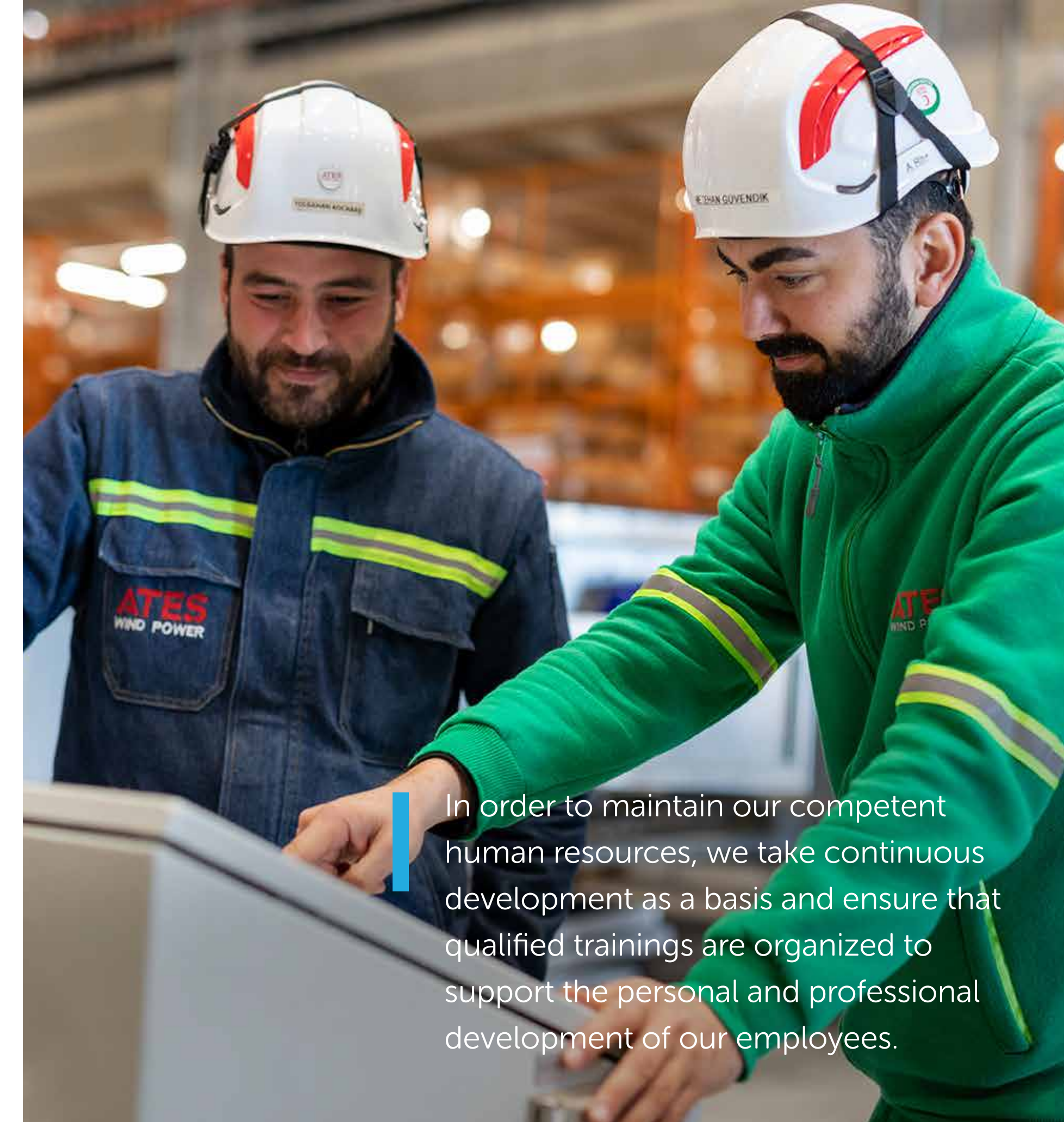
2021 Human Resources Targets

Indicator	Target	Outcome
Staff turnover rate	< 0.35%	2.23%
Rate of joining staff at the end of the trial period	> 95%	87.60%
Increasing the number of female employees	> 10%	10.53%
Employee satisfaction survey	Once	Once

Occupational Health and Safety

As an industrial organization that does not compromise on respect for the environment and people while creating innovative and integrated solutions in the wind energy sector, we adopt the principle of continuous development. We ensure operational sustainability in our business model and strategy that keeps up with the dynamics of the era. In addition to the social, psychological and physical environment necessary for the operation of processes and access to product conformity, we also provide the necessary working environment for products to comply with specified customer and legal requirements. With our Occupational Health and Safety (OHS) Procedure, a reflection of the value we place on human beings, we care about acting in accordance with all legal requirements and international standards, while providing a safe and welfare-enhancing work environment for our employees. We carry out our company activities within the framework of our ISO 45001 Occupational Health and Safety Certificate.

In addition to the protective equipment and hardware support services required for our employees to work with high performance, we create and maintain a clean, tidy and safe working environment to ensure their satisfaction and comfort. In line with our OHS approach, we control the risks, as well as the



In order to maintain our competent human resources, we take continuous development as a basis and ensure that qualified trainings are organized to support the personal and professional development of our employees.

Employees



As an industrial organization that does not compromise on respect for the environment and people while creating innovative and integrated solutions in the wind energy sector, we adopt the principle of continuous development.

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

physical conditions of the working environment with our environmental management system. In terms of issues such as heat, light, humidity, hygiene, ambient air, noise, etc, we commission periodic measurements by accredited institutions with the methods and in intervals required by the legislation. We regularly maintain all equipment that affects the functioning of the process and therefore the quality of the product. Proactive hazards related to our activities have been identified in our Integrated Management System handbook and OHS Risk Assessment and are updated at regular intervals.

In order to reduce the risk of our employees having work accidents and catching occupational diseases, and to achieve the goal of zero work accidents and occupational diseases, we regularly make measurements, provide personal protective equipment suitable for the work done, and offer health services at our infirmary. In addition, we ensure employee satisfaction and the suitability of our products and services with our convenient, software-supported computer infrastructure and office environments equipped with communication tools, modern and durable machinery, locker rooms, security, health and catering services.

We reward our employees who develop suggestions on OHS and the environment, and carry out activities to raise awareness of the effects of OHS management on the quality of their work environment and to encourage them to participate in the management.

OHS Trainings for Employees (personxhour)	2019	2020	2021
	8,698	10,848	26,878

We have an OHS committee, where we closely monitor OHS issues. Our committee, consisting of 7 members and 6 representatives, holds meetings every two months. Committee activities and meetings are regularly reported to the senior management.

Approach to Combating the Covid-19 Pandemic

Within the scope of combating the Covid-19 pandemic, which has serious implications for public health and the global economy, we have been taking measures from the very beginning of the pandemic to ensure the safety of all our stakeholders, especially our employees, and the continuity of our operations. We work meticulously to ensure business continuity while protecting employee health in this critical process, which constitutes a very large part of our social responsibility. We have established the “Corona Committee” in March 2020, when the virus was first seen, in order to manage and monitor the pandemic. The committee, which consists of Factory Manager, Human Resources Manager, OHS Coordinator, CFO, Workplace Physician, Tower Production Manager and Deputy Generators Factory Manager, meets every week and closely follows the circulars issued by the Republic of Türkiye Ministry of Health, and takes decisions and actions appropriate to the general situation of the company. We have implemented many practices throughout the process in order to protect employee health. During this period, our offices and facilities were regularly disinfected, disinfectants were placed in various locations, many measures such as regular HES code inquiries, visitor limitations, and body temperature measurements were implemented.

We strive to prevent risks with a holistic approach by encouraging the participation of employees at all levels in planning, performance evaluation and improvement activities related to OHS.

Technology, R&D and Innovation Efforts

We are aware of the importance of following every development in our sector and adapting them to our internal and external processes when necessary in order to be ready for the future. The place of technology and digitalization in our company, which covers many issues such as raw material efficiency, customer satisfaction and employee welfare, is getting stronger day by day, and our investments in technology and digitalization are increasing every year. Within the scope of information security and protection of personal and corporate data, we adhere to the principles specified in the Law on the Protection of Personal Data No. 6698 (KVKK), the European General Data Protection Regulation and ISO 27001 Information Security Management System, and carry out our activities within this framework.

With the personal data inventory we put into practice within the scope of KVKK, we ensure the easy detection of illegal personal data processing. We raise awareness of our internal stakeholders by providing online trainings on the protection of personal data.

We consider personal and corporate information as an extremely valuable asset, and act with the vision that it is critical to the sustainability of our business activities and must be duly protected. For this reason, we meticulously continue our constant improvement and development activities to ensure the confidentiality, integrity and usability of information and information systems. We provide our employees and stakeholders with the systems and equipment they need to access the information they require, take the necessary confidentiality measures within this framework, and perform authorizations in a way that ensures information security. Our Information, Information Systems and Security Policy is available on our corporate website, and can be accessed by all of our stakeholders. By keeping up with the developments in advanced technology and implementing the needed systems, we minimize waiting times due to information flow in our facility, monitor production data live, and continue to work on tower modelling. Holding review meetings on a weekly basis, we identify problems that may arise in current projects, make improvements, and take preventive actions by

identifying gaps that might possibly result in problems.

We value the opinions and suggestions of our internal stakeholders, and collect and evaluate our employees' ideas for improvement through their relevant departments as part of our operational and internal processes. After the collected ideas are evaluated, we make plans for the necessary projects and ideas to be implemented. In 2021 and the reporting period, a total of 54 ideas/requests were submitted to our R&D Unit, 42 of which were finalized. We continue our activities in a planned manner for the remaining projects.

Digitalization and Technology Investments

We started using the Data Loss Prevention (DLP) Software to protect corporate data, and eliminated the vulnerabilities by performing a penetration test. We have set up a backup and replication system in a different location to prevent data loss and to ensure business continuity in the event of a problem or interruption in the systems. We launched the Windbox portal to gather our business processes, which are followed by the work of Our Information Technologies team, under a common integrated structure. In this way, we gathered the information of different units under a single roof and ensured that the data could be accessed quickly when needed. With this platform, which provides the system integration of all processes of our company, we save on time and labor. We established our R&D Department in 2021 with our competent human profile and product development capacity. The department is responsible for mechanical design and analysis, the adaptation of innovative ideas to our company, and the evaluation of the improvement ideas we have collected from our employees. Throughout the year, the department determined the needs for orientation studies, system integrations and software/hardware, and the shortcomings were eliminated. Having made one patent application before the establishment of our R&D Department, we aim to continue to offer products that will create added value.



In line with our mission to produce innovative and integrated solutions, we continue to be a close follower and strong supporter of digital and technological developments in the sector.

It is among our top priorities to supply products in the desired quantity and on time without compromising on quality. In our business processes, where we consider customer satisfaction as the basis, we attach importance to issuing warnings for issues that our customers can or cannot foresee, suggesting solutions and working actively to bring these solutions to life, and we do not hesitate to make efforts to help with the price/quality optimization. We carry out studies on the production or supply of new products, taking into account market needs and regional constraints.

Uğur Uzar - Ateş Wind Power Supplier Development Executive

Responsible Supply Chain Approach



Another goal that we attach importance to in the activities we carry out with the aim of creating a sustainable future, which is one of our building blocks, is to ensure brand integrity. For this reason, we put emphasis on developing business continuity and cost management policies both for our company and for all our suppliers in the supply chain life cycle, and to ensure sustainability through more accurate resource management and less consumption.

In order to create a sustainable value chain, we consider environmental and social criteria during the selection and evaluation of our suppliers with whom we cooperate. We take care to ensure that our suppliers have internationally recognized certificates, support human rights through the measures they take, avoid activities such as forced labor, unfair practices or child labor, refrain from all kinds of discrimination; attach importance to their approach to environmental problems and the policies they carry out and the support they provide, the air pollution and greenhouse gas emissions they cause during production, as well as product life cycles and recycling opportunities; and that the technologies they use are environmentally friendly. As part of our responsible business model, we aim to purchase environmentally friendly products produced with a low carbon footprint approach.

We care about the use of environmentally friendly products in our entire value chain, while reducing the emissions we cause through our direct operations.

In our Supply Chain Policy and procedures, which we consider as our roadmap in order to ensure the sustainability of our value chain, we aim to set the framework for the efforts to be undertaken in line with our expectations. With this framework, we aim to share information transparently about our targets with our suppliers, to receive feedback from them, and to move forward in line with the finalized targets, as well as to undertake harmonized efforts within

the organization. We believe that we will reach our target in a controlled manner by creating a roadmap for these improvements, identifying the relevant person or persons who will assume responsibility throughout the process and their scopes of duty, and making the necessary process controls with progress reports.

We meet our purchasing needs for production as specified in the Purchasing Procedure, and we perform the selection, evaluation and re-evaluation of the suppliers that meet purchasing needs according to the Supplier Selection and Evaluation Procedure and our Supplier Selection and Evaluation Instructions. We have a supplier development function that is activated as an improvement activity when any improvement area is detected for the products, services and activities of our suppliers.

We regularly conduct audits of supplier companies for products, services and processes that we outsource. These audits are carried out as on-site company visits, and can also be conducted without actual visits by taking into account the criteria of product quality, documentation, delivery and delivery performance, price, payment term and service quality. We conduct on-site or remote audits for new suppliers that are to be commissioned, considering environmental and social criteria, and we start working with suppliers that are positively evaluated, by informing our customers, as well.

As of 2021, our company works with 1,004 suppliers, and the ratio of local suppliers to all suppliers is 88%.

Ateş Wind Power stands out with its successful product selection and sustainable supply planning in line with the importance it attaches to customer satisfaction. We believe that the basis of the successful management of the value chain is this disciplined and planned manner of working and regular communication with its suppliers.

Engür Aksoy - OBO Betterman

Stakeholder Relations

We care about the contribution of our stakeholders in the work that we carry out meticulously in the field of sustainability, collect feedback through our transparent, accountable and effective communication network, and develop and improve our operations by evaluating these views. We strengthen our stakeholder relations and social responsibility projects by basing them on employment in the region. We continue to recruit staff by prioritizing candidates from our operating region for all suitable positions.



Employees

Communication Platform

- Corporate Website • Social Media
- News Bulletins, Human Resources, General Announcements, Windbox
- Department Meetings, Executive Meetings • Training Activities
- Performance Appraisals • Employee Satisfaction Survey
- Sustainability Report • Audits • Volunteering • Recommendation Systems
- Career Development Programs • Social Events



Customers

Communication Platform

- Corporate Website • Customer Satisfaction Survey • Meetings
- Social Media • Sustainability Report



Business Partners

Communication Platform

- Corporate Website • Supplier Visits • Evaluation Surveys
- Management Systems Audits • Meetings under Sectoral Association Memberships
- Grievance Mechanisms • Meetings • Audits • Sustainability Report



Social Stakeholders

Communication Platform

- Corporate Website • Social Media • Meetings • Sustainability Report
- Grievance Mechanisms • Corporate Social Responsibility Projects
- Corporate Reputation and Perception Studies • Memberships
- Press Releases • Interviews



Public Institutions

Communication Platform

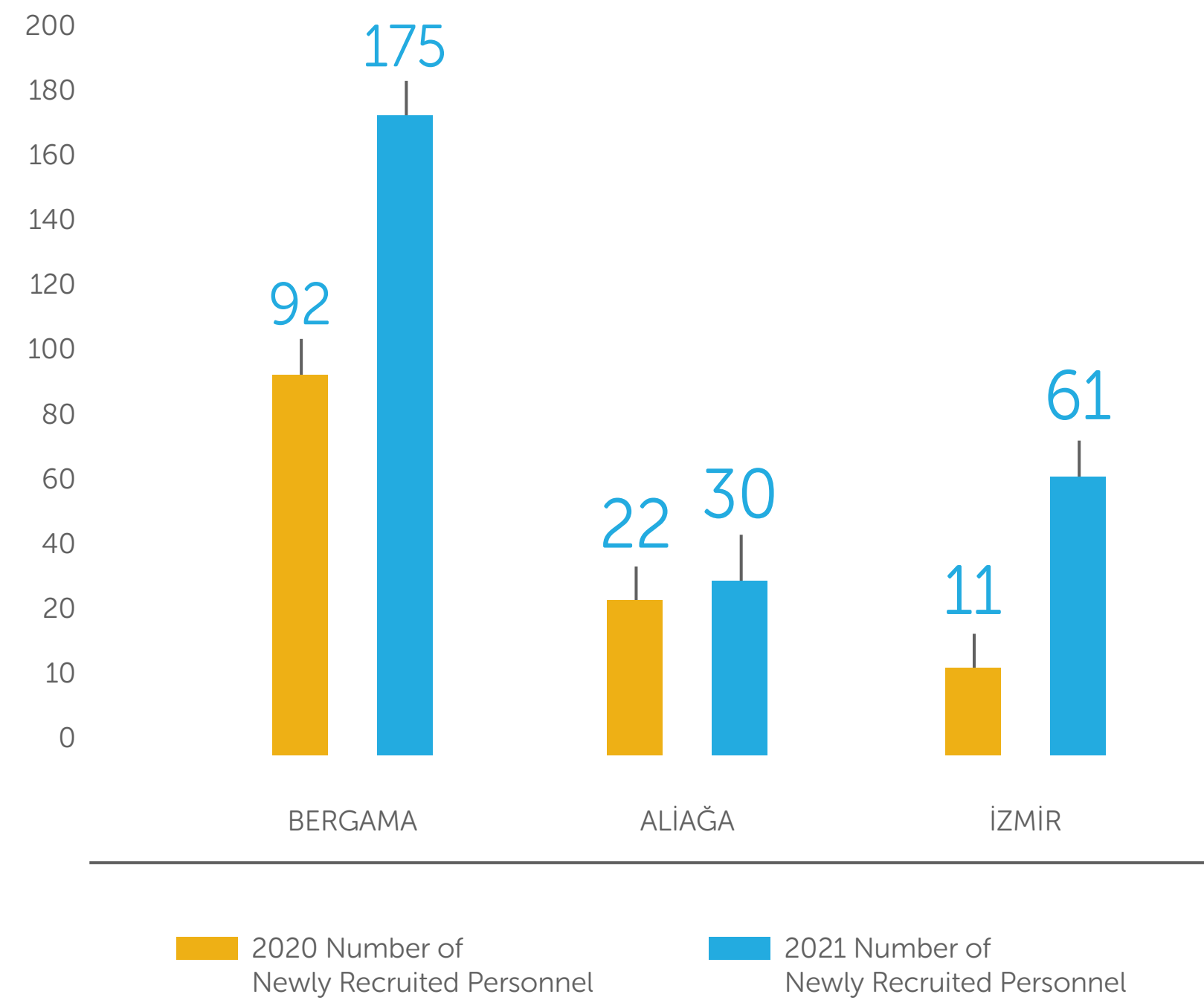
- Corporate Website • Meetings, Capacity Building Meetings • Meetings
- Official Correspondence • Audits • Regular monitoring of reporting liabilities and other information flows prescribed in laws and the legislation • Career Days, Events of University Clubs and Societies • Memberships • Thematic Seminars, Conferences and Panels

We cooperate with universities and contribute to the development of the generations to whom we will entrust our future within the scope of the importance we attach to education and creating a competent human profile. To this end, we have cooperated with the İzmir Institute of Technology within the scope of the BEST for Energy Project, which aims to transform İzmir and the surrounding area into a region specialized in clean energy and clean technologies. On this occasion, Türkiye's first Wind Energy Ideathon, organized to increase R&D, innovation and university-industry cooperation opportunities in the wind energy sector, was held in Teknopark İzmir in 2021. In addition, while we pursue our cooperation with universities by organizing internship programs, career days and information meetings, we maintain our external stakeholder relations with Dokuz Eylül University Vocational School and Ege University Vocational School.

Social Investments

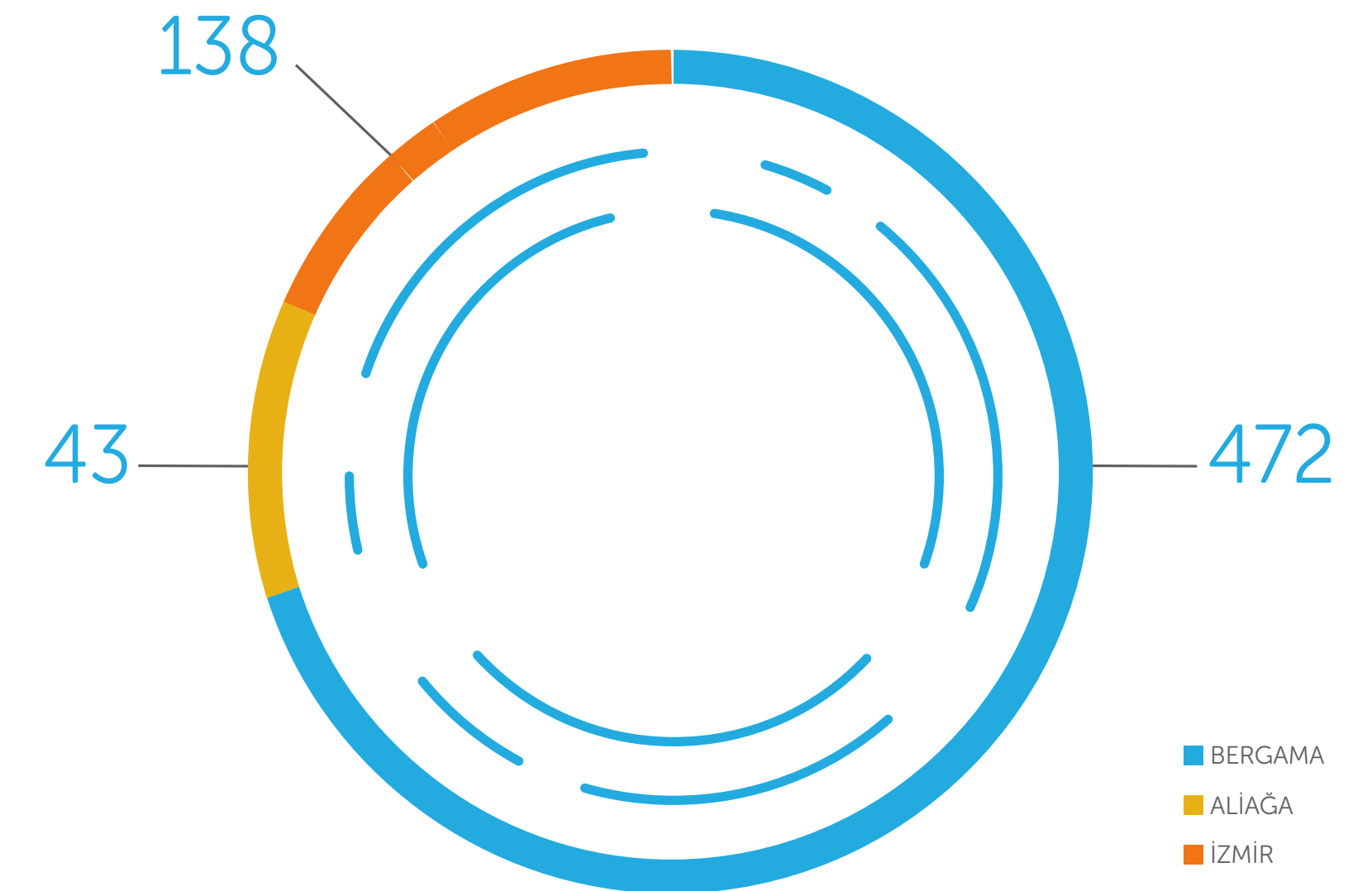
We adopt as a managerial principle to contribute to the human- and culture-specific features of the regions in which we operate. In this context, we provide support by evaluating the deficiencies or demands of the society in the region we are affiliated with. Except for positions that require special competence in recruitment, we always evaluate local human resources and believe that we will increase the quality of life in the region by prioritizing local employment.

Regional Distribution of Employment in 2020-2021



Regional Distribution of Current Personnel

As of the End of the Year



Social Responsibility Projects



Social Investments

Corporate Social Responsibility Projects

Our social investments are carried out under the ownership of senior management, and our priorities include women's employment, gender equality, quality education and environment. Our main mission within the scope of corporate social responsibility is to contribute to the development of human capital in our region of operation. With this perspective, we aim for a society that has a high level of welfare and lives in a clean environment. We make valuable and powerful contributions to this vision through our activities and the events we organize. We protect the values of the communities and make positive contribution. While carrying out our corporate social responsibility projects that will benefit the society, we also contribute to the UN Sustainable Development Goals.



Ateş Wind Power Welding School

We opened the Ateş Wind Power Welding School in cooperation with İŞKUR and the Ministry of National Education in order to overcome the operational limit in the limited qualified workforce in Bergama, our operating region, and to create added value by providing the people of the region with a profession. We reserved an area in our facility for the school and completed the training in 4 different groups. At the end of these trainings, we employed 75% of the trainees who received training at Ateş Wind Power Welding School.



Women's Employment in Production Project

With the goal of transforming women into an important player in the sector, which is widely considered to be a male profession in the business world, and to add common value to the industrial workforce, we started our training activities by inviting women who have never been involved in working life and/or registered workforce in our region of operation, leveraging the experiences we gained at Ateş Wind Power Welding School. The women who received the training gained a level of competence in submerged arc welding without the need for supervision and received a professional qualification certificate at the end of the third month. After this successfully completed project, we realized that women would be successful in other areas of our business as well, and we started training and employing interior assembly operators, grinding operators, paint operators and even oxy-plasma cutting operators among female candidates. We significantly increased our productivity with output such as lower rates of error and less occupational accidents, and the production of work at the expected speed, quantity and quality.



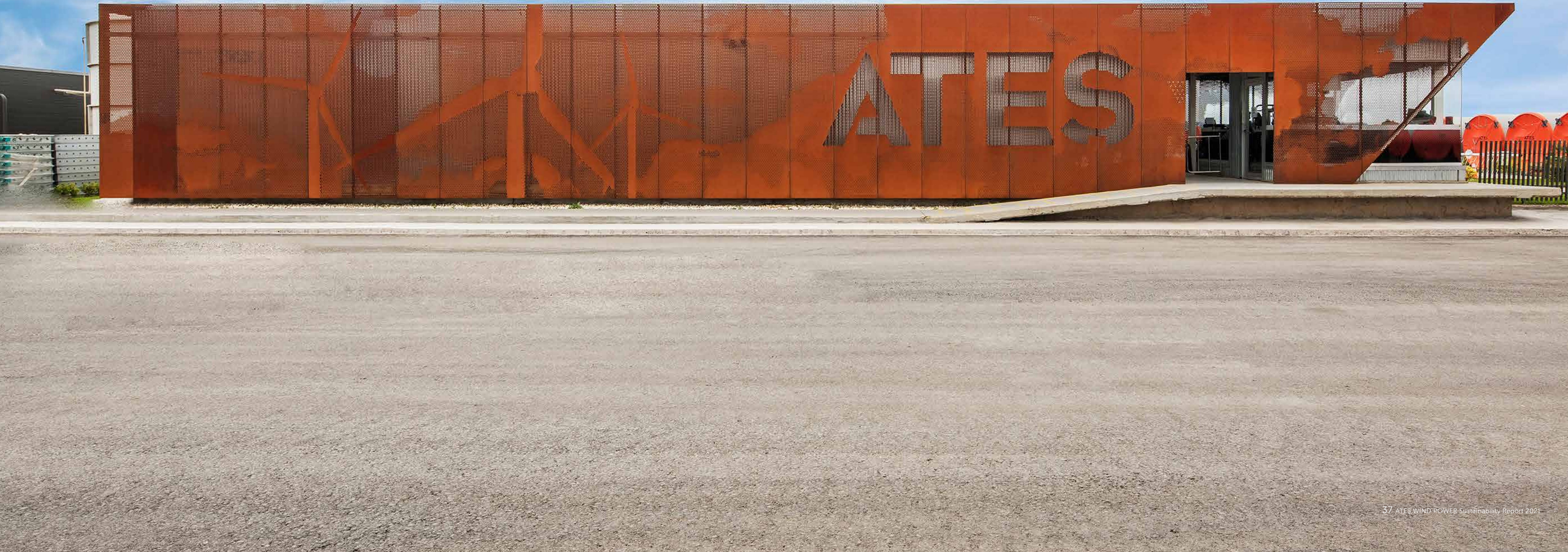
Ateş Wind Power's Sponsorship of the Bergama Municipality Women's Volleyball Team

We stand by women not only in the office and in production, but also on the volleyball court. We contribute to the sportive and social development of the Bergama district to ensure that the region in which we operate is familiar with our equality in business life approach, and to create value in the society.

We supported athletes with the sponsorship agreement for the women's volleyball team, which we signed with the Bergama Municipality Youth and Sports Club. In this context, we aim to continue the sponsorship of the women's volleyball team in the years to come.

Throughout the project, which was implemented in order to enhance sports and culture in the district of Bergama and to express the institutional view on women's employment, the games received major interest, especially from young people and women, and even sports fans from Bergama. The considerable attention the club receives from middle and high school girls in particular has led to many young people getting enrolled at the youth setup. In parallel with the success of the women's national volleyball team, it is observed that female volleyball players became role models for young female students throughout the district.

| We Produce for Wind Energy with Confidence



Annexes

Stakeholder Communication Channels

Stakeholders	Communication Platform	Communication Period
Employees	Corporate Website	Continuous
	Social Media	Continuous
	News Bulletins, Human Resources, General Announcements	Continuous
	Windbox	Continuous
	Department Meetings, Executive Meetings	Continuous
	Training Activities	At certain intervals
	Performance Appraisals	At certain intervals
	Employee Satisfaction Survey	At certain intervals
	Sustainability Report	Once a year
	Audits	At certain intervals
	Volunteering	Continuous
	Recommendation Systems	Continuous
	Career Development Programs	Continuous
	Social Events	Continuous
Customers	Corporate Website	Continuous
	Customer Satisfaction Survey	At least once a year
	Meetings	At certain intervals
	Social Media	Continuous
	Sustainability Report	Once a year
Business Partners	Corporate Website	Continuous
	Supplier Visits	At certain intervals
	Evaluation Surveys	At least once a year
	Management Systems Audits	At certain intervals
	Meetings under Sectoral Association Memberships	Continuous
	Grievance Mechanisms	Continuous
	Meetings	At certain intervals
	Audits	At certain intervals
	Sustainability Report	Once a year

Stakeholders	Communication Platform	Communication Period
Social Stakeholders	Corporate Website	Continuous
	Social Media	Continuous
	Meetings	At certain intervals
	Sustainability Report	Once a year
	Grievance Mechanisms	Continuous
	Corporate Social Responsibility Projects	At certain intervals
	Corporate Reputation and Perception Studies	At certain intervals
	Memberships	At certain intervals
	Press Releases	At certain intervals
	Interviews	At certain intervals
Public Institutions	Corporate Website	Continuous
	Meetings, Capacity Building Meetings	At certain intervals
	Meetings	At certain intervals
	Official Correspondence	Continuous
	Audits	At certain intervals
	Regular monitoring of reporting liabilities and other information flows prescribed in laws and the legislation	Continuous
	Career Days, Events of University Clubs and Societies	At certain intervals
	Memberships	At certain intervals
	Thematic Seminars, Conferences and Panels	At certain intervals

Annexes

Social Performance Indicators

Corporate Memberships and Collaborations

Institution	Role
Bergama Chamber of Commerce	Member
Aegean Region Chamber of Industry – EBSO	Member
Energy Industrialists and Businessmen Association – ENSİA	Board Membership
Turkish Exporters Association	Member
Turkish Wind Energy Association – TÜREB	Alternate Member of the Supervisory Board

Performance Indicators

Total Workforce

	2019	2020	2021
Direct Employment	485	567	653
Female	63	64	71
Male	485	503	582

Total Workforce by Contract Type (Number)

	2019	2020	2021
Indefinite Employment Contract			592
Female	63	64	65
Male	485	503	527
Temporary Employment Contract			61
Female			6
Male			55

Total Workforce by Education Level

	2019	2020	2021
Primary School	210	215	223
High School	201	208	250
University and Higher	76	79	180

Annexes

Social Performance Indicators

Total Workforce by Age Group

	2019	2020	2021
Female			
18-30	19	15	20
30-45	31	41	40
45+	6	8	11
Male			
18-30	230	236	282
30-45	218	215	258
45+	21	24	42

Distribution of Senior Management by Gender

	2019	2020	2021
Female	0	0	0
Male	4	4	4

Distribution of Mid-Level Management by Gender

	2019	2020	2021
Female	1	2	2
Male	14	14	15

Total Number of Newly Hired Employees

	2019	2020	2021
Female	26	11	27
Male	280	111	239

Total Number of Employees Who Quit

	2019	2020	2021
Female	14	10	20
Male	111	97	169

Rates of Returning to Work and Staying at Work After Maternity Leave by Gender

	2019		2020		2021	
	Female	Male	Female	Male	Female	Male
Number of Employees who Took Maternity Leave	2	-	1	-	2	-
Number of Employees who Returned to Work After Maternity Leave	-	-	-	-	1	-
Total Number of Employees who Returned to Work After the End of Maternity Leave and are Still at Work Twelve Months After Returning to Work	2	-	1	-	0	-

Annexes

Social Performance Indicators

Total Number of Disabled Employees

	2019	2020	2021
Female	1	1	0
Male	7	7	12

Employee Trainings - Number of Participants (person)

	2020	2021
Blue Collar	7,142	7,785
White Collar	192	249
Female	783	710
Male	6,531	7,528

Employee Trainings - Total Hours (personxhour)

	2020	2021
Blue Collar	15,784	8,202
White Collar	984	1,283
Female	1,820	975
Male	14,948	8,510

OHS Trainings for Employees (personxhour)

2019	2020	2021
8,698	10,848	26,878

Occupational Accident Rates by Gender for Total Workforce

Injury Rate	2019	2020	2021*
Direct Employment	13.52	8.45	24.86
Female	1.52	1.3	3.21
Male	11.99	7.15	21.64
Occupational Disease Rate (ODR)	0	0	0
Accident Frequency Rate**	30.47	17.89	31.45
Accident Severity Rate***	490.41	310.58	6,135.33
Fatal Accidents	0	0	1
Lost Day Rate (LDR)			
Direct Employment	98.84	83.36	1,236.57
Female	24.56	19.02	7.02
Male	74.27	66.34	1,229.55

* 7500 days must be added to the total number of lost days due to accidents in the year in which there was a fatal occupational accident. Due to 1 fatal accident in 2021, a high increase was observed in the performance data for the said year. However, there is no difference between the calculation methodologies of the data for 2020 and 2021.

**The accident frequency rate indicates the frequency of accidents per 1,000,000 working hours. Accident frequency rate = [(Occupational death/accidents) / Total actual hours worked]]*1,000,000

***Accident severity rate represents hours lost per 1,000,000 hours worked, in man-days. Accident severity rate = (Number of days lost due to occupational accidents / Total hours worked)*1,000,000

Annexes

Environmental Performance Indicators

Environmental Performance	2019	2020	2021
Energy consumption resource distribution			
Non-renewable resources			
Natural gas (m³)	83,919	124,785	136,559
Electricity (kWh)	4,949,804	6,665,069	6,608,081
Propane (kg)	32,648	39,543	54,468
Acetylene	-	-	-
Anthracite/Coal	-	-	-
Diesel (Standby power units, liters)	79,361	93,695	122,245
Renewable resources			
Electricity			
Solar (kWh)	-	-	1,032,748

Greenhouse Gas Emissions (tCO ₂ e)	2019	2020	2021
Scope 1 (Direct)	581.6	732.1	900.4
Scope 2 (Indirectly out of energy)	2,824.4	3,803.1	3,770.6
Scope 1+2	3,406.0	4,535.2	4,671.0
Scope 3 (Indirectly out of other sources)	316.4	339.3	377.0
Annual CO ₂ Emission	3,722.4	4,874.5	5,048.0

Included within the scope of Ateş Wind Power greenhouse gas emissions are non-renewable fuels consumed for heating and electricity purposes in Türkiye operations and direct emissions (Scope 1), emissions indirectly out of energy due to the production of purchased electricity (Scope 2) and other indirect emissions (Scope 3) due to business trips and personnel bus service.

Recycled Input Rate	2019	2020	2021
Total amount of raw materials consumed (tons)	38,294	53,125	64,261
Amount of production (tons)	35,576	49,979	60,891
Amount of recycled/recovered raw material consumed (tons)	2,718	3,146	3,370
Recovered total raw material (%)	7,640	6,295	5,534
Amount of waste			
Total amount of waste (tons)	3,735	4,090	4,617
Total amount of hazardous waste by disposal method (tons)	121	217	196
Energy Recovery	61	111	105
Recovery	121	217	196
Total amount of non-hazardous waste by disposal method (tons)	3,613	3,873	4,420
Recovery (tons)	3,613	3,873	4,420
Hazardous waste			
Recycling (tons)	44	69	81
Non-hazardous waste			
Recycling (tons)	2,795	3,236	3,492

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GRI Content Index

GRI 102-54

This report has been prepared in accordance with the GRI Standards: Core option.

GRI Standard	Disclosure	Page numbers, explanations and/or URL	References
GRI 101: Foundation 2016			
GRI 102: General Disclosures 2016			
GRI 102: General Disclosures 2016	Company Profile		
	102-1	Ateş Çelik İnşaat Taahhüt Proje Mühendislik San. Ve Tic. A.Ş.	
	102-2	About Ateş Wind Power	7-12
	102-3	Zeytindağ Mahallesi 2208 Sokak No:1 35720 Bergama/Izmir	
	102-4	About Ateş Wind Power	7-12
		Operating Regions	12
	102-5	About Ateş Wind Power	7-12
	102-6	About Ateş Wind Power	7-12
	102-7	About Ateş Wind Power	7-12
	102-8	Employees	26-28
		Social Performance Indicators	39-41
	102-9	Responsible Supply Chain Approach	31
	102-10	There were no significant in the organizational boundaries and supply chain during the reporting period.	
	102-11	Corporate Governance	13-16
	102-12	Corporate Memberships and Collaborations	39
	102-13	Corporate Memberships and Collaborations	39
	Strategy		
	102-14	Message from the Management	3
	102-15	Risk Management Approach	16
	Ethics and Integrity		
	102-16	Corporate Governance Approach	13
	102-17	Corporate Governance Approach	13
	Governance		
	102-18	Ateş Wind Power and Sustainability	17
		Corporate Governance	13-16

GRI Standard	Disclosure	Page numbers, explanations and/or URL	References
GRI 101: Foundation 2016			
GRI 102: General Disclosures 2016			
GRI 102: General Disclosures 2016	Stakeholder Engagement		
	102-40	Stakeholder Relations	33
	102-41	Employees	26-28
	102-42	Stakeholder Relations	33
	102-43	Stakeholder Relations	33
	102-44	Stakeholder Relations	33
	Reporting Practice		
	102-45	About the Report	4
	102-46	About the Report	4
	102-47	Materiality Analysis	18
	102-48	There are no restatements	
	102-49	There are no changes.	
	102-50	About the Report	
	102-51	This Report is the first Sustainability Report of Ateş Wind Power.	
	102-52	Annual	
	102-53	About the Report	4
	102-54	About the Report	4
	102-55	GRI Content Index	43-45
	102-56	No external assurance in place for sustainability reporting.	
GRI 200: ECONOMIC STANDARDS SERIES			
GRI 103: Management Approach 2016	Procurement Practices		
	103-1 Explanation of material topics and their boundaries	Responsible Supply Chain Approach	31
	103-2 The management approach and its components	Responsible Supply Chain Approach	31
	103-3 Evaluation of the management approach	Responsible Supply Chain Approach	31

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GRI Content Index

GRI Standard	Disclosure	Page numbers, explanations and/or URL	References
GRI 200: ECONOMIC STANDARDS SERIES			
GRI 103: Management Approach 2016	Anti-Bribery and Anti-Corruption, Anti-Competitive Behavior		
	103-1 Explanation of material topics and their boundaries	Corporate Governance	13-16
	103-2 The management approach and its components	Corporate Governance	13-16
	103-3 Evaluation of the management approach	Corporate Governance	13-16
GRI 205: Anti-Corruption 2016	205-1 Operations assessed for risks related to corruption	Corporate Governance	13-16
	205-2 Communication and training about anti-corruption policies and procedures	Corporate Governance	13-16
	205-3 Confirmed incidents of corruption and actions taken	Corporate Governance	13-16
GRI 206: Anti-Competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	There are no lawsuits regarding anti-competitive behavior and activities.	
GRI 300: ENVIRONMENTAL STANDARDS SERIES 2016			
GRI 103: Management Approach 2016	Climate Change and Energy Management		
	103-1 Explanation of material topics and their boundaries	Environmental Responsibility Approach	21
	103-2 The management approach and its components	Environmental Responsibility Approach	21
	103-3 Evaluation of the management approach	Environmental Responsibility Approach	21
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Energy Management	22
		Environmental Performance Indicators	42
	302-3 Energy Intensity	Energy Management	22
		Environmental Performance Indicators	42
	302-4 Reduction of energy consumption	Energy Management	22
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG Emissions	Greenhouse Gas Emissions	24
		Environmental Performance Indicators	42
	305-2 Energy Indirect (Scope 2) GHG Emissions	Greenhouse Gas Emissions	24
		Environmental Performance Indicators	42
	305-3 Other indirect (Scope 3) GHG emissions	Greenhouse Gas Emissions	24
		Environmental Performance Indicators	42
	305-4 GHG emissions intensity	Greenhouse Gas Emissions	24
		Environmental Performance Indicators	42
	305-5 Reduction of GHG emissions	Greenhouse Gas Emissions	24
Environmental Performance Indicators		42	

GRI Standard	Disclosure	Page numbers, explanations and/or URL	References
GRI 300: ENVIRONMENTAL STANDARDS SERIES 2016			
GRI 103: Management Approach 2016	Circular Economy and Natural Resources Management		
	103-1 Explanation of material topics and their boundaries	Resource Management	22-25
	103-2 The management approach and its components	Resource Management	22-25
	103-3 Evaluation of the management approach	Resource Management	22-25
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Water Management	24
		Environmental Performance Indicators	42
	303-2 Management of water discharge related impacts	Water Management	24
		Environmental Performance Indicators	42
	303-3 Water withdrawal	Water Management	24
		Environmental Performance Indicators	42
	303-4 Water discharge	Water Management	24
		Environmental Performance Indicators	42
	303-5 Water consumption	Water Management	24
		Environmental Performance Indicators	42
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Waste Management	25
	306-2 Management of significant waste-related impacts	Waste Management	25
	306-3 Waste generated	Waste Management	25
		Environmental Performance Indicators	42
	306-4 Waste diverted from disposal	Waste Management	25
		Environmental Performance Indicators	42
	306-5 Waste directed to disposal	Waste Management	25
		Environmental Performance Indicators	42
GRI 400: SOCIAL STANDARDS SERIES 2016			
GRI 103: Management Approach 2016	Employment		
	103-1 Explanation of material topics and their boundaries	Employees	26-28
	103-2 The management approach and its components	Employees	26-28
	103-3 Evaluation of the management approach	Employees	26-28

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GRI Standard	Disclosure	Page numbers, explanations and/or URL	References
GRI 400: SOCIAL STANDARDS SERIES 2016			
GRI 401: Employment 2016	Employment		
	401-1 New employee hires and employee turnover	Social Performance Indicators	39-41
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	There is no separate life insurance or disability insurance within the Company.	
	401-3 Parental leave	Social Performance Indicators	39-41
GRI 103: Management Approach 2016	Occupational Health and Safety, Human Rights and Decent Work		
	103-1 Explanation of material topics and their boundaries	Occupational Health and Safety	27-28
	103-2 The management approach and its components	Occupational Health and Safety	27-28
	103-3 Evaluation of the management approach	Occupational Health and Safety	27-28
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Occupational Health and Safety	27-28
	403-2 Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety	27-28
		Social Performance Indicators	39-41
	403-3 Occupational health services	Occupational Health and Safety	27-28
	403-4 Worker participation, consultation, and communication on occupational health and safety	Occupational Health and Safety	27-28
	403-5 Worker training on occupational health and safety	Occupational Health and Safety	27-28
	403-6 Promotion of worker health	Occupational Health and Safety	27-28
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health and Safety	27-28
	403-9 Work-related injuries	Social Performance Indicators	39-41
	403-10 Work-related ill health	No employee diagnosed with occupational diseases because of Company operations in the 2020-2021 reporting period.	
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Diversity and Inclusion	26
		Social Performance Indicators	39-41
	405-2 Ratio of base salary and remuneration of women to men	Employees	26-28
GRI 406: Non-Discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Corporate Governance No discrimination cases were encountered during the reporting period.	13-16
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Corporate Governance	13-16
		Ethical Principles and Code of Conduct	13
		Responsible Supply Chain Approach	31
GRI 409: Forced and Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Corporate Governance	13-16
		Ethical Principles and Code of Conduct	13
		Responsible Supply Chain Approach	31

GRI Standard	Disclosure	Page numbers, explanations and/or URL	References
GRI 400: SOCIAL STANDARDS SERIES 2016			
GRI 103: Management Approach 2016	Training and Education		
	103-1 Explanation of material topics and their boundaries	Talent Management	27
	103-2 The management approach and its components	Talent Management	27
	103-3 Evaluation of the management approach	Talent Management	27
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Social Performance Indicators	39-41
	404-2 Programs for upgrading employee skills and transition assistance programs	Talent Management	27
	404-3 Percentage of employees receiving regular performance and career development reviews	Social Performance Indicators	39-41
GRI 103: Management Approach 2016	Relations with Local Community		
	103-1 Explanation of material topics and their boundaries	Stakeholder Relations	33
		Social Investments	34-36
	103-2 The management approach and its components	Stakeholder Relations	33
		Social Investments	34-36
	103-3 Evaluation of the management approach	Stakeholder Relations	33
		Social Investments	34-36
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Stakeholder Relations	33
		Social Investments	34-36
GRI 103: Management Approach 2016	Corporate Social Responsibility		
	103-1 Explanation of material topics and their boundaries	Corporate Social Responsibility Projects	36
	103-2 The management approach and its components	Corporate Social Responsibility Projects	36
	103-3 Evaluation of the management approach	Corporate Social Responsibility Projects	36
GRI 416: Customer Health and Safety 2016	Customer Satisfaction		
	416-1 Assessment of the health and safety impacts of product and service categories	OHS assessments of all operations are constantly carried out within legal requirements.	
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	There were no incidents of non-compliance concerning the health and safety impacts of our operations.	
GRI 102: General Disclosures 2016	R&D, Innovation and Digitalization		
	103-1 Explanation of material topics and their boundaries	Technology, R&D and Innovation Efforts	29
	103-2 The management approach and its components	Technology, R&D and Innovation Efforts	29
	103-3 Evaluation of the management approach	Technology, R&D and Innovation Efforts	29

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