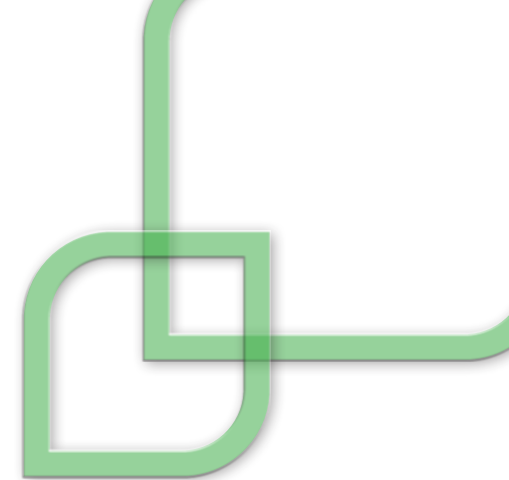




EAE ELEKTRİK SUSTAINABILITY REPORT FOR 2022







EAE ELEKTRİK

SUSTAINABILITY REPORT FOR 2022

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ABOUT THE REPORT

We consider our sustainability report as the key factor for stakeholder interaction.

While meeting the expectations of our customers in the global market at the highest level with our products and solutions that do not compromise on quality, have high added value and are identified with advanced technology in the electrical equipment sector, we actively continue our sustainability, decarbonization and green transformation studies with the awareness of our responsibility to serve the environment, society and the future of our world.

As EAE Elektrik Asansör Endüstrisi İnşaat San. ve Tic. A.Ş., we are proud to present our first sustainability report to our stakeholders, which includes our sustainability practices for the period 1 January 2022 – 31 December 2022, our solutions related to stakeholder priority issues and our economic, social and environmental performance.

The content compliance of our first sustainability report has been prepared with reference to the GRI Universal Standards 2021 determined by the Global Reporting Initiative (GRI). We care and aim to base our sustainability reporting activities, which we started in 2022, on a basis that integrates with the green development vision under the guidance of the European Union Green Deal Corporate Sustainability Reporting Directive (EU Green Deal, CSRD), with our regularly updated and developing corporate governance understanding. In the upcoming period, we will continue to develop our sustainability activities with an innovative, solution-oriented and inclusive perspective.

The information, statements and data in our report include our organizations including EAE Elektrik, EAE Aydınlatma, EAE Makine, EAE Teknoloji, EAE Elektroteknik, MAİA, EKM Kompozit, Tenoks brands and our regional companies in the United States, Italy and Australia. Our first sustainability report, the EAE Electricity 2022 Sustainability Report, has been prepared with the coordinated work of the relevant units under the leadership of the EAE Electricity Sustainability Committee, without being subject to external audit. In order to present an effective sustainability vision and to make developmental analyzes in the future,

in addition to 2022, information and data for 2021, 2020, 2019 were included in the economic, social and environmental contents considered important.

We are aware that communication with our stakeholders is of undeniable importance for sustainable solutions.

We do believe that the sustainability-oriented feedback of our stakeholders is as important as carrying out sustainability activities. In this way, we have the chance to evaluate our environmental, social and economic effects and we believe that we will carry our reporting process with us. We expect you to send your opinions, suggestions and evaluations about our sustainability report to surdurulebilirlik@eaegroup.com e-mail address.

2

Message of our Board of Directors

Dear Stakeholders,

In 2022, when we have left behind the impact of COVID-19, we have encountered a catastrophe. As a result of the earthquake that took place on February 6, 2023 and affecting 11 provinces of our country, we experienced many losses of life. We convey our good health wishes to our citizens affected by the earthquake, wish urgent healing to the injured, and offer our condolences for our losses. We can only heal the wounds of such disasters with the historical power provided by our social integrity. We have reinforced the awareness of building sustainable and resilient cities with a bitter experience as a result of the earthquake disaster. We hope that there will be no similar disaster again by taking rapid steps to build resilient cities and structures.

Exchange rate increases and inflation-based fluctuations that forced all sectors as the reflections of the global recession period in 2022 also occurred in our country. The energy market price rise affected by the Russia-Ukraine War has had negative effects on both international trade and the fight against climate change. In this process, as EAE Elektrik, we took important steps with the awareness of our responsibility to the environment and society by accelerating our efforts to combat and adapt to climate change.

We have made an effective start for a “sustainable future”.

Leaving a more fair, livable and clean world for future generations, but taking the right steps at the right time is at the center of our strategy. Since our establishment in 1973, we have aimed to be a symbol of reliability, continuity and dignity for our stakeholders wherever we operate with all our employees. By prioritizing customer satisfaction and quality-oriented approaches, we have gained strength from our values throughout our half-century industrial journey.

By closely following the developing technology, we combine our understanding of ethical and transparent corporate governance under the umbrella of the sustainability vision, and we plan to increase our work exponentially in the 2023-2026 period in order to enable a sustainable future. Considering the 2030 and 2050 perspectives, which are the milestones of sustainable development, we aim to achieve precise, accurate and realistic results in all our operations.

We have strengthened our value chain by consolidating our sustainability vision in economic, social and environmental strategies and positioning our cooperation with our stakeholders on the axis of sustainability. As EAE Elektrik and its group companies, we want our new generation management style, which we carry out end-to-end throughout our sphere of influence, to be adopted by our stakeholders and transformed into cultural capital. By forming focus working groups and task forces within our sustainability committee, which we have formed with our competent and expert managers, we have made our sustainability priorities the basic building blocks of our

corporate policies. Not only economic values, but also environmental and social values are elements of the corporate decision mechanism we adopt the strategic sustainability model. We plan to provide incentives to our employees within 2 years as a result of managing critical issues related to climate and sustainability and achieving the targets within the scope of the vision we have adopted.

We work at a high impact pace with all our stakeholders to create fast, practical, useful and sustainable solutions during the global transition period with new generation technologies that strengthen the works carried out within the framework of Green Transformation and Green Development.

As EAE Elektrik, we believe that the vision of “Sustainable Future” can be achieved through stakeholder collaborations that will have a positive impact. We present our first sustainability report to you, our stakeholders.

By accelerating our sustainability operations, we will continue to share our performance in achieving our goals regularly every year through our sustainability report.

Our sincere wishes for all...



Message of Our Sustainability Leader

Dear Stakeholders,

With the environmental and social changes, it has become an obligation for companies to review their production methods and operational activities against the destruction caused by the climate crisis. In addition to a comprehensive and sharing approach to make the future sustainable, it is an important need to contribute to the circular economy and green transformation by establishing a strong value chain.

The sustainability vision increases the quality of management in our corporate decisions.

The risks faced by the global and national market and the differences in economic levels between the social layers cause the strategic management models of our company to change and the sustainable management practices to develop day by day. By integrating the 2030 Sustainable Development Goals, which are decisive for the future of our world and humanity, into the strategy development dimensions of our corporate culture, we integrate our strategic approaches and actively contribute to the UN 2030 Agenda with consistent actions and plans in line with our priority sustainability elements and focus studies.

Our sustainability policy includes the basic principles and principles that lead our sustainability activities in line with our vision of transition to a low-carbon economy and green transformation. In 2022, we established our EAE Elektrik Sustainability Committee, which operates in coordination with all our affiliates in order to make our sustainability policy an important part of our corporate strategy and to accelerate our green transformation process.

We believe that cooperation in procurement processes is very important in combating the global climate crisis. In this context, we plan to create a global and regional impact network under the leadership of our sustainability committee and sub-study expert groups in between our 2023-2025 targets. We aim to achieve a policy-determining leading position in the sectoral sustainability approach in the long term.

We started our decarbonization journey by calculating our corporate greenhouse gas emissions and verifying our inventory with the ISO 14064 certification process, including our group companies and affiliates. Our decarbonization efforts continue in an integrated manner with the Science-Based Targets (SBTi) Initiative and the Carbon Disclosure Project (CDP) statements, which constitute the most advanced global framework for combating and adapting to the climate crisis. We continue our efforts to become a "Carbon-Neutral" company by 2050 by developing a greenhouse gas reduction projection compatible with the scenarios of limiting global warming at 1.5 degrees.

We are aware that water, raw material and waste management practices are the strongest parts of the sustainability components.

Aware that we are located in the Mediterranean Basin, which is seen as an area that can experience effective water stress in the IPCC Sixth Research Report, we aim to increase water use efficiency by identifying areas at risk of drought and to reduce our water consumption from all supply and production operations by 25% in 2030. We started our sustainability-oriented studies within the scope of our R&D centers. With product life cycle (LCA) analyses, we increase our transformation capacity and investments to increase the sustainable product range with a low ecological footprint. In the light of our studies, we have achieved to increase the share of sustainable products to 50% in our local and global market by 2030. We have a plan in place to meet our primary raw material supply with 30% recycling in the short term, and we plan to ensure the full supply of raw materials through our value chain established within the framework of the circular economy in 2030. In 2022, we became a member of the Circular Economy Platform of Türkiye. We continue our efforts to become a signatory member of the Science-Based Targets (SBTi) and Carbon Disclosure Project (CDP), which develop effective practices in climate change prevention and adaptation in the international arena, in 2023 and to increase our compliance with the global decarbonization vision.

In addition to our understanding that cares about customer satisfaction from production to the final consumption stage, we plan to carry our compliance level to the highest level in line with our anti-competitive behavior policy and ethical principles, and to eliminate the risks determined by national and international ethical mechanisms for EAE Elektrik. We aim to identify, reduce and manage the risks of bribery and corruption in accordance with the universal legal rules under the guidance of the UN Global Compact (UNGC) in all regions where we operate. We expect all our stakeholders in our value chain to comply with our business ethics rules and all our principles that support these rules.

We have carried our occupational safety practices to all our fields of activity. As a result of my activities, we are committed to be the guarantor of the health of our employees and their families by reducing our accident frequency rate by 60% in the perspective of 2030.

We strive to take important steps for a better world by presenting all our work to the valuation of our stakeholders within the framework of our transparency principles.

We are working with all our strength to continue our sustainability activities with a common good approach and to leave a more livable world to future generations.

See you in the sustainable future...



Yusuf UZUN
Management System and Quality
Assurance Manager

3

EAE ELEKTRİK AT A GLANCE

3.1. EAE ELEKTRİK IN FIGURES

1973

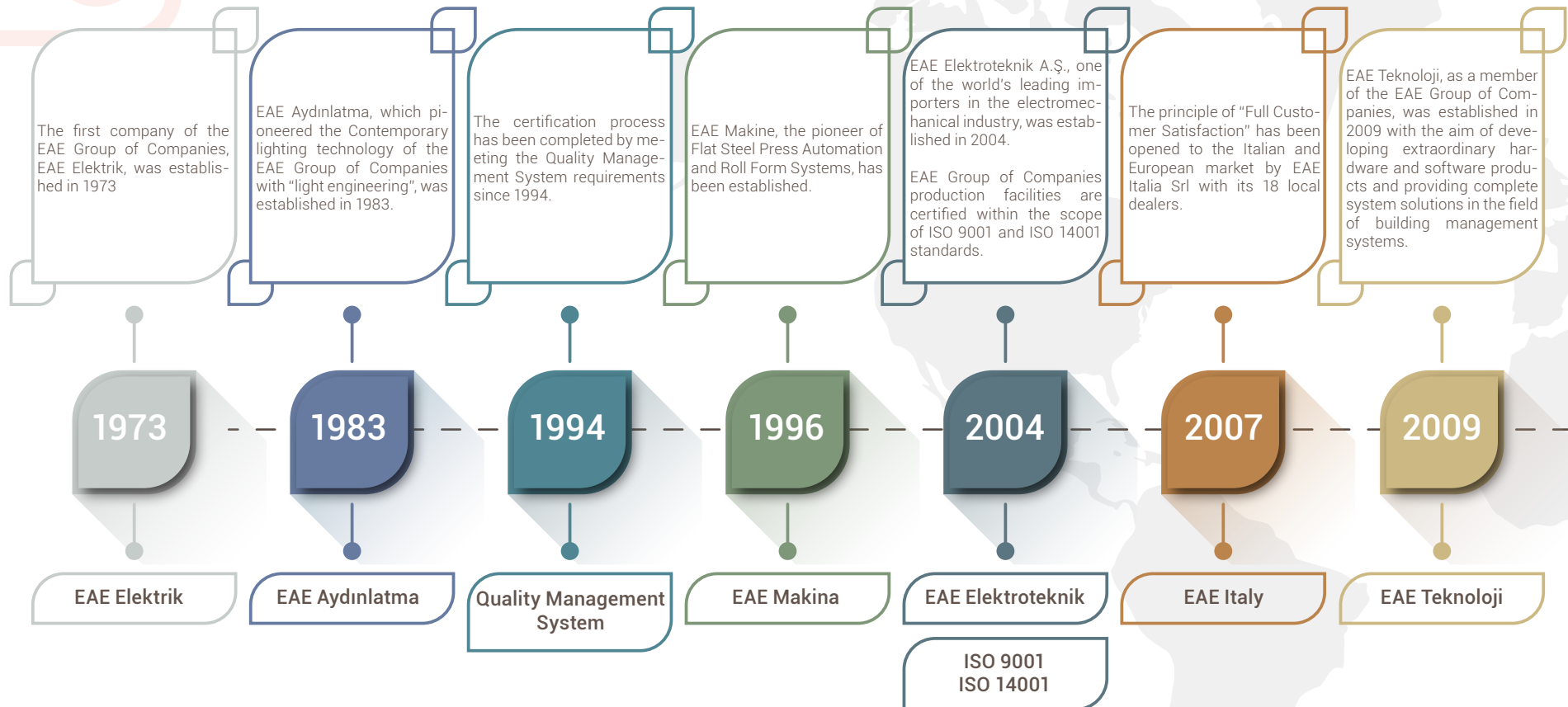
Establishment

10Global Subsidiaries
(Group Companies) Number,
2022**105**EAE Elektrik, Number of
Countries Exported, 2022**14.**EAE Elektrik, Turkish Exporters
Assembly (TİM) Electronic and
Electrical Equipment Sector
Export Rank, 2022**%97**EAE Elektrik, Domestic-
Approved-Supplier Rate, 2022

3

**%92,13**EAE Elektrik, Customer
Satisfaction Rate, 2022**840**
m³EAE Elektrik, Rain Water
Storage Capacity, 2022**1383**EAE Elektrik, Number of
Employees, 2022**%25**EAE Elektrik, Women
Executive Ratio, 2022**%71**EAE Elektrik, Employee
Satisfaction, 2022**5866**(Person x Hour)
Sustainability and
Decarbonization Training**26247**(Person x Hour)
Occupational Health and
Safety Training, 2022**%10**Accident Frequency Rate
Reduction (Compared to
the previous year, 2022)**26061**(Person x Hour)
Education, Other, 2022

3.2. MILESTONES



ISO 45001 (OHSAS 18001) certification process has been concluded by complying with the standard.

In 2015, the Cable Trunk and Suspension Systems (DL-1) production facility was moved to a modern LEED Gold certified production facility with sustainability awareness.

EAE Aydınlatma and EAE Elektronik (DL-2) production facility was moved to LEED Gold certified modern production facility in 2017 with the awareness of sustainability.

Information security studies have been certified in accordance with ISO 27001 standard.

EAE Electric Busbar Production Plant (DL-3) has been moved to LEED Gold certified modern production facilities.

EAE Germany, EAE Australia and EAE USA have been established.

The production facilities of the EAE Group of Companies have completed the Zero Waste certification processes by providing all the necessary requirements.

EKM Composite and Tenox Treatment Technologies companies participated in EAE Group Companies.

Development of Holistic Sustainability Strategies, double-materiality analysis, determination of sustainability targets, establishment of the Global Sustainability Committee and the initiation of advanced decarbonization studies in CDP-SBTi compliance were carried out.

2014

ISO 45001

2015

DL-1 LEED Gold

2017

DL-2 LEED Gold

ISO 27001

2019

DL-3 LEED Gold

EAE Germany

EAE Australia

EAE USA

2020

Zero Waste
Certificate

2021

EKM Composite

Tenoks

2022

ISO 14064

First Sustainability
Report (GRI 2021
Standards)

3

3.3. OUR CORPORATE PROFILE

As EAE group of companies, we embarked our journey in the electronics and electrical equipment sector in 1973 with the establishment of EAE Elektrik. Established with 100% domestic capital, we have achieved rapid growth by continuously expanding our production and areas of activity by including EAE Aydınlatma in 1983, EAE Makine in 1996, EAE Elektroteknik in 2004 and EAE Teknoloji in 2009.

Since our establishment in 1973, we have worked with all our employees everywhere we operate, aiming to be a symbol of reliability, continuity and dignity for our stakeholders, giving priority to customer satisfaction and quality-oriented approaches. Throughout our half-century industrial journey, we have gained strength from our values.



3

WE DRAW STRENGTH FROM OUR VALUES

Together with the quality of the products and services we offer to our customers, we work knowing the importance and value of establishing long-term relationships that will increase their satisfaction.



While doing our job with passion, we fulfill our duties and responsibilities under all conditions with our high commitment to our organization.



We work with the awareness of ourselves, not me, to develop our institution in cooperation and solidarity with our colleagues as well as our individual performance.



Knowing our responsibility towards humanity, life and nature, we show the attitudes and behaviors that lead us to goodness and righteousness.



Today, we develop our products and services accordingly by following the risks and opportunities brought by trends and constantly reviewing our business strategies.



We endeavor with high motivation on the way to the result in order to achieve the business goals we set even in the most difficult conditions.



We always lead our sector with the products and services we will offer to the market by closely following the developments in order to do better.

3

In 2023, we aim to bring our global business power to higher regional sales levels by actively operating our EAE Dubai, EAE France and EAE Germany companies.

You can access to the detailed list of our global distribution network at <https://www.eaeelectric.com/dealers-and-resellers>



We continue our industrial activities on a total area of 280.000 m2 in our production base in Gebze Organized Industrial Zone in Kocaeli province.

The sustainable development of our products is carried out by our R&D centers approved by TÜBİTAK (Scientific and Technological Research Council of Türkiye), which is part of our group companies.

We have strengthened our sustainability-oriented innovative perspective with over 30 patents, over 300 brands and over 100 industrial design registrations.



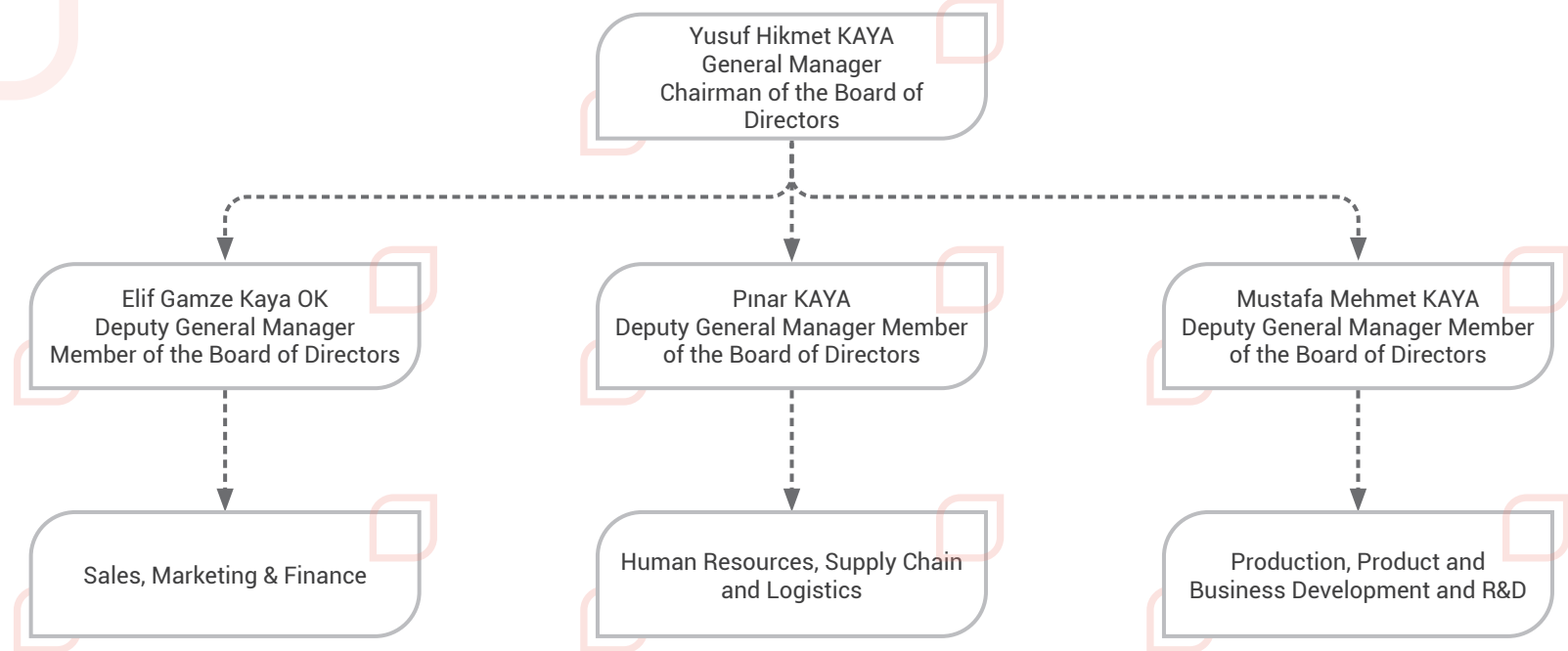
EAE DL 1 Factory
Cable Trunk



EAE DL 2 Factory
Lighting



EAE DL 3 Factory
Busbar



Our board of directors ensures the most appropriate balance between decision-making, power and authority by drawing the boundaries of authority in decision-making processes for each position, specific to the corporate structure and activities of the EAE brand. We act within the framework of financial discipline, ethics, performance, transparency and accountability in accordance with the managerial structure of our group companies towards all our stakeholders, and we manage our resources and assets with the awareness of efficiency and savings.

The decisions of our sustainability committee and our strategic risks and opportunities task force to implement our goals for the future are evaluated at the level of our board of directors and investment, performance and monitoring processes are followed by our general manager and board members.

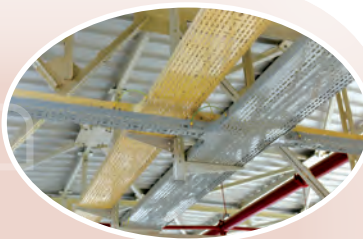
It is the responsibility of our board of directors to ensure the creation of a corporate culture that supports ethical and transparency practices within the scope of our group companies and to ensure full implementation of the ethical principles and human rights frameworks defined within the scope of all our policies, including our sustainability policies.

The sustainability leadership function is strengthened by providing active managerial support in all processes with our board member and assistant general manager titles to our sustainability committee established for the execution of our sustainability-oriented activities.

3

EAE ELEKTRİK

EAE Elektrik, the leader of our group companies, continues its production in two separate factories with a total indoor area of 140,000 m2 in Gebze Organized Industrial Zone. In the EAE Elektrik Busbar Factory, which has a closed area of 95,000 m2, busbar energy distribution systems and cable channels are produced for domestic and international markets with high-tech equipment. In EAE Suspension Systems Factory, cable conveying systems and all mechanical and seismic suspension systems are produced.



EAE ELEKTRİK A.Ş.



Establishment
1973

Number of Countries Exported
105

Product Range

- Busbar Systems
- Data Center Busbar and Output Boxes
- Trolley Busbar Systems
- Cable Trunks
- Laminated Busbar Systems
- Interior Installation Solutions
- Seismic Suspension Systems / Suspension Systems

You can access detailed information about EAE Elektrik products, our catalogs and design solutions at <https://www.eaeelectric.com>



Our products are widely used in high and wide structures such as the production areas of industrial organizations in the textile and automotive sector and business and shopping centers. The compliance of the electrical products we produce with world standards has been certified as a result of the tests carried out by DEKRA and CESI laboratories.



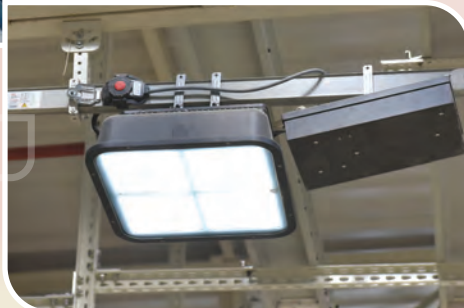
EAE ELEKTRİK A.Ş. DETAILS OF THE COMPANY

Company Type: Joint Stock Inc.
Central Registration System No: 0323004297300014
Trade Registry Directorate: Istanbul Chamber of Commerce - Gebze Chamber of Commerce
Trade Registration Number: HQ 121069, Dilovası 3 Busbar Branch 30708
Business Name: EAE ELEKTRİK ASANSÖR END. İNŞAAT SAN.ve TİC. A.Ş
Headquarters Address: Akcaburgaz mahallesi 3114. sokak no:10 Esenyurt/Istanbul/Turkey
Dilovası 3 Busbar Branch Address: Organize san.bölg.mah.6 cad.fabrika binası a-blok apt.no:6 A Dilovası/Kocaeli/Turkey/
Türkiye
Contact Details: Phone: 0212 866 20 00
E-mail: info@eaegroup.com
Registration Date: 08.02.1973
Tax Office: Marmara Corporate
Tax Number: 323 004 29 73
Sector: Manufacturing

3

EAE AYDINLATMA

EAE Aydınlatma, which started its activities in 1983 as the second largest component of the EAE group of companies, offers professional interior lighting solutions and energy-efficient new generation lighting technologies with a light engineering approach suitable for modern technologies.

**EAE AYDINLATMA A.Ş.**

Establishment
1983

Number of Countries Exported
40

Product Range

- Energy-Saving Industry Solutions
- Energy-Saving Office Solutions
- Decorative Lighting Solutions
- Energy Saving Street and Road Lighting Products

You can access detailed information about EAE Aydınlatma products, our catalogs and design solutions at <https://www.eaelighting.com>



EAE Aydınlatma aims to create a working environment that minimizes operating costs with its products and services, is environmentally friendly, efficient, safe, comfortable, and low investment costs at the highest level. EAE Aydınlatma provides active service with its expert staff in after-sales support services that maintains the design application values together with the pre-sales projecting process.

3

EAE MAKİNE

EAE Makine, which was established with the aim of becoming a brand and pioneer company in the industrial field by carrying our machines and systems to international standards, started the production of electronic roll drives, unwinders and roll rectifiers required by our industry in 1996. More than 16 years of experience and R&D studies have been a guide in the application of advanced technology to industrial machinery and equipment manufacturing. EAE Makine, which ensures continuity in customer satisfaction with its philosophy of operational excellence, is a competent solution partner in many sectors within the scope of technological sheet metal processing machines and automation systems.



EAE MAKİNE A.Ş.



Establishment
1996

Number of Countries Exported
5

Product Range

- Mechanical Coil Uncoilers
- Heavy Duty Hydraulic Openers
- Roll Rectifiers
- Electronic Roll Drives
- Roll Sheet Straightener Drives
- Compact Sliding Lines
- Compact Heavy Roll System with Rear Loop
- Roll Forming Machine

You can access detailed information about EAE Makine products, our catalogs and design solutions at <https://www.eaemachinery.com>



Machines with the experience and know-how of the EAE group of companies are designed on the basis of technical reliability and safety, high flexibility, rapid tool change according to product shape. In our engineering and design approach, we offer the opportunity to establish a production line without waste and scrap by using advanced software and programming based on the principle of flexible production systems. Designed with the engineering competence of EAE Makine, the products can create machine lines that can draw profiles between 0.2 mm and 6.0 mm thicknesses for every industry and application and provide advantages such as required flexibility, precision shaping, length cutting and production speed.

EAE TEKNOLOJİ A.Ş.Establishment
2009Number of Countries Exported
31

Product Range

- KNX Hotel GRMS SOLUTIONS
- KNX Smart Home and Residence Solutions
- KNX Commercial and Industrial Building Solutions
- DALI Lighting Control Solutions

EAE TEKNOLOJİ

EAE Teknoloji was established in 2009 to develop breakthrough hardware and software products and provide holistic solutions in the field of building management systems. Thanks to its advanced user interface design and powerful server software, we aim to be the most visionary company in the building automation industry.

We believe that creating buildings with an energy-efficient and highly comfortable atmosphere should be much easier and economical than traditional solutions. The systems we develop can be easily customized according to the real needs and expectations of our users, can be expanded unlimitedly and are fully compatible with international standards. As EAE Teknoloji, we are working to provide a closed system that is independent of the existing products and technologies in the sector. This approach completely eliminates the possibility that new needs that may occur in buildings over time cannot be met or that the sole producer will be dependent on our products. We are proud to present our basic product range consisting of Kinexa lighting management system, Hyperion monitoring and control software and KNX and DALI devices, which brings the technology OF the future to the world in building automation software and field equipment.

You can access detailed information about EAE Technology products, our catalogs and design solutions at <https://www.eaetechnology.com/en>



As EAE Teknoloji, we present value-added solutions to the international arena in our R&D center. We continue to develop innovative products for the smart housing and buildings sector on a global scale and offer all our products in accordance with international and open standards such as KNX, DALI, TCP/IP.

EAE Teknoloji, in its capacity as a KNX approved production and training center, aims to keep customer satisfaction at the highest level at all times.



Lighting Control



Heating / Cooling Control



Presence / Motion Sensor




3

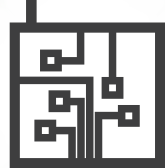
EAE ELEKTROTEKNİK

EAE Elektroteknik, which specializes in LV Type-Tested Licensed Panel System (Panel-Master), Type-Tested Empty Electrical Cabinet (E-Cabinet) and Rack Cabinet (CabinPlus), was installed in 2004.

Our PanelMaster furnace with AG type test, seismic and internal arc test, which is a low-voltage strong current panel system developed in a modular structure and to be adapted to different applications, has been internationally certified for the quality of the furnace. In addition to its wide product range, EAE Elektroteknik offers its customers special manufacturing and design options. All products of EAE Elektroteknik are produced with an engineering approach that is fast and minimizes errors by using the latest technologies by considering international standards.



EAE ELEKTROTEKNİK A.Ş.



Establishment
2004

Number of Countries Exported
29

Product Range

- Panelmaster Low Voltage Type Tested Panel Systems
- Low Voltage Electrical Cabinets
- Type Tested LV Licensed Panel System
- Type Tested Empty Electrical Cabinets
- Rack Cabinets – CabinPlus
- Data Center Rack Cabinets
- Data Center Colocation Cabinets
- Data Center Seismic Cabinets

You can access detailed information about EAE Elektroteknik products, our catalogs and design solutions at <https://eaelektroteknik.com/en/home/>



We produce systematic holistic solutions with our CabinPlus Data Center Rack cabinets tested in internationally accepted laboratories in IEC 61587 standard.



3

EAE ITALY, EAE AUSTRALIA AND EAE AMERICA

Founded in 2007 with the company title of EAE Italia Srl. based in Milan, EAE Italy carries out the marketing and sales of products belonging to our group companies with 18 local dealers. Our Italian employees working in EAE Italy also undertook the task of bringing the quality and excellence-oriented corporate culture of EAE group companies to the Italian market with the advanced training and information meetings provided by our group. EAE Italy applies the principles of customer satisfaction, which is the most important strategic sustainability focus of our group, by delivering all its products to Italian customers first-hand, carrying out all kinds of on-site technical and commercial project support and after-sales processes.

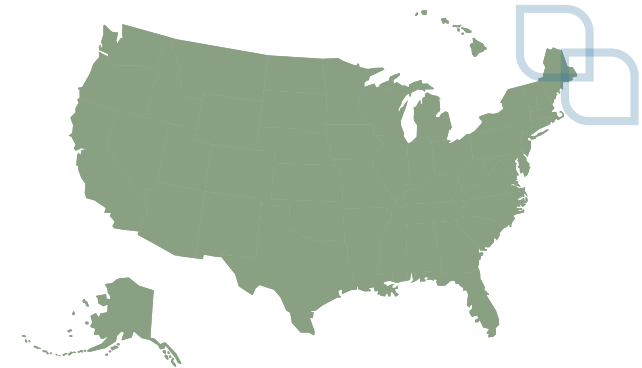
EAE America was established in Atlanta-Georgia in 2019 as the newest company of our group. It markets and sells the products of our group, especially busbar systems, cable channels and lighting solutions, throughout the USA, and adds value to electricity distribution systems projects in the construction of data centers, hospitals, metro and tunnels, oil and gas, automobile, textile and food sectors with its quality, flexible, fast production and delivery skills. EAE America is focused on maintaining excellent sales, service and engineering support to its customers by adhering to the highest management systems standards.

EAE Australia was established in Sydney in 2019 with a focus on the Australian market in order to meet the increasing demands of our group's data center customers in the Oceania region. Our EAE Australia office provides fast solutions with project and after-sales support for busbar energy distribution systems as a local point of contact.

IT



US



AU



3

EKM KOMPOZİT

Established in 2017, EKM Kompozit has joined our EAE group of companies as of 2021. Our company carries out its production in a factory with a closed area of 17.158 m² in Kocaeli-Gebze. In our production facilities, Glass-reinforced (GRP) composite products are manufactured for domestic and international markets with state-of-the-art equipment. Areas of use of EKM Kompozit products include wastewater treatment plant, petrochemical plants, power plants, mining industry, chemical plants, land/sea installations, tunnels, farms and food production, solar energy and photovoltaic applications.

**TENOKS**

Tenoks Treatment Technologies has joined our EAE group of companies as of 2021. Air energy activities and projects are carried out with special generators whose design and R&D process are registered in the company. Tenoks is effective in many application areas such as treatment of liquid and gas wastes with energized air, recovery with 90% and above efficiency, odor removal, H₂S removal, air/water disinfection. Applications are made with Energized Air Plant or Disinfection Devices in biogas power plants, industrial facilities containing wastewater, clinics and office-like areas, especially in the textile sector.

**MAİA**

Founded in 2016, Maia continues to supply packaged and jarred organic food products for local and national chain models in its 586 m² facility in Menteşe district of Muğla. In our company, in addition to the production of tomato paste derivatives, pepper paste and pomegranate syrup, 86 kinds of products such as legumes, flour, molasses and similar products are packaged and sold.



3

3.4. OUR ETHICS AND COMPLIANCE POLICY

As EAE Elektrik, we have prepared our Anti-Bribery and Corruption Policy to set out the framework of principles and practices on anti-bribery and anti-corruption and to ensure clear communication.

With this policy, we aim to identify, reduce and manage the risks of bribery and corruption in accordance with the universal legal rules under the guidance of the United Nations Global Compact (UNGC) (2000), which we follow the legal regulations, ethical and professional principles and international framework. Our anti-bribery and anti-corruption policy is in line with the EAE Elektrik Business Ethics and Code of Conduct, our company policy and corporate values, and is applied throughout our own operations and our entire value chain. Our internal practices refer to our Anti-Bribery and Corruption Policy and our Code of Business Ethics and Conduct.

Our employees and managers in the regions where we operate are obliged to act in accordance with our policies containing ethical elements and to implement and support EAE Elektrik's relevant procedures and controls in accordance with the requirements in our policies. We expect all our stakeholders with whom we have a good or service supply relationship to act in accordance with the principles and principles in our policies throughout our value chain, to the extent that they can be applied to the relevant party and transaction, and we take the necessary steps to ensure this.

Details of our Anti-Bribery and Corruption Policy can be found at surdurulebilirlik.eae.com.tr/rusvet-ve-yolsuzlerle-mucadele-politikamiz,

You can review the details of our Business Ethics and Code of Conduct at surdurulebilirlik.eae.com.tr/is-etigi-yaklasimimiz-ve-davranis-kurallarimiz.

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RULES OF BUSINESS ETHICS AND CONDUCT

As EAE Elektrik, we expect our affiliates, stakeholders, all business components in our value chain and all our employees to exhibit attitudes and behaviors that will constitute the integrity of the company culture, and to maintain and improve the reputation of our company and the reliability of its corporate structure. All our employees are obliged to comply with the rules of ethical behavior. We expect all our stakeholders in our value chain to comply with our business ethics rules and all our principles that support these rules.

Notifying the Code of Ethical Conduct to all our employees, ensuring that our employees give the necessary importance to these rules and showing the necessary effort and leadership to comply with these rules are among the main duties and responsibilities of our employees in management functions.

EAE Elektrik managers also have additional responsibilities beyond the responsibilities defined for employees within the framework of the Code of Business Ethics.

EAE Elektrik Executives

- To ensure the creation and maintenance of a company culture and working environment that supports ethical rules,
- To set an example for the implementation of ethical rules with his/her behaviors, to inform his/her employees about ethical rules,
- Supporting employees to submit questions, complaints and notifications related to ethical rules,
- When consulted, he/she is responsible for giving guidance on what needs to be done, taking into account all notifications submitted and submitting them to the Ethics Committee as soon as necessary, ensuring that the business processes under his/her responsibility are structured to minimize the risks related to ethical issues, and applying the necessary methods and approaches to ensure compliance with the ethical rules.



If our employees learn that the Code of Business Ethics or the legal regulations to which our company is subject are required, they are obliged to report this primarily to their direct managers or to the Human Resources Department or the Ethics Committee. The notifications made are finalized and decided in accordance with the internal functioning and procedures of the company. Those who violate the Code of Business Ethics or our company's policies and procedures are treated according to the Disciplinary Management Procedure.

Disciplinary management sanctions are also applied to people who approve, direct, or are aware of inappropriate behavior and acts that cause violation of the rules and do not make the necessary notification appropriately. In addition, those who make any complaints and reports or who behave negatively towards those who help during the evaluation are not tolerated in the same way.

Non-compliance with the Business Ethics and Code of Conduct is resolved within EAE Elektrik's Ethics Committee. The Ethics Committee has been established in order to resolve conflicts of interest within the scope of EAE Elektrik's Business Ethics and Code of Conduct and to evaluate the notifications sent to it regarding the violation of ethical rules.

Our employees and all our stakeholders can apply directly to the Ethics Committee by email to ELK.EtikKurul@eaegroup.com

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ETHICS COMMITTEE WORKING PRINCIPLES

- Notices and complaints and the identity of those who make notifications or complaints are kept confidential.
- Everyone who reports to the Ethics Committee is under the protection of the Ethics Committee due to these notifications and cannot be subjected to acts such as pressure, discrimination and mobbing.
- The Ethics Committee carries out the evaluation as much as possible within the rules of confidentiality.
- It has the authority to request the information, document and evidence related to the examination directly from the existing unit.
- It may examine any information and documents it has obtained only limited to the subject of the evaluation / complaint.
- The evaluation process shall be recorded in the written report from the beginning. Information, evidence and documents are attached to the minutes.
- The minutes are signed by the president and members.
- The evaluation is handled immediately and the result is reached as quickly as possible.
- The decisions taken by the Board shall be implemented immediately.
- The relevant departments and authorities are informed about the result.
- The chairperson and members of the board act independently and unaffected by the hierarchy within the organization and the line managers to whom they are affiliated when carrying out their duties on this issue.
- They cannot be pressured and encouraged about the subject.
- If the Board deems it necessary, it may apply for expert opinion and take measures that will not violate the confidentiality principles during the evaluation and benefit from experts.
- The evaluation is carried out according to the "Disciplinary Management Procedure".

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With the awareness of our tax liability that provides social security, we have a taxation approach that is carried out in line with consistent, ethical, transparent, reliable and sustainable principles.

TAXES

With the awareness of our tax liability that provides social security, we have a taxation approach that is consistent, ethical, transparent, reliable and sustainable.

Our Senior Management carries out all its legal obligations (declaration, tax, legislation) in a timely manner. We follow the national and international legal regulations up-to-date. Our financial statements, financial statements and financial data are fully certified by the audit firms and are within the scope of independent audit. As a full certification and independent audit, our two external audits are carried out annually by independent external audit companies. In the audits, the processes and documents subject to the formation of all our financial statements are also examined.

Internet banking is paid through the interactive tax office on the day of the payments accrued to our company. In cases where we need to meet with the tax office we are affiliated with, we communicate both by phone and face-to-face.

As EAE group of companies, we show the highest level of sensitivity in terms of taxation for the development of our country within the scope of our social responsibilities. We do not have any unpaid or structured debts. By providing tax-compliant taxpayer conditions, we benefit from various discounts and incentives provided by our state.



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Our management systems contribute to effective data monitoring, risk management, strategy planning, goal setting and sustainability studies.

3.5. INTEGRATED MANAGEMENT SYSTEM AND OUR DOCUMENTS

We continue our production activities and services with the Integrated Management System approach in accordance with ISO 9001 Quality Management, ISO 14001 Environmental Management, ISO 14064-1 Greenhouse Gases Management System, ISO 45001 Occupational Health and Safety Management, ISO 10002 Customer Satisfaction Management, ISO 50001 Energy Management System and ISO 27001 Information Security Management System standards.

Within the scope of our Integrated Management System, we see the continuous protection of the environment we are in and the improvement of its conditions as our primary duty. We know that the international prestige of the EAE brand gains value with the efforts of all our employees and we adopt each of our employees as members of the EAE family. We constantly increase the quality of our products according to the requirements of the time, and we consider the maximum level of customer satisfaction as the basic requirement of our priority management system policy. We consider our information assets as an element of respect towards our employees, suppliers and customers and ensure that our information is clean, safe and accessible by managing all kinds of risks.

Our Integrated Management

- We continuously increase the environmental performance of all the products we produce in the production and after-sales process and raise awareness of our employees to reduce environmental risks.
- We carry out the necessary works for the preservation, recovery and minimization of wastes of existing natural resources.
- We support the supply of energy-efficient products and services and energy-efficient designs that affect energy performance.
- We calculate our greenhouse gas emissions and carry out studies to reduce our greenhouse gas emissions in line with national and international targets.

- We fulfill the current legal obligations that concern our company completely and continuously and ensure our compliance with the contracts.
- We are transparent and open to public information in all our practices.
- We provide all the resources necessary for our employees to spend their work in safe environments and to protect their physical and mental health and integrity, and we take all foreseeable measures.
- With continuous trainings, we ensure that our employees actively participate in the implementation of the system and continuous development by increasing their knowledge and awareness about Integrated Management Systems.
- In emergency and abnormal situations, we make the necessary preparations and take measures to ensure the health and safety of our employees.
- We are working to ensure customer satisfaction at the maximum level by continuously increasing the quality of service.
- We work together to increase the quality levels of our suppliers.
- We determine the resource needs and ensure their optimum use.
- We fulfill the requirements of the Integrated Management Systems we have established and ensure their continuous improvement.
- We evaluate the risks that may threaten information assets and take measures and determine business strategies in this regard.
- We provide the necessary infrastructure and take the necessary security measures in order to ensure that the information services used in the realization of our corporate activities continue indefinitely and that access to personal and private data can only be accessed by authorized persons.

OUR MANAGEMENT SYSTEMS CERTIFICATES

CERTIFYING COMPANY	ISO STANDARD	ADDRESS OF CERTIFICATION	CERTIFICATE REGISTRATION NO	CERT. EXPIRY DATE
TÜV AUSTRIA	TS EN ISO 9001:2015 Quality Management System	HQ+ K1 Branch: Akcaburgaz Mahallesi 3114. sokak No:10 TR- 34522 Esenyurt/Istanbul/Turkey	2010065012960	13.5.2023
		Dilovası Busbar Branch(DL3): OSB Mah. 6. Cad.Fabrika Binası A Blok No:6A TR-41455 Dilovası/Kocaeli/Turkey		
		Dilovası Cable Trunk Branch(DL1): OSB Mah. 6. Cad. 8.sokak No:2 TR-41455 Dilovası/Kocaeli/Turkey		
TÜV AUSTRIA	ISO 10002:2014 Customer Satisfaction Management	HQ+ K1 Branch: Akcaburgaz Mahallesi 3114. sokak No:10 TR- 34522 Esenyurt/Istanbul/Turkey	TR-CS-300	6.5.2013
		Dilovası Busbar Branch(DL3): OSB Mah. 6. Cad.Fabrika Binası A Blok No:6A TR-41455 Dilovası/Kocaeli/Turkey		
		Dilovası Cable Trunk Branch(DL1): OSB Mah.6. Cad. 8.sokak No:2 TR-41455 Dilovası/Kocaeli/Turkey		
TÜV AUSTRIA	TS EN ISO14001:2015 Environment Management System	HQ+ K1 Branch: Akcaburgaz Mahallesi 3114. sokak No:10 TR- 34522 Esenyurt/Istanbul/Turkey	2010465012961	14.5.2023
		Dilovası Busbar Branch(DL3): OSB Mah. 6. Cad.Fabrika Binası A Blok No:6A TR-41455 Dilovası/Kocaeli/Turkey		
		Dilovası Cable Trunk Branch(DL1): OSB Mah.6. Cad. 8.sokak No:2 TR-41455 Dilovası/Kocaeli/Turkey		
TÜV AUSTRIA	ISO 14064-1:2018: Greenhouse Gases Management System	Dilovası Busbar Branch(DL3): OSB Mah. 6. Cad.Fabrika Binası A Blok No:6A TR-41455 Dilovası/Kocaeli/Turkey	20000220007573	28.08.2023
		Dilovası Cable Trunk Branch(DL1): OSB Mah.6. Cad. 8.sokak No:2 TR-41455 Dilovası/Kocaeli/Turkey		
TÜV AUSTRIA	TS EN ISO 50001:2018 Energy Management System	HQ+ K1 Branch: Akcaburgaz Mahallesi 3114. sokak No:10 TR- 34522 Esenyurt/Istanbul/Turkey	TA270223014021	8.3.2023
		Dilovası Busbar Şubesi(DL3): OSB Mah. 6. Cad.Fabrika Binası A Blok No:6A TR-41455 Dilovası/Kocaeli/Turkey		
		Dilovası Busbar Branch(DL3): OSB Mah. 6. Cad.Fabrika Binası A Blok No:6A TR-41455 Dilovası/Kocaeli/Turkey		
QS Certification	ISO 45001:2018 Occupational Health and Safety Management	Dilovası Cable Trunk Branch(DL1): OSB Mah.6. Cad. 8.sokak No:2 TR-41455 Dilovası/Kocaeli/Turkey	10975	11.9.2023
		HQ+ K1 Branch: Akcaburgaz Mahallesi 3114. sokak No:10 TR- 34522 Esenyurt/Istanbul/Turkey		
		Dilovası Cable Trunk Branch(DL1): OSB Mah.6. Cad. 8.sokak No:2 TR-41455 Dilovası/Kocaeli/Turkey		
CI CERT Certificate	ISO/IEC 27001:2013 Information Safety Management Systems	Dilovası Busbar Brdsanch(DL3): OSB Mah. 6. Cad.Fabrika Binası A Blok No:6A TR-41455 Dilovası/Kocaeli/Turkey	CI/ISO63	29.7.2023
		Dilovası Cable Trunk Branch(DL1): OSB Mah.6. Cad. 8.sokak No:2 TR-41455 Dilovası/Kocaeli/Turkey		



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3.6. OUR COMMUNICATION AND MEMBERSHIPS WITH OUR STAKEHOLDERS

With the products we offer and the sustainability-oriented institutionalization approach, we aim to create positive effects in the long term in all circles of our value chain and all social layers in our operation areas.

We attach importance to the principles of transparency, honesty and openness in all our processes in which we interact by actively communicating with our stakeholders. We evaluate the demands and expectations specific to the stakeholder groups covering all the social factors we interact with in all the countries where we operate in our national and international operations, and we handle the opinions and suggestions of our stakeholders on sustainable development with precision through the regular communication channels we have determined.

We are inspired by our stakeholders in determining our sustainability priorities, creating our projects compatible with sustainability policies, developing sustainable products, optimizing production factors, quality, trust and satisfaction, business continuity implementation processes and implementing our new investment projects.

Through our annual reports, corporate website, social media channels, newsletters and digital marketing presentations, we provide comprehensive and up-to-date information to all our stakeholders and ensure that our stakeholders are informed about the effects of our activities.



Stakeholder Group	Communication Method	Comm. Frequency
Employees	Online live broadcasts, video messages, employee volunteering activities, field visits, satisfaction surveys, newsletters, Internet portal, events, OHS Board meetings, sustainability reports, regular employee information e-mails	Continual
Public Institutions	Meetings and conferences, activity and sustainability reports, website, one-to-one meetings, Kep, E-Mail system	Weekly
Distributors and Dealers	Online live broadcasts, video messages, one-to-one interviews, sustainability reports, website	Continual
Suppliers	One-to-one interviews, audits and trainings, activity and sustainability reports, website,	Continual
Associations and NGOs	Participation in cooperation meetings and working groups, seminars and conferences, sustainability reports, website, one-on-one meetings	Monthly
Shareholders	General Assembly meetings, special case explanations, one-on-one meetings and correspondence, conferences, intermediary institution/bank reports, periodic information, activity presentations, sustainability reports, website, stakeholder analysis studies	Continual
Universities	Internship programs, career days, scientific conferences, website, sustainability reports, national and international competitions	Continual

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STAKEHOLDER OPINIONS

Gazi Metal Mamulleri Sanayi ve Ticaret Anonim Şirketi: The value chain created by EAE Elektrik is the determinant of quality and satisfaction in our sector. We have been actively cooperating with EAE Elektrik for 10 years. Taking action quickly in case of any disruption that can be experienced by establishing close relations in the procurement process provides high satisfaction. Making institutionalism a culture is a very important achievement of EAE Elektrik in terms of sustainability. We clearly observe the benefits of this culture both on the client side and on the supply side. We have a smooth and continuous cooperation in procurement operations, ordering, product acceptance and financing for a long time. Since we are familiar with EAE Elektrik products in this process, the quality of the products, product after-sales services and providing customer support until the end of the product consumption life form the basis of EAE Elektrik's success. In addition, its rich product portfolio and brand awareness have made EAE Elektrik a leading company in its sector. On the environmental side, while the danger posed by climate change is increasing day by day, the environmental respect projects carried out by EAE Elektrik, the calculation and neutralization of carbon emissions are exemplary sustainable practices that are expected to lead the sector. In addition to the studies it carries out, EAE Elektrik develops and disseminates its vision with the goals it has determined in order to achieve a sustainable world.

EAE ITALY: We have been working as a sister company of EAE Elektrik for more than 25 years and we have been positioned in our regional market under the name of EAE ITALY since 2007. Our products are offered to customers in a format suitable for the understanding of quality service, in a wide portfolio and with an advanced marketing-distribution network. We are in effective competition with the companies in the sector, however, we carry the margin of EAE Elektrik products in the market to higher levels day by day. In northern Italy, EAE products have found a place at the top of the producers' pyramid. In other regions, EAE Elektrik is rapidly increasing its market share. Our most



important benefit in the sector is the importance of busbar technology. is awareness. What makes EAE Elektrik's activities in Italy strong is that we support the product and service quality we offer with a structure consisting of two engineering departments, a project managers' office and a logistics department. With the presence of core trade associations (ANIE, IDA) as well as the marketing office, EAE Elektrik is seen as a strong guide from a technical point of view. Working with high precision in design analysis makes EAE Elektrik a market leader. EAE Elektrik, which exhibits a very sensitive attitude within the framework of respect for the environment and nature, has solved the transition process to a sustainable world professionally, strongly and quickly. Carbon transparency and elimination of carbon emissions, which is one of the undeniable issues within the scope of sustainability, are very important. It is very proud that EAE Elektrik has worked diligently and taken immediate actions in this regard. I believe that the continuation of studies in this context will contribute positively to the environment and natural resources.

Teklas Kauçuk San. ve Tic. A.Ş. (USA): The busbars produced by EAE Elektrik enable fast and easy growth by facilitating our operations with more flexible designs in our installation activities. It contributes economically to both customers and the industry as it requires less maintenance than standard cables. Quality and long-term-use products contribute to the sustainable growth of our businesses. For machines, the quality and longevity of power transmission products is important to us. For this reason, we are pleased to use EAE Elektrik's products for more than 10 years. Thanks to EAE Elektrik's reliable products, especially busbars, there was no problem. Despite

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its strong competitors thanks to its high performance and efficient products, EAE is at the forefront of the electricity sector. In addition, the need for electricity transmission is increasing in the electric vehicle production team, which has become widespread within the scope of combating the climate crisis. I believe that EAE Elektrik's knowledge in the construction sector can also contribute to the electric automotive sector. The meticulous continuation of EAE Elektrik's ongoing efforts to detect and eliminate carbon emissions, as well as the quality of EAE Elektrik's electricity transmission products, makes EAE Elektrik a leading company in its sector. Thanks to energy efficiency projects in the framework of respect for nature and the efficient use of raw material resources, EAE Elektrik continues to provide a strong sustainable world service.

Madeş Metal Sanayi ve Ticaret Limited Şirketi: We regularly supply galvanized sheet metal and dkp sheet metal to various stages of EAE Elektrik's production functions. We are pleased to establish transparent communication with EAE Elektrik to reach mutually rapid solutions within the scope of all our operations and all our units. EAE Elektrik will both leave a sustainable legacy to the future and lead the stakeholders in its sector by producing innovative and effective solutions with high added value in social, environmental and managerial areas in order to contribute to a sustainable world by being aware of the effects and importance of the climate crisis. Together with their meticulous work on natural resources such as water and raw materials, we are proud to contribute to the green transformation of our country with our business partner, who carries out emission reduction studies focused on energy management and makes maximum efforts to become a carbon-neutral industrial organization.

Çınar Boru Profil Sanayi ve Ticaret Anonim Şirketi: We supply cable ducts and lighting products from the banana EAE Elektrik company, with which we have been cooperating for 15 years. We believe that EAE Elektrik, which enables us to supply easy, fast and practical products through high level product tracking systems and traceability applications with its quality product understanding, will maintain its leading presence in the sector for a long time. The value chain established by EAE Elektrik, which has a vision

integrated with emission targets and studies based on science and social development, is at the forefront with its strong sustainable supply understanding. Being a company that has developed itself in terms of quality monitoring, product diversity and branding and continues to develop with an open approach to innovation; In addition, it has established a strong sustainability vision and carried out effective studies, making EAE Elektrik a pioneer company in the sector. EAE Elektrik, which demonstrates its quality with the products it produces, serves a sustainable future by creating a science-based vision in the face of the problems of our age with its attentive and sensitive attitude in its products. EAE Elektrik, which carries out innovative and effective studies on water management, raw materials and energy, constitutes a pioneering vision by making a deep effort to develop sensitive solutions on the subject by calculating the profit-bon footprint in detail.

Atakaş Çelik Sanayi ve Ticaret Anonim Şirketi: Within the scope of our procurement activities in the steel sector, we have established an effective and solid cooperation with EAE Elektrik for many years. EAE Elektrik, which has a sustainable supply approach, is among the leading companies in the sector with its strong steps in terms of institutionalization and branding with its quality products and quality services, and its innovative and beneficial service approach. We are proud to work with a company that carries efficiency to the upper class with science-based decarbonization projects, aware that we need to leave a livable world for future generations. Preventing hazards in order to prevent human and industrial disasters EAE Elektrik, which determines its impact on nature and focuses on solutions at this point, is one of the important companies that should be appreciated for its service to society and the environment in addition to its customers.

Ayda Elektrik Müh. San. ve Tic. Ltd.Sti.: We have been selling EAE Elektrik products for more than seven years. Being customer-oriented with product and service quality, approaching advanced customer experience in which problems are solved instantly, having products of universal quality and standards, and working the positive attitudes of our company and the customers we work with draw attention. EAE Elektrik products have attracted great interest and attention in our sector. We are proud of the strong production network established by EAE Elektrik as a 100% domestic company.



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Our membership and collaborations are closely related to our strategic goals. We have memberships in associations and organizations focused on different fields that contribute to sustainability issues and performance. In the national field, Istanbul Chamber of Commerce, Istanbul Chamber of Industry, Kocaeli Chamber of Industry, Gebze Chamber of Commerce, Bursa Chamber of Commerce and Industry, Ankara Chamber of Commerce, Izmir Chamber of Industry, Istanbul Minerals and Metals Exporters' Association, Turkish Exporters' Assembly, Electrical Installation Engineers' Association and Republic of Türkiye We are an active member of the Message Management System, Electronic Commerce Information System, Support Management System within the Ministry of Commerce.

We support our presence in the organizations we are a member of with studies within the framework of our priority sustainability issues. We share the knowledge, projects and experiences we have gained within the scope of our sustainability committee and sub-working groups transparently with our sector and trade network within the framework of our memberships, and we aim to be more effective every year to accelerate sustainable development in the sector-museum.



We participated in the Türkiye Circular Economy Platform, which was established by the Sustainable Development Association (SKD Türkiye) and the European Bank for Reconstruction and Development (EBRD) in 2022 to meet the need for information and resources in the field of circular economy, to provide death mechanisms, to provide technical grant supports and to provide cooperation opportunities.

We continue our efforts to become a signatory member of the Science-Based Targets (SBTi) and Carbon Disclosure Project (CDP), which develop effective practices in climate change prevention and adaptation in the international arena, in 2023 and to increase our compliance with the global decarbonization vision.



3.7. OUR AWARDS

RDCONF R&D and Innovation 2022

We were happy to receive the “Best Project in the Electric-Electronics Sector” award at the RDCONF R&D and Innovation Awards 2022. (14-12-2022)

R&D, Design Centers and Technology Zones Summit 2022

EAE Makina, one of our Group Companies, was awarded the second prize of Group A Design Center in 2022 within the scope of the “R&D and Design Centers and Technology Development Zones Summit” event held for the 9th time in Izmir on 22 December 2022.

RDCONF R&D and Innovation 2021

We were happy to receive the “Best Electricity Sector Project” award at the RDCONF R&D and Innovation Awards 2021. (17-01-2022)

8. Türkiye Innovation Week 2020

Türkiye Innovation Week, organized by the Turkish Exporters Assembly for the 8th time, was held between 25-26 December 2022 under pandemic conditions. As EAE Aydınlatma in Ino-valIG organization, we received our “Innovation results category third prize” from Minister of Industry and Technology, Mr. Mustafa Varank.



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SUSTAINABILITY MANAGEMENT AT EAE ELEKTRİK

Within the scope of the goal of supporting sustainable development and green transformation, measuring, evaluating and managing all kinds of economic, environmental and social impacts arising from our sustainability practices is the primary governance element for EAE Elektrik. With our national and global operations, we act diligently in the analysis, monitoring and management of economic, environmental, social impacts and risks along our value chain

4.1. OUR SUSTAINABILITY POLICY

By putting sustainability at the center of our business strategies, we are committed to contributing to the sustainable development of our country, reducing the economic, environmental and social impacts arising from our operational activities and the associated risks, creating lasting value for our stakeholders and leaving a sustainable world for future generations.

Our Sustainability Policy was published in 2022 with the approval of our Board of Directors. This policy is regularly reviewed by our Sustainability Committee, at least once a year, in the light of current requirements and changes in our operating conditions. Updates/revisions deemed necessary are approved and put into effect by the Chairman of the Board of Directors with the recommendation of the Sustainability Committee. Our policy is made available to all our stakeholders through our corporate website, as well as to all our employees through our corporate intra-net site-QDMS.

Our sustainability policy includes the basic principles and principles that lead our sustainability activities in line with our vision of transition to a low-carbon economy and green transformation.

- We integrate our management approach, operational activities and future goals with the UN Sustainable Development Goals, relevant sub-goals and European Green Deal achievements, and ensure compliance with global sustainability standards and ESG criteria by working in line with international corporate sustainability principles and sustainability taxonomies.
- We are working to maximize our sustainability performance in line with our vision, mission and values.
- Through the democratic decision mechanisms in our Sustainability Committee, which has direct representation and voting rights in our board of directors, we determine and monitor all our work within the scope of sustainability as effective, compassionate and participatory, and we carry out actions on our sustainability focus issues by sub-work groups and task force groups.
- With our sustainable investments, we both adopt a green transformation-oriented growth strategy and aim to realize environmentally and socially sensitive and responsible production by reducing our economic, environmental and social impacts and risks arising from our operational activities.
- While securing product quality and safety with international standards with our vision of being the leading company in our sector, we aim to create long-term value for all our stakeholders, to develop R&D-oriented, energy-efficient, safe, sustainable products with high product quality and to be ready for green transformation with innovative technologies and methods.
- Within the scope of Net-Zero Emission and 1.5°C target, we carry out life cycle analyzes by calculating the carbon footprint of our products. We carry out carbon-neutralization studies to reduce the effects of our products on climate change.
- We contribute to the sustainable development of our sector with our employment and domestic-foreign trade volume.
- We pay due attention to stakeholder participation and the needs and expectations of our consumers/customers and aim to keep consumer/customer satisfaction at the highest level.
- In order to make sustainability a criterion in the selection of our suppliers, we take a fair, honest, transparent and impartial approach that respects human rights.

- We integrate the concepts of sustainability and green transformation with our corporate culture, and at the same time, we work to spread them throughout our value chain.
- Respecting human rights, inclusive, diverse, participatory, fair and defending equality of opportunity not only our employees, but also our suppliers, customers and all we aim to increase the awareness of our stakeholders on sustainability.
- By integrating risk management into all our business processes in a holistic way, financial, we evaluate all kinds of rational, strategic, legal and outsourced risks.
- We take into account the effects of climate change on economic, environmental and social well-being and the associated risks and opportunities and contribute to the global transition to a low-carbon economy.
- In line with our country's 2053 net-zero emission target, green development vision and circular economy principles, we envisage increasing our energy/resource efficiency, renewable energy, recycling and recovery investments.
- Throughout our own operations and value chain, we do not tolerate human rights and/or anti-competitive behavior, bribery and corruption in any way. Where relevant, we act within the framework of our policies.
- Considering the satisfaction of our employees, we offer an inclusive working environment that respects human rights, is participatory, diverse, fair and offers equal opportunities, and we strictly reject any discrimination in accordance with our ethical principles. We aim to contribute to the success of our employees with a fair reward and performance system.
- We adopt national, international and sectoral regulations in the field of Occupational Health and Safety, provide a healthy and safe workplace environment for our employees, implement regular training and information activities and take the necessary measures.
- We aim to provide added value to society by developing social accountability projects that support sustainable development.
- We closely follow the work of national and international initiatives related to sustainability and attach importance to being included in such cooperation platforms. We share experiences with our stakeholders, especially sector representatives, universities, public institutions/organizations and non-governmental organizations.
- We share our sustainability performance transparently with all our stakeholders through our corporate website and take into account all kinds of opinions and suggestions.
- Within the scope of global trade and financial markets, we periodically carry out sustainability reporting activities in order to expand our reporting activities determined in international standards in our value chain, to harmonize with ESG criteria, to maximize our corporate sustainability performance and to ensure our compliance with international sustainability standards, and we present our reports to our stakeholders for evaluation through active communication channels.
- We carry out studies to reduce the amount of water use and the amount of discharged wastewater on a resource basis and to increase water use efficiency.
- Within the scope of sustainable packaging management, we work with the aim of reducing the amount of packaging waste arising from our products and the weight of packaging materials and increasing the recycling rate.
- Within the scope of R&D studies, we prioritize sustainable product design.
- We closely follow the innovations and developments in information security and continuously improve our processes. We attach importance to the information privacy and protection of private information of our employees, customers/customers and stakeholders in our activities and business relations.



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The EAE Electricity Sustainability Committee, **which works in coordination with all our affiliates in order to make our sustainability policy an important part of our corporate strategy and to accelerate our green transformation process**, started its work in 2022.

4.2. SUSTAINABILITY MECHANISMS

As a result of analytical examinations in line with the conditions of our sector, our position in global trade, our product range and international sustainability requirements, we determined the structure and functionality of our sustainability committee. We have structured our sustainability committee as an effective and strategic decision-making mechanism under the supervision of the EAE Elektrik Board Chairman Assistant, who is represented at the EAE Elektrik Board level.

The Sustainability Committee, established in an inclusive and multi-layered structure with the participation of our employees determined according to seniority, expertise and training criteria, which are the units that intersect sustainability elements functionally, is directly responsible for managing our corporate sustainability strategy in line with our 2023-2025 and 2030 goals, measuring, evaluating and auditing the environmental, social and economic impacts arising from our sustainable activities, and ensuring data/information flow.

Our sustainability committee can be chaired by executives with the titles of Member of the Board of Directors and General Manager, who have direct responsibility in the board of directors within the scope of sustainability management. The administrative definitions, duties and responsibilities, membership requirements, the formation of the committee, the frequency of meetings and reporting of our sustainability committee have been determined by the "Sustainability Committee Working Regulation" and integrated into our quality management system. Our Sustainability Committee Chairman is responsible for following the practices, decisions and requests within the committee, submitting these practices, decisions and requests to the Board of Directors, examining the issues presented and deciding at the board level. Our Sustainability Leader, who ensures the functioning of the committee, is responsible for directing the work of the

committee in line with the goals and performance criteria, fulfilling the duties of our committee and carrying out sustainability practices in a coordinated manner. Sustainability Experts within our committee are responsible for organizing committee meetings, attending committee meetings is responsible for creating the report, ensuring the flow of numerical data and qualitative information between the committee and other stakeholders, creating the data skeleton during sustainability reporting and performance monitoring, and archiving the results of sustainability practices. Working Groups and Committee Members established within our Committee are responsible for the implementation of sustainability practices in priority sustainability areas, the proposal of visionary sustainability practices to the committee, their design, execution, audit and reporting to our committee. Working groups and committee members formed in accordance with our sustainability strategy report their activities directly to the Sustainability Leader.



Board of Directors

Chairman of the
Sustainability CommitteeRisks and Opportunities
Strategic Task Force

Consultant

Sustainability Leader

Sustainability Reporting and
Performance OfficerHealth, Safety,
Environmental
Implementation Force

- R&D, P&D, Innovation Ecodesign
- Product quality and customer satisfaction
- Raw material, Waste Zero waste
- Recycling Sustainable supply chain and logistics
- Digitalization and traceability

Sustainable Product and
Circularity Working Group

- Decarbonisation and reduction of emissions
- Energy efficiency
- Water management and water use efficiency
- Biodiversity and environmental studies
- Emergency applications

Working Group on
Combating Climate
Change

- International compliances
- Market presence and participation in global markets
- Sustainability networks
- Sustainable finance studies
- Anti-competitive contractions and anti-corruption, ethics, compliance

Finance, Compliance and
Sustainability Networks
Working Group

- Occupational health and safety
- Equal opportunity, diversity and HR practices
- Public relations, NGO, etc.
- Stakeholder engagement
- Gender equality

Social Responsibility
Working Group



DUTIES AND RESPONSIBILITIES OF THE SUSTAINABILITY COMMITTEE

- To ensure that the sustainability strategy and policy is aligned with EAE Elektrik strategies,
- Monitoring and monitoring existing processes, practices and projects for the implementation of strategies and policies approved regarding sustainability, setting targets for performance measurement and reporting the data and information provided by the relevant units,
- To follow the current developments related to sustainability and to make recommendations for the development of existing strategies, policies and practices in this direction,
- To ensure the communication of sustainability strategy, policy and practices to be adopted by the stakeholders of our company, to organize the necessary trainings on the relevant issues and to ensure the coordination of stakeholder participation on the issues deemed necessary,
- To ensure that reviews and improvements are made regarding the determination, measurement, follow-up, recording, audit, reporting and public disclosures of environmental, social and economic risks and impact dimensions covering climate change, carbon management and circularity,
- To monitor market-product changes, laws and regulations in the field of sustainability in the countries where EAE Elektrik operates and to ensure the compliance of business processes with these regulations,
- To ensure the evaluation and adaptation of data collection, analysis and digitalization applications to the business in order to compile, analyze and use the data within the scope of sustainability in business processes,
- To carry out governance activities with national and international policy-making organizations within the scope of sustainable development, including NGOs, to carry out membership, declaration and reporting processes to these organizations,
- Determining sustainability-oriented qualitative and quantitative evaluation criteria in all circles/components of the market, marketing, customer satisfaction, logistics and supply chain,
- To make suggestions to the Board of Directors for investment, project and improvement activities by evaluating the potential of benefiting from national and international fund supports in the titles of new generation ecological and technological sustainability and its applicability to business processes by coordinating with the R&D Center,
- To ensure that an information report containing the following sub-headings is prepared while making investment, project and improvement suggestions to the Board of Directors,
- Ensuring that a project evaluation report is prepared every two months for projects lasting more than six months and submitting it to the Board of Directors.
- For the writing of the Sustainability Report (GRI Standards), it is to work in full coordination and effective communication with the consultant company or companies in data collection, data consolidation, graphic visualization, web application, digitization, promotion, dissemination and editorial processes.

4

RISK AND OPPORTUNITIES STRATEGIC TASK FORCE

The Risks and Opportunities Strategic Task Force submits evaluations of climate change impacts, sustainability practices, fair transition mechanisms and climate adaptation approaches within EAE Elektrik to the board of directors together with its specific strategic elements (risk and opportunity distribution). It directs the sustainability committee leader and the working groups within the scope of the committee to create an action plan in line with the strategies. Submits investment and budget evaluations for priority actions and projects to the board of directors. Board member representation leads the strategic risks and opportunities task force, ensures the control of the effects of risks and opportunities, examines EAE Elektrik's sustainability reports and derivative data, and ensures that the indicators for periodic performance development are observed by the board of directors. Determines the harmonizing corporate approaches in line with the management principle with objectives in order to translate the transition plans to all units of the company. It monitors the periodic and financial weight of climate change in corporate risk management functions, presents the details of investment plans to the board of directors and provides representation by reviewing the development plans of critical suppliers on climate adaptation, determining the intersections in strategic goals that ensure the compatibility of the product and business development directorate and the R&D directorate's goals with the climate goals

The Risk and Opportunities Strategic Task Force, which is designed as a high-level institutional mechanism in which climate and sustainability issues are taken into consideration, has the functions of directing business strategy, directing risk management policies, directing annual budgets, determining performance targets, monitoring/auditing the implementation of the transition plan, reviewing R&D and innovation priorities, and evaluating the development plans of critical suppliers on climate adaptation.

The Risk and Opportunities Strategic Task Force is responsible for conducting analyses

of risk-opportunity areas related to climate change and sustainability, ensuring the dissemination of risk-opportunity areas at the level of units, global, regional, sectoral risk analysis and climate adaptation.

Responsible for following up the outlook reports (IEA, UNEP-FI, UNGC, SBTi, IPCC), establishing action plans at unit level for localization of post-analyses climate scenarios, strategically examining local, regional and national approaches to climate change impact in the current value chain. Climate-related strategies, strengths and weaknesses, action plans, strategic planning, performance evaluation and fund management recommendations are discussed in this committee and presented to the board of directors. The proposals for the feasibility of active projects of the task force and the sustainability committee working groups and access to funding sources are carried out simultaneously as co-chairmen in both mechanisms. The task force reports directly to the board of directors and the chairman of the sustainability committee on a quarterly basis.

The Risk and Opportunities Strategic Task Force is led by the members of the Board of Directors, who are directly responsible for the board of directors within the scope of sustainability management, the General Manager Responsible for Sustainability and the Chairman of the Sustainability Committee.

Risks and Opportunities
The decision-making, referral and management role in the Strategic Task Force's Sustainability Committee on climate change analytics, action plans and strategic climate action is included in the committee procedure.



4



AREA OF RESPONSIBILITY OF THE RISK AND OPPORTUNITIES STRATEGIC TASK FORCE

- To ensure that reviews and improvements are carried out regarding the determination, measurement, follow-up, recording, audit, reporting and public disclosures of environmental, social and economic risks and impact dimensions covering the headings of climate change, decarbonization and circularity,
- Determining qualitative and quantitative evaluation criteria focused on decarbonization in all circles/components of the market, marketing, customer satisfaction, logistics and supply chain,
- To make suggestions for investment, project and improvement activities to the Board of Directors by evaluating the potential of benefiting from national and international funding supports in the fields of new generation ecological and technological sustainability and adaptation to climate change and its applicability to business processes by coordinating with the R&D Center,
- To ensure that an information report is prepared with the following sub-headings when making investment, project and improvement suggestions to the Board of Directors:
 - In which areas the investment will be made
 - Approximate cost of the investment
 - Who will play a role in the project
 - Project calendar and road map
 - Final objectives and outputs intended by the project



4

We plan to provide incentives to our employees within 2 years as a result of managing critical issues related to climate and sustainability and achieving the targets.

SUSTAINABILITY MANAGEMENT INCENTIVE MECHANISM

The incentive (and deterrence) mechanism will first be put into effect within the scope of the Risk and Opportunities Strategic Task Force, the sustainability committee and the members of the sub-working group, and the incentive practices will be disseminated to all employees. Rewarding systems will be preferred as incentive mechanisms working in coordination with human resources functions, and distancing and restriction practices will be preferred as deterrent mechanisms.

Rewarding, project fund management and feasibility support and consultancy service procurement increase to high-performing committee members and all company employees who can develop ideas/concepts in climate change prevention and harmonization studies are planned as incentives for system-defined performances. Deterrent measures such as removal from the committee and affiliated working groups and periodic cuts in budget items are considered for committee members who cannot perform within the scope of climate action. It is planned to organize an in-house project/application competition as rewarding activities in order to encourage behavior change. Article writing, participation in scientific meetings, representation and presentation authority in congresses and meetings of international organizations are considered as award mechanisms. After 2 years, according to the sustainability, climate change mitigation and adaptation performance of the balanced scorecards to be created for the processes and units, progress in the level and managerial positions of the process owners within the scope of the long-term and short-term incentive plan, and rewarding success premium (bonus set) at various rates within the scope of maximum bonus will be included in the system. Will be implemented by the Human Resources Unit, will be included in the performance system, and the incentive process will be approved/supervised by the Board of Directors and the Chairman of the Sustainability Committee.



4

As a result of our significance analysis and benchmarking studies, we have created our holistic sustainability strategy for the 2023-2030 period.

4.3. SUSTAINABILITY STRATEGY AND OUR PRIORITIES

In order to be at the forefront of competition in today's dynamic and global markets, all stakeholders strive to integrate sustainability elements with corporate strategies and to take part in the corporate strategies of the sustainable development vision as an integral and central whole.

In order to predict the future of our sector, we have carried out vision determination studies by taking into account the critical links of our value chain. We provided a multidimensional plane to our materiality analysis study by integrating the comparable balance elements and global trends that concern our sector together with the expectations of our stakeholders in our business strategies.



4



SUSTAINABILITY BALANCE

The transformation in the context of sustainability, which has become the most important issue on the agenda of our sector, is an increasingly important global requirement.

We have determined our sustainability priorities with a duty of care approach in line with the positioning of our economic, social, environmental and managerial impact on all our stakeholders, taking into account the GRI 2021 Standards universal reporting compliance and EU CSRD materiality analysis draft guidelines.

In the light of our corporate structure, quality assurance approach, innovative product range, sustainable product development activities in our sector, our distribution network in the global market, our regional sample, national and international benchmarking studies and current reports of global sustainability networks, we have determined analytical factors and created the sustainability elements in our importance analysis.

EAE Elektrik's Sustainability Elements

- Product Quality and Customer Satisfaction R&D, P&D, Innovation and Ecodesign
- Sustainable Purchasing, Logistics and Supply Chain Applications Information Security, Artificial Intelligence and Digitalization Applications
- Emergency and Disaster Management, Resilience Practices
- Zero Waste, Recycling and Circular Economy Practices for Reducing Emissions, Energy Management and Combating Climate Change
- Raw Materials and Natural Resources
- Water Use Efficiency, Water Management Biodiversity and Environmental Studies
- Anti-Competitive Behaviors and Anti-Corruption Stakeholder Engagement and Governance Practices
- Economic Performance, Global Markets and Market Availability International Compliances and Participation in Sustainable Development Networks Occupational Health and Safety
- Gender Equality Practices
- Diversity, Equal Opportunities, Human Resources Practices and Talent Management Public Relations, Social Policies, Civil Society and Local Practices



R&D, P&D,
Innovation and
Ecodesign



Sustainable
Products



Digitalization
and
Information
Security



Ethics and
International
Compliance



Ethics and
International
Compliance



Energy
Management
and Emissions



Sustainable
and
Purchasing



Sustainable
strategy



Stakeholder
Engagement



Corporate
Management



Social
Responsibility



Raw Material
Management,
Wastes and
Circularity

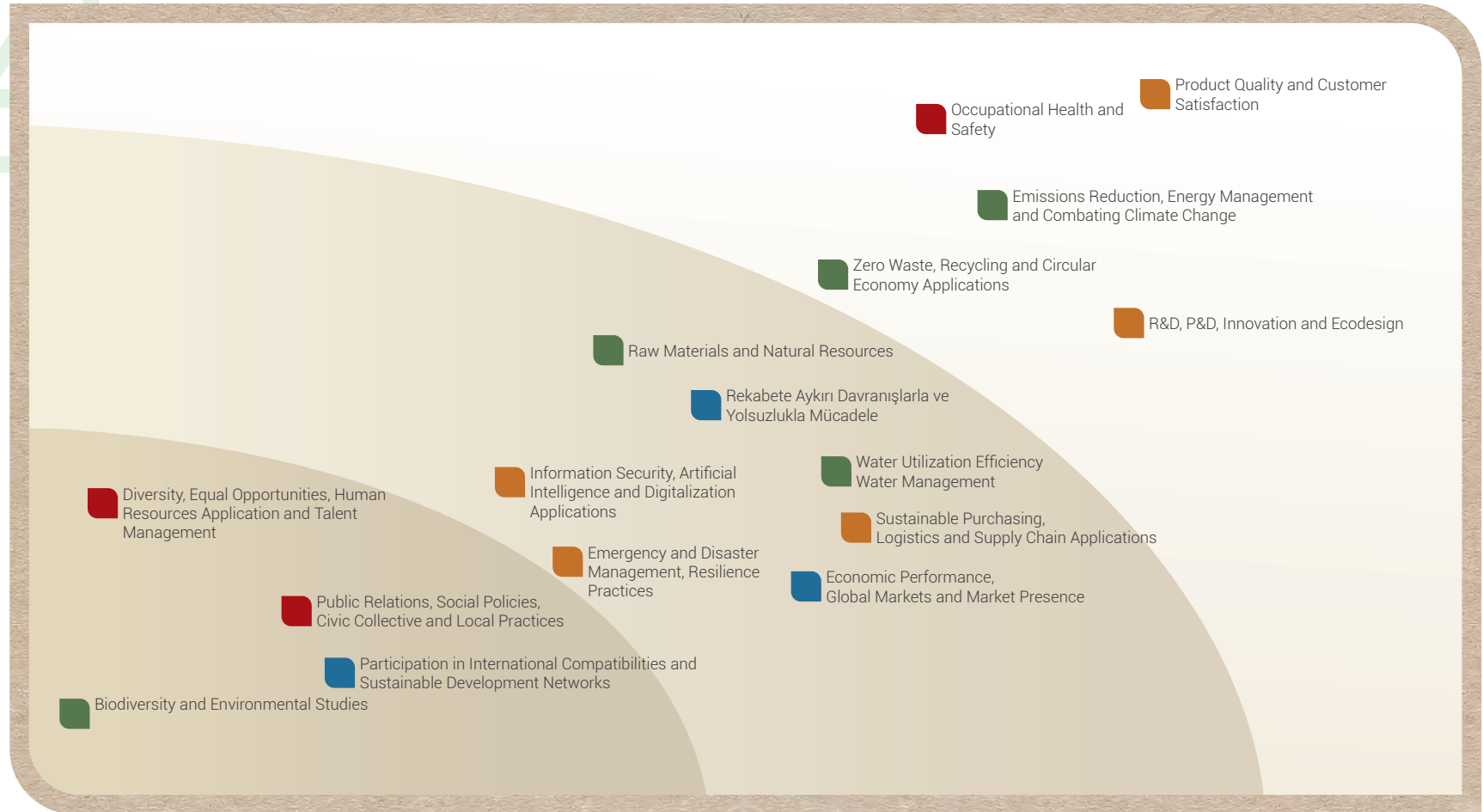


Inclusion and
Diversity




Human
Resources
Practices

Impact on Our Stakeholders




Importance for EAE Elektrik

 Product, Quality and Technology

 Environment and Earth

 Social Responsibility

 Corporate Development

4

While determining our sustainability balance approach, which we support with national and international benchmarking studies in accordance with the principles of stakeholder participation and inclusion, we took into account the opinions of our strategic external stakeholders and employees and determined the analytical position of the sustainability elements by classifying all expectations within the scope of sustainability according to the degree of impact-importance.

When determining our sustainability balance, we take into account the double-importance approaches together with the opinions of all our stakeholders.

In all the surveys and interviews we conducted, the existing internal and external stakeholders of our company were asked to score the sustainability elements (from 1 to 5) according to the impact status of our activities. The sustainability element, which is considered to be highly important/effective, was scored with 5, and the less important/effective element was scored with 1. Within the scope of the first moments principle according to stakeholder distribution and participation, weighting studies were carried out in the scoring results and statistical consistency was observed.

High Priority Subjects

- Product Quality and Customer Satisfaction
- Occupational Health and Safety
- Emissions Reduction, Energy Management and Combating Climate Change
- Zero Waste, Recycling and Circular Economy Applications
- R&D, P&D, Innovation and Ecodesign



4

We adopt a strategic sustainability model in which not only economic values but also environmental and social values are elements of the decision-making mechanism.

4.4. OUR SUSTAINABLE FUTURE PLAN

At the heart of the success we have achieved as the EAE family from the past to the present is our commitment to corporate governance, social awareness, and our ability to act on time in line with our strategic planning with all our stakeholders as a result of the correct analysis of all the links of our value chain and the expectations of our employees.

The risks faced by the global and national market and the economic level differences between the social layers cause the strategic management models of my company to change and the sustainable management practices to develop day by day. We adopt a strategic sustainability model in which not only economic values but also environmental and social values are elements of the decision-making mechanism.

By integrating the 2030 Sustainable Development Goals, which are decisive for the future of our world and humanity, into the strategy development dimensions of our corporate culture, we integrate our strategic approaches and actively contribute to the UN 2030 Agenda with consistent actions and plans in line with our priority sustainability elements and focus studies.

ENVIRONMENT and THE WORLD

Reducing our ecological footprint by prioritizing resource efficiency, securing the future of humanity and the planet.



- Emissions Reduction, Energy Management and Combating Climate Change
- Zero Waste, Recycling and Circular Economy Applications
- Raw Materials and Natural Resources
- Water Use Efficiency, Water Management
- Biodiversity and Environmental Studies

PRODUCT, QUALITY AND TECHNOLOGY

To have a positive impact on the value chain by developing globally compatible product and technology solutions with the vision of Green Development and the goal of a low-carbon society.



- Product Quality and Customer Satisfaction
- R&D, P&D, Innovation and Ecodesign
- Sustainable Procurement, Logistics and Supply Chain Applications
- Information Security, Artificial Intelligence and Digitalization Applications
- Emergency and Disaster Management, Resilience Practices

SOCIAL RESPONSIBILITY

To support social development by promoting a healthy, fair, inclusive and egalitarian life culture in all our fields of activity.



- Occupational Health and Safety
- Gender Equality Practices
- Diversity, Equal Opportunities, Human Resources Practices and Talent Management
- Public Relations, Social Policies, Civil Society and Local Practices

CORPORATE DEVELOPMENT

Ensure full compliance with global just transition mechanisms by mainstreaming an equitable and transparent governance approach across the value chain.



- Anti-Competitive Behaviors and Anti-Corruption
- Stakeholder Engagement and Governance Practices
- Economic Performance, Global Markets and Market Availability
- Participation in International Compatibilities and Sustainable Development Networks

With our sustainability mechanisms, which are at the center of our sustainability committee, we ensure the follow-up of our goals and performance in all areas of work. In line with our holistic strategy, which is prioritized by stakeholder interaction in all areas of our committee, we create orientations in all our business functions to include the themes and responsibilities in our board of directors and carry out effective planning activities in the light of our goals.



DEVELOPER ORIENTATION AND

 DEVELOP	2023-2025 Goals	2030 Goals
Product Quality and Customer Satisfaction	To increase the sustainable transformation capacity with feasibility studies for sustainable products that are compatible with the goal of carbon-neutral societies, have a low ecological footprint, contain innovative energy technologies and have optimum resource use in terms of the sector	Reaching at least 50% of the share of sustainable products in national and international turnover
Occupational Health and Safety	To reduce labor time loss and the number of occupational accidents by expanding the OHS culture to the living spaces of the employees	Reducing the number of occupational accidents by 60% in 2022 (compared to the base year) and being a guarantor of the healthy life of employees and their families
Emissions Reduction, Energy Management and Combating Climate Change	Developing corporate greenhouse gas reduction projection in line with the goal of limiting global warming to 1.5 Degrees and SBTi calculations in order to prevent climate change risks (setting carbon-neutral company target), performing CDP Reporting	To provide at least 30% reduction in Scope-3 emissions and at least 50% reduction in Scope-1 & 2 emissions in compliance with the SBTi methodology (To be a carbon-neutral company)
Zero Waste, Recycling and Circular Economy Applications	Ensuring EU reach and EU RoHS, Dodd-Frank Act compliance in the product range, dissemination of Zero Waste applications in all operation and production areas, 50% reduction of waste to disposal by 2025	Increasing the share of the product range where the circularity approach is applied / developed to 50%
R&D, P&D, Innovation and Ecodesign	As a result of LCA analyzes, to improve the conversion capacity and increase the amount of investment in order to increase the weight of product designs with low ecological footprint in the product portfolio	Reaching at least 50% of the share of sustainable products in national and international turnover
Raw Materials and Natural Resources	As a result of LCA analyzes, to improve the conversion capacity and increase the amount of investment in order to increase the weight of product designs with low ecological footprint in the product portfolio	Ensuring the entire supply of raw materials from the value chain shaped by circular economy components
Anti-Competitive Behaviors and Anti-Corruption	Elimination of nonconformities in activity reports prepared by internal and external audit mechanisms	Minimizing the number of penalties, sanctions or cases determined by national-international ethical mechanisms, including human rights violations.



OUR EMPOWERING ORIENTATION AND GOALS

EMPOWER	2023-2025 Goals	2030 Goals
Stakeholder Engagement and Governance Practices	Establishment of a global and regional impact area of the Sustainability Committee and sub-study expert groups	Achieving policy-making position in sectoral activities in global and regional sustainability approaches
Gender Equality Practices	Increasing the number of women in decision-making mechanisms and subcommittees affiliated to the board of directors to more than 30%	Strengthening the presence of women in modern life determined by the urban agenda in line with the perspective of fair transformation in domestic and international local communities where active activities are carried out
Water Use Efficiency, Water Management	Determining high water stress activity and production areas and increasing water use efficiency	Reduce water consumption by 25% in all water-stressed areas resulting from activities with impact on the supply chain
Sustainable Procurement, Logistics and Supply Chain Applications	Subjecting suppliers to a sustainability-oriented evaluation system in order to minimize ESG risks in all components of the supply chain (Establishing a min %50 active critical supplier evaluation system)	The value chain that has a positive ecological impact in the sector to achieve leadership by covering all
Economic Performance, Global Markets and Market Availability	To ensure full compliance with the green transformation and sustainable finance taxonomy process in the industry, to stay below sectoral ecological limits, to ensure the use/utilization of national-international carbon offset loans	Turning carbon-neutral firm advantages into competitiveness in EU ETS, EU CBAM, NATIONAL ETS and other global trade regulations



OUR PROTECTIVE ORIENTATION AND GOALS

PROTECT	2023-2025 Goals	2030 Goals
Diversity, Equal Opportunities, Human Resources Practices and Talent Management	Making "Equality at Work" certification or egalitarian, inclusive code of conduct statements in Human Resources management	To ensure capacity building for future job descriptions and a fair transition process
Information Security, Artificial Intelligence and Digitalization Applications	Ensuring process integration of traceability, data warehouse creation, cyber security, artificial intelligence and Industry 4.0 applications, covering the entire production and supply chain	Expanding the transition process to Industry 4.0 and digitalization in the value chain
Emergency and Disaster Management, Resilience Practices	Integrate regional and global disaster preparedness action plans into all processes to cover the supply chain	Ensuring compliance with resilient and durable industrial practices determined by the green transformation framework
Participation in International Compatibilities and Sustainable Development Networks	Performing Sustainability Reporting in GRI Standards, having an active presence in UNGC, WBCSD and sub-working groups	Adapt to the external audit process in EU CSRD-ESRS and IFRS-ISSB full compliance standards
Public Relations, Social Policies, Civil Society and Local Practices	Education determined by the modern urban agenda, employability, preparation for digitalization, diversity, poverty reduction and contributing to health and well-being	Develop social practices that are fully compatible with equitable transition mechanisms in the prevention of regional and local risks, including Human Rights and migration policies
Biodiversity and Environmental Studies	Systematize impact assessment processes on environmental surveys and ecosystems in production areas	To implement projects that will prevent biodiversity loss in line with the Green Deal, Green OIZ and other urban transformation visions



5

OUR SUSTAINABLE FUTURE APPLICATIONS

5.1. TECHNOLOGY, INNOVATION AND R&D ORIENTED PRODUCT DEVELOPMENT

Within the scope of EAE Elektrik and our group companies, we have placed R&D activities and culture at the basis of our strategic development plan since our establishment. In our country, the production of Busbar Cable System was first carried out by EAE Elektrik in the 1970s.

We give high priority to our R&D, P&D and innovation studies in order to increase our competitiveness in the national and global market and to prioritize sustainability and excellence in all our operational processes.

We shape our strong position in the market in line with original product designs and developing nationally and internationally needed products. We have determined our R&D mission as designing innovative products with added value to the national and global economy that will guide the electrical equipment and lighting sector.

Our R&D studies consist of offices, laboratories, test and prototype workshops and have a total area of 1462 m2. Within the scope of our R&D Center registered by the Ministry of Industry and Technology of the Republic of Türkiye.

Our R&D center carries out projects to develop advanced technologies with 35 employees consisting of academically equipped researchers, technicians and support teams.

We have determined our short, medium and long-term R&D strategies with our continuous development goal. Due to global climate change, the implementation of activities that reduce the carbon footprint of our products during production and operation and the creation of a sustainable product range suitable for the low carbon



35

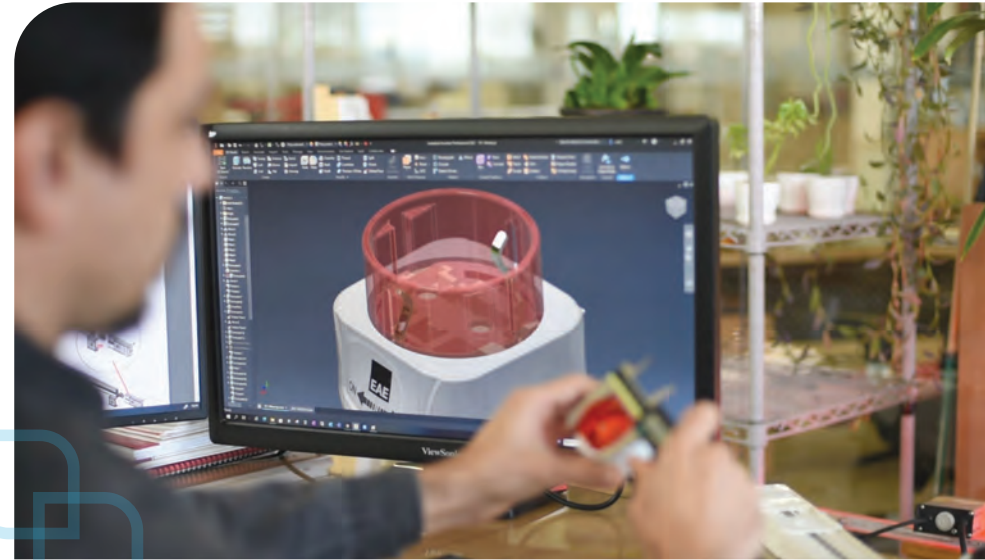
Number of R&D
Center Employees,
2022

5

economy is one of the decisive focus areas where R&D and our sustainability vision meet.

We continuously make improvements and develop methods in order to reduce energy consumption and provide high performance and high efficiency with our R&D team by advancing all our investments product-oriented. With our project teams consisting of competent personnel, we monitor the processes of feasibility, benchmarking, and creating project plans, and carry out our projects with an effective project management approach.

Within the scope of our projects, we follow national and international incentive and support programs by working jointly with specialized academicians and apply for projects periodically. The periodic budget of our advanced technology projects, which are ongoing, started and carried out in 2022, has reached 20.8 Million TL, and the turnover share we have obtained from our new products developed by our R&D center in the last two years has reached 98.5 Million TL. As a result of our patent studies within the scope of our R&D Center, 6 of our brands were registered in 2022 and we have received patent rights by accepting one of our three patent applications. We have carried out four scientific publications accepted in national and international peer-reviewed academic indices.

**57.669.761,82
TL****EAE Elektrik R&D
Expenditure,
2022****6****Number of
Trademarks Registered,
2022**

5

OUR ACCREDITED LABORATORIES

EAE group of companies, which has grown rapidly since its establishment, continues to serve as accredited within the scope of E-LAB Test and Measurement Laboratory and E-LAB Calibration Laboratory.

Our main goals are to expand our scope in the field of Experiment and Calibration day by day with our Quality system, which fully meets the requirements of the TS EN ISO/IEC 17025 standard, in the light of our national and international responsibility with our young, qualified and friendly staff, to aim to increase product reliability and quality with every measurement aiming at high accuracy and adhering to confidentiality and impartiality rules, and to make theoretically appropriate measurements by keeping customer cooperation at the highest level.

Our Experiment and Measurement Laboratory completed the accreditation process with the accreditation number AB-1305-T from TÜRKAK in 2018. Within the scope of the laboratory, we provide accurate and reliable measurements to our customers with Electrical Tests, Temperature Rise Tests, Mechanical Tests, Short Circuit Tests and IP Protection Tests. Our Calibration Laboratory completed the accreditation process with the accreditation number AB-0248-K in 2021 and serves in the fields of Electrical Calibration, Temperature Calibration, Mechanical Calibration, Dimensional Calibration, Torque Hand Tools Calibration and Scale Calibration.

In order to ensure young, dynamic and customer satisfaction, the continuity of the traceability chain is ensured according to SI units by fulfilling all the requirements of the TS EN 17025 standard with our professional staff.



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Test and Measurement Laboratory Accreditation

ASTA

We have been audited every year since 2022. The declaration of conformity of the relevant organization remains valid until the contrary situation is encountered as a result of the transactions.

DEKRA

Current Grade: Stage 3

We have been audited every year since 2014. The declaration of conformity of the relevant organization remains valid until the contrary situation is encountered as a result of the transactions.

UL

Current Grade: Stage 3

We have been audited every year since 2014. The declaration of conformity of the relevant organization remains valid until the contrary situation is encountered as a result of the transactions.

TÜRKAK

Accreditation Date: 01.06.2018

Validity: 30.05.2026



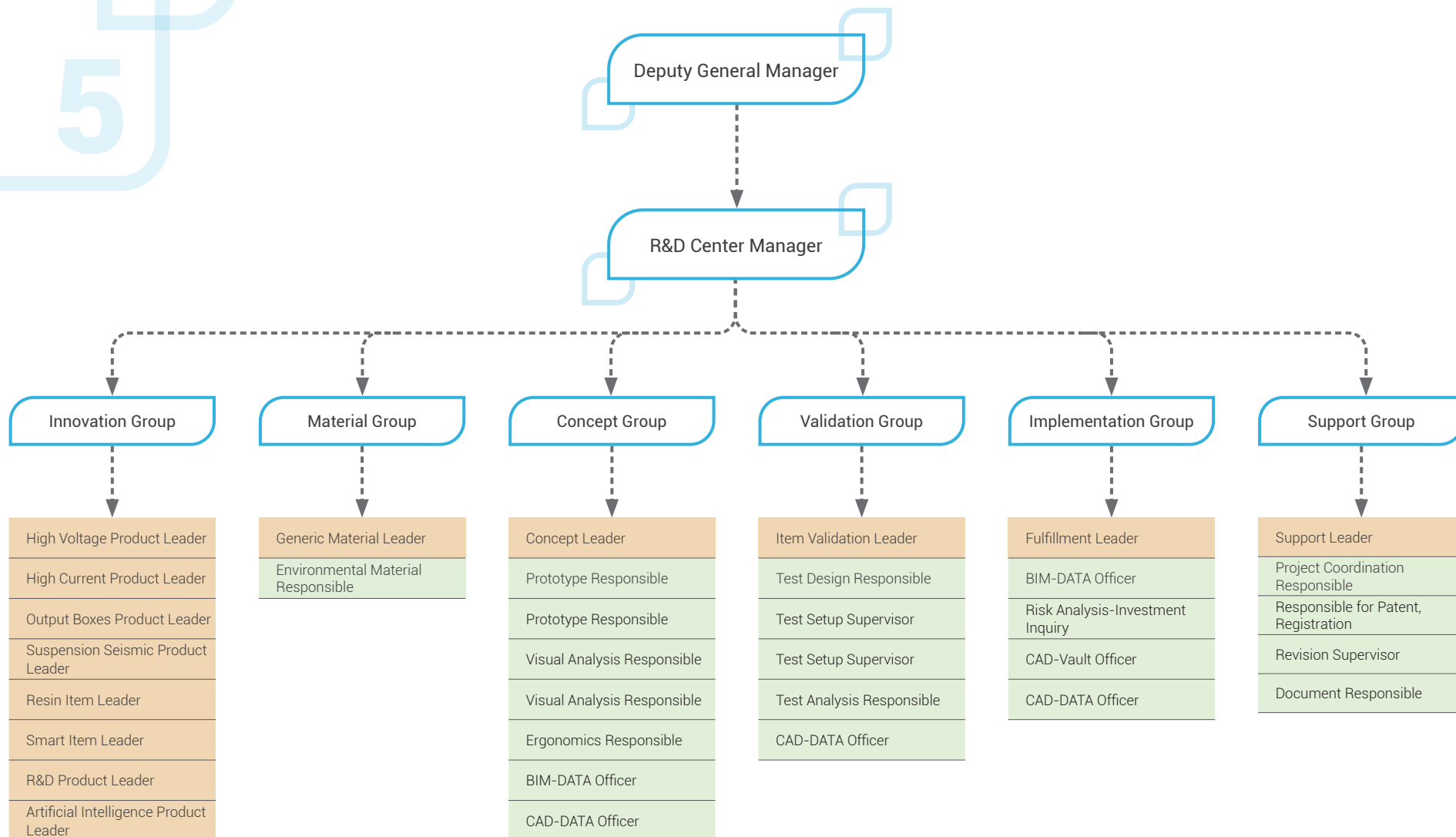
Calibration Laboratory Accreditation Info

TÜRKAK

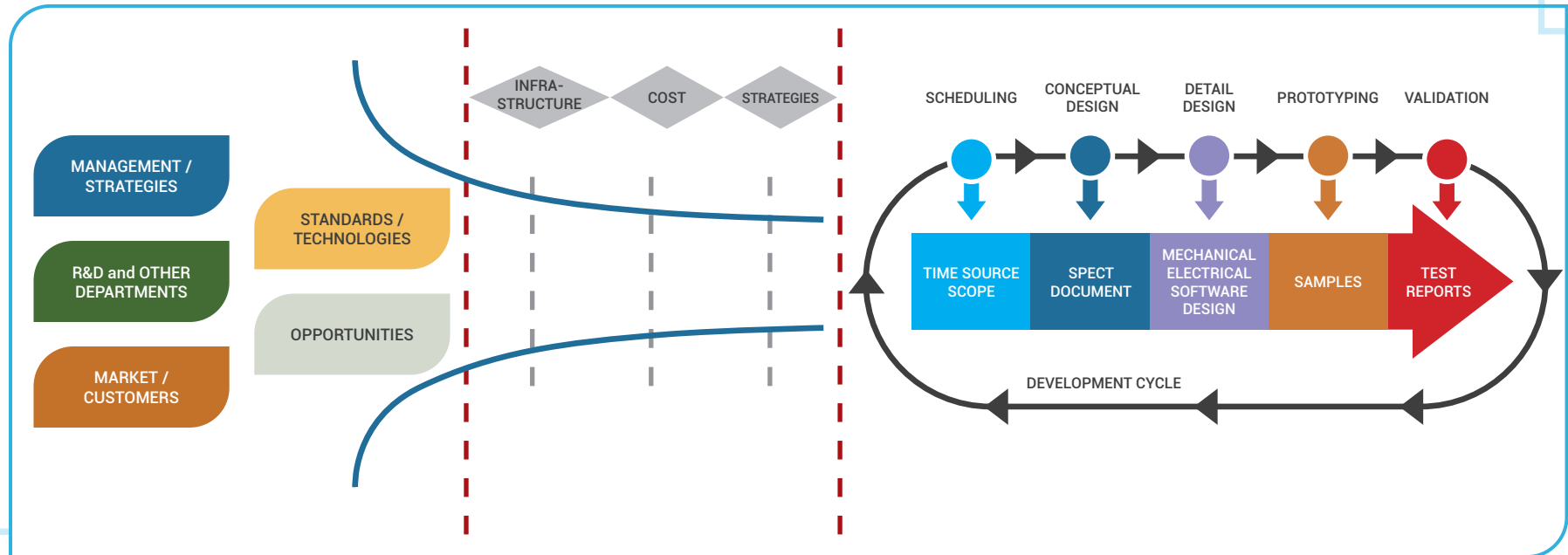
Accreditation Date: 25.10.2021

Validity: 23.10.2025





EAE Elektrik R&D Center Organizational Chart



Ideas Collection

Within EAE Elektrik R&D Center, ideas are collected from many different sources.

In the collection of ideas, the market, company requirements, changing and developing regulations and opportunities to be positioned differently in the market form the basis of this process.

Project Portfolio Management

Project list and priorities are created by evaluating the ideas in the light of criteria such as cost, infrastructure and technological competencies, EAE Elektrik's market strategies and brand perception with the "funnel" approach. This prioritization is dynamically managed and projects are pipelined to the project line.

Project Portfolio Management

In project management, an iterative approach based on more agile and continuous control is used, where PMP processes are also used due to the technological multi-disciplinary nature of the projects.

The PICTM (plan-implement-control-take measures) approach is followed in 3 stages as conceptual design-detail wrapping and prototyping, where the implementation phase is divided into stages and the outputs and risks are determined faster.

The Cost-Scope and Time framework is managed by using tools such as in-house management templates, Ms Project and SAP for project management.

EAE Elektrik R&D Center Project Management Process

5

2. International Eurasian Conference on Science

2. International Conference on Design, Research and Development

II. International Joint Conference on Engineering, Science and Artificial Intelligence (IJCESAI 2022)

II. International Multidisciplinary Natural Sciences and Engineering Congress (ICOMNAS-2022)

II. International Congress on Design, Research and Development (RDCONF 2022)

4. International Eurasian Science, Engineering and Technology Conference (EurasianSciEnTech 2022)

Academic Activities Participated in, 2022

5



ENVIRONMENTAL FRIENDLY BUSBAR PROJECT

In addition to developing strategies to minimize damage to nature, calculating carbon dioxide emissions increases a firm's value. Corporate carbon footprint is very important for sustainability, social responsibility and company image. By making carbon footprint activities efficient and meeting the demands of domestic and foreign customers, it is possible to increase the recognition of companies, products and services, to give confidence to consumers, to show company professionalism and to strengthen its prestige.

The prestige of a company with a low corporate carbon footprint also shows that solid foundations have been laid for sustainability and future, reducing the risks to market reputation and thus attracting investors. In addition, the market may differ and direct the market for other companies to improve themselves in the future. Within the scope of the EU Green Deal, the calculation and reporting of greenhouse gas emissions by our industry has gained importance as a requirement of trade. In addition, sustainability studies are shaped within this framework. On the other hand, the increasingly felt effects of climate change have also brought the project to the fore.

With the experience gained from the project, the carbon footprint reduction rates that can be created in the work packages in the busbar design processes will be revealed. Afterwards, with the use of these work packages in all future designs and projects, the design and production of environmentally friendly busbars will be much easier to manage and an infrastructure will be formed. In this respect, our project has a pioneering and innovative project value.

The trial results and knowledge gained at the end of the project will create a serious infrastructure for new areas of use that we plan to develop in the future. Considering the project life and economic returns of the project, it will make economic contributions on a micro and macro scale in the short and medium term, and a study with high added value will be put forward. In addition to increasing the speed and quality of production, the studies to be carried out will bring about improvements in the processes and products with high quality standards will be obtained. While this situation will reinforce our leadership at home, it will also increase our competitiveness abroad. As the benefits of the project, it also provides benefits in terms of determining the amounts of natural resource consumption, shedding light on carbon reduction methods with the studies to be carried out, reducing natural resource consumption with the improvement studies to be carried out and developing more environmentally friendly production systems, providing transparency by opening our studies to our stakeholders by making a report, and increasing the carbon sinks with the studies made.

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5.2. RESPONSIBLE PROCUREMENT AND OUR VALUE CHAIN

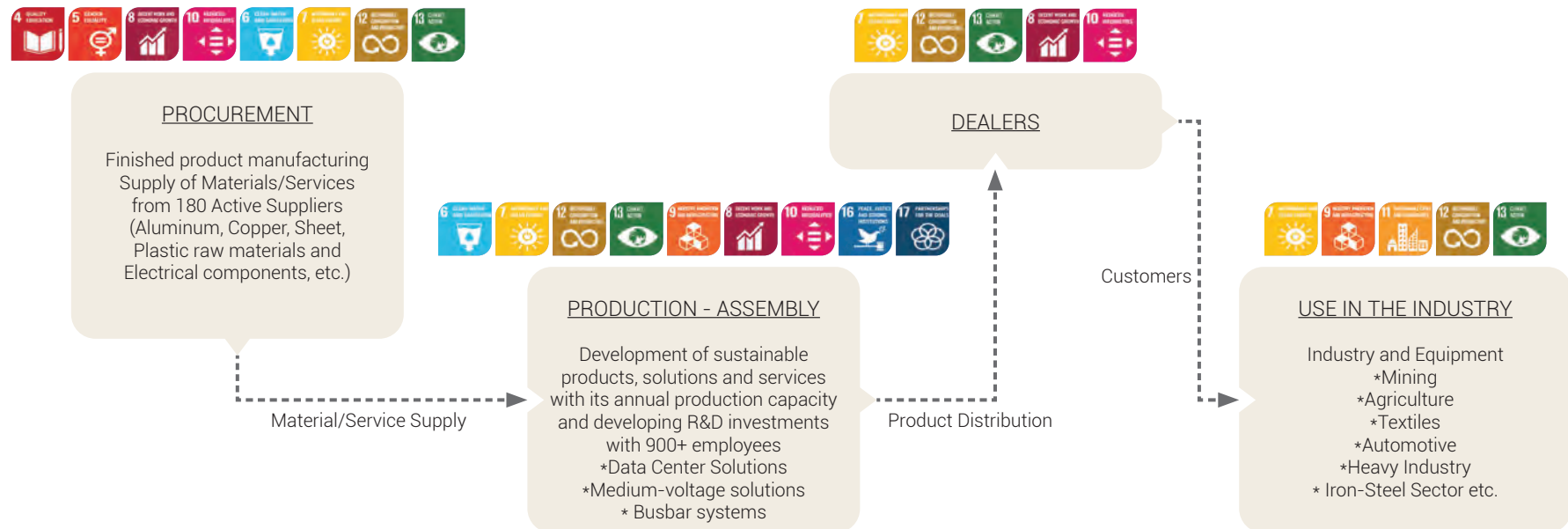
In line with our sustainability policy, we create a balanced business continuity relationship with all components that adopt our responsible supply chain understanding and reputation management scope in environmental, social and economic dimensions, and develop alternative risk management approaches to prevent our supply chain from being disrupted.

We aim to make our entire supply chain a part of this development while developing our own sustainability practices in our value chain from the supply of raw materials for our products to the end user.

We take care to extend the concepts of corporate sustainability and green transformation to our entire value chain.

With our approaches that respect human rights, are inclusive, respect social justice and advocate equality of opportunity, we aim to increase the awareness and awareness of our suppliers, customers and all our stakeholders on this issue.

By embracing continuous improvement, we drive our suppliers to make sustainable-liberty-driven investments to accelerate the transition to a low-carbon economy.



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We expand our sustainability practices with risk management, evaluation processes, audits, active communication activities in all components of our value chain.

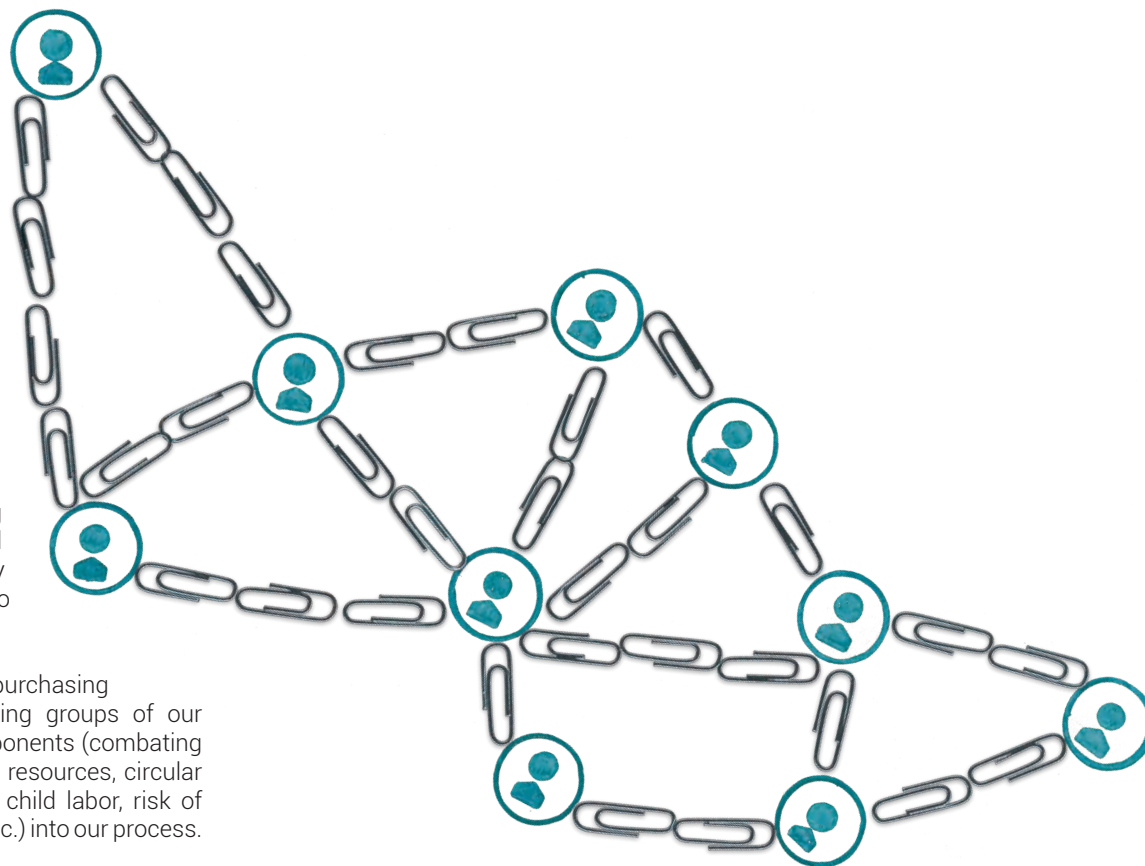
We transform our products and derivative by-products resulting from the processing of all raw materials we use in the final production phase into inputs for both our affiliates' fields of activity and production in different sectors, and we contribute positively to the circular economy by ensuring the evaluation of by-products.

Supplier performance evaluation in line with our responsible purchasing principle - we have accelerated our activities in the sub-working groups of our sustainability committee for the integration of environmental components (combating against and adaptation to climate change, effective use of natural resources, circular economy, etc.) and social components (ethical practices, risk of child labor, risk of forced/uninsured labor, occupational health and safety conditions, etc.) into our process.

Within the scope of effective supply chain management and responsible purchasing approach, we care about the compliance of our suppliers' business methods with the code of conduct in our ethical policy.

We do not work with business partners and suppliers who do not comply with the ethical Principles of the EAE brand, do not fulfill the working conditions, wages and other rights of their employees in accordance with the law, and do not comply with the law.

We cooperate with suppliers who comply with the rules and principles in all our business processes and relationships, act in accordance with commercial and financial legislation in financial integrity, do not discriminate and harass their employees, offer a safe and healthy business environment, pay attention to information privacy, and avoid unfair competition.



Domestic Supplier

Cable Tray

41

Busbar

175

International Supplier

0

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5.3. CUSTOMER SATISFACTION PRACTICES

As EAE, we consider providing satisfaction within the scope of all our customers and operations as our top priority sustainability element in order to protect the brand value of our group companies and to bring our brand value to the highest level in the global market.

We develop quality applications that encourage customer loyalty with our customer-oriented approaches by providing a complete customer experience within the scope of all our processes.

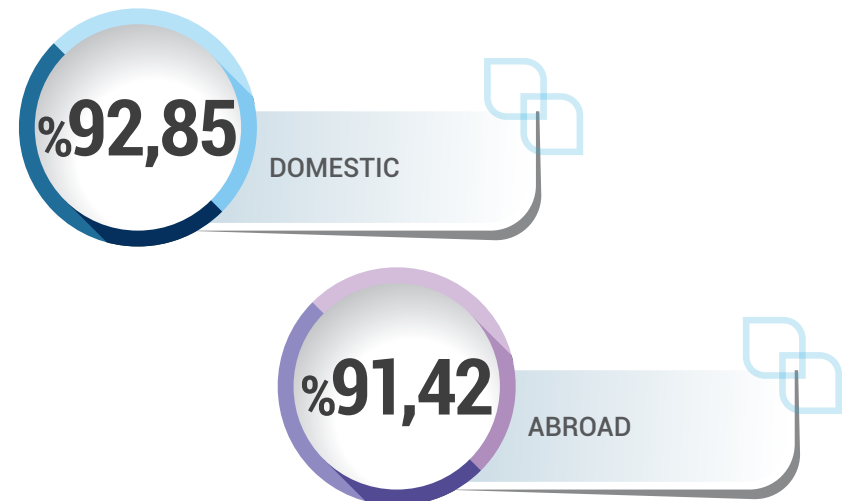
The expansion of trade volume in the business world and the increase in the number of companies in the sectors also cause an increase in customer expectations.

As EAE group companies, we make the utmost effort to accurately analyze the needs and demands of all our customers.

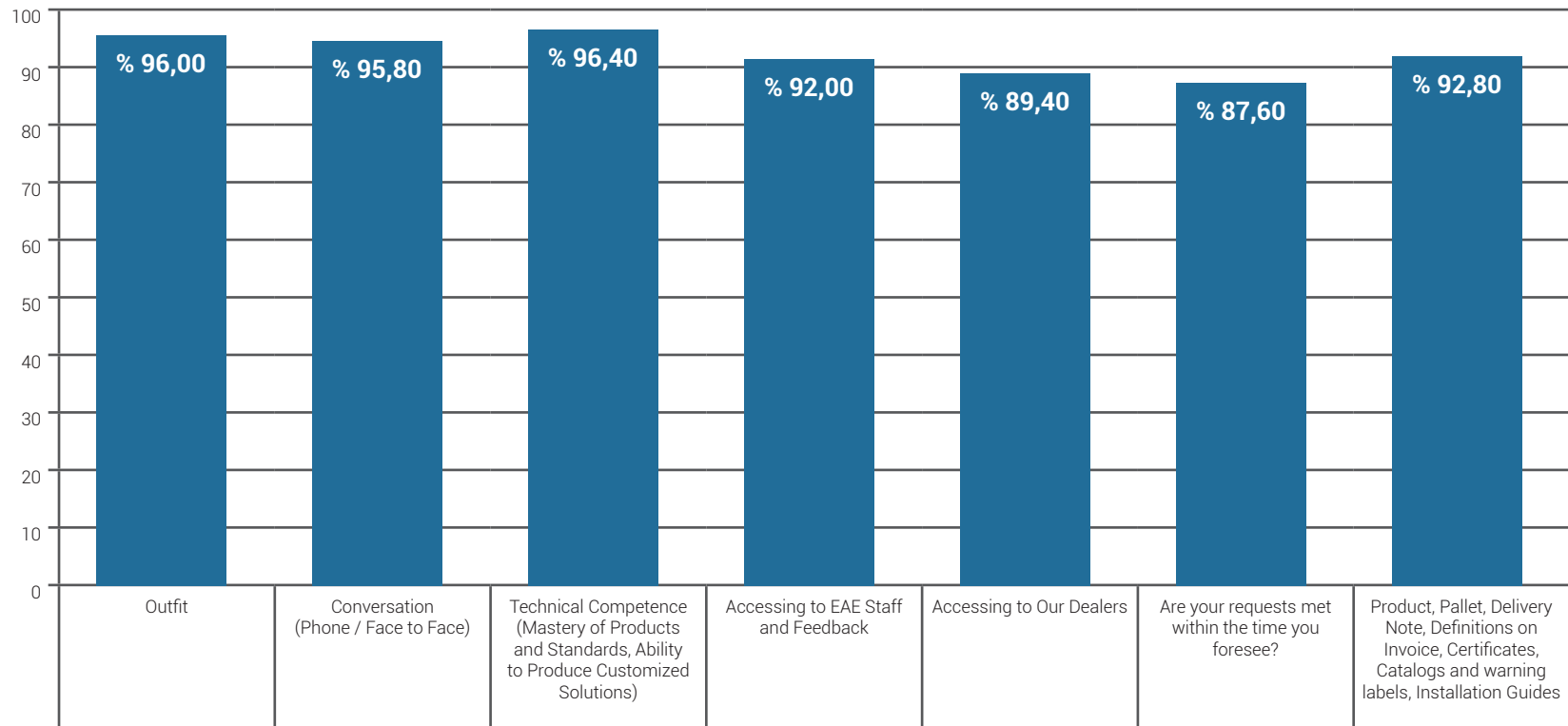
Within the scope of our ISO 10002 Customer Satisfaction Management System, we have integrated our customer experience into our sales, design, R&D and production functions by shaping our customer experience with the principle of continuous development.

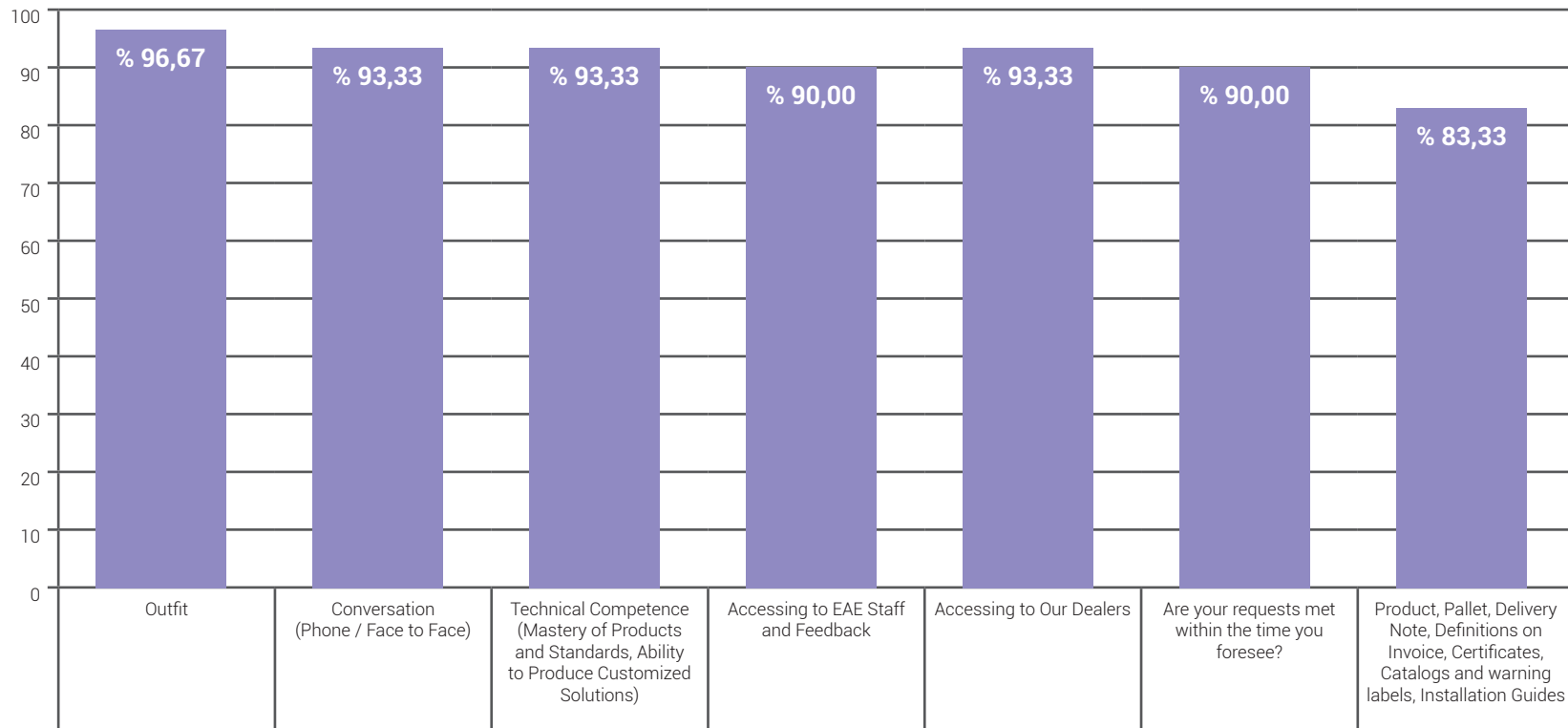
We have developed highly interactive tools and processes to handle complaints about our products and services, resolve issues, and ensure effective follow-up. By effectively following all our customer interactions, we optimize all our processes with periodic improvement teams with the help of the CRM platform both during the project design phase and after sales, and we are constantly working to maximize customer satisfaction.

We carry out supervisor examinations by actively using our CRM application for special requests of our customers, customer visits and other complaints-failure situations, create internal-external field task documents, provide active feedback to our customers, design improvement/development processes in line with our emergency response instructions, return instructions, satisfaction surveys and nonconformity and corrective action processes by making annual evaluations of problems with our production and R&D units.



Customer Satisfaction Rate, 2022

**Overseas Customer Satisfaction Survey Results, 2022**



Overseas Customer Satisfaction Survey Results, 2022

In 2022, we conducted a satisfaction survey within the scope of our domestic and international customers. In our survey, which we reached 152 customers, we determined our satisfaction improvement areas by evaluating the components of our customer experience process according to technical competence, easy access, solution time, explanatory information about the product, traceability and communicative (appearance-talk) clustering criteria. In order to increase our customer satisfaction, which is 92% as of 2022, to an excellent level, we aim to accelerate the continuous improvement activities and development projects in the relevant sub-working group of our sustainability committee in 2023.

5

Reasons for Our Customers to Prefer EAE Products

- The high variety of our products,
- The price-performance balance of our products,
- The high quality of our products,
- The reliability of our brand,
- Our brand being innovative,
- Compliance of our brand with technological changes,
- Remarkable advertisements of our brand,
- Our post-purchase satisfaction practices,
- Easy access and dealership system,
- Our service and warranty services,
- The prestige of our brand,
- Our fast delivery features,
- Our Projecting services.



6

OUR ENVIRONMENTAL RESPONSIBILITY

In 2021, we completed our corporate greenhouse gas inventory calculations in accordance with international protocols. As EAE Elektrik, we have taken the first steps in advanced carbon management and net zero emission studies to prepare emission reduction approaches extending to 2040 and 2050 with the methods determined by the Science-Based Targets Initiative (SBTi) to be effective in our entire value chain.

6.1. OUR DECARBONIZATION VISION

As EAE Elektrik, we are committed to keeping the corporate transformation willpower, which we have determined with the sustainability management approach, at the center of our strategy with the aim of ensuring that future generations can lead a life with higher standards.

We must take the right steps today and make the right choices to leave a better, fair and livable world to future generations.

The climate of our world is changing and rising temperatures now threaten all of us in every area by reaching a "crisis" level. If we do not take measures, we will experience environmental disasters such as drought, desertification, floods or fires, as well as massive social devastation such as mass migration and poverty. We are aware that the balance of our world, our nature and life is in danger.

The negative effects of climate change have reached the size of a global crisis, whether it is a country, region, sector or economic market difference. As EAE Elektrik, we are aware that the reality of climate change has turned into an existential problem that needs to be solved urgently by leaving negative effects on all life forms. With the awareness that our products, activities and services have an impact on climate change, we have prepared our decarbonization plans with the aim of managing this impact correctly and creating a positive ecological impact on our world in the future.

We designed our decarbonization process in accordance with the EU Green Deal vision and EU Taxonomy.

With its decarbonization efforts, our company aims to support the redefinition of the understanding of efficiency in our sector and accelerate the green transformation without hindering the right of future generations to live in a fair environment.

Ensuring sustainable production with low ecological footprint technologies, spreading energy efficiency and renewable energy use in our value chain and accelerating the transition to circular economy are the building blocks of our sustainability practices.

The failure of the action plans developed to combat climate change in the Global Risks 2022 Report published by the World Economic Forum constitutes the biggest environmental and social risk area in the long term. The risks expressed in the report are at a level that can cause global destruction.

Our country became a party to the Paris Climate Agreement in 2021 and defined its determination to combat the climate crisis with the net-zero emission target of 2053. With the entry into force of the Paris Climate Agreement, the preparations of the Climate Law, which will strengthen the national targets for combating climate change on the legal basis, continue.

Realization of our country's economic growth journey with a green transformation approach has a decisive importance that will provide competitiveness at the global level. We aim to expand sustainable business models in our sector by directing our value chain to sustainable products and activities, and develop globally compatible product and technology solutions with the vision of decarbonization. In the light of the Science-Based Targets (SBTi), we create a concrete assurance of the right of future generations to live in peace and prosperity by reducing our ecological footprint, and we plan to create a positive ecological impact in every link of our value chain with our carbon-decay plans.

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- We calculated our direct and indirect greenhouse gas emissions in accordance with ISO 14064 Standards and IPCC AR6 GHG Protocol,
- We have made long-term plans in light of the Science-Based Targets to limit global warming to 1.5 degrees Celsius and developed emission reduction strategies to achieve the net-zero standard,
- We have planned our eco-design activities and investments required to become a Carbon-Neutral company by expanding our sustainable product range,
- We have prepared our development program by conducting risk-opportunity analyzes and evaluation studies with our stakeholders in order to increase our environmental, social and managerial performance in national and international norms,
- By transparently identifying the risks and opportunities of climate change, we established the Risk and Opportunity Strategic Task Force, which will work in coordination with our Sustainability Committee, and started the preliminary preparation process for scenario plans.

6

CORPORATE GREENHOUSE GAS INVENTORY

In order to monitor our progress in greenhouse gas emissions and to create a greenhouse gas emission strategy including mitigation measures, we prepared and verified our corporate greenhouse gas inventory in accordance with ISO 14064-1 standard based on 2021. We aim to raise awareness of climate change and mobilize all our stakeholders by using our verified greenhouse gas inventory prepared with an operational control approach as a tool to raise the level of awareness internally and externally.

As a result of the workshops we held with our greenhouse gas management team and officials from different departments, we classified the criteria related to the prioritization of our indirect emissions as impact, size and risk and determined our emission threshold value as 0.5%. In our inventory-sweat design, we have taken into account all emission sources that are above the threshold value.



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16064 Code	Categories / Criteria	Impact	Risk	Risk	Priority	Data
B3.2-a	Transportation and distribution for production	Moderate	Moderate	High	High	Available
B3.2-e	Business travel	Moderate	Low	Low	Moderate	Available
B3.2-c	Employee transportation	Moderate	Low	Low	Moderate	Available
B3.2-b	Distribution and transport of products sold	Moderate	Moderate	High	High	Available
B4.2-a	Purchased goods	High	High	High	High	Available
B4.2-b	Capital goods	High	Moderate	Moderate	High	Available
B4.2-a	Waste produced in operations	Moderate	Moderate	Low	Moderate	Available
B4.2-b	Leased assets for production	Low	Low	Low	Low	N/A
B4.2-c	Purchased services	High	High	High	High	Available
B5.2-aa	Processing of sold products	Low	Low	Low	Low	N/A
B5.2-ab	Use of products sold	Low	Low	Low	Low	N/A
B5.2-c	End of life process of the products sold	Low	Moderate	Moderate	Moderate	Available
B5.2-b	Assets leased to companies for the sale of products	Low	Low	Low	Low	N/A
B5.2-d	Investments	Low	Low	Low	Low	N/A
B6.1	Activities related to fuel and energy	Low	Moderate	Low	Moderate	Available
B6.1	Franchises	Low	Low	Low	Low	N/A
B6.1	Wastewater amounts	Low	Low	Low	Low	Available
If it is at least 1 high In case there is at least 1 medium If they are all low					Priority	
					High	
					Moderate	
					Low	

EAE Elektrik Greenhouse Gas Emissions Prioritization Analysis, 2022

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	Busbar	Cable Tray	Total
ISO 14064 Categories	ton CO ₂ e	ton CO ₂ e	ton CO ₂ e
Category 1. Direct greenhouse gas emissions and removals	3.140,89	3.199,07	6.339,96
Category 2. Indirect greenhouse gas emissions from imported energy;	5.118,04	2.231,48	7.349,52
Category 3. Indirect greenhouse gas emissions from transportation	22.542,85	12.371,81	34.914,66
Category 4. Indirect greenhouse gas emissions from products used by the organization	79.017,41	41.484,68	120.502,09
Category 5. Indirect greenhouse gas emissions associated with the use of products from the organization	1.306,48	1.019,34	2.325,82
Category 6. Greenhouse gas emissions from other sources	1.275,42	874,59	2.150,01
Total	112.401,10	61.180,96	173.582,06

Emissions by ISO 14064 Categories (2022)

ISO 14064-1:2018	Busbar (2021)	Busbar (2022)
Categories	ton CO ₂ e	ton CO ₂ e
Category 1. Direct greenhouse gas emissions and removals	3.672,20	3.140,89
Category 2. Indirect greenhouse gas emissions from imported energy;	5.060,40	5.118,04
Category 3. Indirect greenhouse gas emissions from transportation	40.321,87	22.542,85
Category 4. Indirect greenhouse gas emissions from products used by the organization	93.251,20	79.017,41
Category 5. Indirect greenhouse gas emissions associated with the use of products from the organization	510,50	1.306,48
Category 6. Greenhouse gas emissions from other sources	1.414,11	1.275,42
Total	144.230,28	112.401,10

Emissions by ISO 14064 Categories, Busbar (2021-2022)

ISO 14064-1:2018	Cable Tray (2021)	Cable Tray (2022)
Categories	ton CO ₂ e	ton CO ₂ e
Category 1. Direct greenhouse gas emissions and removals	4.071,65	3.199,07
Category 2. Indirect greenhouse gas emissions from imported energy;	2.094,76	2.231,48
Category 3. Indirect greenhouse gas emissions from transportation	4.032,27	12.371,81
Category 4. Indirect greenhouse gas emissions from products used by the organization	49.311,27	41.484,68
Category 5. Indirect greenhouse gas emissions associated with the use of products from the organization	720,33	1.019,34
Category 6. Greenhouse gas emissions from other sources	854,33	874,59
Total	61.084,61	61.180,96

Emissions by ISO 14064 Categories, Cable Tray (2021-2022)

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When the 2021-2022 emission values of our busbar plant are compared according to the ISO 14064 categories, it seems that there is a total decrease of 22.07% compared to the previous year. It can be said that this decrease is due to consumption amounts and current emission factors in 2022. Category 3. In indirect greenhouse gas emissions caused by transportation, instead of monetary value in logistic data for production and sales, emission calculations were made over distance in data reaching tons of km units. For this reason, there has been a decrease in emissions compared to 2021. Category 4. Indirect greenhouse gas emissions from the products used by the organization In the raw materials purchased section, emission calculations were made on the emission factor per USD based on the inflation percentage of 64.27% in 2022 according to TURKSTAT data. For this reason, there has been an emission decrease in this category compared to 2021. Category 5. Since the natural gas, electricity and water consumption values of EAE Makina, which is the tenant of EAE Elektrik, are calculated in this category in indirect greenhouse gas emissions related to the use of products from the organization, it is seen that there is a 60.93% increase in emissions in 2022 compared to 2021. When the 2021-2022 emission values of our Cable Tray facility are compared according to the ISO 14064 categories, it seems that there is a total increase of 0.16% compared to the previous year. It can be said that this increase is due to consumption amounts and current emission factors in 2022. Category 3. In indirect greenhouse gas emissions caused by transportation, emissions were calculated over distance in the logistic data for production and sales, instead of the monetary value, in the data reached in tons km units. For this reason, there has been a decrease in emissions compared to 2021. Category 4. Indirect greenhouse gas emissions from the products used by the organization In the raw materials purchased section, emissions per USD were calculated based on the inflation percentage of 64.27% in 2022 according to TURKSTAT data. In this case, there has been an emission decrease in this category compared to 2021. Category 5. Since the natural gas, electricity and water consumption values of EAE Makina, which is the tenant of EAE Elektrik, are calculated in this category in indirect greenhouse gas emissions related to the use of products from the organization, it is seen that there is a 29.33% increase in emissions in 2022 compared to 2021.



In our busbar facility, there are a total of 40 flues, including 29 Ventilation Flues and 11 Combustion Flues.

In our Cable Trunk facility, there are a total of 23 flues, including 18 Ventilation Flues, 4 Furnace Flues and 1 Heating Flue. There are a total of 63 flues in the two facilities. There is no greenhouse gas removal in both our facilities, and biomass burning processes or other energy production and sales processes are not carried out within our control.

In the analysis conducted to determine the level of uncertainty for the activity data and emission factors (CO₂, CH₄, N₂O) related to the emission sources of EAE Elektrik, the uncertainty arising from the direct emissions of the EAE Elektrik 2022 Greenhouse Gas Inventory was calculated as 4.3%, the uncertainty arising from indirect and other indirect emissions as 4.4%, and the uncertainty arising from total emissions as 4.2%.

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ENERGY CONSUMPTION

As EAE Elektrik, our most energy consumption in 2022 is due to building fuel and electricity consumption (19.882,50 MWh). It is seen that the energy consumption caused by the generator (diesel) is 137,292 MWh in total. The total energy consumption from vehicle fuels was calculated as 114.31 MWh.

We supply our electricity from OIZ or electricity distribution companies. We have planned our solar energy (SPP) investments to reduce our Scope-2 emissions in the future, and processes have been completed for these investments in both facilities. We aim to obtain approximately 30-40% of our electricity needs from renewable energy sources. We accelerated our alternative supplier studies for the problems that may be experienced in meeting the electricity needs of our suppliers.



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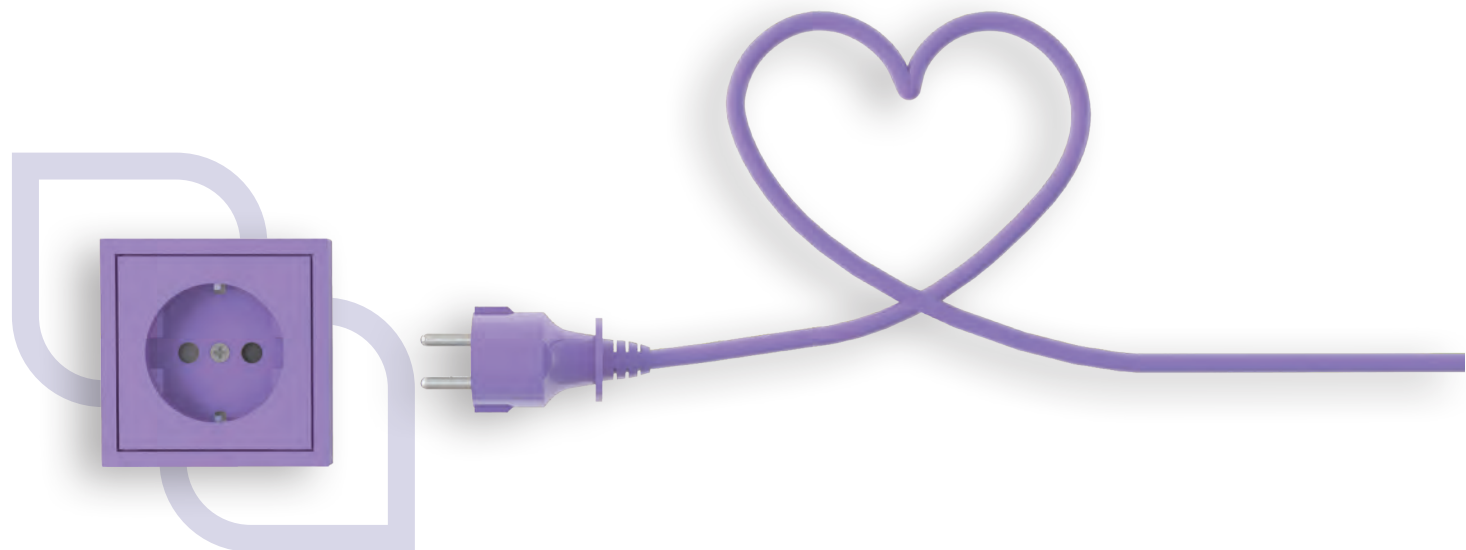
Fuel Type	Busbar (2021)	Rate (2021)	Busbar (2022)	Rate (2022)
	MWh	%	MWh	%
Vehicle Fuels	371,26	0,77%	389,93	0,85%
Company vehicles (diesel)	250,19	0,52%	221,67	0,48%
Company vehicles (gasoline)	121,070	0,25%	168,26	0,37%
Building Fuel and Electricity	28.292,11	58,98%	25.180,88	54,93%
Electricity	11.075,459	23,09%	10.833,519	23,63%
Natural gas	17.144,85	35,74%	14.336,71	31,28%
LPG	71,80	0,15%	10,65	0,02%
Generator (Diesel)	0	0,00%	134,417	0,29%
Total	28.663,37	59,75%	25.705,23	56,08%

Energy Consumption (MWh), Busbar (2021-2022)

Fuel Type	Cable Tray (2021)	Rate (2021)	Cable Tray (2022)	Rate (2022)
	MWh	%	MWh	%
Vehicle Fuels	248,71	0,52%	114,31	0,25%
Company vehicles (diesel)	63,486	0,13%	49,729	0,11%
Company vehicles (gasoline)	71,505	0,15%	64,584	0,14%
Fuel (diesel) off-road vehicles	113,72	0,24%	0	0,00%
Building Fuel and Electricity	19.045,87	39,70%	19.882,50	43,37%
Electricity	4.584,688	9,56%	4.723,434	10,30%
Natural gas	14.460,42	30,14%	15.158,61	33,07%
LPG	0,76	0,002%	0,46	0,001%
Generator (Diesel)	13,450	0,03%	137,292	0,30%
Total	19.308,029	40,25%	20.134,11	43,92%

Energy Consumptions (MWh), Cable Tray (2021-2022)

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Energy Consumption (Affiliates)	Scope 1	Scope 1
	MWh	GJ
EAE Elektrik	30.282,38	8.411,75
EAE U.S.	-	-
EAE Australia	4,89	1,36
EAE Italy	97,47	27,07
EAE Elektrotechnik	3.386,12	940,58
EAE Makina	977,43	271,51
EAE Teknoloji	7.376,99	2.049,16
EAE Aydınlatma	6.624,81	1.840,22
Maia	329,73	91,59
EKM Kompozit	4.273,94	1.187,20
Tenoks	397,97	110,55
Total	53.751,72	11.384,65

Subsidiaries' Scope 1 Energy Consumption, 2022 (MWh and GJ)

Energy Consumption (Affiliates)	Scope 2	Scope 2
	MWh	GJ
EAE Elektrik	15.556,95	4.321,36
EAE U.S.	-	-
EAE Australia	0,06	0,02
EAE Italy	0,06	0,02
EAE Elektrotechnik	1.708,61	474,61
EAE Makina	214,00	59,44
EAE Teknoloji	507,47	140,96
EAE Aydınlatma	3.370,14	936,15
Maia	67,51	18,75
EKM Kompozit	341,94	94,98
Tenoks	170,59	47,39
Total	21.937,33	5.157,54

Subsidiaries' Scope 1+2 Total Energy Consumption, 2022 (MWh and GJ)

Energy Consumption (Affiliates)	Scope 1+2	Scope 1+2
	MWh	GJ
EAE Elektrik	45.839,33	12.733,11
EAE U.S.	-	-
EAE Australia	4,94	1,37
EAE Italy	97,53	27,09
EAE Elektrotechnik	5.094,73	1.415,20
EAE Makina	1.191,42	330,95
EAE Teknoloji	7.884,46	2.190,12
EAE Aydınlatma	9.994,95	2.776,37
Maia	397,24	110,34
EKM Kompozit	4.615,88	1.282,18
Tenoks	568,56	157,93
Total	75.689,05	21.024,68

Subsidiaries' Scope 1+2 Total Energy Consumption, 2022 (MWh and GJ)

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In 2022, 75.37% of total greenhouse gas emissions were generated by EAE Aydınlatma and 21.71% by EAE Elektrik. Detailed scope 3 greenhouse gas emissions have been calculated according to KAP-SAM 1, scope 2 and GHG Protocol 15 categories of EAE Elektrik, EAE Aydınlatma and other affiliates. In 2022, 72.59% of total greenhouse gas emissions were accounted for by category 11: use of products sold, 16.90% in category 1: raw materials and services purchased.



Emissions (Affiliates)	Scope 1	Scope 2	Scope 3	Total	%
	(tCO2e)	(tCO2e)	(tCO2e)		
EAE Elektrik	6.817,95	7.526,25	160.033,71	174.377,91	21,71%
EAE U.S.	-	-	129,92	129,92	0,02%
EAE Avustralya	1,25	0,04	48,02	49,31	0,01%
EAE Italy	26,26	0,02	1.390,30	1.416,58	0,18%
EAE Elektroteknik	771,67	807,19	3.023,04	4.601,91	0,57%
EAE Makina	220,37	101,10	4.742,55	5.064,02	0,63%
EAE Teknoloji	2.654,47	239,74	5.156,82	8.051,03	1,00%
EAE Aydınlatma	1.522,52	1.592,15	602.341,02	605.455,69	75,37%
Maia	75,70	31,89	562,59	670,19	0,08%
EKM Kompozit	956,91	161,54	1.387,42	2.505,88	0,31%
Tenoks	89,01	80,59	866,05	1.035,65	0,13%
Total	13.136,14	10.540,52	779.681,45	803.358,10	100,00%

Subsidiaries' Scope 1+2 Total Energy Consumption, 2022 (MWh and GJ)

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6.2 RAW MATERIAL, NATURAL RESOURCES AND WASTE MANAGEMENT

We have determined the efficient use of raw materials and natural resources and the recycling of wastes as our operational sustainability priority. We have started analytical studies to establish a holistic system that will ensure the optimum use of our raw materials within the scope of our EAE group companies. We aim to present the results of our raw materials, procurement and R&D studies, which are coordinated with the sub-working groups of our sustainability committee, to all our stakeholders in our 2023 sustainability report.

We continue our work on waste management without slowing down within the framework of our vision of protecting the environment and respecting nature. We manage all our processes such as the collection, disposal and recycling of the wastes generated as a result of our production activities in accordance with national and international obligations, and we continue our waste management activities more strongly and willingly in line with our sustainability goals.

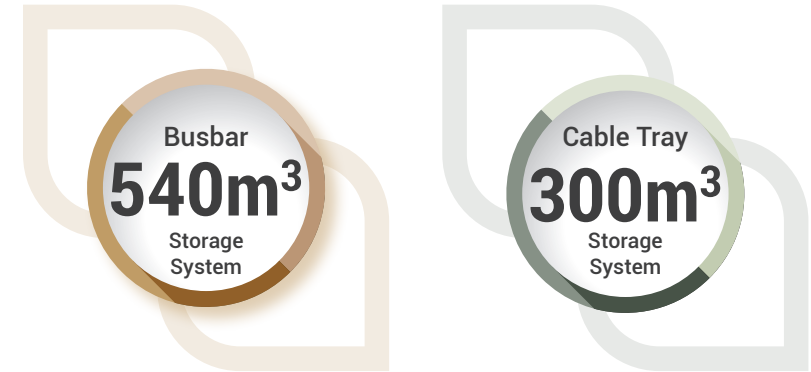
Most of our waste is non-hazardous. We carry out waste-induced continuous impact analyzes and carry out our studies meticulously to minimize environmental risks that may occur.

As EAE Elektrik, all of our production facilities have a Zero Waste certificate.

All our production facilities in our Kocaeli-Dilovası campus consist of Green Building Leed Gold certified structural units.



As the impact of the climate crisis increase day by day, the management of water, which is our source of life, becomes more important. Under the guidance of the IPCC Sixth Research Report, we carry out our water efficiency studies with the awareness that we are in the Mediterranean Basin, which will experience water stress. As EAE Elektrik, we do not use groundwater in production stages and domestic use to protect our groundwater resources, which is one of our most important freshwater resources. We do not discharge wastewater to our lakes, ponds and seas in any way, and we mainly direct it to our treatment facility. We collect our water consumptions other than mains water with rain harvest and meet them through our rainwater storage system. We have warehouses with a volume of 540 m³ in our Busbar factory and 300 m³ in our Cable Trunk facility.



Among our short-term goals, we plan to realize 30% of our primary raw material supply with geo-recycled products, and to start LCA (Product Life Cycle Analysis) studies in our specialty group within our sustainability committee in 2023. We continue to work to develop circular business models in the field of raw materials and resources through the Circular Economy Platform of Türkiye, of which we are a member in 2022. In 2030, we aim to provide a new value chain that will shape the entire supply of raw materials depending on the circular economy components.

In the next two years, we aim to increase our water efficiency by accelerating the studies to determine our fields of activity that create water stress and to reduce our production activities and water consumption by 25% in 2030.

In 2022, we completed the installation of our compost machines to obtain fertilizers from biodegradable wastes in our Cable Trunk and Busbar facilities. We obtain fertilizer with 80% of our cafeteria wastes

In the light of the policies we have determined with our Integrated Management System we have established, we serve our "Sustainable Future" vision and we are committed to developing and continuing our efficiency-management studies that will positively affect our supply chain and set an example for our sector stakeholders in terms of protecting natural resources, recycling and minimizing waste.

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Water Consumption (m³)***

	2019		2020		2021		2022	
	Mains Water	Other	Mains Water	Other	Mains Water	Other	Mains Water	Other
EAE ELEKTRİK	32.879,00	0,00	71.220,00	0,00	93.430,00	0,00	103.651,00	0,00
EAE AYDINLATMA	6.538,00	2.604,00**	7.112,00	2.604,00*	10.414,00	2.604,00*	15.236,00	2.604,00*
EAE MAKİNE	2.274,00	0,00	1.976,10	0,00	2.013,70	0,00	3.497,10	0,00
EAE TEKNOLOJİ	3.967,20	0,00	3.625,20	0,00	4.240,80	0,00	5.950,80	0,00
EAE ELEKTROTEKNİK	2.975,40	0,00	3.236,80	0,00	4.739,60	0,00	7.251,10	0,00
MAİA	0,00	5.472,00	0,00	6.156,00	0,00	7.524,00	0,00	6.840,00
EKM KOMPOZİT *	-	-	-	-	530,50	0,00	1.645,00	0,00
TENOKS *	-	-	-	-	643,10	0,00	983,90	0,00
EAE ITALY	1.699,20	0,00	2.124,00	0,00	2.336,40	0,00	2.548,80	0,00
EAE AMERICA *	-	-	204,00	0,00	408,00	0,00	612,00	0,00
EAE AUSTRALIA *	-	-	246,60	0,00	246,60	0,00	246,60	0,00

* Tenoks and EKM Kompozit started their commercial activities within EAE in 2021. EAE AMERICA and EAE AUSTRALIA started their commercial activities in 2020. In 2023, EAE DUBAİ, EAE FRANCE and EAE GERMANY will start their regional commercial activities. As of January 2022, there is a total water storage capacity of 77.5 m3 in the facilities of EKM Kompozit.

** The consumption of EAE Lighting other than the use of mains water is carried out by the rainwater storage system. As of January 2022, a total of 1629 m3 water storage in EAE Aydınlatma facilities capacity.

*** There is no groundwater or surface water (lake, pond, basin, etc.) consumption within our EAE group companies.

6

Waste Water Amount (m³) **

	2019		2020		2021		2022	
	Discharge to Treatment Plant	Other	Discharge to Treatment Plant	Other	Discharge to Treatment Plant	Other	Discharge to Treatment Plant	Other
EAE ELEKTRİK	-	6.146,00	-	55.911,00	-	40.670,00	-	34.459,00
EAE AYDINLATMA	9.142,00	0,00	9.716,00	0,00	13.018,00	0,00	17.300,00	0,00
EAE MAKİNE	0,00	2.835,00	0,00	2.778,30	0,00	2.835,00	0,00	3.005,10
EAE TEKNOLOJİ	0,00	3.288,60	0,00	3.005,10	0,00	3.515,40	0,00	4.932,90
EAE ELEKTROTEKNİK	2.567,07	0,00	2.728,25	0,00	3.655,45	0,00	4.857,84	0,00
MAİA	0,00	453,60	0,00	510,30	0,00	623,70	0,00	567,00
EKM KOMPOZİT *	-	-	-	-	530,51	0,00	1.645,06	0,00
TENOKS *	-	-	-	-	737,10	0,00	623,70	0,00
EAE ITALY	0,00	1.440,00	0,00	1.800,00	0,00	1.980,00	0,00	2.160,00
EAE AMERICA *	-	-	186,00	0	372,00	0,00	558,00	0,00
EAE AUSTRALIA *	-	-	135,00	0	135,00	0,00	135,00	0,00

* Tenoks and EKM Kompozit started their commercial activities within EAE in 2021. EAE AMERICA and EAE AUSTRALIA started their commercial activities in 2020. In 2023, EAE DUBAI, EAE FRANCE and EAE GERMANY will start their regional commercial activities.

** There is no water discharge to lakes, ponds and similar natural basins within EAE group

OUR SOCIAL RESPONSIBILITY

We consider human rights among the most important of our ethical principles and direct our stakeholders to act in accordance with the principles that create social benefits with our social responsibility activities.

7. OUR SOCIAL RESPONSIBILITY

We see acting with social responsibility throughout all our operational activities and value chain as one of the basic and unchanging elements of our corporate governance approach.

We adopt a social benefit understanding that respects universal human rights for all communities affected by our products or services in the countries where we operate.

By creating a meaningful, equitable and integrative social benefit with the importance we attach to social development, we are sensitive to the realization of our social responsibility practices in a way that respects the principles of sustainability, transparency, participation and human rights.

As EAE Elektrik, we evaluate all of the strategic collaborations and interactions we have established in order to carry out studies on environmental and social issues within the framework of our social investments in order to provide social benefits.

We develop approaches to ensure that our customers and suppliers act with social benefit awareness and attach importance to the implementation of these approaches.

We provide a healthy and safe working environment for our employees and all stakeholders in our fields of activity; we develop occupational health and safety practices in line with risk plans, regular training and information activities. We provide all the resources necessary for our employees to protect their mental health and integrity and take all foreseeable safety measures.

We have adopted as our unchanging sustainability principles to be in constant dialogue with our employees, to share all the issues that may concern our employees regularly and to create fair, healthy and safe working environments where our employees can express their ideas freely with a participatory approach.



7

Our employees and managers in the regions where we operate are obliged to act in accordance with our human rights policy and to implement and support EAE Elektrik's relevant procedures in line with the requirements.

7.1. OUR HUMAN RIGHTS POLICY

Guided by the UN Universal Declaration of Human Rights (UDHR) (1948) and the UN Global Compact (UNGC) (2000), we adopt an understanding that respects universal human rights towards our employees, all our stakeholders and other communities affected by our products or services.

Our Human Rights Policy is also applied throughout our entire value chain in integrity with our Business Ethics Rules, corporate policies and corporate values. Our practices refer to EAE Elektrik Human Rights Policy, Disciplinary Management Procedure and Business Ethics Rules Handbook. Our employees and managers in the regions where we operate are obliged to act in accordance with our human rights policy and to implement and support EAE Elektrik's relevant procedures in line with the requirements.

We expect all our stakeholders and value chains with whom we have a good or service supply relationship to act in accordance with the principles and principles in our human rights policy, and we take the necessary steps to ensure this.

Within EAE Elektrik, we have 54 sub-loading company employees providing security, cleaning and dining hall services. We manage all of our subcontractor company employees in accordance with our business ethics rules and human rights policy, and actively inform them about our human resources practices with periodic meetings within the scope of human rights, occupational health and safety and business ethics.



7

Diversity, Inclusion and Equal Opportunity

- To exhibit an inclusive, diversity-oriented, fair, ethical and egalitarian attitude among our employees in the business environment or in the processes of recruitment, placement, dismissal, training, career, promotion, appointment, discipline, wage management and fringe benefits, regardless of religion, language, race, nationality, ethnicity, belief, sect, color, age, sexual orientation, gender, marital status, political opinion, disadvantage and all kinds of characteristics protected by law,
- To be the most preferred employer for all candidates who devote themselves to their work and can add value and protect the rights of their employees, not to tolerate any kind of discrimination throughout our own operations and value chain,
- To be in constant dialog with our employees, to regularly share all issues that may concern our employees and to create fair, healthy and safe working environments where our employees can freely express their ideas with a participatory approach,
- To evaluate our employees in tasks where they can use their potential effectively and create contribution and value in achieving the main goals of the company,

Prevention of Child Labour and Forced/Compulsory Labour

- We strongly oppose child labor and all forms of forced and compulsory labor, including modern slavery, forced labor and human trafficking, which cause physical and psychological harm to children at any stage of our activities and take away their educational rights,
- To ensure that our stakeholders develop procedures to avoid child labor and forced and compulsory labor practices,

Zero Tolerance to Harassment and Violence

- To provide our employees with a safe and secure working environment free from all kinds of abuse, intimidation, maltreatment or physical, verbal, sexual/psychological harassment, bullying, threats and violence and to take all necessary measures in these matters and to support them with procedures,
- To establish remuneration in a competitive manner according to the sectoral and local labor market and to pay all wages, including fringe benefits, in accordance with applicable laws and regulations,
- To use the personal rights of our employees fully and correctly,
- To ensure that our stakeholders develop procedures to implement similar approaches to their employees,

Personal/Professional Development

- To see human capital as a valuable resource, to maintain a long-term business relationship with our employees by continuously investing in their talents, potentials and personal/professional development through internal and external trainings so that they can develop themselves in the best way and do their jobs better,

7

Occupational Health and Safety

- In accordance with the Occupational Health and Safety Legislation, to provide a healthy and safe working environment for our employees and our stakeholders in our working areas for any reason in line with our "zero accident" goal, to take the necessary safety measures and to implement regular training and information activities,

Working Life and Data Privacy

- To act in accordance with national/international regulations and digital privacy, data privacy and security standards for the protection of the personal data of our employees and Stakeholders and also confidential information (commercial information, technical data, financial data, production data, customer information, personal information, product information, equipment and application information, technical formulas and drawings, system and program information, purchasing information, engineering information, regulations, business plans and all information that the company does not disclose to the public, including but not limited to these),

Respect for the Environment and Society

- In line with our sustainable growth and green transformation goals, with the awareness of our responsibility to the environment and society, to analyze the environmental effects of our investment projects in accordance with national/international legislation, Being aware of the possible effects of our use of land and natural resources on human rights throughout our value chain, to address this issue with special policies and practices, in parallel with our company policy, to reduce the damage to the environment and health by the effective use of energy, water and raw materials and the preference of renewable resources throughout our value chain,
- To carry out studies to determine the areas of activity and production with high water stress, including the supply chain, to reduce the amount of water use and the amount of discharged wastewater on a resource basis and to increase water use efficiency,
- To accept our work as part of the society and to respect the rights of the communities affected by our activities, to be able to solve local problems at the local level in the most appropriate way and, if necessary, to communicate with civil society representatives on human rights,

Complaint Mechanism

- In order to monitor and protect that international legal requirements related to human rights are met by all our employees and stakeholders in supply chain applications, we undertake to make arrangements through contracts and to use the existing notification/complaint line within ELK.EtikKurul@eaegroup.com e-mail address effectively.

7.2. OUR EMPLOYEES AND DEVELOPMENT MANAGEMENT

We adopt an inclusive, diversity-oriented, fair, ethical and egalitarian attitude between our employees in terms of religion, language, race, nationality, ethnicity, belief, sect, color, age, sexual orientation, gender, marital status, political opinion, disadvantage and all kinds of legally protected characteristic distinctions through recruitment, placement, dismissal, education, career, promotion, appointment, discipline, wage management and fringe processes as both corporate culture and policy.

NUMBER OF EMPLOYEES

	2019		2020		2021		2022	
	Female	Male	Female	Male	Female	Male	Female	Male
EAE ELEKTRİK	98	1011	106	1112	118	1200	111	1272
EAE AYDINLATMA	74	318	74	353	63	323	56	306
EAE MAKİNE	11	39	12	37	12	38	15	38
EAE TEKNOLOJİ	5	53	5	48	8	54	8	79
EAE ELEKTROTEKNİK	31	226	29	222	27	233	26	234
MAİA	5	3	4	5	6	5	6	4
EKM KOMPOZİT *	-	-	-	-	24	61	25	82
TENOKS *	-	-	-	-	4	9	2	9
EAE ITALY	6	18	9	21	12	21	13	23
EAE AMERICA *	1	0	1	1	2	2	2	4
EAE AUSTRALIA *	0	3	0	3	0	3	0	3

* Tenoks and EKM Kompozit started their commercial activities within EAE in 2021. EAE AMERICA and EAE AUSTRALIA started their commercial activities in 2020. In 2023, EAE DUBAI, EAE FRANCE and EAE GERMANY will start their regional commercial activities.

7

As EAE Elektrik, we ensure that the rights of our employees are respected with great care and encourage constant dialogue with our employees. We support our employees to volunteer in appropriate social benefit activities with a sense of social responsibility.

As one of the leading companies in our industry, we adopt an approach that respects human rights, implements sustainable and transparent human resources policies by considering the satisfaction of our employees.



Our Responsibilities to Our Employees

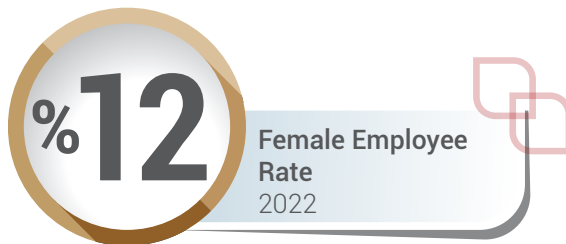
- Forced labor, forced labor or the employment of children, directly or indirectly or through sub-contractors working in our workplace, is prohibited.
- There is no discrimination or mobbing against our employees during the recruitment process, while working or when the employment relationship ends.
- When hiring and promoting our employees, we are based on the qualifications and skills required by the job and the performance of the person as a basic principle.
- We evaluate our employees in tasks where they can use their potential effectively and create contribution and value in reaching the main goals of our company.
- In order for our employees to do their jobs in the best way, we provide information about the company vision, mission, strategy, policy, goal, activity results and their own duties and responsibilities, and share all issues that may concern our employees with them on a regular basis.
- We ensure that the personal rights of all employees are used fully and correctly; we treat our employees honestly, equitably and fairly and ensure that they work in a non-discriminatory, safe and healthy working environment.
- We provide the necessary training and development opportunities for our employees to improve themselves in the best way and to do their jobs better.
- We fairly remunerate our employees who act in accordance with the ethical rules and meet the expectations from them in proportion to the value they create for the company.
- While continuing our activities in line with the goal of sustainable growth, we support sustainable development and follow policies that are respectful to the environment and society in order to improve the quality of life of the society and to create value for all our stakeholders, and in this direction, we try to support various projects prepared with social, environmental and cultural contents (Education and education, environment, technology, sports, art, local economy, contribution to healthy life, social investment projects, etc.). In addition, we are sensitive to the realization of all our social responsibility/social development projects with the principles of sustainability, transparency, participation and respect for human rights.
- We are sensitive to Türkiye's traditions/customs and cultures, and act in accordance with all legal regulations and international standards.

The International Principles Governing Our Human Rights Policy

- UN Universal Declaration of Human Rights (UDHR) (1948)
- UN Global Compact (UNGC) (2000)
- UN Guiding Principles on Business and Human Rights (2011)
- ILO Declaration on Fundamental Principles and Rights at Work (1998)
- OECD Guidelines for Multinational Enterprises (2011)
- Women's Empowerment Principles (WEPS) (2011)

7

We aim to maintain a long-term business relationship with our employees within the scope of our human resources policy by providing our employees with fair and equal opportunities, an inclusive and professional working environment, and ensuring the health and safety of our employees within the framework of legal legislation and practices.



To manage our human resources, which we accept as our cultural capital, in the most efficient way in line with our vision, mission and goals, to create an elite, dynamic, creative and effective team that will make a difference in the sector and maximize the level of competition, to increase the qualified manpower with our improvement and change studies.

We develop advanced applications to add to our team, to continuously support the development of both professional knowledge and skills and personal abilities of our team, to provide motivation and to maximize their performance.

We use integrated and professional systems in all human resources processes from the recruitment process to performance management, from talent development to wage policy, from career planning to the process of leaving the job. In order to place the right person to the right task, we actively apply new generation methods based on competencies, objective, multidimensional measurement and evaluation tools developed specifically for the position.

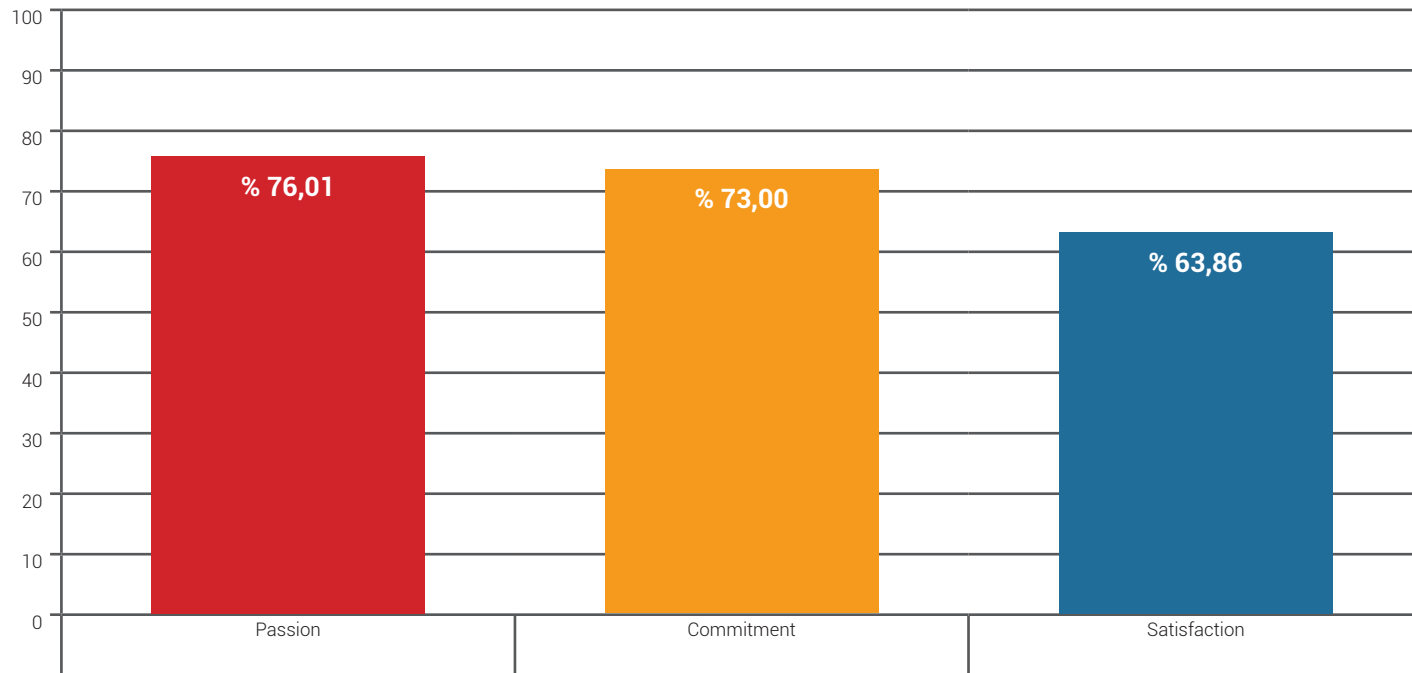
In line with our employee satisfaction-oriented human resources policy, we aim to create a working environment that supports employee commitment and happiness.

As EAE Elektrik, it is our sustainability priority to increase the efficiency of our employees while managing our human resources, to determine the areas of human resources practice that are strong and open to development, and to ensure that the necessary improvements are made for happier employees who will take their job satisfaction to the next level.

With employee satisfaction surveys, we measure the satisfaction level of our employees depending on meeting their expectations in the working environment we have created for our employees. We prepare the content of our employee satisfaction research and the themes to be examined with participatory methods with all our departments.



7

**2022 Employee Satisfaction Survey Results**

In line with the feedback we have received from our employee satisfaction research, we plan actions to increase the loyalty and satisfaction level of our employees.

We aim to implement our "Mother's Room" application in 2023 in order to provide benefits for our female employees both before and after motherhood.

TRAINING ACTIVITIES

We believe that one of the main components of sustainable success is regular training activities. In order to support the professional/technical, managerial and personal development and career planning of our employees, who are our most important capital, we make annual training plans in line with their needs and ensure their participation in trainings.

We carry out the training process of our employees face-to-face and online.

By using the LMS EAE Learning online training platform in our trainings, we increase our employee participation, needs analysis and training evaluation performance in all our training processes.

TRAINING PERIODS

		2022	
		Female	Male
EAE ELEKTRİK	Average Training Hours Per Employee	18,95	24,92
	Total Training Hours (Person x Hours)	2.274,16	13.969,84
EAE AYDINLATMA	Average Training Hours Per Employee	27	11
	Total Training Hours (Person x Hours)	1.460	3.173
EKM KOMPOZİT *	Average Training Hours Per Employee	16	16
	Total Training Hours (Person x Hours)	400	1.312
TENOKS *	Average Training Hours Per Employee	20	33,23
	Total Training Hours (Person x Hours)	40	432

* EAE Makine, EAE Elektroteknik, EAE Teknoloji, Maia and our international regional sales offices, which are among our group companies, were included in the holistic training processes and online analysis-application systems within the scope of our group in 2023. Training planning, evaluation and implementation statistics for these companies will be included in our 2023 sustainability report.

7

We apply the orientation process to all our newly recruited employees. Our training platform includes compulsory trainings and personal development trainings requested by our units.

Our training catalog is shared with all our employees during the year and the requested trainings are included in the training plan individually. Apart from the existing trainings, unit-specific technical trainings are given during the year. These trainings are carried out face-to-face within EAE Elektrik and its group companies.

23061

Person (x) Hours of
Training, 2022

We rapidly continue our content and needs analysis studies to provide our employees with visionary trainings within the scope of our sustainability, sustainable economic growth, circular economy, green development and decarbonization priorities.

5866

Person (x) Hour
Sustainability and
Decarbonization Training,
2022

DEVELOPMENT MANAGEMENT SYSTEM

We are aware that our most important resource in the vision of sustainable development is our employees. We have adopted the principle of constantly reviewing the processes and technology that enable the development of our employees in accordance with the requirements of the age.

We see development management not only as a mathematical performance evaluation process in which our employees are graded, but also as a central corporate management function in terms of sustainability and as the basic building block of individual development.



We use a new generation and flexible application to better adapt to the uncertain and complex business world of our age, where it is difficult to set long-term goals. To identify our individual development needs more accurately by increasing our alignment with our strategic goals with the Development Management System we designed within the scope of our practices defined under the title of EAE Recharge and to determine the relationship between performance components more systematically we aim to increase the motivation of our employees.



We adopted the OKR(A) (Objectives, Key Results & Actions) approach, a work discipline and work performance management approach in which all employees focus their efforts on the most important issues, in order to measurably advance EAE Elektrik's strategic goals in line with human resources policies.

7

DETAILS OF OUR DEVELOPMENT MANAGEMENT PROCESS

Our Step-by-Step Development Process

1 Company Strategy and Objectives

The annual flow of development management starts with the determination of the company's strategies and goals. The entry of the company targets into the system is made by Human Resources.

2 Departmental Objectives, Indicators & Actions

This is followed by the stage of formulating departmental strategies, priorities and goals and ensuring that all stakeholders are aligned with each other.

3 Reduction of Individual Goals

First of all, the employee creates his/her own business and development goals as a draft by looking at the goals of his/her manager. He then meets with his manager at the targeting meeting and is entered into the system by the employee after the goals are finalized.

4 Monitoring & Interim Review

After the targets are determined at the beginning of the period, the monitoring period starts. It is the joint responsibility of the manager and the employee to ensure that the necessary reviews and revisions are made every quarter.

7

5 Evaluation Process

The employee reviews his/her OKR and development goals, makes his/her self-assessment through the system and completes the process. Then, managers complete their evaluations of their team through the system. Manager assessments can proceed independently of the employee self-assessment process. Subsequently, the manager and employee come together and evaluate past performance.

6 HR Planning Session

After completing their one-to-one interviews, managers attend the HR Planning meeting with a certain preliminary preparation and review the talent planning related to their departments holistically. In this process, separate interviews are held with all functions.

7 Development Planning Interview

The focus of these interviews is solely on individual development needs, it is recommended to do 1-1. These meetings may also be accompanied by HR or a coach / mentor, as the case may be. It is also the employee's responsibility to request these interviews from the manager.

8 Use of Results

In line with the evaluations made during the period, Human Resources makes the necessary promotion, training needs analysis and rewarding plans and puts them into practice.

9 Development Process Check-Up

Each semester, a survey will be conducted to evaluate our development management process and our managerial competencies in this process. The results of this survey will be used in our improvement efforts. This survey also includes the opinions of the employees about their managers.

Our competency model includes an additional competency-based targeting process related to the behaviors and attitudes of our employees as well as the business goals defined by the OKR(A) approach. While determining the content of our competence set, we create a common understanding and language by defining what each behavioral mode important for business life means in EAE Elektrik's corporate culture.

With our current competency set in our model, we have defined 49 competencies in four different dimensions in detail.

Business Activity

- Acquiring and Using Information
- Seeing the Whole
- Attaching Importance to Details
- Compliance with Discipline & Standards
- Entrepreneurship
- Innovation
- Business Development & Commercial Perspective
- Business Mastery & Business Expertise
- Quality Focus
- Decision Making
- Customer Management
- Planning and Editing
- Problem Analysis
- Result Orientation
- Responsibility
- Process Control
- Visionary
- Creativity
- Having a Management Perspective

Personal Efficacy

- Straightforwardness & Independence
- Adaptability
- Being Determined
- Success Oriented
- Agility
- Energy
- Being Principled
- Being Proactive
- Self-Development
- Corporate Sensitivity & Perception
- Being Open to Learning
- Stress Management

Human Management

- Employee Development
- Conflict Management
- Change Management
- Delegation
- Group Leadership
- Human Management & Performance Management
- Coaching

Interpersonal Effectiveness

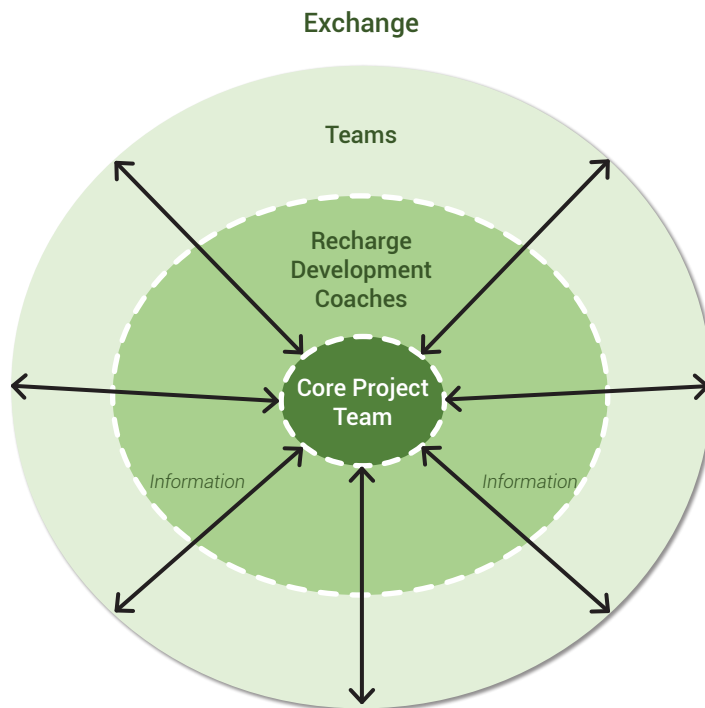
- Working Together
- Effective Communication Skills
- Listening Ability
- Persuasion
- Establishing Business Relationships
- Determination
- Interpersonal Sensitivity
- Negotiation Skill
- Presentation Skill
- Written Communication Skills
- Being at the Center & Self-Confidence



EAE Elektrik Competence Set

By further strengthening our competency model designed within the scope of EAE Recharge with the Development Coaches Network Program in 2023, we plan to maximize the effectiveness of the competency-oriented corporate culture within EAE Elektrik.

What is a Recharge Development Coach, what does he/she do?



What is Recharge Development Coach?

Recharge Development Coaches are a stakeholder group that takes an active role in the Performance and Development Management processes, facilitates the necessary HR communication and discussion, and basically has active tasks related to the promotion of the OKR approach.

What is its most important purpose?

Recharge Development Coaches are responsible for supporting technically relevant teams in the goal setting process, identifying and reporting their problems to HR, and supporting the successful evolution of the process.

Why do we need it?

Choosing coaches from within the company reduces the stress associated with change and improves the overall quality of project activities. Thanks to communication through coaches, teams can make a great contribution to motivating for change.

7

We calculate the multidimensional evaluation results for each employee on a special scale based on the work outputs and development goals determined by our managers and share them with our employees every year in line with the principle of transparency.

We have adopted various support practices (fringe benefits) that will contribute positively to raising the living standards of our employees and increasing their welfare levels. In 2023, in line with the analysis of our sustainability committee, we aim to carry our side benefits application to a wider framework and announce it to our stakeholders.



7

7.3. OUR OCCUPATIONAL HEALTH AND SAFETY PRACTICES

We regard ensuring the health and well-being of our employees in all production areas where we operate and at every point in our global value chain as one of the most important central goals in our sustainability approach. Within the scope of our Occupational Health and Safety activities, we work to achieve the goal of zero occupational accidents and to develop proactive practices to prevent the loss of labor, time and welfare caused by occupational accidents.

We carry out our Occupational Health and Safety studies in accordance with the ISO 45001 standard and legal requirements within the scope of our Integrated Management System.

We plan and carry out an active Occupational Health and Safety process by interacting with our subcontractor companies with the implementation of issues such as risk assessments, periodic checks, field analyzes, trainings, recommendation and notification mechanism activities, occupational hygiene measurements, provision of personal protective equipment, safe storage and use of chemicals in our work areas. We plan to strengthen the Occupational Health and Safety criteria in our purchasing and procurement processes by working with our sustainability committee.



In order to ensure a healthy and safe work environment, we determine and monitor key performance and income and evaluate all our feedback transparently in field meetings with our employees.

By monitoring our Occupational Health and Safety performances monthly and annually, we analyze our results in the relevant sub-study group of our sustainability committee, inform our senior management about development areas including new generation sustainability practices, and plan continuous improvement activities within the framework of our goals.

In 2022, we managed to reduce our accident frequency rate by 10% compared to the previous year.

By using vending machines and similar advanced equipment in our work areas, we enable our employees to quickly access personal protective equipment (PPE) suitable for their work. In order to increase the awareness of our employees within the scope of Occupational Health and Safety, we provide theoretical and practical trainings at recruitment and periodically and specify the measures to be taken against specific risks in the work areas.

26247

Person (x) Hour
Occupational Health and
Safety Training
2022



In order to be ready for all possible emergencies, we conduct risk analyzes and establish Emergency Teams within the scope of Emergency Action Plans. We periodically renew the training of our teams, carry out Emergency Drills every year to cover all shifts and all our production areas, and take measures to ensure the business continuity of our value chain.



7.4. OUR SOCIAL BENEFITS AND ACTIVITIES

As EAE Elektrik, we evaluate all of the strategic collaborations and interactions we have established in order to carry out studies on environmental and social issues in order to provide social benefits and to increase the reputation of our company within the framework of our social investments.

In order to strengthen the technological applications in our sector, we support academic life with our laboratory sponsorships and seminars that contribute to experiential development in the vocational learning of our workforce.

Yıldız Technical University EAE Low Voltage Electrical Facilities Laboratory (09-11-2021)



In order to support the development of our engineer candidates who will serve our sector, we opened the EAE Low Voltage Electrical Facilities Laboratory, which we established at Yıldız Technical University, Faculty of Electrical and Electronics, on 03 November 2021 with the participation of our Rector, Esteemed Faculty Members, students and guests. We hope that our laboratory, where Protection and Safety issues will be handled in accordance with the relevant standards in Low Voltage Electrical Facilities, will be beneficial to our country, our sector, academic life and our students.

We visited Kocaeli University Faculty of Electrical Engineering. (25-11-2021)



We had the pleasure of meeting with the students in the Electrical Engineering Department of Kocaeli University during the seminar on "Busbar Energy Distribution Systems".

We participated in the 18th RLC Days Event at IEEE Yıldız Technical University. (08-03-2022)



Between March 8-10, 2022, we met with Yıldız Technical University students at the 18th RLC Days event organized by IEEE YTU.

Ege University Electrical Laboratory (27-06-2022)



The opening of the Ege University Electrical and Electronics Engineering Electrical Facilities Laboratory and Grounding Garden, which we support, was held on 27 June 2022 by Prof. Dr. Bahattin Tanyolaç, Head of Department Prof. Dr. Erkan Meşe, Prof. With the participation of Dr. İsmail Kaşıkçı and esteemed faculty members.

We were in Sakarya for our university activities. (14.12.2022)



We held a seminar on "Busbar Energy Distribution Systems" for the students of Sakarya University, Department of Electrical and Electronics Engineering. At the end of the seminar held at the Congress Center of the University under the coordination of Prof. Dr. Mehmet Bayrak, we meticulously answered the questions of the students about the application areas of busbar systems. We participated in the course with a presentation on "Busbar Energy Distribution Systems" for the students of Sakarya University of Applied Sciences, Vocational School of Higher Education, Department of Electricity and Energy. At the end of the organization coordinated by the Head of the Department, Assoc. Prof. Dr. Ali Erduman, we answered the questions of the students and completed our tour of Sakarya by giving information about job opportunities in the sector.

8.1. OUR PERFORMANCE INDICATORS

SOCIAL PERFORMANCE INDICATORS

		Employees (Category)							
		2019		2020		2021		2022	
		Female	Male	Female	Male	Female	Male	Female	Male
EAE ELEKTRİK	Senior-Management	2	2	2	2	2	2	2	2
	Blue Collar	38	693	45	837	33	871	24	993
	White Collar	60	314	61	275	85	327	85	277
EAE AYDINLATMA	Senior-Management	0	1	0	1	0	1	0	1
	Blue Collar	39	201	36	235	30	213	25	201
	White Collar	35	116	38	117	33	109	31	104
EAE MAKİNE	Senior-Management	0	0	0	0	0	0	0	0
	Blue Collar	0	25	0	25	0	25	0	25
	White Collar	11	14	12	12	12	13	15	13
EAE TEKNOLOJİ	Senior-Management	0	0	0	0	0	0	0	0
	Blue Collar	0	17	0	12	0	16	0	50
	White Collar	5	36	5	36	8	38	8	29
EAE ELEKTROTEKNİK	Senior-Management	0	1	0	1	0	1	0	1
	Blue Collar	15	160	11	164	16	173	11	170
	White Collar	16	65	17	58	11	59	15	63
MAİA	Senior-Management	0	1	0	1	0	1	0	1
	Blue Collar	2	1	1	2	3	1	3	1
	White Collar	3	1	3	2	3	3	3	2
EKM KOMPOZİT *	Senior-Management	-	-	-	-	0	2	0	2
	Blue Collar	-	-	-	-	18	58	13	64
	White Collar	-	-	-	-	4	3	12	16
TENOKS *	Senior-Management	-	-	-	-	0	2	0	0
	Blue Collar	-	-	-	-	0	0	0	0
	White Collar	-	-	-	-	4	7	2	9
EAE ITALY	Senior-Management	0	2	1	4	1	5	1	5
	Blue Collar	0	0	0	0	0	0	0	0
	White Collar	6	16	8	17	11	16	12	18
EAE AMERICA *	Senior-Management	1	0	1	0	1	0	1	0
	Blue Collar	0	0	0	0	0	0	0	0
	White Collar	0	0	0	1	1	2	1	4
EAE AUSTRALIA *	Senior-Management	0	0	0	0	0	0	0	0
	Blue Collar	0	0	0	0	0	0	0	0
	White Collar	0	3	0	3	0	3	0	3

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Age Distribution (Employees)

		2019		2020		2021		2022	
		Female	Male	Female	Male	Female	Male	Female	Male
EAE ELEKTRİK	> 50 Years Old	5	52	5	52	6	61	8	96
	30-50 Years Old	60	696	60	802	67	809	69	851
	< 30 Years Old	40	256	40	259	47	328	34	325
EAE AYDINLATMA	> 50 Years Old	2	13	1	12	2	17	2	19
	30-50 Years Old	50	208	53	224	43	209	37	213
	< 30 Years Old	22	97	20	117	18	97	17	74
EAE MAKİNE	> 50 Years Old	1	2	1	1	1	1	1	1
	30-50 Years Old	7	26	7	29	8	29	9	29
	< 30 Years Old	3	11	4	7	3	8	5	8
EAE TEKNOLOJİ	> 50 Years Old	0	0	0	0	0	1	0	1
	30-50 Years Old	1	26	1	33	2	35	2	35
	< 30 Years Old	4	27	4	15	6	18	6	43
EAE ELEKTROTEKNİK	> 50 Years Old	0	11	0	11	1	16	1	14
	30-50 Years Old	8	153	19	144	17	152	16	155
	< 30 Years Old	23	62	10	67	9	65	9	65
MAİA	> 50 Years Old	0	0	0	0	0	0	0	0
	30-50 Years Old	2	2	3	2	4	2	4	2
	< 30 Years Old	3	1	1	3	2	3	2	2
EKM KOMPOZİT *	> 50 Years Old	-	-	-	-	0	2	0	2
	30-50 Years Old	-	-	-	-	3	5	5	39
	< 30 Years Old	-	-	-	-	19	56	20	41
TENOKS *	> 50 Years Old	-	-	-	-	0	0	0	0
	30-50 Years Old	-	-	-	-	2	5	1	6
	< 30 Years Old	-	-	-	-	2	4	1	3
EAE ITALY	> 50 Years Old	1	0	0	0	0	0	1	6
	30-50 Years Old	4	8	7	5	10	2	11	15
	< 30 Years Old	1	8	1	12	1	14	1	2
EAE AMERICA *	> 50 Years Old	1	0	1	0	1	0	1	0
	30-50 Years Old	0	0	0	1	1	2	1	4
	< 30 Years Old	0	0	0	0	0	0	0	0
EAE AUSTRALIA *	> 50 Years Old	0	0	0	0	0	0	0	0
	30-50 Years Old	0	3	0	3	0	3	0	3
	< 30 Years Old	0	0	0	0	0	0	0	0

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Age Distribution (Senior-Level Management Structure)

		2019		2020		2021		2022	
		Female	Male	Female	Male	Female	Male	Female	Male
EAE ELEKTRİK	> 50 Years Old	1	1	1	1	2	1	2	1
	30-50 Years Old	1	1	1	1	0	1	0	1
	< 30 Years Old	0	0	0	0	0	0	0	0
EAE AYDINLATMA	> 50 Years Old	0	1	0	2	0	2	0	2
	30-50 Years Old	0	1	0	1	0	1	0	1
	< 30 Years Old	0	0	0	0	0	0	0	0
EAE MAKİNE	> 50 Years Old	0	0	0	0	0	0	0	0
	30-50 Years Old	0	0	0	0	0	0	0	0
	< 30 Years Old	0	0	0	0	0	0	0	0
EAE TEKNOLOJİ	> 50 Years Old	0	0	0	0	0	0	0	0
	30-50 Years Old	0	0	0	0	0	0	0	0
	< 30 Years Old	0	0	0	0	0	0	0	0
EAE ELEKTROTEKNİK	> 50 Years Old	0	1	0	0	0	1	0	1
	30-50 Years Old	0	0	0	1	0	0	0	0
	< 30 Years Old	0	0	0	0	0	0	0	0
MAİA	> 50 Years Old	0	0	0	0	0	0	0	0
	30-50 Years Old	0	1	0	1	0	1	0	1
	< 30 Years Old	0	0	0	0	0	0	0	0
EKM KOMPOZİT *	> 50 Years Old	-	-	-	-	0	1	0	1
	30-50 Years Old	-	-	-	-	0	1	0	1
	< 30 Years Old	-	-	-	-	0	0	0	0
TENOKS *	> 50 Years Old	-	-	-	-	0	1	0	1
	30-50 Years Old	-	-	-	-	0	1	0	1
	< 30 Years Old	-	-	-	-	0	0	0	0
EAE ITALY	> 50 Years Old	0	1	1	2	1	2	1	2
	30-50 Years Old	0	1	0	2	0	3	0	3
	< 30 Years Old	0	0	0	0	0	0	0	0
EAE AMERICA *	> 50 Years Old	1	0	1	0	1	0	1	0
	30-50 Years Old	0	0	0	0	0	0	0	0
	< 30 Years Old	0	0	0	0	0	0	0	0
EAE AUSTRALIA *	> 50 Years Old	0	0	0	0	0	0	0	0
	30-50 Years Old	0	0	0	0	0	0	0	0
	< 30 Years Old	0	0	0	0	0	0	0	0

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		Level of Education							
		2019		2020		2021		2022	
		Female	Male	Female	Male	Female	Male	Female	Male
EAE ELEKTRİK	With No Education	0	0	0	0	0	0	0	0
	Primary school	21	489	21	523	22	516	12	559
	High School	24	312	29	324	31	370	26	424
	University and Postgraduate	60	203	67	254	68	311	73	289
EAE AYDINLATMA	With No Education	0	0	0	0	0	0	0	0
	Primary school	22	88	21	94	21	89	20	79
	High School	20	111	19	131	16	111	11	110
	University and Postgraduate	32	119	34	128	26	123	25	117
EAE MAKİNE	With No Education	0	0	0	0	0	0	0	0
	Primary school	1	4	1	4	1	3	1	3
	High School	0	24	0	22	0	22	0	22
	University and Postgraduate	10	11	11	11	11	13	14	13
EAE TEKNOLOJİ	With No Education	0	0	0	0	0	0	0	0
	Primary school	0	1	0	0	0	0	0	0
	High School	1	10	1	6	1	14	1	23
	University and Postgraduate	4	42	4	42	7	40	7	56
EAE ELEKTROTEKNİK	With No Education	0	0	0	0	0	0	0	0
	Primary school	12	125	9	114	9	112	9	91
	High School	6	58	6	65	5	79	6	117
	University and Postgraduate	13	43	14	43	13	42	11	26
MAİA	With No Education	0	0	0	0	0	0	0	0
	Primary school	0	0	0	0	0	0	0	0
	High School	3	2	1	4	3	3	3	2
	University and Postgraduate	2	1	3	1	3	2	3	2
EKM KOMPOZİT *	With No Education	-	-	-	-	3	4	0	0
	Primary school	-	-	-	-	5	20	10	53
	High School	-	-	-	-	8	32	7	13
	University and Postgraduate	-	-	-	-	6	7	8	16
TENOKS *	With No Education	-	-	-	-	0	0	0	0
	Primary school	-	-	-	-	0	0	0	0
	High School	-	-	-	-	0	2	0	1
	University and Postgraduate	-	-	-	-	4	7	2	8
EAE ITALY	With No Education	0	0	0	0	0	0	0	0
	Primary school	0	1	0	1	0	1	0	1
	High School	1	10	2	9	2	9	2	11
	University and Postgraduate	4	7	7	11	10	11	11	11
EAE AMERICA *	With No Education	0	0	0	0	0	0	0	0
	Primary school	0	0	0	0	0	0	0	0
	High School	0	0	0	0	0	0	0	0
	University and Postgraduate	1	0	1	1	2	2	2	4
EAE AUSTRALIA *	With No Education	0	0	0	0	0	0	0	0
	Primary school	0	0	0	0	0	0	0	0
	High School	0	0	0	0	0	0	0	0
	University and Postgraduate	0	3	0	3	0	3	0	3

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Employees Leaving the Job

		2019		2020		2021		2022	
		Female	Male	Female	Male	Female	Male	Female	Male
EAE ELEKTRİK	> 50 Years Old	0	15	1	28	1	11	1	4
	30-50 Years Old	7	83	11	232	14	90	7	76
	< 30 Years Old	1	44	5	129	4	81	6	81
EAE AYDINLATMA	> 50 Years Old	0	2	0	0	0	0	0	0
	30-50 Years Old	3	21	4	28	8	45	4	24
	< 30 Years Old	7	31	8	48	9	43	8	28
EAE MAKİNE	> 50 Years Old	0	0	0	0	0	0	0	0
	30-50 Years Old	0	3	1	4	1	2	0	0
	< 30 Years Old	0	1	0	1	1	0	0	0
EAE TEKNOLOJİ	> 50 Years Old	0	0	0	0	0	0	0	0
	30-50 Years Old	0	3	0	7	0	3	0	10
	< 30 Years Old	1	4	0	2	0	0	1	5
EAE ELEKTROTEKNİK	> 50 Years Old	0	1	0	0	0	2	0	5
	30-50 Years Old	4	54	3	21	2	25	3	39
	< 30 Years Old	1	27	2	5	1	0	0	24
MAİA	> 50 Years Old	0	0	0	0	0	0	0	0
	30-50 Years Old	1	0	1	0	0	0	0	0
	< 30 Years Old	0	0	0	2	1	1	0	3
EKM KOMPOZİT *	> 50 Years Old	-	-	-	-	0	0	0	0
	30-50 Years Old	-	-	-	-	0	0	1	5
	< 30 Years Old	-	-	-	-	9	20	8	23
TENOKS *	> 50 Years Old	-	-	-	-	0	0	0	0
	30-50 Years Old	-	-	-	-	2	5	2	0
	< 30 Years Old	-	-	-	-	2	4	0	3
EAE ITALY	> 50 Years Old	0	0	0	0	0	0	0	0
	30-50 Years Old	0	0	0	0	2	1	1	2
	< 30 Years Old	1	0	0	1	0	1	0	5
EAE AMERICA *	> 50 Years Old	0	0	0	0	0	0	0	0
	30-50 Years Old	0	0	0	0	0	0	0	0
	< 30 Years Old	0	0	0	0	0	0	0	0
EAE AUSTRALIA *	> 50 Years Old	0	0	0	0	0	0	0	0
	30-50 Years Old	0	0	0	0	0	0	0	1
	< 30 Years Old	0	0	0	0	0	0	0	0

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Recruited Employees

		2019		2020		2021		2022	
		Female	Male	Female	Male	Female	Male	Female	Male
EAE ELEKTRİK	> 50 Years Old	0	5	0	7	0	0	0	1
	30-50 Years Old	6	116	15	197	5	103	9	84
	< 30 Years Old	7	90	13	248	14	139	6	94
EAE AYDINLATMA	> 50 Years Old	0	0	0	0	0	0	0	0
	30-50 Years Old	3	14	3	22	1	10	3	10
	< 30 Years Old	5	51	9	81	6	21	2	26
EAE MAKİNE	> 50 Years Old	0	0	0	0	0	0	0	0
	30-50 Years Old	0	5	0	4	2	5	0	0
	< 30 Years Old	0	3	1	0	0	3	3	0
EAE TEKNOLOJİ	> 50 Years Old	0	0	0	0	0	0	0	0
	30-50 Years Old	1	6	0	4	1	11	0	13
	< 30 Years Old	3	9	1	1	2	9	1	10
EAE ELEKTROTEKNİK	> 50 Years Old	0	2	0	0	0	0	0	0
	30-50 Years Old	1	47	3	8	2	20	2	21
	< 30 Years Old	1	20	0	14	1	24	1	33
MAİA	> 50 Years Old	0	0	0	0	0	0	0	0
	30-50 Years Old	1	0	1	0	0	0	0	0
	< 30 Years Old	0	1	1	3	1	2	0	2
EKM KOMPOZİT *	> 50 Years Old	-	-	-	-	0	2	0	0
	30-50 Years Old	-	-	-	-	2	0	0	8
	< 30 Years Old	-	-	-	-	8	30	3	9
TENOKS *	> 50 Years Old	-	-	-	-	0	0	0	0
	30-50 Years Old	-	-	-	-	0	0	0	0
	< 30 Years Old	-	-	-	-	0	0	0	0
EAE ITALY	> 50 Years Old	0	0	0	1	0	0	0	4
	30-50 Years Old	2	3	3	1	3	1	2	2
	< 30 Years Old	1	4	0	3	1	2	0	0
EAE AMERICA *	> 50 Years Old	1	0	1	0	1	0	0	0
	30-50 Years Old	0	0	0	1	1	2	0	0
	< 30 Years Old	0	0	0	0	0	0	0	2
EAE AUSTRALIA *	> 50 Years Old	0	0	0	0	0	0	0	0
	30-50 Years Old	0	0	0	0	0	0	0	1
	< 30 Years Old	0	0	0	0	0	0	0	0

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Occupational Health and Safety * *

		2019	2020	2021	2022
EAE ELEKTRİK	Average Hours of OHS Training per Person	12	12	12	15
	Total Number of Accidents	112	118	132	132
	Number of Occupational Disease Cases	0	0	0	0
	Number of Fatal Accidents	0	0	0	0
	Total Annual Working Duration (Hours)	2.634.984	2.893.968	3.131.568	3.286.008
	Total Number of Lost Work Days	967	1.143	1.439	946
	Accident Frequency Rate	64	59	57	57
EAE AYDINLATMA	Average Hours of OHS Training per Person	12	12	12	12
	Total Number of Accidents	16	18	19	8
	Number of Occupational Disease Cases	0	0	0	0
	Number of Fatal Accidents	0	0	0	0
	Total Annual Working Duration (Hours)	931.392	1.014.552	917.136	860.112
	Total Number of Lost Work Days	57	69	246	61
	Accident Frequency Rate	17	18	21	9
EAE MAKİNE	Average Hours of OHS Training per Person	12	12	12	12
	Total Number of Accidents	1	2	0	0
	Number of Occupational Disease Cases	0	0	0	0
	Number of Fatal Accidents	0	0	0	0
	Total Annual Working Duration (Hours)	118.800	116.424	118.800	118.800
	Total Number of Lost Work Days	0	8	0	0
	Accident Frequency Rate	0	17	0	0
EAE TEKNOLOJİ	Average Hours of OHS Training per Person	9	5	12	16
	Total Number of Accidents	0	0	0	0
	Number of Occupational Disease Cases	0	0	0	0
	Number of Fatal Accidents	0	0	0	0
	Total Annual Working Duration (Hours)	169.360	154.760	183.960	254.040
	Total Number of Lost Work Days	0	0	0	0
	Accident Frequency Rate	0	0	0	0
EAE ELEKTROTEKNİK	Average Hours of OHS Training per Person	12	12	12	12
	Total Number of Accidents	41	19	31	32
	Number of Occupational Disease Cases	0	0	0	0
	Number of Fatal Accidents	0	0	0	0
	Total Annual Working Duration (Hours)	610.632	594.000	615.384	465.696
	Total Number of Lost Work Days	163	94	108	285
	Accident Frequency Rate	67	32	50	69
MAİA	Average Hours of OHS Training per Person	0	0	0	0
	Total Number of Accidents	0	0	0	0
	Number of Occupational Disease Cases	0	0	0	0
	Number of Fatal Accidents	0	0	0	0
	Total Annual Working Duration (Hours)	19.008	21.384	26.136	26.136
	Total Number of Lost Work Days	0	0	0	0
	Accident Frequency Rate	0	0	0	0

Occupational Health and Safety * *

		2019	2020	2021	2022
EKM KOMPOZIT *	Average Hours of OHS Training per Person	-	-	340	428
	Total Number of Accidents	-	-	1	9
	Number of Occupational Disease Cases	-	-	0	0
	Number of Fatal Accidents	-	-	0	0
	Total Annual Working Duration (Hours)	-	-	201.960	254.232
	Total Number of Lost Work Days	-	-	0	115
	Accident Frequency Rate	-	-	5	35
TENOKS *	Average Hours of OHS Training per Person	-	-	0	472
	Total Number of Accidents	-	-	0	0
	Number of Occupational Disease Cases	-	-	0	0
	Number of Fatal Accidents	-	-	0	0
	Total Annual Working Duration (Hours)	-	-	30.888	26.136
	Total Number of Lost Work Days	-	-	0	0
	Accident Frequency Rate	-	-	0	0
EAE ITALY	Average Hours of OHS Training per Person	2	1	1	2
	Total Number of Accidents	0	0	0	0
	Number of Occupational Disease Cases	0	0	0	0
	Number of Fatal Accidents	0	0	0	0
	Total Annual Working Duration (Hours)	50.688	63.360	69.696	76.032
	Total Number of Lost Work Days	0	0	0	0
	Accident Frequency Rate	0	0	0	0
EAE AMERICA *	Average Hours of OHS Training per Person	-	-	-	-
	Total Number of Accidents	-	-	-	-
	Number of Occupational Disease Cases	-	-	-	-
	Number of Fatal Accidents	-	-	-	-
	Total Annual Working Duration (Hours)	-	-	-	-
	Total Number of Lost Work Days	-	-	-	-
	Accident Frequency Rate	-	-	-	-
EAE AUSTRALIA *	Average Hours of OHS Training per Person	1	1	1	1
	Total Number of Accidents	0	0	0	0
	Number of Occupational Disease Cases	0	0	0	0
	Number of Fatal Accidents	0	0	0	0
	Total Annual Working Duration (Hours)	5.670	5.670	5.670	5.940
	Total Number of Lost Work Days	0	0	0	0
	Accident Frequency Rate	0	0	0	0

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** Accident Frequency Rate = (Number of Lost Working Days x 200.000) / Total Annual Working Time

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Number of Employees in Disabled/Disadvantaged Groups

		2019		2020		2021		2022	
		Female	Male	Female	Male	Female	Male	Female	Male
EAE ELEKTRİK	> 50 Years Old	0	0	0	0	0	0	0	1
	30-50 Years Old	2	25	1	28	1	26	0	3
	< 30 Years Old	0	3	0	2	0	2	0	1
EAE AYDINLATMA	> 50 Years Old	1	0	1	0	1	0	1	0
	30-50 Years Old	1	3	1	4	1	4	1	4
	< 30 Years Old	0	4	0	4	0	4	0	4
EAE MAKİNE	> 50 Years Old	0	0	0	0	0	0	0	0
	30-50 Years Old	0	0	0	0	0	0	0	0
	< 30 Years Old	0	0	0	0	0	0	0	0
EAE TEKNOLOJİ	> 50 Years Old	0	0	0	0	0	0	0	0
	30-50 Years Old	0	0	0	0	0	0	0	0
	< 30 Years Old	0	1	0	1	0	1	0	1
EAE ELEKTROTEKNİK	> 50 Years Old	0	2	0	2	0	2	0	2
	30-50 Years Old	1	3	1	3	1	0	0	3
	< 30 Years Old	0	0	0	0	0	1	0	1
MAİA	> 50 Years Old	0	0	0	0	0	0	0	0
	30-50 Years Old	0	0	0	0	0	0	0	0
	< 30 Years Old	0	0	0	0	0	0	0	0
EKM KOMPOZİT *	> 50 Years Old	-	-	-	-	0	0	0	0
	30-50 Years Old	-	-	-	-	0	0	0	0
	< 30 Years Old	-	-	-	-	0	0	0	0
TENOKS *	> 50 Years Old	-	-	-	-	0	0	0	0
	30-50 Years Old	-	-	-	-	0	0	0	0
	< 30 Years Old	-	-	-	-	0	0	0	0
EAE ITALY	> 50 Years Old	0	0	0	0	0	0	0	1
	30-50 Years Old	1	0	1	0	1	0	1	0
	< 30 Years Old	0	0	0	0	0	0	0	0
EAE AMERICA *	> 50 Years Old	0	0	0	0	0	0	0	0
	30-50 Years Old	0	0	0	0	0	0	0	0
	< 30 Years Old	0	0	0	0	0	0	0	0
EAE AUSTRALIA *	> 50 Years Old	0	0	0	0	0	0	0	0
	30-50 Years Old	0	0	0	0	0	0	0	0
	< 30 Years Old	0	0	0	0	0	0	0	0

* Tenoks and EKM Kompozit started their commercial activities within EAE in 2021. EAE AMERICA and EAE AUSTRALIA started their commercial activities in 2020. In 2023, EAE DUBAI, EAE FRANCE and EAE GERMANY will start their regional commercial activities.

8

Number of Employees Taking Maternity Leave and Returning to Work After Birth

		2019	2020	2021	2022
EAE ELEKTRİK	Employees Taking Maternity Leave	4	2	7	8
	Employees Returning from Maternity Leave	3	3	6	7
EAE AYDINLATMA	Employees Taking Maternity Leave	3	2	0	0
	Employees Returning from Maternity Leave	1	1	6	2
EAE MAKİNE	Employees Taking Maternity Leave	0	0	0	0
	Employees Returning from Maternity Leave	0	0	0	3
EAE TEKNOLOJİ	Employees Taking Maternity Leave	0	0	0	0
	Employees Returning from Maternity Leave	0	0	2	1
EAE ELEKTROTEKNİK	Employees Taking Maternity Leave	2	0	0	0
	Employees Returning from Maternity Leave	1	0	1	1
MAİA	Employees Taking Maternity Leave	0	0	0	0
	Employees Returning from Maternity Leave	0	0	1	0
EKM KOMPOZİT *	Employees Taking Maternity Leave	-	0	0	0
	Employees Returning from Maternity Leave	-	0	8	3
TENOKS *	Employees Taking Maternity Leave	-	0	0	0
	Employees Returning from Maternity Leave	-	0	0	0
EAE ITALY	Employees Taking Maternity Leave	0	2	0	0
	Employees Returning from Maternity Leave	0	1	1	0
EAE AMERICA *	Employees Taking Maternity Leave	0	0	1	0
	Employees Returning from Maternity Leave	0	0	0	0
EAE AUSTRALIA *	Employees Taking Maternity Leave	0	0	0	0
	Employees Returning from Maternity Leave	0	0	0	0

* Tenoks and EKM Kompozit started their commercial activities within EAE in 2021. EAE AMERICA and EAE AUSTRALIA started their commercial activities in 2020. In 2023, EAE DUBAI, EAE FRANCE and EAE GERMANY will start their regional commercial activities.

8

Labor Turnover Rate *

	2019		2020		2021		2022	
	Female	Male	Female	Male	Female	Male	Female	Male
EAE ELEKTRİK	0,07	0,09	0,15	0,34	0,15	0,11	0,13	0,13
EAE AYDINLATMA	0,01	0,03	0,02	0,07	0,003	0,10	0,003	0,02
EAE MAKİNE	0,00	0,04	0,02	0,08	0,04	0,04	0,00	0,00
EAE TEKNOLOJİ	0,00	0,05	0,00	0,09	0,00	0,03	0,00	0,18
EAE ELEKTROTEKNİK	0,03	0,11	0,14	0,07	0,22	0,19	*	*
MAİA	0,20	0,00	0,25	0,40	0,17	0,20	*	*
EKM KOMPOZİT *	-	-	-	-	0,42	0,33	0,28	0,27
TENOKS *	-	-	-	-	0,00	0,00	0,00	0,11
EAE ITALY	0,17	0,00	0,00	0,05	0,17	0,10	0,08	0,30
EAE AUSTRALIA *	-	-	0,00	0,00	0,00	0,00	0,00	0,33

* Labor turnover rate was calculated according to the number of voluntary resignations. Tenoks and EKM Kompozit started their commercial activities within EAE in 2021. EAE AUSTRALIA started its commercial activities in 2020. EAE Elektroteknik and Maia will switch to the integrated human resources system in 2023, and 2022 workforce data will be included in our 2023 sustainability report. In 2023, EAE DUBAI, EAE FRANCE and EAE GERMANY will start their regional commercial activities.

ENVIRONMENTAL PERFORMANCE INDICATORS

		Recovery (Ton) *							
		2019		2020		2021		2022	
		Hazardous Wastes	Non-Hazardous Waste	Hazardous Wastes	Non-Hazardous Waste	Hazardous Wastes	Non-Hazardous Waste	Hazardous Wastes	Non-Hazardous Waste
EAE ELEKTRİK	Preparation for Reuse or Reuse	0	7.664,00	0	8.442,00	0	9.042,00	0	9.910,00
	Recycled Waste for Energy Purposes	0	0	514	0	615	0	768	0
	Recycled Waste	0	0	0	0	0	0	0	0
	Other Methods	0	0	0	0	0	0	0	0
EAE AYDINLATMA	Preparation for Reuse or Reuse	0	0	0	0	1,16	0	0,48	0
	Recycled Waste for Energy Purposes	13,47	0	27,39	0	31,91	0	21,51	0
	Recycled Waste	20,08	657,44	16,72	642,51	8,89	842,99	14,93	896,22
	Other Methods	0	0	0	0	0	0	0	0
EAE MAKİNE	Preparation for Reuse or Reuse	0	0	0	0	0	0	0	0
	Recycled Waste for Energy Purposes	0	0	0	0	0	0	0	0
	Recycled Waste	0	71,05	0	53,45	0	62,12	0	95,93
	Other Methods	41,60	0,28	51,00	0,34	51,78	0,28	62,80	1,00
EAE TEKNOLOJİ	Preparation for Reuse or Reuse	0	0	0	0	0	0	0	2
	Recycled Waste for Energy Purposes	0	0	0	0	0	0	0	0
	Recycled Waste	0	0	0	0	0	0	0	0
	Other Methods	0	0	0	0	0	0	0	0
EAE ELEKTROTEKNİK	Preparation for Reuse or Reuse	0	0	0	0	0	0	0	0
	Recycled Waste for Energy Purposes	0	0	0	0	0	0	0	0
	Recycled Waste	14,66	1.244,38	16,04	1.239,35	15,09	1.420,09	12,68	1163,67
	Other Methods	0	0	0	0	0	0	0	0
EKM KOMPOZİT *	Preparation for Reuse or Reuse	-	-	-	-	0	0	0	0
	Recycled Waste for Energy Purposes	-	-	-	-	7,16	0	4,67	0
	Recycled Waste	-	-	-	-	0	141,80	0	119,76
	Other Methods	-	-	-	-	0	0	0	0
TENOKS *	Preparation for Reuse or Reuse	-	-	-	-	0	0	0	0
	Recycled Waste for Energy Purposes	-	-	-	-	0	0	0	0
	Recycled Waste	-	-	-	-	0	0	0	0,44
	Other Methods	-	-	-	-	0	0	0	0

* Tenoks and EKM Kompozit started their commercial activities within EAE in 2021. Our holistic system setup for recovery data on our overseas operation areas EAE AMERICA, EAE AUSTRALIA, EAE ITALY and other international regional offices that will become operational in 2023 and our subsidiary MAIA continues within the scope of the sub-working groups of our sustainability committee. Consolidated data for our relevant areas of operation will be published in our 2023 sustainability report.

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Disposed Waste Amount (Tons)

		2019		2020		2021		2022	
		Hazardous Wastes	Non-Hazardous Waste	Hazardous Wastes	Non-Hazardous Waste	Hazardous Wastes	Non-Hazardous Waste	Hazardous Wastes	Non-Hazardous Waste
EAE ELEKTRİK	Non-Energy Recovery Waste Incineration	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00
	Waste to Sanitary Landfill	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00
	Electronic Waste	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00
	Other Methodsle Bertaraf	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00
EAE AYDINLATMA	Non-Energy Recovery Waste Incineration	0,002	0,00	0,004	0,00	0,01	0,00	0,01	0,00
	Waste to Sanitary Landfill	6,00	-	36,44	-	2378,00	-	1211,00	-
	Electronic Waste	19,52	-	11,07	-	6,33	-	13,66	-
	Other Methodsle Bertaraf	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00
EAE MAKİNE	Non-Energy Recovery Waste Incineration	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00
	Waste to Sanitary Landfill	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00
	Electronic Waste	0,00	-	0,00	-	0,00	-	0,00	-
	Other Methodsle Bertaraf	1,00	0,00	1,00	0,00	1,00	0,00	1,00	0,00
EAE TEKNOLOJİ	Non-Energy Recovery Waste Incineration	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00
	Waste to Sanitary Landfill	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00
	Electronic Waste	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00
	Other Methodsle Bertaraf	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00
EAE ELEKTROTEKNİK	Non-Energy Recovery Waste Incineration	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00
	Waste to Sanitary Landfill	1,00	0,00	1,00	0,00	1,00	0,00	1,00	0,00
	Electronic Waste	0,00	-	0,00	-	0,00	-	0,00	-
	Other Methodsle Bertaraf	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00
MAİA	Non-Energy Recovery Waste Incineration	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00
	Waste to Sanitary Landfill	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00
	Electronic Waste	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00
	Other Methodsle Bertaraf	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00
EKM KOMPOZİT *	Non-Energy Recovery Waste Incineration	-	-	-	-	0,00	0,00	0,00	0,00
	Waste to Sanitary Landfill	-	-	-	-	0,00	0,00	0,00	0,00
	Electronic Waste	-	-	-	-	0,00	0,00	0,00	0,00
	Other Methodsle Bertaraf	-	-	-	-	0,00	0,00	0,00	0,00
TENOKS *	Non-Energy Recovery Waste Incineration	-	-	-	-	0,00	0,00	0,00	0,00
	Waste to Sanitary Landfill	-	-	-	-	0,00	0,00	0,00	0,00
	Electronic Waste	-	-	-	-	0,00	0,00	0,00	0,00
	Other Methodsle Bertaraf	-	-	-	-	0,00	0,00	0,00	0,00

* Tenoks and EKM Kompozit started their commercial activities within EAE in 2021. EAE AMERICA and EAE AUSTRALIA started their commercial activities in 2020. In 2023, EAE DUBAI, EAE FRANCE and EAE GERMANY will start their regional commercial activities.

** Electronic wastes of EAE Aydınlatma are sent to the recycling facility and disposed of.

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Disposed Waste Amount (Tons)									
		2019		2020		2021		2022	
		Hazardous Wastes	Non-Hazardous Waste	Hazardous Wastes	Non-Hazardous Waste	Hazardous Wastes	Non-Hazardous Waste	Hazardous Wastes	Non-Hazardous Waste
EAE ITALY	Non-Energy Recovery Waste Incineration	0	0	0	0	0	0	0	0
	Waste to Sanitary Landfill	0	0	0	0	0	0	0	0
	Electronic Waste	0	0	0	0	0	0	0	0
	Other Methodsle Bertaraf	0	0	0	0	0	0	0	0
EAE AMERICA *	Non-Energy Recovery Waste Incineration	-	-	0	0	0	0	0	0
	Waste to Sanitary Landfill	-	-	0	0	0	0	0	0
	Electronic Waste	-	-	0	0	0	0	0	0
	Other Methodsle Bertaraf	-	-	0	0	0	0	0	0
EAE AUSTRALIA *	Non-Energy Recovery Waste Incineration	-	-	0	0	0	0	0	0
	Waste to Sanitary Landfill	-	-	0	0	0	0	0	0
	Electronic Waste	-	-	0	0	0	0	0	0
	Other Methodsle Bertaraf	-	-	0	0	0	0	0	0

* Tenoks and EKM Kompozit started their commercial activities within EAE in 2021. EAE AMERICA and EAE AUSTRALIA started their commercial activities in 2020. In 2023, EAE DUBAI, EAE FRANCE and EAE GERMANY will start their regional commercial activities.

* * Electronic wastes of EAE Aydınlatma are sent to the recycling facility and disposed of.

Wastes (Tons)								
	2019		2020		2021		2022	
	Hazardous	Non-hazardous	Hazardous	Non-hazardous	Hazardous	Non-hazardous	Hazardous	Non-hazardous
EAE ELEKTRİK	47,00	8.155,00	899,00	8.851,00	1.420,00	9.650,00	1.862,00	10.501,00
EAE AYDINLATMA	33.013,00	65.976,12	43.534,00	643.094,72	41.446,00	843.508,10	36.443,00	89.706,20
EAE MAKİNE	41,60	71,33	58,44	53,80	63,06	62,12	62,80	95,93
EAE TEKNOLOJİ	0,00	0,00	0,00	0,00	0,00	0,00	0,00	1,50
EAE ELEKTROTEKNİK	14,66	1.244,38	16,04	1.239,35	15,09	1.420,09	12,68	1.163,67
MAİA	0,00	2,71	0,00	3,05	0,00	3,73	0,00	3,39
EKM KOMPOZİT *	-	-	-	-	7,16	142,60	4,67	119,76
TENOKS *	-	-	-	-	0,00	4,41	0,00	3,73
EAE ITALY	0,00	12,02	0,00	15,03	0,00	16,53	0,00	18,04
EAE AMERICA *	-	-	1,32	0,00	0,00	2,64	0,00	3,96
EAE AUSTRALIA *	-	-	0,00	2,03	0,00	2,03	0,00	2,03

* Tenoks and EMK Kompozit started their commercial activities within EAE in 2021. EAE AMERICA and EAE AUSTRALIA started their commercial activities in 2020. In 2023, EAE DUBAI, EAE FRANCE and EAE GERMANY will start their regional commercial activities.

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Disposed Waste Amount (Tons)

		2019			2020			2021			2022		
		Waste Quantity	Amount of Waste Prevented from Disposing	Waste Quantity to Disposal	Waste Quantity	Amount of Waste Prevented from Disposing	Waste Quantity to Disposal	Waste Quantity	Amount of Waste Prevented from Disposing	Waste Quantity to Disposal	Waste Quantity	Amount of Waste Prevented from Disposing	Waste Quantity to Disposal
EAE ELEKTRİK	Metal	6.700,00	4.545,00	0,00	7.214,50	7.214,50	0,00	7.776,00	7.776,00	0,00	8.661,00	8.661,00	0,00
	Plastics	23,70	0,70	0,00	38,50	38,50	0,00	37,00	0,00	0,00	41,46	41,60	0,00
	Electronic Waste	0,10	0,10	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00
	Waste Batteries	0,001	0,000	0,001	0,001	0,000	0,001	0,001	0,000	0,001	0,001	0,000	0,001
	Domestic Waste	491,00	0,00	491,00	566,00	0,00	566,00	608,00	37,00	608,00	591,00	0,00	591,00
	Paper-Cardboard	235,00	84,00	0,00	210,20	0,00	55,00	229,00	229,00	0,00	222,00	222,00	0,00
	Glass	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00
	Wood	379,00	0,00	0,00	662,60	0,00	113,00	674,00	674,00	0,00	645,00	645,00	0,00
	Medical Waste	0,003	0,00	0,003	0,001	0,000	0,001	0,01	0,00	0,01	0,01	0,00	0,01
	Other	352,00	325,00	47,00	381,000	317,000	64,000	1.132,00	327,00	805,00	1.433,00	339,00	1.094,00
EAE AYDINLATMA	Metal	377,72	377,72	0,00	441,45	441,45	0,00	594,98	594,98	0,00	656,25	656,25	0,00
	Plastics	32,51	32,51	0,00	52,72	52,72	0,00	72,03	72,03	0,00	85,67	85,67	0,00
	Electronic Waste	19,52	19,52	0,00	11,07	11,07	0,00	6,33	6,33	0,00	13,66	13,66	0,00
	Waste Batteries	6,00	6,00	0,00	1,83	1,83	0,00	2,38	2,38	0,00	1,21	1,21	0,00
	Domestic Waste	0,53	0,67	0,00	0,58	0,73	0,00	0,52	0,66	0,00	0,49	0,49	0,00
	Paper-Cardboard	242,74	242,74	0,00	66,69	66,69	0,00	76,29	76,29	0,00	66,14	66,14	0,00
	Glass	2,86	2,86	0,00	4,39	4,39	0,00	19,61	19,61	0,00	17,96	17,96	0,00
	Wood	0,00	0,00	0,00	75,69	75,69	0,00	76,26	76,26	0,00	67,23	67,23	0,00
	Medical Waste	0,002	0,00	0,00	0,004	0,00	0,004	0,01	0,00	0,01	12,00	0,00	12,00
	Other	105,90	105,90	0,00	43,57	43,57	0,00	51,02	51,02	0,00	33,56	33,56	0,00
EAE MAKİNE	Metal	71,05	71,05	0,00	51,00	51,00	0,00	62,12	62,12	0,00	95,71	95,71	0,00
	Plastics	0,01	10,00	0,00	0,04	0,04	0,00	0,01	0,01	0,00	0,10	0,10	0,00
	Electronic Waste	0,02	0,02	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00
	Waste Batteries	0,00	0,00	0,001	0,00	0,00	0,001	0,001	0,00	0,001	0,001	0,00	0,001
	Domestic Waste	14,40	14,40	0,00	18,00	18,00	0,00	0,02	0,02	0,00	18,00	18,00	0,00
	Paper-Cardboard	0,03	0,03	0,00	0,30	0,30	0,00	0,27	0,27	0,00	0,90	0,90	0,00
	Glass	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00
	Wood	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00
	Medical Waste	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00
	Other	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00

* Tenoks and EKM Kompozit started their commercial activities within EAE in 2021. Our holistic system installation for waste type data of our overseas operation areas EAE AMERICA, EAE AUSTRALIA, EAE ITALY and other international regional offices to be operational in 2023 and our affiliate Maia continues within the scope of our sustainability committee sub-working groups. Consolidated data for our relevant areas of operation will be published in our 2023 sustainability report.

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Waste Type (Ton) *													
		2019			2020			2021			2022		
		Waste Quantity	Amount of Waste Prevented from Disposing	Waste Quantity to Disposal	Waste Quantity	Amount of Waste Prevented from Disposing	Waste Quantity to Disposal	Waste Quantity	Amount of Waste Prevented from Disposing	Waste Quantity to Disposal	Waste Quantity	Amount of Waste Prevented from Disposing	Waste Quantity to Disposal
EAE TEKNOLOJİ	Metal	0	0	0	0	0	0	0	0	0	0	0	0
	Plastics	0	0	0	0	0	0	0	0	0	2	0	0
	Electronic Waste	0	0	0	0	0	0	0	0	0	0	0	0
	Waste Batteries	0	0	0	0	0	0	0	0	0	0	0	0
	Domestic Waste	0	0	0	0	0	0	0	0	0	0	0	0
	Paper-Cardboard	0	0	0	0	0	0	0	0	0	0	0	0
	Glass	0	0	0	0	0	0	0	0	0	0	0	0
	Wood	0	0	0	0	0	0	0	0	0	0	0	0
	Medical Waste	0	0	0	0	0	0	0	0	0	0	0	0
	Other	0	0	0	0	0	0	0	0	0	0	0	0
EAE ELEKTROTEKNİK	Metal	1.198,54	1.198,54	0,00	1.064,88	1.064,88	0,00	1.187,11	1.187,11	0,00	1.054,99	0,00	0,00
	Plastics	1,20	1,20	0,00	0,00	0,00	0,00	5,76	5,76	0,00	0,00	0,00	0,00
	Electronic Waste	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00
	Waste Batteries	0,001	0,00	1,00	1,00	0,00	1,00	1,00	0,00	1,00	1,00	0,00	1,00
	Domestic Waste	36,00	36,00	0,00	36,00	36,00	0,00	36,00	36,00	0,00	36,00	36,00	0,00
	Paper-Cardboard	3,75	3,75	0,00	49,65	49,65	0,00	65,78	65,78	0,00	19,55	19,55	0,00
	Glass	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00
	Wood	4,89	4,89	0,00	88,82	88,82	0,00	125,44	125,44	0,00	53,13	53,13	0,00
	Medical Waste	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00
	Other	0,00	1.244,38	0,00	0,00	1.239,35	0,00	0,00	420,09	0,00	1.163,67	0,00	0,00
EKM KOMPOZİT *	Metal	-	-	-	-	-	-	0,00	0,00	0,00	0,00	0,00	0,00
	Plastics	-	-	-	-	-	-	141,80	141,80	0,00	119,76	119,76	0,00
	Electronic Waste	-	-	-	-	-	-	0,00	0,00	0,00	0,00	0,00	0,00
	Waste Batteries	-	-	-	-	-	-	0,00	0,00	0,00	0,00	0,00	0,00
	Domestic Waste	-	-	-	-	-	-	0,00	0,00	0,00	0,00	0,00	0,00
	Paper-Cardboard	-	-	-	-	-	-	0,80	0,80	0,00	0,00	0,00	0,00
	Glass	-	-	-	-	-	-	0,00	0,00	0,00	0,00	0,00	0,00
	Wood	-	-	-	-	-	-	0,00	0,00	0,00	0,00	0,00	0,00
	Medical Waste	-	-	-	-	-	-	0,00	0,00	0,00	0,00	0,00	0,00
	Other	-	-	-	-	-	-	7,16	7,16	0,00	4,67	4,67	0,00

* Tenoks and EKM Kompozit started their commercial activities within EAE in 2021. Our holistic system installation for waste type data of our overseas operation areas EAE AMERICA, EAE AUSTRALIA, EAE ITALY and other international regional offices to be operational in 2023 and our affiliate Maia continues within the scope of our sustainability committee sub-working groups. Consolidated data for our relevant areas of operation will be published in our 2023 sustainability report.

8.2. GRI CONTENT INDEX

USAGE INFORMATION

EAE Elektrik A.Ş. and its affiliates have reported the information specified in the said GRI Content Index with reference to the GRI Stan-dart for the period 1 January - 31 December 2022.

GRI 1: Basic Principles (2021)

GRI Standard	Notification and Notification Header		Location or Explanation
GRI 1: Foundation Principles (2021)	Requirement 1	Implementation of reporting principles	Action completed.
	Requirement 2	GRI 2: General Notifications Reporting of 2021 declarations	Action completed.
	Requirement 3	Identification of priority issues	Action completed.
	Requirement 4	GRI 3: Priority Issues Reporting of 2021 statements	Action completed.
	Requirement 5	Reporting of notifications from GRI Subject Standards for each priority subject	Action completed.
	Requirement 6	For notifications and requirements that the organization cannot comply with stating the reasons for negligence	Action completed.
	Requirement 7	Publication of the GRI Content Index	Action completed.
	Requirement 8	Inclusion of the Usage Notice	Action completed.
	Requirement 9	Notification to GRI	Action completed.

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GRI 2: General Notices (2021)

GRI Standard	Notification and Notification Header		Location or Explanation
GRI 2: General Notification (2021)	GRI 2: 1 Institution and Reporting Practices		
	2-1 Corporate Profile Requirement 4	Legal Name	EAE ELEKTRİK A.Ş. company details, p.13
		Nature of ownership and legal structure	Our Corporate Profile, p.13
		Headquarters Location	EAE ELEKTRİK A.Ş. company details, p.13
		Countries of Operation	Our Corporate Profile, p.9-19
	2-2	Organizations included in sustainability reporting	Our Corporate Profile, p.9-19
	2-3	Reporting period, frequency and contact information	This report is EAE Elektrik's first sustainability report and will continue to be published annually.
	2-4	Information restated from previous reports	This report is EAE Elektrik's first sustainability report.
	2-5	External audit	There have been no external audits.
	GRI 2: 2 Activities and Employees		
	2-6	Activities, value chain and other business relationships	Our Responsible Purchasing and Value Chain, p.57-58 Our Corporate Profile, p.9-19
	2-7	Employees	Our Ethics and Compliance Policy, p.20-23 Our Employees and Development Management, p.81-91
	2-8	Employees belonging to the subcontractor company	Our People and Development Management, pp.81-91

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GRI 2: General
Notification (2021)

GRI 2: 3 Governance

2-9	Governance structure	Our Corporate Profile, pp.9-19 Sustainability Mechanisms, pp.34-39
2-10	The process of determining the competencies and competencies of the members of the highest governance body	Our Corporate Profile, pp.9-19 Sustainability Mechanisms, pp.34-39
2-11	Executive role of the head of the highest governance body	Our Corporate Profile, p.9-19
2-12	The role of the highest governance body in overseeing the management of impacts from activities	Message from our Board of Directors, p.3 Integrated Management System and Our Documents, p.24-25 The Duties and Responsibilities of the Sustainability Committee, p.36 Risks and Opportunities Strategic Task Force, p.37 Area of Responsibility of the Risks and Opportunities Strategic Task Force, p.38
2-13	Delegation of responsibility for managing impacts arising from activities	Message from our Board of Directors, p.3 Duties and Responsibilities of the Sustainability Committee, p.36 Risks and Opportunities Strategic Task Force, p.37 Area of Responsibility of the Risks and Opportunities Strategic Task Force, p.38
2-14	The role of the highest governance body in sustainability reporting	Message from our Sustainability Leader, p.4 Sustainability Mechanisms, pp.34-39 Task and Responsibility Area of the Sustainability Committee, p.36
2-15	Processes that prevent conflicts of interest	Our Ethics and Compliance Policy, p.20-23 Business Ethics and Code of Conduct, p.21
2-16	The process of transferring critical issues to the highest governance body	Our Ethics and Compliance Policy, p.20-23 Business Ethics and Code of Conduct, p.21 Working Principles of the Ethics Committee, p.22
2-17	Competencies of the highest governance body	Business Ethics and Code of Conduct, p.25 Sustainability Mechanisms, p.11
2-18	Evaluation of the performance of the highest governance body	Sustainability Mechanisms, pp.34-39
2-19	Wage policies	Our People and Development Management, pp.81-91
2-20	Process for determining fees	Our People and Development Management, pp.81-91
2-21	Annual total indemnity rate	Confidentiality Restrictions EAE Elektrik does not disclose this information publicly in accordance with the privacy policies of the organization.

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GRI 2: General
Notification (2021)

GRI 2: 4 Strategy, Policies and Practices

2-22	Statement on sustainable development strategy	Message from our Board of Directors, p.3 Our Sustainable Future Plan, p.44-48
2-23	Policy commitments	Our Ethics and Compliance Policies, pp.20-23 Our Sustainability Policy, pp.32-33 Our Human Rights Policy, pp.78-80 Integrated Management System and Our Documents, pp.24-25
2-24	Implementation of policy commitments	Our Ethics and Compliance Policies, pp.20-23 Our Sustainability Policy, pp.32-33 Our Human Rights Policy, pp.78-80 Integrated Management System and Our Documents, pp.24-25
2-25	Processes to improve negative impacts	Our Ethics and Compliance Policies, pp.20-23 Sustainability Mechanisms, pp.34-39 Our Sustainable Future Plan, pp.44-48
2-26	Mechanisms for receiving suggestions on issues related to ethical and legal behavior and raising concerns	Our Ethics and Compliance Policies, pp.20-23 Our Sustainability Policy, pp.32-33 Our Human Rights Policy, pp.78-80 Integrated Management System and Our Documents, pp.24-25
2-27	Compliance with legal regulations	Our Ethics and Compliance Policies, pp.20-23
2-28	Union and association memberships	Communication with Our Stakeholders and Our Memberships, p.26-30 Stakeholder Opinions, p.28-30

GRI 2: 5 Stakeholder Interaction

2-29	Stakeholder communication approach	Communication with Our Stakeholders and Our Memberships, p.8
2-30	Proportion of employees subject to collective bargaining agreement	There are no employees within the scope of collective bargaining agreement.

GRI 3: Priority Issues (2021)

GRI Standard	Notification and Notification Header		Location or Explanation
GRI 3: Priority Subjects (2021)	3-1	Priority Topics List	Message from the Chairman of the Board of Directors, p.3 Sustainability Mechanisms, p.34-39 Sustainability Strategy and Priorities, p.40-43
	3-2	Priority Issues (Items)	Sustainability Strategy and Our Priorities, pp.40-43

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GRI 200: Economical Standard Serials

GRI Standard	Notification and Notification Header		Location or Explanation
	GRI 201: Economic Performance 2016		
GRI 3: Priority Subjects 2021	3-3	Management of the Priority Issue	Message from our Board of Directors, p.3 Our Sustainability Policy, p.32-33 Sustainability Mechanisms, p.34-38
GRI 201: Economical Performance 2016	201-1	Direct economic value produced and distributed	Message from our Board of Directors, p.3 Our Corporate Profile, p.9-19
	201-4	Financial support from the state	Taxes, p.23 Technology, Innovation and R&D Oriented Product Development, 50
	GRI 202: Market Presence 2016		
GRI 3: Priority Subjects 2021	3-3	Management of the Priority Issue	Our Corporate Profile, p.9-19
GRI 202: Market Presence 2016	202-1	Standard entry-level wage rates by gender compared to the local minimum wage	Our Human Rights Policy, p.78-80 Our Employees and Development Management, p. 86-91
	202-2	Local employment of senior management	Our Corporate Profile, p.12
	GRI 204: Procurement Practices 2016		
GRI 3: Priority Subjects 2021	3-3	Management of the Priority Issue	Our Sustainable Future Plan, pp.44-48 Our Responsible Procurement and Value Chain, pp.57-58
GRI 204: Procurement Practices 2016	204-1	Proportion of expenditures to local suppliers	Our Responsible Procurement and Value Chain, pp.57-58
	GRI 205: Anti-Corruption 2016		
GRI 3: Priority Subjects 2021	3-3	Management of the Priority Issue	Message from our Sustainability Leader, p.4 Our Ethics and Compliance Policy, p.20-23 Our Sustainability Policy, p.32-33 Duties and Responsibilities of the Sustainability Committee, p.36

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GRI 205: Anti-Corruption 2016	205-1	Evaluation of the risks related to corruption	Our Ethics and Compliance Policy, p.20-23 Our Sustainability Policy, p.32-33 Risks and Opportunities Task Force, p.37 Risks and Opportunities Task Force's Area of Responsibility, p.38 Our Sustainable Future Plan, p.44-48
	205-2	Communication practices and training on anti-corruption policies and procedures	Our Sustainable Future Plan, pp.44-48 EAE Elektrik in Figures, pp.5-6
	205-3	Identified cases of corruption and measures taken against them	Our Ethics and Compliance Policy, p.20-23 Our Sustainability Policy, p.32-33 Our Sustainable Future Plan, p.44-48
GRI 206: Anti-Competitive Behaviors 2016			
GRI 3: Priority Subjects 2021	3-3	Management of the Priority Subject	Our Ethics and Compliance Policies, pp.20-23 Our Sustainability Policy, pp.32-33
GRI 206: Anti-Competitive Behaviors 2016	206-1	Legal proceedings for anti-competitive behavior, antitrust and monopoly practices	Our Ethics and Compliance Policies, pp.20-23
GRI 207: Tax 2019			
GRI 3: Priority Subjects 2021	3-3	Management of the Priority Subject	Message from the Chairman of the Board of Directors, p.1 Taxes, p.27
GRI 207: Tax 2019	207-1	Tax Approach	Taxes, p.27
	207-2	Tax governance, control and risk management	Taxes, p.27
	207-3	Tax-related stakeholder interaction and management	Taxes, p.27

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GRI 300: Environmental Standard Serials

GRI Standard	Notification and Notification Header		Location or Explanation
GRI 3: Priority Subjects 2021	GRI 301: Materials 2016		
	3-3	Management of the Priority Issue	Message from the Chairman of the Board of Directors, p.3 Message from our Sustainability Leader, p.4 Our Sustainability Policy, p.32-33 Sustainability Mechanisms, p.34-39 Sustainability Strategy and Priorities, p.40-43
GRI 301: Materials 2016	301-1	Materials used in terms of weight or volume	Raw Materials, Natural Resources and Waste Management, p.74-76 Environmental Performance Indicators, p.108-112 Our Responsible Procurement and Value Chain, pp.57-58
	301-2	Percentage of recycled materials used as inputs	Raw Materials, Natural Resources and Waste Management, p.74-78 Environmental Performance Indicators, p.108-112
	301-3	Percentage of recollected sold products and packaging materials by category	Raw Materials, Natural Resources and Waste Management, pp.74-78
GRI 3: Priority Subjects 2021	GRI 302: Energy 2016		
	3-3	Management of the Priority Issue	Message from our Board of Directors, p.3 Sustainability Mechanisms, p.34-39 Our Decarbonization Vision, p.63-73
GRI 302: Energy 2016	302-1	Energy consumption of the organization	Energy Consumption, pp.70-73
	302-3	Energy density	Corporate Greenhouse Gas Inventory, pp.65-69 Energy Consumption, pp.70-73
	302-4	Decrease in Energy Consumption	Energy Consumption, pp.70-73
	302-5	Decrease in Energy Consumption of Products and Services	Energy Consumption, pp.70-73

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GRI 3: Priority Subjects 2021	GRI 303: Water and Wastewater 2018		
	3-3	Management of the Priority Issue	Message from our Sustainability Leader, p.4 Our Sustainability Policy, p.32-33 Sustainability Mechanisms, p.34-39 Sustainability Strategy and Priorities, p.40-43
GRI 303: Water and Wastewater 2018	303-1	Water Policy and Management Approach of the Institution	Message from our Sustainability Leader, p.4 Our Sustainability Policy, p.32-33 Raw Materials, Natural Resources and Waste Management, pp.74-78
	303-2	Managing Water Discharge Related Impacts	Our Sustainability Policy, pp.32-33 Raw Materials, Natural Resources and Waste Management, pp.74-78
	303-3	Draught	Raw Materials, Natural Resources and Waste Management, pp.74-78
	303-4	Water discharge	Raw Materials, Natural Resources and Waste Management, pp.74-78
	303-5	Total water consumption	Raw Materials, Natural Resources and Waste Management, pp.74-78
GRI 3: Priority Subjects 2021	GRI 304: Biodiversity 2016		
	3-3	Management of the Priority Issue	Sustainability Mechanisms, p.34-39 Protective Orientation and Our Goals, p.48
GRI 304: Biodiversity 2016	304-2	Significant impacts of activities, products and services on biodiversity	Sustainability Mechanisms, p.34-39 Protective Orientation and Our Goals, p.48
	304-3	Protected or restored living spaces	Sustainability Mechanisms, p.34-39 Protective Orientation and Our Goals, p.48
GRI 3: Priority Subjects 2021	GRI 305: Emissions 2016		
	3-3	Management of the Priority Issue	Message from our Sustainability Leader, p.4 Sustainability Mechanisms, p.34-39 Our Decarbonization Vision, p.63-73 Corporate Greenhouse Gas Inventory, p.65-69

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GRI 305: Emissions 2016	305-1	Direct (Scope 1) greenhouse gas emissions	Corporate Greenhouse Gas Inventory, pp.65-69
	305-2	Energy indirect (Scope 2) greenhouse gas emissions	Corporate Greenhouse Gas Inventory, pp.65-69
	305-3	Other indirect (Scope 3) greenhouse gas emissions	Corporate Greenhouse Gas Inventory, pp.65-69
	305-4	Greenhouse gas emission intensity	Corporate Greenhouse Gas Inventory, pp.65-69
	305-5	Reducing GHG emissions	Our Decarbonization Vision, pp.63-73 Corporate Greenhouse Gas Inventory, pp.65-69
	305-6	Emissions of ozone depleting substances (ODS)	Corporate Greenhouse Gas Inventory, pp.65-69
	305-7	NOx, SOx and other significant air emissions	Corporate Greenhouse Gas Inventory, pp.65-69
	GRI 306: Waster 2020		
	103-3	Management Approach Assessment	Message from our Sustainability Leader, p.4 Our Sustainability Policy, p.32-33 Sustainability Mechanisms, p.34-39
GRI 306: Waster 2020	306-1	Waste generation and significant impacts from waste	Raw Materials, Natural Resources and Waste Management, pp.74-76
	306-2	Management of significant waste-related impacts	Raw Materials, Natural Resources and Waste Management, pp.74-76
	306-3	Amount of waste generated	Environmental Performance Indicators, pp.108-112
	306-4	Non-disposable waste	Environmental Performance Indicators, pp.108-112
	306-5	Waste sent to disposal	Environmental Performance Indicators, pp.108-112

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GRI 308: Suppliers-Environmental Assessment 2016			
GRI 3: Priority Subjects 2021	3-3	Management of the Priority Subject	Message from our Sustainability Leader, p.4 Our Sustainability Policy, p.32-33 Sustainability Mechanisms, p.34-39 Sustainability Strategy and Priorities, p.40-43
	308-1	New suppliers screened using environmental criteria	Our Responsible Procurement and Value Chain, pp.57-58

GRI 400: Social Standard Series			
GRI Standard	Notification and Notification Header		Location or Explanation
GRI 3: Priority Subjects 2021	GRI 401: Employment 2016		
	3-3	Management of the Priority Subject	Message from our Board of Directors, p.3 Our Sustainability Policy, p.32-33 Sustainability Mechanisms, p.34-39 Sustainability Strategy and Our Priorities, pp.40-43
GRI 401: Employment 2016	401-1	Newly recruited employees and employee turnover	Our Human Rights Policy, p.78-80 Our Employees and Development Management, p.81-91 Our Social Performance Indicators, p.97-107
	401-2	Rights provided to full-time employees	Our Human Rights Policy, p.78-80 Our Employees and Development Management, p.81-91
	401-3	Maternity leave	Social Performance Indicators, pp.97-107

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GRI 3: Priority Subjects 2021	GRI 403: Occupational Health and Safety 2018		
	3-3	Management of the Priority Subject	Message from our Board of Directors, p.3 Our Sustainability Policy, p.32-33 Sustainability Mechanisms, p.34-39 Sustainability Strategy and Our Priorities, pp.40-43 Our Occupational Health and Safety Practices, pp.92-94
GRI 403: Occupational Health and Safety 2018	403-1	Occupational Health and Safety Management System	Occupational Health and Safety Practices, p.92-94
	403-2	Hazard identification, risk assessment and incident investigation	Risks and Opportunities Task Force's Area of Responsibility, p.44 Our Occupational Health and Safety Practices, p.92-94
	403-3	Occupational health services	Occupational Health and Safety Practices, p.92-94
	403-4	Worker participation, consultation and communication on occupational health and safety	Occupational Health and Safety Practices, p.92-94
	403-5	OHS Training	EAE Elektrik in Figures, p.6 Occupational Health and Safety Practices, p.92-94
	403-6	Performed to improve employee health applications	Occupational Health and Safety Practices, p.92-94
	403-7	Prevention and mitigation of occupational health and safety impacts directly related to business relationships	Occupational Health and Safety Practices, p.92-94
	403-8	Workers within the scope of the occupational health and safety management system	Social Performance Indicators, pp.97-107
	403-9	Work-related injuries	Our Occupational Health and Safety Practices, p.92-94 Social Performance Indicators, p.97-107
	403-10	Work-related occupational disease	Our Occupational Health and Safety Practices, p.92-94 Social Performance Indicators, p.97-107

GRI 3: Priority Subjects 2021	GRI 404: Education and Training 2016		
	3-3	Management of the Priority Issue	Message from our Board of Directors, p.3 Our Sustainability Policy, p.32-33 Sustainability Mechanisms, p.34-39 Sustainability Strategy and Our Priorities, pp.40-43
GRI 404: Education and Training 2016	404-1	Average training hours per employee per year	Training Activities, pp.85-86
	404-2	Talent management and lifelong learning programs that support employee development	Development Management System, pp.86-91
	404-3	Number of employees with regular performance appraisal feedback	Development Management System, pp.86-91 Social Performance Indicators, pp.97-107
GRI 3: Priority Subjects 2021	GRI 410: Security Practices 2016		
	3-3	Management of the Priority Issue	Our Human Rights Policy, pp.78-80
GRI 405: Diversity and Equal Opportunities 2016	405-1	Diversity of governance bodies and employees	Our Human Rights Policy, pp.78-80 Social Performance Indicators, pp.97-107
	405-2	Base salary and wage rate between women and men by employee category	Our Human Rights Policy, pp.78-80
GRI 3: Priority Subjects 2021	GRI 414: Suppliers-Social Assessment 2016		
	3-3	Management of the Priority Issue	Message from the Chairman of the Board of Directors, p.3 Our Human Rights Policy, p.78-80
GRI 406: Discrimination contrast 2016	406-1	Cases of discrimination	Our Human Rights Policy, pp.78-80
GRI 3: Priority Subjects 2021	GRI 408: Child Labor 2016		
	3-3	Management of the Priority Subject	Our Human Rights Policy, pp.78-80
GRI 408: Child Labor 2016	408-1	Activities and suppliers identified as having a risk in terms of child labor	Our Human Rights Policy, pp.78-80

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GRI 3: Priority Subjects 2021	GRI 409: Forced/Forced Labour 2016		
	3-3	Management of the Priority Issue	Message from our Board of Directors, p.3 Our Sustainability Policy, p.32-33 Sustainability Mechanisms, p.34-39 Sustainability Strategy and Our Priorities, pp.40-43 Our Human Rights Policy, pp.78-80
GRI 409: Forced Labor 2016	409-1	Activities and practices identified as risky in terms of cases of forced or compulsory labour	Responsible Procurement and Value Chain, 57-58 Our Human Rights Policy, p.78-80 Our Employees and Development Management, p.81-91
GRI 3: Priority Subjects 2021	GRI 410: Security Practices 2016		
	3-3	Management of the Priority Issue	Message of the Chairman of the Board of Directors, p.3 Our Sustainability Policy, p.32-33 Sustainability Mechanisms, p.34-39 Sustainability Strategy and Priorities, p.40-43 Our Employees and Development Management, p.81-91
GRI 410: Security Practices 2016	410-1	Security personnel trained in human rights policies or procedures	Our People and Development Management, pp.81-91
GRI 3: Priority Subjects 2021	GRI 414: Suppliers-Social Assessment 2016		
	3-3	Management of the Priority Issue	Message from our Board of Directors, p.3 Sustainability Strategy and Our Priorities, pp.40-43 Sustainability Mechanisms, pp.34-39 Responsible Procurement and Value Chain, pp.57-58
GRI 414: Suppliers- Social Assessment 2016	414-1	New suppliers screened using social criteria	Responsible Procurement and Value Chain, pp.57-58
GRI 3: Priority Subjects 2021	GRI 416: Client/Consumer Health and Safety 2016		
	3-3	Management of the Priority Issue	Message from our Board of Directors, p.3 Sustainability Mechanisms, p.34-39 Our Sustainability Policy, p.32-33 Sustainability Strategy and Our Priorities, p. 40-43 Customer Satisfaction Practices, pp.59-62

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GRI 416: Customer/ Consumer Health and Safety 2016	416-1	Products and services with evaluated health and safety effects	Integrated Management System and Our Documents, p.24-25 Customer Satisfaction Practices, p.59-62
	416-2	What is the number of cases of violation of legal regulations and voluntary principles and codes for health and safety conditions of products and services (pcs)	There is no case contrary to legal regulation, voluntary principles and codes.
GRI 3: Priority Subjects 2021	GRI 417: Marketing & Labels 2016		
	3-3	Management of the Priority Issue	Message from our Board of Directors, p.3 Integrated Management System and Our Documents, pp.24-25 Technology, Innovation and R&D Oriented Product Development, pp.51-52
GRI 417: Marketing & Labels 2016	417-1	For product and service information and labelling requirements	Our Corporate Profile, p.9-19 Integrated Management System and Our Documents, pp.24-25 Technology, Innovation and R&D Oriented Product Development, pp.51-52
	417-2	Number of violations of law or voluntary code in product information and labelling	NA.
GRI 3: Priority Subjects 2021	GRI 418: Client Confidentiality 2016		
	3-3	Management of the Priority Issue	Message from the Chairman of the Board of Directors, p.3 Integrated Management System and Our Documents, p.24-25 EAE Elektrik's Sustainability Elements, p.41 Our Sustainability Future Plan, p.44-48 Customer Satisfaction Practices, p.59-62
GRI 418: Client Confidentiality 2016	418-1	Verified complaints about breach of customer privacy and loss of customer data	N/A.

8

8.3. CONTACT

EAE Elektrik Asansör End. İnşaat San. ve Tic. A.Ş.

Address : Akcaburgaz Mahallesi, 3114. Sokak, No:10, 34522

Esenyurt / İstanbul

Phone : 0 (212) 866 20 00

Fax : 0 (212) 886 24 20

E-mail : surdurulebilirlik@eaegroup.com



Reporting Consultant

İnnnoem İnovasyon Eğitim Mühendislik Sanayi ve Ticaret Ltd. Şti.



www.innoem.net



