Fiba Yenilenebilir Enerji

2021 Sustainability Report

Looking to a Sustainable Future



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100% renewable energy
100% trust

We are a renewable energy company operating under Fiba Group, which has a strong corporate culture and success-oriented approach.

Our business line coincides with the concept of sustainability in essence, and our wind and solar power plants play an important role in building a green future.

We continue to lead our sector with our sustainability, human and environment-oriented works and with our net zero goal for the future, and to make a difference with our business model and expertise. We share the excitement of our sustainability efforts and our first sustainability report with you.



About the Report

First sustainability report

As Fiba Yenilenebilir Enerji, we are proud to make our first sustainability report available to all our stakeholders.

As Fiba Yenilenebilir Enerji, operating under Fiba Holding, a subsidiary of the Fiba Group which was founded by Hüsnü M. Özyeğin in 1987, we have been acting with the vision of **becoming one of the leading companies in our country thanks to our expertise in renewable energy,** since our establishment in 2007. We carry out all of our activities within the borders of Turkey. As a company that has 14 wind and 5 solar power plants and 158 employees, we continue to operate by taking into account our values of integrity, respect for people and the environment, development, and team spirit.

Since our establishment, we continue to grow with an approach that pays attention to sustainability of renewable energy generation and natural resources, the environment, and the needs of future generations. In line with our sustainability approach and vision, we are increasing our installed capacity day by day with our new projects and existing power plants. We continue our activities by creating value for all our stakeholders. Accordingly, we created the basic content of our report with priority topics that we determined by taking into account the opinions of our internal and external stakeholders.

Fiba Yenilenebilir Enerji Sustainability Report, which we published for the first time this year, covers our activities from January 1, 2021 to December 31, 2021. **Our report has been prepared in accordance with the GRI Standards: Core option.** Our activities, which we share with our stakeholders in full transparency within the scope of our Sustainability Report, contribute to both the **Sustainable Development Goals** and the 10 Principles of the **United Nations Global Compact (UNGC)**, to which we are a signatory, covering strategies and operations of companies and dealing with human rights, labor standards, the environment, and anti-corruption matters.

Within the scope of our Report; we are proud to state that the power plants within Fiba Yenilenebilir Enerji are operated based on the principles of sustainability and to make **our first sustainability report** available to all our stakeholders.

You may send your comments and suggestions about our sustainability activities and reporting studies to us at fibayenilenebilirenerji@fibaenerji.com.

You may find the feedback that we have reported within the scope of GRI Standards, in the 'Annexes' section of our report.

Message from the Chairperson of the Board of Directors

The goal of reducing our country's dependence on foreign energy

As Fiba Group; while establishing Fiba Renewable Energy, we aimed to reduce our country's dependence on foreign energy and today we continue our investments in this direction.

Dear stakeholders,

The importance of sustaining the harmonious and balanced existence of everything that is a part of the life cycle on our planet, including natural resources, living beings and all social relations, has been neglected for many years by industrialized societies. While we have failed to adequately consider what economic growth will cost us, it also took us a long time to realize that the existing prosperity is not sustainable without preserving the balances of our world.

Developed societies are now more sensitive about the carbon footprint of people's habits and activities that they adopt as a part of modern life. This is because no one has the luxury any more of ignoring the fact that ecology has difficulty carrying this burden and that climate change has vital consequences that will affect our lives, when the measures required to be taken are neglected or postponed for the sake of short-term interests. It has become necessary for individuals and institutions to adopt a holistic approach to ecological, economic and social factors with a sustainability understanding that aims to protect the quality of life of future generations.

As Fiba Group, we make continuous improvements in order to ensure that this holistic 'Environmental, Social, and Corporate Governance (ESG)' approach penetrates even more into all our operations and is effectively incorporated into all our processes. We believe that our work on the ESG approach will make our Group's mission of adding value to the world and society more effective in all our practices, and we give priority to the renewable energy sector, which is based on sustainability in energy production, among our fields of activity.

Dear stakeholders,

We have refined our goal of maximizing the share of renewable energy in Türkiye's energy production portfolio, in parallel with the global developments. While the new climate regime shaped by the Paris Agreement and the European Green Deal (EGD) has created an international trade system and division of labor concept that closely concern our country as well, the Border Carbon Adjustments within EGD have made it mandatory for domestic and foreign investors to invest in renewable energy sources. On the one hand, obtaining of the electricity used in the production of exported products from renewable sources has gained importance within the scope of this planned mechanism, and on the other hand, the use of carbon credits belonging to renewable energy plants has started to gain attention.

876
TL million
The Economic Value We Create



Message from the Chairperson of the Board of Directors

For a cleaner and carbon-free future

According to the International Energy Agency's Renewable Energy Market Report; Renewable energy capacity in Turkey will grow by 53% by the end of 2026.





It is very clear that this period, in which the current economic systems are more likely to move towards more sustainable, cleaner, consumer-oriented and carbon-free models, brings new duties to the public and the private sector. Likewise, it is also very clear that the first priority of Türkiye's transition to a low-carbon economy model should be the transformation of the energy sector... According to the International Energy Agency's Renewable Energy Market Report; The fact that approximately 80 percent of the renewable energy capacity that will become available in Türkiye between 2021 and 2026 will be composed of solar and wind power plants and that the renewable energy capacity will grow by 53 percent by the end of 2026, is also an indication that this need has been addressed.

581
MW
Installed
Capacity

Providing green energy with wind and solar electricity generation, strictly complying with ethical rules and standards in its activities, and being committed to complying with the 10 principles of the UN Global Compact, our company has established a strong bond with all its stakeholders.

Dear stakeholders,

We believe that taking steps to improve the investment environment in our renewable energy sector is an urgent agenda item for Türkiye's transition to a low-carbon economy model and, in times when Carbon Border Taxes are discussed, for businesses to benefit from low-carbon energy and increase their commercial competitiveness. As Fiba Group; we established Fiba Yenilenebilir Enerji with the aim of contributing to the energy supply security of our country and reducing dependence on foreign markets for energy, by recognizing the importance of sustainability of our world's resources, and today we continue our investments in line with this view.

Fiba Yenilenebilir Enerji is now one of the leading organizations in the field of renewable energy. Providing green energy with wind and solar electricity generation, strictly complying with ethical rules and standards in its activities, and being committed to complying with the 10 principles of the UN Global Compact, our company has established a strong bond with all its stakeholders.

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

Kind regards,

Murat Özyeğin
Chairperson of the Board of Directors, Fiba Yenilenebilir Enerji

Message from the CEO

Creating value for a sustainable future

As Fiba Renewable Energy, we have been investing in domestic, renewable and clean energies since 2007 and creating value for a sustainable future.

Dear stakeholders,

As Fiba Yenilenebilir Enerji, whose entire portfolio consists of renewable energy sources, we are proud and pleased to share our first Sustainability Report with you.

2020 was a year dominated by the global pandemic, the lingering effects of which still continue, and we were reminded once again of the importance of the effective use of renewable energy sources. We have seen the effects of this challenging period in almost all ways of doing business and business processes due to the difficulties it brought to professional life as well as our personal lives. These effects brought about innovative practices and radical changes towards digitalization. In addition to the Covid-19 pandemic, the ever-deepening climate crisis and the consecutive fires that broke out in many parts of the world as well as in our country in the summer of 2021 also made it imperative for everyone to take firm steps for our future. Developments, which show the vital importance of sustainability in a striking manner, have made this concept draw more attention from organizations and individuals.

In 2021, it was announced that with the European Green Deal, transformative policies will be created within the framework of combat the climate crisis, as well as environmental issues and green economy. In our country, the importance given to the renewable energy sector also continued to rise due to the increase in regulations such as the EU Taxonomy and the EU Green Deal and the attention of investors to Environmental, Social, and Corporate Governance (ESG) issues.

We believe that the introduction of the concept “new normal” into our lives offers an important opportunity to update existing business models with a sustainability perspective. In 2021, while the effects of the pandemic on the economies continued, effective changes occurred in the energy sector, such as the increase in the demand for renewable energy sources, the creation of special financing packages for renewable energy projects, and the updating of incentive mechanisms. And in the coming years, we expect these positive changes and energy transformation in the energy sector to gain great momentum.

25%
Installed Power Capacity Increase Target Until 2025

Within the scope of our “Sustainability Strategy” that we created while taking important decisions for our company, we act in line with our strategic focus areas “Growing in the Sector with a Focus on Sustainability”, “Facilitating a People-Oriented Working Environment”, and “Acting with a Sense of Environmental and Social Responsibility”.



Message from the CEO

Milestone developments for the energy of our country

With our wind power plant with the highest altitude and easternmost wind power plant in Turkey, we are honored to contribute to the level of 10 GW of our country's installed power in wind energy.





Dear stakeholders,

We, as Fiba Yenilenebilir Enerji, have been investing in domestic, renewable and clean energies and creating value for a sustainable future since 2007. We aim to be a leading company in the renewable energy sector, with our work force of over 150 employees and an installed capacity of more than 580 MW in our 14 wind and 5 solar power plants located in different regions of our country. We strive to meet our country's increasing energy demand safely from renewable energy sources and to reduce our country's dependence on foreign markets for energy, by working very hard towards common goals together with our employees and stakeholders.

As a requirement of our sector and with a sense of responsibility, we put the concept of sustainability at the heart of our business as a permanent item of our agenda. Within the scope of our "Sustainability Strategy" that we created while taking important decisions for our company, we act in line with our strategic focus areas "Growing in the Sector with a Focus on Sustainability", "Facilitating a People-Oriented Working Environment", and "Acting with a Sense of Environmental and Social Responsibility".

19
Total Number of Power Plants

While building a green future, we reflect our respect for people and the environment to our operations, based on the relationships with our stakeholders that have been established in a transparent, reliable and responsible manner, and we believe in the power of achieving success together, within the framework of a common vision, with all our colleagues and stakeholders, whose development journeys we support in line with our confidence in the power of innovation.

While carrying out our activities, we are guided by our policies that are prepared with the awareness of sustainability and are based on three main components: "environmental protection", "economic growth" and "social development". We aim to extend the application of these policies throughout our entire supply chain, which policies will ensure the welfare of our society, protect the integrity of the ecosystem, and intend to achieve a satisfactory level of health, life and education quality.

While building a green future, we reflect our respect for people and the environment to our operations, based on the relationships with our stakeholders that have been established in a transparent, reliable and responsible manner, and we believe in the power of achieving success together, within the framework of a common vision, with all our colleagues and stakeholders, whose development journeys we support in line with our confidence in the power of innovation. We adopt a holistic approach to sustainability and produce projects in all areas ranging from the welfare of our country and our colleagues to environmental awareness and social responsibility initiatives. With our investments, we also achieve many successes that can be considered a milestone for our country's development. In this context, we are honored to contribute to the increase of our country's wind energy installed capacity to the level of 10 GW, with our wind power plant located at the highest-altitude and in the easternmost part of Türkiye.

We firmly believe that we will grow even stronger with the support we receive from our colleagues and stakeholders, each of whom has the same awareness and sense of responsibility as us, and with the work we do in line with our Company goals, the Global Compact to which we are a signatory, and the Sustainable Development Goals. We would like to thank everyone who share the same excitement with us and contribute to our success as we progress towards our goals.

We are very happy to share this valuable work with you, where you can examine the details of our sustainability journey, which I briefly mentioned above, and learn about our sustainability initiatives and ESG performance, which we have reflected transparently.

Kind regards,

Koray Kıymaz
CEO, Fiba Yenilenebilir Enerji

Our Corporate Profile

We have been taking an active role in the energy sector since 2007. With a total power of 581 MW, including 5 Solar Energy Power Plants (SPP) and 14 Wind Power Plants (WPS), and 158 employees, we work by carrying our targets a step further each year. With our young, experienced and dynamic structure, we support the energy transformation in Türkiye and closely follow the trends in the sector.



581 MW

Total Installed Capacity

Fiba Yenilenebilir Enerji Holding A.Ş. at a Glance

Our Vision

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

Our Mission

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

Our Values

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

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

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

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

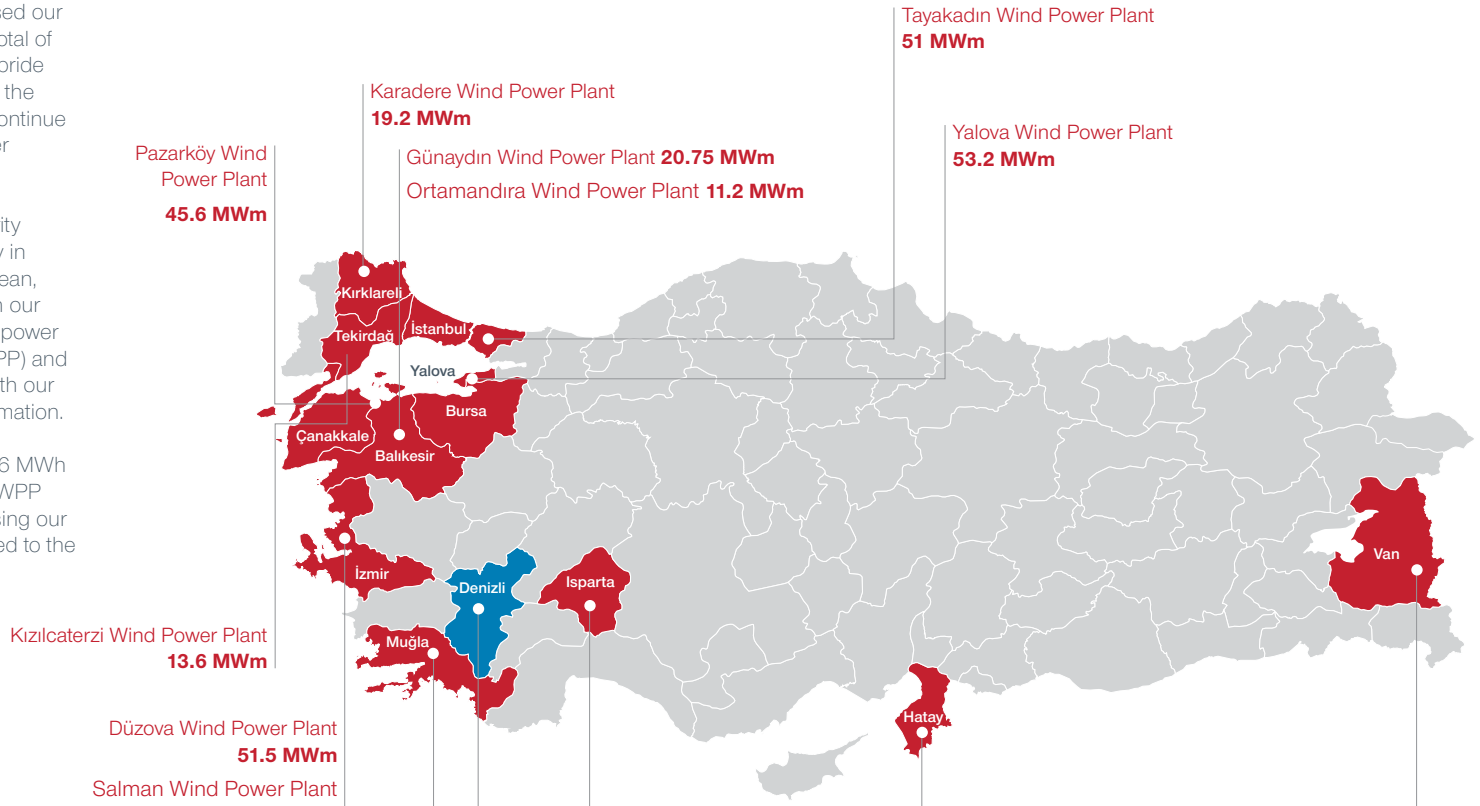
Fiba Yenilenebilir Enerji Holding A.Ş. at a Glance

To produce more clean energy

We were established in 2007 by Fiba Holding, a subsidiary of the Fiba Group, in order to develop renewable energy projects, establish production facilities and engage in energy trading activities. Since our establishment, we have increased our installed capacity every year, reaching a total of 581 MW as of the end of 2021. With the pride of being one of the leading companies in the renewable energy sector in Türkiye, we continue our clean energy investments without ever slowing down.

We contribute to the energy supply security of our country by producing clean energy in various regions of Türkiye (Marmara, Aegean, Mediterranean and Eastern Anatolia), with our work force of 158 employees and our 19 power plants, including 5 Solar Power Plants (SPP) and 14 Wind Power Plants (WPP), together with our affiliates, and support the energy transformation.

In 2021, we generated a total of 1,547,466 MWh of clean energy, with 1,504,758 MWh in WPP and 42,708 MWh in SPP, thereby increasing our net energy production by 36.2% compared to the previous year.



Solar Power Plant

Wind Power Plant

Our Board of Directors

Our Board of Directors is our highest governance body that fulfills responsibilities such as the management, control and monitoring of our company and activities, defining our strategic goals, and identifying and allocating the required work force and financial resources, and also ensures that our sustainability approach is integrated into all our business processes.

The members of the Board of Directors of Fiba Yenilenebilir Enerji Holding, who are appointed based on their knowledge, expertise and experience, are Murat Özyeğin, Ayşe Can Özyeğin Oktay, Mehmet Güleşçi, Kerem Moralı and Karani Güleç.



Murat ÖZYEĞİN
Chairperson of the Board of Directors and Executive Committee
In 1998, he started his career as a Financial Analyst in the Mergers and Acquisitions Group of Bear Stearns & Co. Investment Bank in New York. In 2000, he was transferred to the company's London office with the title of Senior Analyst. Returning to Türkiye in 2003, he took an active role in the management of his family companies. He established Strategic Planning and Business Development departments at Finansbank and Fiba Holding. He served as a board member prior to his appointment as the Chairperson of the Board of Directors and Executive Committee of Fiba Group in 2019. He served as the Vice Chairperson of the Board of Directors of Credit Europe Bank, the group's largest affiliate in finance, and the Chairperson of the Board of Directors of all non-financial affiliates. In addition to his responsibilities at Fiba Group companies, Murat Özyeğin currently serves as the Vice Chairperson of Turkish Industry and Business Association (TÜSİAD), Chairperson of DEİK/Türkiye-Singapore Business Council, Chairperson of the Advisory Board of the Women on Board Association, Member of the Board of Trustees of Özyeğin University, Board Member at Hüsnü M. Özyeğin Foundation, Member of the Global Advisory Council of Harvard University, Board Member at Endeavor Association, Deputy Chairperson of Energy Efficiency Association, and Member of the Board of Trustees of Global Relations Forum and World Wide Fund for Nature. He has been serving as the Honorary Consul of Singapore since 2016. He holds a double-major undergraduate degree in Industrial Management and Economics from Carnegie Mellon University and an MBA from Harvard Business School. Murat Özyeğin, aged 46, is the father of two girls and a boy.



Ayşecan ÖZYEĞİN OKTAY
Vice Chairperson of the Board of Directors and Executive Committee Member
She received her undergraduate degree from the Department of Economics at Duke University. She took an active role in different projects in the Retail Banking Department of Finansbank between 2003 and 2006 and in the Business Development and Strategy Department of Fiba Group between 2005 and 2006. After completing the Stanford University MBA program in 2009, she joined Fiba Group again. She served as a member of the Board of Directors of Fina Holding and its various affiliates for 10 years before assuming the position of Vice Chairperson. In addition to her duties at Fiba Group, she is a Board Member of the Mother-Child Education Foundation and Member of the Board of Trustees of Hüsnü M. Özyeğin Foundation, and she leads the Özyeğin family's social responsibility efforts. She is also a member of the Administrative and Advisory Board of Stanford Graduate School of Business, TÜSİAD Entrepreneurship & Youth Roundtable, Ashoka Social Entrepreneurship Supporter Network, Board of Trustees of World Wide Fund for Nature, Synergos Philanthropy Network, UN SDSN Advisory Board, Main Social Advisory Board and Endeavor Mentoring Network.

Our Board of Directors



Mehmet GÜLEŞCİ
Member of the Board of Directors and Executive Committee
He was born in 1962. After graduating from the Department of Business Administration of Boğaziçi University, he completed his master's degree in the same department. He worked at Ernst & Young's Istanbul and Boston offices between 1984 and 1996, and received CPA licenses from Türkiye and Massachusetts, USA. While working as an associate partner, he joined Finansbank as Deputy CEO at the beginning of 1997 and worked as a Managing Director until the end of 2009. In addition to his duties as a Member of the Board of Directors and Executive Committee at Fiba Group, he also sits on the boards of directors of the group's foreign and domestic financial and non-financial investments.



Kerem MORALI
Board Member
He was born in Istanbul in 1971. After graduating from the Faculty of Law at Istanbul University, he received his master's degree from the same university. He worked as a research fellow in the Department of Constitutional Law at the Faculty of Law, Galatasaray University between 1996 and 1999. After working as a lawyer at Finansbank's Legal Department between 1999 and 2002, he worked as a senior lawyer at Somay Law Office between 2002 and 2005. Since 2005, he has been serving as the Chief Legal Counsel of Fiba Holding A.Ş.



Karani GÜLEÇ
Board Member
He was born in 1969. After graduating from the Department of Nuclear Energy Engineering at Hacettepe University in 1991, he completed his master's and Ph.D. studies at the University of Tennessee. After working as a researcher at Oak Ridge National Laboratory and UCLA Mechanical and Aerospace Engineering Department, he worked as a consultant with different titles at McKinsey & Company Istanbul, Cleveland, Detroit and Pittsburgh offices between 2000 and 2004. He assumed his first role at Fiba Group in the Business Development and Strategy Department of Finansbank in 2004, and had continued to work as a manager at Fiba Kapital Holding A.Ş. since 2005. He played a role in the acquisition or establishment processes of many companies operating in the tourism, real estate, and ship and port operation sectors, and took part on the boards of directors. Between 2011 and 2017, he was on the management of Fiba Yenilenebilir Enerji Holding and until 2022, he also took part on the board of directors of Fiba Yenilenebilir Enerji Holding, mining companies and some other group companies.

Major Sectoral Developments

Net Zero Emissions commitment

Studies continue on implementation plans in order to fulfill the commitment of achieving Net Zero Emissions by 2053 in our country against the climate crisis.



One of the most important steps taken globally towards the climate crisis has been the goal of limiting global warming to +1.5°C, which was determined by the Paris Agreement that entered into force in 2016.

Globally, the climate crisis is a serious problem that highly affects the energy sector as well as all other sectors. In the light of many developments such as the increasing pressure on natural resources, extreme weather events, and forest fires in various parts of the world, it is becoming more and more evident that countries must make radical changes in order to reach the short, medium and long-term goals they have set for themselves in relation to the climate crisis, which is one of the leading global risks. With renewable sources having a key role in achieving these goals, global emission reduction and energy efficiency issues have become the main focus.

One of the most important steps taken globally to address the climate crisis was the goal of limiting global warming to +1.5 degrees, which was **determined by the Paris Agreement that entered into force in 2016.** In line with the efforts of countries to limit global warming to +1.5 degrees, the transition to low-carbon energy systems emerges as a long-term and strong trend. As stated in the **Global Energy Perspective** report; the studies predict that the share of renewable sources in the energy market will reach 50% by 2030 and 85% by 2050. However, since the target of limiting global warming to +1.5 cannot be achieved even with these rates, the transition to renewable energy should continue with more determined and faster steps. According to another study published in the report, it is estimated that the demand for oil in the energy sector will peak in the next 10 years and then decline rapidly. However, the share of renewable sources is expected to double in the next 15 years.

With the adoption of the law enabling the entry into force of the Paris Agreement also in our country in 2021, Turkey has also made a commitment to achieve **Net Zero Emissions** by 2053. With this commitment, it is expected that the use of renewable energy sources will become widespread not only in the energy sector but also in all sectors. The decisions of the **Climate Council**, which was convened in order to create strategies, policies and action plans in line with our country's commitment to Net Zero Emissions and green development goals, include commission recommendations such as ensuring the use of renewable

Major Sectoral Developments

Clean and circular economy model

In line with the sectoral developments around the world and in our country, and with the increase in environmental responsibility awareness, the clean and circular economy model has started to be implemented in companies.

energy sources at the highest level and diversifying their usage areas, extending various practices for emission reduction, and making use of technologies such as carbon capture and storage. As an outcome for our country of the global tendency towards renewable energy, we have surpassed most countries in the European Union and obtained **nearly 20% of our energy needs from renewable energy sources in 2021.**

During the **26th United Nations Climate Change (COP26)** conference held in Glasgow this year, new targets set by countries for the climate crisis were announced. As stated in the **Announced Pledges Scenario (APS)**, global CO_2 emissions from the energy sector will be reduced by 40% by 2050 if countries fulfill all their commitments. It is estimated that this decrease will be driven by the increase in clean energy investments and financing, and the tendency towards low-carbon practices.

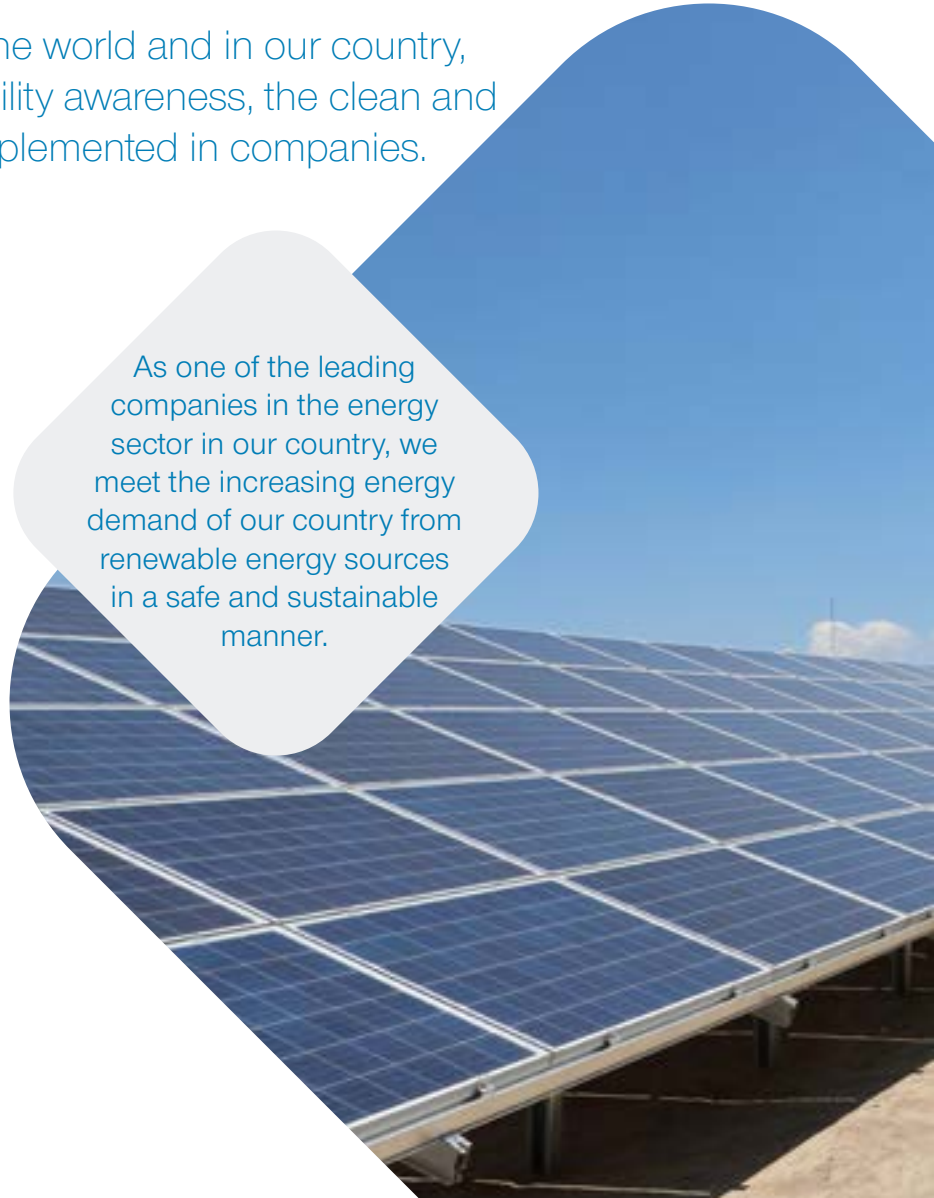
Within the scope of the **European Green Deal** announced by the EU at the end of 2019, the aim is to make the continent of Europe the first carbon neutral continent in 2050, and to switch to a clean and circular economy. The Green Deal also promotes green transformation for all other countries that have economic and commercial business relations with the EU. In this context, works on harmonization with the European Green Deal are in progress. As stated in the published **2021 Green Deal Action Plan**, energy policies were reviewed on a global scale with the transition to a low-carbon economy. The development areas of renewable energy and energy efficiency studies in our country were evaluated with the intention of carrying out information-sharing and awareness activities for our domestic industry. In line with the targets of the Green Deal Action Plan for clean, economic and reliable energy supply, awareness-raising and infrastructure studies regarding the **Renewable Energy Guarantees of Origin (YEK-G) Certificate** and the **Green Tariff** are carried out.

As a result of the incentives and efforts to increase the use of renewable energy sources, our country now ranks twelfth in the world and fifth in Europe in terms of installed capacity of renewable energy. It is positioned as the seventh country in Europe in installed wind and solar power capacity.

According to the **International Energy Agency (IEA)**, our country's renewable energy capacity is expected to grow by 53% between 2021 and 2026, and it is predicted that 48% of this growth will be provided by solar energy and 30% by wind energy.

As Fiba Yenilenebilir Enerji, we shape our operations in line with the sectoral developments in our country and in the world, and we continue to work with a sense of responsibility towards our environment, employees and society by making use of more than one renewable energy source (solar and wind) in our power plants.

As one of the leading companies in the energy sector in our country, we meet the increasing energy demand of our country from renewable energy sources in a safe and sustainable manner.



Our Sustainability Approach

We integrate sustainability into all our processes, from our production processes to our supply chain, and we carry out our work by creating a business culture that complies with environmental, social, and governance (ESG) norms. We manage sustainability with our committee and working groups and evaluate all risks and opportunities in a comprehensive way. With an ethics-oriented approach, we determine our ESG impact areas, priorities and targets, and monitor all our processes in accordance with legal regulations. We apply sustainability not only in our business, but also in every area that affects the society and our world.

15 years

Sector-specific Experience



Our Sustainability Governance

Integration of sustainability into corporate management

We monitor and ensure the management of different aspects and needs of sustainability through our Environment and OHS, Social Responsibility and Stakeholder Interaction, Sustainable Finance and Employee Satisfaction working groups, which report to the Sustainability Committee.

We work devotedly in order to leave a livable world to future generations, and we carry out our business processes to increase our renewable energy production day by day. We integrate sustainability into our processes and corporate management in order to adapt to the economic, environmental and social requirements of the era of energy transformation. Thanks to the Sustainability Committee operating under our Board of Directors and our related working groups, we will continue to take the most effective and most appropriate decisions for the needs of our country and the future. We monitor and ensure the management of different aspects and needs of sustainability through our **Environment and OHS, Social Responsibility and Stakeholder Engagement, Sustainable Finance, and Employee Satisfaction** working groups, which report to the Sustainability Committee. Thanks to this strategic and integrated understanding, we can both manage risks and opportunities in a much better way and adapt to new trends more flexibly. While we focus on growth and equality in the sector in line with the requirements of the modern times; we are also committed to being transparent to our stakeholders at all times through our **Ethical Principles Procedure, Disciplinary Regulation and Human Resources Regulation.** Below is the chart of our management under our Board of Directors:



Our Sustainability Governance

Effective management of sustainability policy and strategy

Our Sustainability Committee was established to determine the sustainability strategy, policies, goals and practices of our company in the fields of environmental, social and governance issues and to ensure the making and implementation of the relevant plans.

Our Sustainability Committee

Our committee, which convenes at least twice a year under the chairmanship of the **CEO, consists of 8 members: CEO, Chief Operating Officer, Chief Financial Officer, Financial Control and Finance Manager, Business Development Director, Cost Control and Procurement Director, HSE and Sustainability Manager, and Human Resources Director.** Our committee was formed in order to determine the sustainability strategy, policies, goals and practices of our company in the environmental, social, and governance fields; develop and implement relevant plans and monitor and audit their performance; and to identify risks and opportunities related to sustainability and inform the Board of Directors on these issues. Our committee also evaluates the results of the meetings held by our working groups quarterly in order to achieve the determined sustainability targets, and works to promote the sustainability business approach among employees and all stakeholders. The management chart of our Sustainability Committee is provided below. Accordingly, the decisions taken by our committee come into force upon approval by our CEO.

Sustainability Committee
CEO
Chief Operating Officer
Chief Financial Officer
Business Development Director
Human Resources Director
Cost Control and Procurement Director
HSE-Sustainability Manager
Financial Control and Finance Manager



Our Sustainability Governance



Koray KIYMAZ
Fiba Yenilenebilir Enerji Holding A.Ş. CEO
During his professional career of more than 30 years, he served as Management Consultant at McKinsey&Co, Business Development, Customer Services and Marketing Director at Avea Telekomünikasyon A.Ş., and Advisor to the Board of Directors at Türk Telekom A.Ş. He served as Executive Committee Member in charge of Business Development in Fiba Yenilenebilir Enerji group between 2009 and 2017, and as of 2017, he has been working as the CEO at Fiba Yenilenebilir Enerji Holding.

He also currently serves as Board Member at Enda Enerji Holding A.Ş., representing Fina Holding.

He graduated from the Electrical and Electronics Engineering and Mathematics Departments of Boğaziçi University, and received his PhD in Economics from Tulane University in the USA in 1994.



Volkan BAŞKAYA
Fiba Yenilenebilir Enerji Holding A.Ş. Chief Operating Officer
During his 25 years of professional career, he worked in Soyak and Turkcell between 1997 and 2009. He joined Fiba Yenilenebilir Enerji Holding in 2009. He has been serving as the Chief Operating Officer since 2014.

He graduated from YTU's Electrical Engineering Department and received his MBA degree from Istanbul Bilgi University.



Denizhan TEMEL
Fiba Yenilenebilir Enerji Holding A.Ş. Chief Financial Officer
He started his 16-year career at PwC Türkiye, which operates in the independent audit sector. Subsequently, he worked as a budget and reporting manager at Borusan Makine ve Güç Sistemleri for two years. He joined Fiba Yenilenebilir Enerji Holding as a budget and reporting manager in 2010. He continues his career in the field of financial affairs in the same company, and has been the CFO (Chief Financial Officer) of the company since 2017.

He graduated from Boğaziçi University, Department of Business Administration, and completed the Executive MBA program of Özyeğin University in 2014.



Ebru ŞENER GÜLEN
Fiba Yenilenebilir Enerji Holding A.Ş. Cost Control and Procurement Director
Her 23 years of professional career started at Enka İnşaat where she worked in overseas Oil, Gas, Petrochemical, Power Plants, Infrastructure and Building Projects of Enka İnşaat. In 2011, she started to work in the Investment Projects Management of Fiba Yenilenebilir A.Ş. She currently serves as the Holding's Cost Control and Procurement Director.

She is a graduate of ITU's Mechanical Engineering Department.

Our Sustainability Governance



Özlem ÇOLAK ÖZYILMAZ
Fiba Yenilenebilir Enerji Holding A.Ş. Business Development Director
She started her career at Mercedes-Benz Türk in 2003 and worked in Production Planning and Cost Planning departments. Her 20 years of professional experience continues at the Business Development department of Fiba Yenilenebilir Enerji Holding where she joined in 2010.

She is a graduate of the Management Engineering Department at ITU. She received her MBA degree from Boğaziçi University.



Nadide MAKUL
Fiba Yenilenebilir Enerji Holding A.Ş. Human Resources Director
She started her career of 28 years at Pamukbank T.A.Ş. and worked in the Human Resources Product Support and Project Management departments at Logo Yazılım A.Ş. for 11 years. In 2007, she joined Fiba Group at Fiba Sigorta A.Ş. and currently works at Fiba Yenilenebilir Enerji Holding A.Ş. She graduated from the Labor Economics and Industrial Relations Department of Anadolu University.



Levent KAVUNCU
Fiba Yenilenebilir Enerji Holding A.Ş. Occupational Health, Safety, Environment and Sustainability Manager
He started his career as an Health&Safety Engineer at Baku-Tbilisi-Ceyhan Crude Oil Pipeline. He worked as a manager in the fields of Occupational Health and Safety, Environment and Safety, and Quality at Lafarge Türkiye Aggregates & Concrete and BP Türkiye companies. As a founding partner, he assumed the role of Managing Director in Dönüşen Adam OSGB in 2013.

Joining Fiba Yenilenebilir Enerji Group in 2016, Kavuncu serves as the Health, Safety, Environment and Sustainability Manager. He has 20 years of work experience.

He graduated from the Department of Environmental Engineering of Yıldız Technical University.



Hasan TOPAL
Fiba Yenilenebilir Enerji Holding A.Ş. Financial Control and Finance Manager
He started his professional career at KPMG Türkiye in 2011. He has been working for Fiba Yenilenebilir Enerji Holding since 2021. He graduated from the Business Management Department of Yıldız Technical University. He holds CPA, KGK (Public Oversight, Accounting and Auditing Standards Authority) - SPK (Capital Markets Board) Independent Auditor, Capital Market Activities Level 3 and Corporate Governance Rating Licenses.

Our Sustainability Governance

Diligent works on priority matters in sustainability

Our Working Groups

Social Responsibility and Stakeholder Engagement Working Group, Employee Satisfaction Working Group, Sustainable Finance Working Group, and Environment and OHS Working Group, which we formed to serve under our Sustainability Committee, convene on a quarterly basis in order to monitor the results of the activities of the relevant units and the progress made by the working groups towards the targets within their field of responsibility, and to identify the needs arising based on current developments. Our working groups are responsible for fulfilling the duties determined by the Sustainability Committee, creating business plans to ensure the implementation of the strategies, goals, policies, and duties determined by the Sustainability Committee, determining the needs that fall within the scope of their duties and responsibilities, and presenting suggestions to the Sustainability Committee on the regulations regarding the scope of duties and responsibilities.

Social Responsibility and Stakeholder Engagement Working Group

Our working group gathers under the chairmanship of the **Business Development Director** and the meetings are attended by **HSE Sustainability Manager, Projects Manager, Operations Managers, HSE Sustainability Manager, Human Resources Executive and Specialist, Procurement Manager, Senior Procurement Project Engineer, HSE Sustainability Specialist, and Business Development Specialist,** acting as responsible persons. Our working group is responsible for determining communication methods with stakeholders, communicating with stakeholders when necessary, in business processes, and evaluating suppliers and supply processes in the context of sustainability.

Employee Satisfaction Working Group

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

Sustainable Finance Working Group

Our working group meets under the chairmanship of the **Financial Control and Finance Manager** and the meetings are attended by **HSE Sustainability Manager, HSE Sustainability Executive, Finance Manager and Business Development Specialist,** acting as responsible persons. Our working group is responsible for listing annual financing instruments, creating cash flow lists and calculating total company income. The effects of the related reports on the investor side are observed by our Sustainable Finance working group.

Environment and OHS Working Group

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

Our Risk Management

Proactive risk and opportunity management approach

In line with our sustainability strategy, we determine our risks and opportunities by making cause-event and effect evaluations.



As Fiba Yenilenebilir Enerji, we see risk management as an integral part of a strong management structure, and we closely monitor **internal and external risks and opportunities** that may affect our industry and our company. We analyze the risks that may harm our company's presence, reputation, development and continuity in the sector and that may affect our **financial, operational and strategic** plans. We take various steps in order to prevent, and/or turn into opportunities, the risks that may prevent us from reaching our goals.

In the **Global Risks Report** published in 2022 by the **World Economic Forum,** failure to take action on climate change, extreme weather events, loss of biodiversity, erosion of social cohesion, crises to attain the necessary living conditions, infectious diseases, natural resource crises, debt crises and geo-economic difficulties stood out, and it was stated that the economic and social problems caused by the Covid-19 pandemic would play an effective role on companies. After the Covid-19 outbreak, it is seen that the responsibility of the energy sector will increase, as the projects developed or funded by the states for the control of the global climate crisis in order to cope with the increasing economic inequality are put on hold. While it is foreseen that the importance given to these projects in the legal regulations will decrease, another effect of the global climate change that will increase as a result of this is expected to be the loss of competent employees with the increase in immigrant rates. As Fiba Yenilenebilir Enerji, we take this risk seriously and take precautions by performing risk analyses in order to retain employment and qualified and trained employees. We examine the financial risks that may arise with the increase of the economic crisis and debt crises after the Covid-19 pandemic, and we make various investments as a result of our evaluations. We strengthen our infrastructure to ensure data security, which is one of the highlights of the Global Risks Report and which has gained even more importance as a result of digital transformation, and we raise awareness of our employees with relevant internal trainings. In order to protect our corporate reputation and brand image, we follow the Global Risks Report every year, evaluate the risks that may affect our industry and society, and create solutions by performing risk-opportunity analyses. Another risk we consider important based on the Global Risks Report is about data security and the need to protect our company reputation and brand image, which emerges with this risk. As also seen in the report; the increasing digitalization and our adaptation to remote work life with the Covid-19 pandemic resulted in an increase in data breaches due to the sharing of company, bank and personal details via third parties or unsecured networks, and these cyber-attacks are often successful.

As Fiba Yenilenebilir Enerji, we see risk management as an integral part of a strong management structure, and we closely monitor internal and external risks and opportunities that may affect our industry and our company

In line with our sustainability strategy, we carefully examine every element that may threaten our position and success in the sector and determine our risks and opportunities by making cause-event and effect evaluations. We manage our risks and opportunities under the main topics of **Environmental, People-Related, Legal, Operational, Financial, Macroeconomic and Sectoral**, by evaluating their impact on our company, our stakeholders, society and the environment.

Our Risk Management

Risk/Area of Opportunity	Key Risk/Opportunity	Risk Description	Measures Taken/Current Controls
Environmental	Climate change risks	It refers to the risks arising from the effects of climate change that cause sudden events such as extreme weather events, fire, drought, flood or global warming.	We draw attention to water consumption within the company and act together with our employees through our initiatives and warnings to prevent unnecessary water consumption.
			With our efforts to reduce our Scope 1, Scope 2 and Scope 3 emissions, we are committed to reducing our greenhouse gas emissions every year.
			We continue our projects to reduce carbon emissions by carrying out activities to increase our installed capacity with our investments in renewable energy within the scope of energy efficiency.
			We calculate our carbon footprint with our carbon footprint calculation studies and we are committed to minimize our impact.
	Risks arising from increased pressure on natural resources	It refers to the pollution and reduction of natural resources and the access to natural resources becoming risky due to the climate crisis, population growth, overconsumption, overuse, environmental pollution and deforestation.	We are strengthening our cooperation with NGOs day by day and we are diversifying the environmental projects carried out.
			We fulfill our own responsibility by adhering to environmental management plans, e.g. Zero Waste Management etc.
	Risks from biodiversity loss	These are the risks related to biodiversity reduction due to factors such as climate change, consumer choices, ecological impacts of projects, urbanization, changes in demography, changes in land use, pollution, overexploitation and the spread of invasive species.	We are dedicated to protecting biodiversity by conducting bird watching activities within the scope of wildlife protection.
			By developing and maintaining biodiversity management plans and management systems, we prevent biodiversity from being adversely affected.
People-Related Risks	Risks from employee development and talent management	It refers to the risks arising from the loss of qualified employees and the difficulties faced in talent acquisition and retention of talents.	We fulfill our responsibilities related to our employees by creating a safe, healthy and respectful working environment that is egalitarian, diversified, and against all kinds of discrimination.
		It refers to the risk of not having an efficient personnel performance evaluation system in place.	We plan to improve the performance system.
	OHS Risks/Personnel risks	It refers to the risk of insufficient risk awareness within the organization.	We carry out awareness-raising activities for all our employees in order to develop a risk culture within the organization.
		It refers to the risks arising from the possibility of losses, injuries and diseases or various other detrimental factors to be caused by hazards that may be encountered in the workplace.	We strengthen the occupational health and safety awareness of our employees with OHS Trainings, OHS Awards and Incentive Programs.
			Since the health and safety of our employees is essential and one of our top priorities, we implement the zero-work accident target in all our activities.
			We review OHS and environmental risk analyses every two years with Risk workshops.
			We carry out Contractors' OHS and Environmental Management effectively and increase the level of compliance with the requirements of the OHS and Environmental Agreement.
		It refers to the risks of being late in any emergency due to the location of the power plants.	We are working on improving the access roads to the power plants and we aim to minimize the risks by developing emergency plans.

Our Risk Management

Risk/Area of Opportunity	Key Risk/Opportunity	Risk Description	Measures Taken/Current Controls
Legal	Risk of misinformation and incomplete documentation	It refers to the risks of legal disputes, uncertainty regarding the fulfillment of obligations, misinterpretation of regulations, or failure of the personnel to fulfill these obligations in a timely manner.	As Fiba Yenilenebilir Enerji, we have a policy of zero tolerance for corrupt behaviors. We control our activities by carrying out legal compliance monitoring.
	Risks arising from legislative changes		We closely follow the changes that may occur in the legislative regulations and we take precautions by anticipating the risks that may arise for the organization.
Operational	Risks associated with media and stakeholder activities	It refers to the risks that may affect stakeholders and the reputation risks that may affect the company.	We carry out activities to increase efficient interaction with our stakeholders and to keep our company reputation high by conducting stakeholder surveys.
	Opportunities related to media and stakeholder activities	These are opportunities resulting from activities carried out for brand image and from the memberships.	We increase the number of social responsibility projects to be carried out with NGOs and strengthen our sense of responsibility by developing projects aiming at stakeholder acquisition.
	Project risks	It refers to the risks of decrease in operational efficiency due to unforeseeable events, and failure to ensure supply security due to delays in maintenance and transportation, breakdown, and disruptions in production.	We aim to minimize operational and strategic project risks by performing risk analyses.
		It refers to risks such as forest fire, sabotage, etc. due to the power plant site being accessible.	We minimize the risks of forest fire, sabotage, etc. by increasing the security of the power plant sites and their surroundings.
	Project opportunities	It refers to opportunities to eliminate malfunctions and maintenance problems by purchasing new equipment.	We use less turbines by using new type of turbines, and we notice a decrease in construction costs, time required, maintenance and OHS risks.
	Planning and resource allocation risks	It refers to possible plan disruptions and risks that may occur in resource allocation due to changing economic conditions.	We develop purchasing plans for resources that are used regularly and we prevent problems that may occur in resource allocation.
	Digitalization/Digital inequality risks	These include inequality in access to and use of Information and Communication Technologies (ICT), as well as in terms of the advantages arising from the use of the same, and the risks arising from digital power density.	In order to adapt to digitalization, we constantly follow innovations and strengthen our infrastructure with the investments we make in the digital field.
	IT and cybersecurity risks	It refers to risks arising from the increased complexity in protecting data and information systems, and from data security breaches that may occur as a result of cyber attacks.	

Our Risk Management

Risk/Area of Opportunity	Key Risk/Opportunity	Risk Description	Measures Taken/Current Controls
Financial	Liquidity risk	It refers to the risks of inability to realize assets to obtain cash in the case of cash needs.	We receive consultancy on asset management to further strengthen the organizational structure of asset management.
	Opportunities from group structure	These are financial opportunities arising from the strong financial structure of the group.	We comply with the payment terms so that our credit rating does not decrease. We turn various risks into opportunities with the contribution of the finance company that is a subsidiary of the group company, and adopt a common and holistic approach by discussing the relevant issues at Board meetings. We see our ability to find foreign loans for investment purposes as one of the important strengths arising from our group structure.
	Risk management opportunities	It refers to the opportunities of know-how in power plant establishment and operation, reduced insurance premiums with risk management and mitigation, and business continuity.	While the experience of our Operations Managers working at our power plants and the presence of our competent personnel are a powerful factor in making use of business continuity and know-how opportunities in the enterprise, the strong financial structure of our Company and the existence of our project department that reports to the Holding are some of our strongest elements in managing risk. We turn risks into opportunities with our strong external relations with relevant organizations, especially on a regional basis, and our strong rotation structure within our internal businesses.
Macroeconomic	Infectious disease risks	It refers to the risks of the increasing uncertainties and deteriorating economic balance as a result of infectious diseases such as the Covid-19 pandemic affecting the whole world.	We closely follow and implement the measures and actions taken by the World Health Organization within the scope of Covid-19.
	Market dynamics/risks	It refers to the risks that may emerge in the market.	We regularly monitor the market closely to keep up with sudden changes in the dynamics of the market.
	Risks arising from fluctuations in the national economy	It refers to the risks that may arise as a result of sudden changes in the national economy resulting from the changes in the global economy.	We regularly monitor the fluctuations in the national economy and make budget plans by taking into account the fluctuations in the economy.
	Energy cost opportunities	It refers to the opportunities arising from the energy supply not being affected by economic fluctuations.	We meticulously monitor generation and consumption values and include waste prevention measures in our procedures.

Our Risk Management

Risk/Area of Opportunity	Key Risk/Opportunity	Risk Description	Measures Taken/Current Controls
Industrial	**Risks arising from the sectoral competitive environment**	It refers to the risk of falling behind the competitors as an organization due to failure to keep up with new rival companies or developments and innovations in the sectoral competitive environment.	We identify risks and opportunities that may arise by performing corporate risk and SWOT analyses, and we take action.
	Incentive opportunities in the industry	Opportunities for incentive mechanisms in Renewable Energy. For example: It refers to YEKDEM (renewable energy sources support mechanism) purchase guarantee, capacity increase and hybrid project opportunities, and new YEKA (renewable energy source area) tenders.	In order to benefit from the incentives in the sector with our Holding's project and finance group companies, we complete the necessary documents in accordance with the legal processes and submit applications without any omission.
	Risks pertaining to sustainability/high ESG standards	It refers to the risks arising from rapid growth trends in the renewable energy sector in line with national and international developments, and legislation and strategies.	We closely follow the activities carried out in the field of ESG and determine strategic ways towards the sustainability goals established within the company.
	Opportunities driven by sustainability/high ESG standards	It refers to 100% renewable energy portfolio and carbon credit opportunities.	We carry out the necessary activities regarding the Gold Standard Certificate for our production facilities.
	Opportunities related to rapid growth trend in the sector	It refers to the opportunities arising from rapid growth trends in the renewable energy sector in line with national and international developments, and legislation and strategies.	Due to our strong financial structure, we have a rapid growth trend in the sector. The fact that we have projects and human resources for our previously-installed power plants paves the way for our development in the sector, and we quickly analyze and make use of sectoral opportunities by following the growth trends at executive level.

Business Ethics and Compliance with Corporate Policies and Laws

Business processes carried out in accordance with legal regulations and ethical values

By following the laws and legal updates closely, we carry out all our processes in accordance with legal regulations and ethical values, in line with our values of integrity, respect, improvement, and team spirit.

By following the laws and legal updates closely, we carry out all our processes in accordance with legal regulations and ethical values, in line with our values of integrity, respect, improvement, and team spirit. We review all our policies in line with sectoral developments and current needs and update them when necessary.

Business Ethics, Anti-Bribery and Anti-Corruption

As Fiba Yenilenebilir Enerji, we remain committed to sharing information on our activities with all our stakeholders in a transparent and honest manner. In addition, we believe that compliance of our employees with ethical principles is a very important part of our way of doing business. With this in mind, we adopt the necessary approach and assume the necessary responsibilities in the case of any suspected non-compliance, bribery or corruption, in line with ethical rules, and we apply the necessary sanctions.

Through **our Disciplinary Board** consisting of our CEO and the Human Resources Director, we impose the necessary legal sanctions on our employees who act against ethical principles or disciplinary regulations, in line with the relevant articles of the **Labor Law**. In our Disciplinary Regulation, which we share transparently with all our employees through **QDMS**, we specify in detail bribery, corruption and other behaviors that may be considered to be against the corporate culture. In our **Human Resources Regulation**, which includes our **Ethical Principles Procedure and our Disciplinary Regulation**, we specify the number and percentage of our governance body members, to whom activities involving risks related to corruption and the anti-corruption policies and procedures are communicated. We carry out all legally required inspections and controls at all of our power plants in accordance with laws and regulations.

In 2021, we reviewed all our policies within the scope of our sustainability-focused activities and developed new policies by making the necessary updates. We are committed to making changes and updates when necessary by closely monitoring all of our existing policies. All of the policies of our company are stated in the table below;

Our Policies
• Human Resources Policy
• Dividend Policy
• Shareholder Rights Policy
• Sustainability Policy
• Environmental Policy
• Quality Policy
• Occupational Health and Safety Policy
• Supply Chain Policy
• Energy Efficiency Policy
• Salary and Benefits Policy

Compliance with Human Resources Policies

We believe that the value given to people and employee satisfaction are the main requirements for success and for being one of the leading companies in the sector. In addition to our aim of recruiting people with knowledge, we think that it is very important to support the professional and personal development of our employees, and we act accordingly. As a result of our culture of open communication and joint action as a team, we are able to continue our work as one of the leading companies in the renewable energy sector.

We have developed Our Human Resources Policy in a way that it will cover all personnel within Fiba Yenilenebilir Enerji Holding A.Ş. and all prospective talents who may have career opportunities in the future. We have included our **Recruitment, Training, Remuneration, Ethical Principles, Bribery and Corruption Policies** in our Human Resources Policy with the goal of **"being the most reliable and the most preferred employer in the energy sector".**

We follow the guide of **WEPs (Women's Empowerment Principles)** which we signed in 2019, in order to ensure the balance between female and male employees. In addition, we do not tolerate forced labor, employment of illegal immigrants and foreign nationals who do not have a work permit, any kind of ill-treatment or exploitative behavior, or child labor and we ensure the elimination of all types of forced and compulsory labor, in line with **our Human Rights Policy, the Global Compact, the Constitution and the Labor Law.** During our reporting period, there has been no case of forced or compulsory labor within our company.

We have no reported cases of corruption and anti-competitive behavior in 2021.

Our Sustainability Strategy

For building a green future

In building a green future, we focus on increasing renewable energy production and sustainable growth in our country, as well as on our environmental and social responsibilities, by making use of our expertise in renewable energy and pursuing our vision of becoming a leading company in our country.

As Fiba Yenilenebilir Enerji, **we have been producing clean energy with our sustainable business model based on renewable energy sources, and contributing to the creation of a new future with our rational, principled and responsible approach,** since our establishment, in line with the mission of our company. Beyond our contribution to sustainability due to the nature of our business, we see sustainability as an important instrument for the effective strategic management of our company. **Building on our vision of creating a green future by being one of the leading companies in our country with our expertise in renewable energy,** we focus on increasing our country's renewable energy production and sustainable growth, as well as on our environmental and social responsibilities, and we work very hard to provide a people-oriented working environment for our employees.

We strive to integrate sustainability into our business processes in line with international environmental, social, and governance norms. We continue to make investments to improve our company performance in environmental, social, and governance issues day by day. We carry out our sustainability activities with the aim of achieving our strategic business goals. Our activities are guided by our strategic focus areas: **"Growing in the Sector with a Focus on Sustainability", "Facilitating a People-Oriented Working Environment", and "Acting with a Sense of Environmental and Social Responsibility".**

*You may find information on our work relating to our priority issues, under the title of **"Our Materiality Matrix in 2021"**.*

STRATEGIC FOCUS AREAS		
Growing in the Sector with a Sustainability Focus	**Facilitating a People-Oriented Working Environment**	**Acting with a Sense of Environmental and Social Responsibility**
Ensuring Operational Excellence	Increasing Employee Satisfaction and Engagement	Increasing Renewable Energy Production
Continuous Development / Adapting to New Business Models	Respect for Employee and Human Rights	Combating Climate Crisis and Emission Management
Providing Sustainable Finance and Making Responsible Investments	Ensuring Equality, Diversity and Inclusion	Minimizing Our Environmental Impact
Doing Business Based on Our Values	Ensuring Talent and Performance Management	Acting with a Sense of Corporate Social Responsibility
Supporting the National Economy	Ensuring Information Confidentiality and Security	
Managing Risks with Comprehensive Evaluation Studies	Making No Compromises on Occupational Health and Safety Standards	

Our Sustainability Strategy

Inspirational sustainability goals

We aim to increase our installed capacity by 25% until the end of 2025 with investments we will make in renewable energy, and we intend to reduce possible risks arising from climate change and to become carbon neutral.

As an organization operating in the renewable energy sector, we believe that our goal is to meet our country's increasing energy demand with renewable energy sources in a safe manner, together with our employees, subcontractors, and suppliers. In line with this goal, we carry out all our operations based on our strategic and sub-strategic focus areas and by recognizing our obligations, in order to contribute to the sustainable development of both our country and the world. We contribute to renewable energy production with our wind and solar power plants and aim to leave a cleaner and more equal and livable world to future generations. By respecting the right to life of all components that make up the world, we work for a sustainable future through our actions that we create in the context of **Sustainable Development Goals (SDGs)** and that we evaluate in line with national and international performance indicators. We explain in detail the value we created in line with the SDGs to which we contributed, in **our "Value Creation Model".**

You may find detailed information on this under the title of "Our Value Creation Model".

Our Sustainability Goals

By putting our environmental and social responsibilities at the center of our decision-making processes, we aim to reinforce our country's energy independence and climate change goals, with renewable energy supply. To this end, we aim to reduce possible risks arising from climate change and to be **carbon neutral** by increasing our installed capacity by 25% with our investments in renewable energy, by the end of 2025. With the awareness that combating climate change requires respecting all components of nature, it is among our goals to develop and maintain our management plans for the protection of biological diversity in 2022.

In addition to adopting a responsible model that is guided by sustainability, we aim to grow in the sector with a high level of economic performance. In this process, we make responsible investments by using sustainable finance resources. We aim to meet all of our company's new-project financing needs from sustainable means through seamless collaborations with creditors in our loan process. By integrating this responsible approach into our processes, we gained flexibility in adapting quickly to new business models. In order to ensure operational excellence, we aim to conduct risk assessments in the procurement process by collaborating with our stakeholders. We closely follow environmental and technological developments in our sector. Within the scope of our responsible business model, we take steps to grow in line with our goals. In this way, we support the local economy and ensure the sustainable development of also our country. In the coming periods, we will continue to support and increase local employment, local workforce and local supply capacity through this approach.

In order to strengthen the corporate structure and achieve sustainable success, we act with the vision of **"being the most reliable and preferred employer as a renewable energy company in the energy sector"** and focus on processes and practices that touch people's lives. Based on the belief that it is important to identify the factors that increase the expectations and motivation of employees, we ensure that the **"Employee Engagement Survey"** is implemented within the organization. Accordingly, we also conduct **Employee Satisfaction Surveys**. With these surveys, we aim to keep the satisfaction of our employees at the highest level and to optimize our working environment with their feedback. We value diversity among our employees, regardless of race, religion, language, color, ethnic and national origin, gender, marital status, age or disability. In order to reinforce our awareness of corporate social responsibility, we encourage our colleagues to participate in corporate social responsibility projects, and we carry out studies with the aim of developing, extending and maintaining environmental awareness throughout our organization. Within the scope of our ongoing renewable energy activities, we expect all our employees and subcontractors to comply fully and carefully with the **Occupational Health and Safety** standards. We aim to remain committed to our zero work accident promise that we have fulfilled in our subsidiaries within Fiba Yenilenebilir Enerji since 2017, and to reach the zero work accident target for our subcontractors by 2025.



Our Sustainability Strategy

Targets integrated with Sustainable Development Goals

By respecting the right to life of all components that make up the world; we work to create a sustainable future through our actions that we evaluate in line with national and international performance indicators and that we have created in the context of Sustainable Development Goals (SDGs).

Acting with a Sense of Environmental and Social Responsibility	**Increasing Renewable Energy Production**	Reducing possible risks arising from climate change by increasing our installed capacity by 25% with our investments in renewable energy, by the end of 2025
	Combating Climate Crisis and Emission Management	Being carbon neutral by the end of 2025
		Developing biodiversity management plans in 2022 for the protection of biodiversity
	Acting with a Sense of Corporate Social Responsibility	Developing, extending and maintaining environmental awareness across our organization
Growing in the Sector with a Sustainability Focus	**Ensuring Operational Excellence**	Carrying out risk assessments in the procurement process
	Providing Sustainable Finance and Making Responsible Investments	Managing the processes with the creditors smoothly at the stages of obtaining sustainable loans
		Meeting all the new-project financing needs of the company from sustainable means
	Supporting the National Economy	Supporting and increasing local employment, local workforce and local supply capacity
	Managing Risks with Comprehensive Evaluation Studies	Informing suppliers about the company's Environmental and OHS policies
Facilitating a People-Oriented Working Environment	**Increasing Employee Satisfaction and Engagement**	Conducting Employee Engagement surveys every two years
	Ensuring Equality, Diversity and Inclusion	Carrying out activities to keep the number of male and female employees equal
	Ensuring Talent and Performance Management	Creating training and development opportunities that provide different growth and self-improvement opportunities
	Making No Compromises on Occupational Health and Safety Standards	Remaining committed to zero work accident promise that has been fulfilled in the subsidiaries of Fiba Yenilenebilir Enerji since 2017, and reaching the zero work accident target for our subcontractors by 2025
	Ensuring Information Confidentiality and Security	Protecting the personal information of all our employees and stakeholders in accordance with regulations and legislation

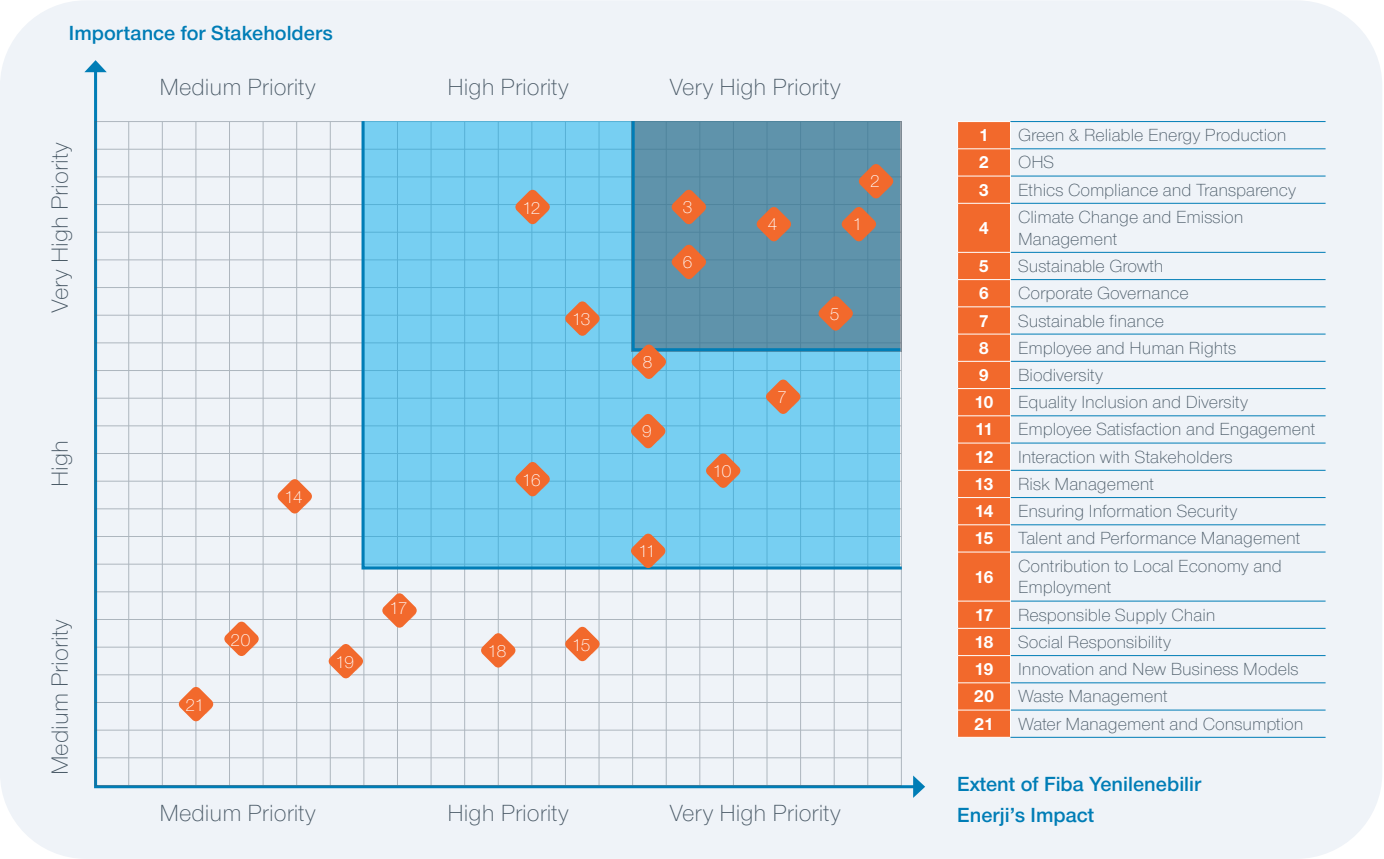
Our Sustainability Strategy

Priority issues determined in line with stakeholders' suggestions and expectations

As Fiba Yenilenebilir Enerji, we act by considering the needs and expectations of our stakeholder groups when determining our priority issues that shape our company's sustainability strategy, vision-mission and goals.

Our Materiality Matrix in 2021

As Fiba Yenilenebilir Enerji, we act by considering the needs and expectations of our stakeholder groups when determining our priority issues that shape our company's sustainability strategy, vision-mission and goals. By paying attention to global and sectoral trends, we have listed the highlights of the renewable energy sector by making use of resources such as the **Materiality Map developed by the Sustainability Accounting Standards Board (SASB), EU KPIs for ESG 3.0, World Economic Forum (WEF) Global Risks Report, International Renewable Energy Agency (IRENA) and SDG Industry Matrix.** By asking for suggestions from our internal and external stakeholders on the key issues, we have positioned our topics in our materiality matrix according to the degree of importance given to them by all our stakeholders.



Our Sustainability Strategy

High value generated within the framework of six items of capital

We create value for all our stakeholders by also contributing to the Sustainable Development Goals in line with our Vision-Mission and Targets, within the framework of six items of capital.

Our Value Creation Model

As one of the leading companies in the renewable energy sector, which we have been serving for 14 years, we create value for all our stakeholders by contributing to the **Sustainable Development Goals** in line with our **vision, mission, and targets,** within the framework of **6 capital items**. We share this value with all our stakeholders in a transparent manner, together with the associated capital items, inputs and resources, business activities, its contribution to the Sustainable Development Goals, and operational outputs.

Capital Items	Inputs And Resources	Business Activities	Outputs	Value Created	Our Contributions To SDGs
Financial Capital	• Investments • Financial income	• Financial risk management • Operating capital management • Revenue growth management • Pricing • Capacity increase and new investment projects • Publication of financial statements on the website	• Company income of TL 1,146,029,000 as of 2021 * • Total assets of TL 17,686,454,000 • Revenue increase by 88% in 2021 • 5.35% market share • Positive and sustainable free cash flow	• Access to sustainable finance • Company reputation • Transparency and reliability	8 DECENT WORK AND ECONOMIC GROWTH

**Total revenues of Fiba Yenilenebilir Enerji and its subsidiaries holding the ownership of power plants.*

Our Sustainability Strategy

Capital Items	Inputs And Resources	Business Activities	Outputs	Value Created	Our Contributions To SDGs
Intellectual Capital	• Management systems and certificates • Information processing infrastructure • Notification channel with QR code in feedbacks	• Project development • Practices to increase efficiency • Information Security Trainings	• Live monitoring of turbines with SCADA • Hourly observation of production data with hourly e-mails using WebEyes system and submission of production forecast data to EPİAŞ and TPYS systems over the same system • Observation of all data from the moment of first installation of power plants with Daily Report • Monitoring the production of power plants with the mobile application that provides internal and external access through the MobEyes system • Using a wind forecast database and working with different wind forecasting companies for planning based on optimum forecasts. • QR code system for transferring information on OHS Environment and Biodiversity issues to all employees • Providing security and backup systems with KoçSistem infrastructure	• Business efficiency • Employee experience • Increased productivity and efficiency • Innovation	

Our Sustainability Strategy

Capital Items	Inputs And Resources	Business Activities	Outputs	Value Created	Our Contributions To SDGs
Manufactured Capital	• Infrastructure • Equipment	• Purchase of machinery and equipment for power plants • Maintenance and repair • Use of continuous monitoring equipment in turbines • Inspection of energy transmission lines and turbines with the use of drones • Maintenance carried out within the scope of supply continuity	• Equipment and machinery investment of TL 499.987,000 • Construction of roads of access to Delmece Plateau in Yalova Project • 19 power plants in total • Procurement of high-capacity new generation equipment and making regular maintenance, repair and updates • Keeping power plant and turbine access roads open in severe winter conditions so that turbine services are not interrupted	• Increased productivity, efficiency and capacity utilization • Safety	8 DECENT WORK AND ECONOMIC GROWTH 11 SUSTAINABLE CITIES AND COMMUNITIES 12 RESPONSIBLE CONSUMPTION AND PRODUCTION

Our Sustainability Strategy

Capital Items	Inputs And Resources	Business Activities	Outputs	Value Created	Our Contributions To SDGs
Human Capital	• 158 employees who are experts in their fields • Management systems and programs • Company principles and values • Equitable Language and Conduct Guide • Women's empowerment principles (being a WEPs signatory, etc.) LEAP - Employee Support Program • "Fiba: İşimiz Eşitlik" ("Equality First") platform	• Talent and performance management • Health, safety and wellness practices • Human rights, diversity and inclusion practices • Employee communication and interaction • Emergency plans and drills • Accident Investigation and Root Cause Analysis • Monthly OHS bulletins and OHS Reward & Incentive Program	• 169 hours of personal development training under a total of 24 topics • Professional certification (EKAT) • Ratio of female executives: 44% • Ratio of women employed at the head office: 44% • Employee satisfaction survey result: 68% • 216 persons-hours - disaster and emergency training provided jointly with Akut to head office employees	• Employee engagement and satisfaction • Increased productivity, efficiency • Diversity and inclusion • Personal development • Progress in knowledge and skills • Health, safety and wellness • Equal Opportunities	

Our Sustainability Strategy

Capital Items	Inputs And Resources	Business Activities	Outputs	Value Created	Our Contributions To SDGs
Social and Relational Capital	• Stakeholder expectations • Company principles and values • Regulations and laws • External trends • Interaction platforms • Being a Global Compact signatory	• Active participation in meetings, conferences, workshops, panels and projects of NGOs, commercial interest groups and industry associations • Effective communication with and evaluation of suppliers • Communication campaigns • CSR Programs • Interaction with local and national official authorities • Monitoring of legal compliance	• 74.4% local employment in regional projects • Approximately TL 564,000 donated to philanthropy and CSR projects • Fiba Volunteers' Movement • Number of partner NGOs: 5	• Increasing transparency • Building trust • Company reputation • Contribution to future resilience • Social cohesion in order to operate • Legal risk mitigation • Social development • Awareness	

Our Sustainability Strategy

Capital Items	Inputs And Resources	Business Activities	Outputs	Value Created	Our Contributions To SDGs
Natural Capital	• Energy • Biodiversity • Water	• Sustainable Waste Management • Partnerships with NGOs for environmental issues • Carbon footprint calculation and reduction studies • Environmental Impact Assessments and ISO14001 audits • Annual bird-bat watching activities with the participation of wildlife experts • Biodiversity Management System	• 1,065,000 tons/year carbon emission reduction equivalent to 563,000 hectares of forest land • Gold certification • 2,192 persons-hours - wildlife trainings • Number of enterprises where biodiversity management system is in place: 10/14 • 36.2% increase in renewable energy production in 2021	• Sustainable resource management • Social cohesion in order to operate • Environmental awareness • Protection of natural resources and the ecosystem	6 CLEAN WATER AND SANITATION 7 AFFORDABLE AND CLEAN ENERGY 12 RESPONSIBLE CONSUMPTION AND PRODUCTION 13 CLIMATE ACTION 15 LIFE ON LAND 17 PARTNERSHIPS FOR THE GOALS

Our Environmental Responsibility

As one of Türkiye's leading renewable energy companies, we respect the right to life of all living beings and support the energy transformation by providing low-carbon clean and green energy services for our world. We carry out effective and precise waste and water management in our operations. As a result of our sustainability-focused efforts in 2021, we updated our existing **OHS-E and Quality Policies and created the Energy Efficiency Policy,** Environmental Policy and Sustainability Policy, which include sustainability and energy management issues. We are constantly updating our policies in line with national and global developments and changing needs. We publish all our policies on our corporate website and share them transparently with all our stakeholders.

1,065,000 tons

The carbon reduction rate provided by our power plants





Combating Climate Change and Our Emission Management

Net-Zero goal

As Fiba Yenilenebilir Enerji, we aim to achieve net zero carbon emissions by 2025.





As one of the leading renewable energy companies in our country, we work with the awareness of our responsibility i**n combating climate change and ensuring emission management,** and we encourage the use of renewable energy by setting an example in the sector with our efforts. Climate change and emission management are among our top priorities and shape our operations. Accordingly, our head office and all sub-locations that generate electricity based on wind energy have **ISO 9001, ISO 1400**1 and **ISO 45001** certifications. In 2022, we aim to expand the scope of our current Integrated Quality Management System with **ISO 50001** certification.

CO_2

25%

Target of Installed Capacity Increase at the rate of 25% by the End of 2025

We encourage the use of renewable energy through our exemplary achievements in the sector.

As part of our combat climate change, we aim to reduce possible risks arising from climate change by increasing our installed capacity by 25% with our investments in renewable energy until the end of 2025. We think it is important to spread the value we place on the environment across the entire organization, and we carry out extensive work to develop, expand and maintain the environmental awareness of our employees. There are no criminal sanctions imposed on us for non-compliance with the Environmental Law or regulations in 2021.

Our Carbon Footprint

We believe that the most important work to be done to combat climate change is the monitoring of carbon footprint. To that end, and in order to keep our impact on the environment at a minimum, we calculated our carbon footprint for the first time in 2020. We aim to make this calculation more traceable and transparent every year. Accordingly, we aim to repeat the calculation every year starting from the reference year and to achieve a decrease in emissions, taking into account the capacity and project increases within our organization. We also keep records of the results obtained, with the Carbon Footprint Calculation Report we have published. We calculate our Scope 1, 2, 3 emissions in the **GHG (Greenhouse Gases) protocol and GRI standards** and share them with all our stakeholders.

Combating Climate Change and Our Emission Management

Accountable and transparent management approach

We calculate our Scope 1, 2, 3 emissions in the GHG (Greenhouse Gases) protocol and GRI standards and share this information with all our stakeholders.



Emission Distribution by Year*		
Source	**2020**	**2021**
Scope 1**	141,27 tCO_2e	455,21 tCO_2e
Scope 2 ***	1,722,60 tCO_2e	1,806,19 tCO_2e
Scope 3 ****	239,96 tCO_2e	142,52 tCO_2e

** You may find detailed data on Scope 1, 2 and 3 emissions in this table.*
*** Scope 1 emissions include owned or controlled operations that directly emit emissions to the atmosphere.*
**** Scope 2 emissions include indirect greenhouse gas emissions from the consumption of electricity, heat, steam or cooling.*
***** Scope 3 emissions include business flights, employee transportation, hotel stays, paper consumption, water use, and waste generation.*

Greenhouse Gas Emissions by Source*****	2020		2021	
	tCO_2	**%**	**tCO_2**	**%**
Electricity	1,772.60	81.88	1,806.19	75.13
Heating	20.28	0.96	21.60	0.90
Generator	91.14	4.33	6.84	0.28
Vehicles	29.84	1.42	426.77	17.75
Flights	44.10	2.10	42.39	1.76
Paper Use	1.71	0.08	1.55	0.06
Employee Commute	164.15	7.80	75.49	3.14
Hotel Accommodation	10.07	0.48	10.92	0.45
Waste & Waste Water	19.92	0.95	12.17	0.51
Total	**2,103.83**	**100**	**2,403.92**	**100**

****** You may find detailed data on emission values and their percentage shares by source for 2020 and 2021 in this table.*

In 2021, our revenue from the sale of Gold Standard-certified carbon credits we issued reached TL 6,964,000.

Energy Practices

Significant savings in energy consumption

Through our efforts to reduce our energy consumption, we met the energy needs of our products and services sold, which was 0.00188 $MWh_{consumption}/MWh_{production}$ in 2020, with 0.00162 $MWh_{consumption}/MWh_{production}$ in 2021, resulting in a reduction of 13.78%.





With the awareness of our own responsibility within the scope of combating climate change, we are increasing our capacity in renewable energy day by day. Through our efforts to reduce our energy consumption, we reduced our energy consumption per product sold from 0.00188 MWh consumption / MWh production to 0.00162 $MWh_{consumption}/MWh_{production}$ by achieving a reduction of 13.78% in 2021 compared to the previous year. In this way, we have reduced our carbon footprint per production by 16.22%. By the end of 2021, we have achieved a reduction of **1,065,000 tons of carbon emissions, equivalent to a total of 563,000 hectares of forest land,** with our 14 Wind Power Plants in operation, consisting of 209 turbines and an installed capacity of 552.6 MWm.

As of the end of 2021, we achieved a reduction of 1,065,000 tons of carbon emissions, equivalent to a total of 563,000 hectares of forest land.

Wind Power Plant*	Capacity
Düzova Wind Power Plant	51.5 MWm
Ziyaret Wind Power Plant	76 MWm
Günaydın Wind Power Plant	20.75 MWm
Salman Wind Power Plant	27.5 MWm
Karadere Wind Power Plant	19.2 MWm
Şadıllı Wind Power Plant	38.5 MWm
Ortamandıra Wind Power Plant	11.2 MWm
Uluborlu Wind Power Plant	61.2 MWm
Karova Wind Power Plant	30.15 MWm
Kızılcaterzi Wind Power Plant	13.6 MWm
Bağlama Wind Power Plant	53.2 MWm
Tayakadın Wind Power Plant	51 MWm
Yalova Wind Power Plant	53.2 MWm
Pazarköy Wind Power Plant	45.6 MWm

**In this table, you may find detailed data on the capacities of our 14 Wind Power Plants, 11 of which have a Carbon Credit Certificate and the remaining 3 of which are in the certification process.*

Solar Power Plants**	Kapasite
Çardak Solar Power Plant	1 MW
Acıpayam Solar Power Plant	4 MW
Kocabaş Lower Solar Power Plant	5 MW
Kocabaş Upper Solar Power Plant	5 MW
Kocadere Solar Power Plant	10 MW

*** Please refer to this table for detailed data on the capacities of our 5 Solar Power Plants, which have a total energy capacity of 25 MW and whose Carbon Credit Certificate processes are in progress.*

You may find detailed tables on our total energy and fuel consumption in the 'Appendix' section.

Biodiversity

To leave a livable world to all living things

As Fiba Yenilenebilir Enerji, we take actions to protect the biological diversity of all areas where we operate. We continue our operations with this awareness by putting the issue of biodiversity, which is among our top priorities, at the center of our efforts.

As Fiba Yenilenebilir Enerji, we take actions to protect the biological diversity of all areas where we operate. We continue our operations with this awareness by putting **biodiversity,** which is among our top priorities, at the center of everything we do. While positioning our power plants, we pay attention to stay away from protected areas and to minimize the impact on the area where the sites are located. Regarding the EIA process carried out during the investment phase of our projects, we prepare an **"Ecological/ Ecosystem Evaluation Report"** in order to determine the biodiversity in the relevant areas and, since 2008, we have been carrying out flora and fauna detection, protection and monitoring studies at our sites as Fiba Yenilenebilir Enerji A.Ş. following the opinion of **General Directorate of Nature Conservation and National Parks.** In line with the importance we attach to the detection and protection of biodiversity, we continue to carry out our studies on biodiversity by cooperating with 3rd-party consultant companies that are experts in their fields and with our 3 biologist experts whom we hired in 2014.

As of 2021, we continue our efforts with a team of four people, including **1 Clinical Biologist, 1 Senior Biologist and 2 Wildlife Experts.**

- In the investment and operation processes of our Wind Power Plants, we carry out **local/migratory bird and bat watching** activities in line with the opinions of the General Directorate of Nature Conservation and National Parks.
- With four employees within our company and the consultant companies we receive services from, we conduct **bird and bat watching and carcass screening** activities at a total of 10 of our enterprises.
- We carry out **water-bird watching** activities in the Bağlama Wind Power Plant during the winter months.
- At our Yalova, Pazarköy, Tayakadın, Şadıllı and Karadere Wind Power Plants, we carry out **Bird Watching During Breeding** at certain intervals during the mid-spring migration and the summer period.
- Before and after the installation of our power plants, we carry out **camera trap studies to detect mammal species and populations.**
- We carry out our bat monitoring studies with our consultant companies day and night with the help of advanced-technology **ultrasonic sound detection devices.**

In line with the importance we attach to the identification and protection of biodiversity, we continue to carry out our studies on biodiversity through the cooperation we make with 3rd party consultant companies that are experts in their fields and with the help of our 3 expert biologists that we recruited in 2014.



Biodiversity

Scientific studies in the field of biodiversity

We have prepared nearly 300 reports, including 14 Ecological Assessment Reports, 142 Bird Watching Reports, 66 Fauna Reports, 35 Bat Reports, 24 Carcass Screening Reports, 2 Translocation Reports and 5 Biodiversity Management Plans.





In our flora studies, for the sustainability of **“Centaurea hermanni”** species, an endemic plant in the region which we identified during the construction process of one of our sites, we moved the plant to appropriate areas using the **“Plant Translocation”** methodology and carried out vital monitoring activities for the species. We have prepared 2 separate reports on our work and its monitoring, and we still continue to monitor the plant species. Since 2008, when we started our biodiversity studies, we have prepared a total of nearly 300 reports, including **14 Ecological Assessment Reports, 142 Bird Observation Reports, 66 Fauna Reports, 35 Bat Reports, 24 Carcass Screening Reports, 2 Translocation Reports and 5 Biodiversity Management Plans.**

We raise awareness on biodiversity by conducting trainings and awareness raising activities within our company. We provide **“Wildlife Information Trainings”** to all our personnel working at our power plants during the pre-project, construction and operation periods. We have created a **QR-coded Wildlife Notification Form** to reach all our employees, and we have placed a **“Wildlife Information Sign and Poster”** in our sites so that our staff and visiting guests are informed about the surrounding wildlife. In order to protect and sustain biodiversity, our experts participated in workshops on **“Species Action Plan and Determination of Species Action Plan Methodology”**. We have incorporated the knowledge and experience gained from these workshops into our company policies. We provided training and fieldwork support to Nature Conservation and National Parks personnel through our experts, in the **“Water-Bird Watching During Winter Period”** studies carried out by the Nature Conservation and National Parks unit.

We continue our operations by measuring and minimizing the impact of our turbine and transmission line installation activities on biodiversity. We observe the principles of the **National Parks Law No. 2873** and **Regulation on Protected Areas,** and identify the animal and plant species that may be affected by making regional analyses. We prevent the effects that occur due to our efforts to establish turbine areas, open roads and transmission lines, by performing plant and soil translocations within the scope of needs. We confirm that there is no pollutant, pathogen or invasive species formation in the region and that there is no decrease in the existing species, with the consultancy we receive from independent professionals outside the organization.

Aiming to reduce the possible impact of our power plants on birds and bats, we created the **“Turbine Shutdown Protocol”**. We have started **“Nacelle Level Monitoring (acoustic bat sound detection studies)”** by developing bat monitoring studies at our Kızılcaterzi Wind Power Plant. In order to set an example for the first studies in Türkiye, we aim to implement it in 4 turbines in our Kızılcaterzi WPP in 2022 and to reduce the possible effects on bats as a result of Nacelle Monitoring results and carcass experiments. We plan to carry out afforestation studies in the regions where some of our sites are located, to support the continuity of biodiversity.

As part of the protection of biodiversity, we aim to establish biodiversity management plans in 2022.

Our Effective Waste and Water Management

Successful management of water and waste processes

As Fiba Yenilenebilir Enerji, we care about the responsible and efficient use of water, which is among our most important natural resources that we need to preserve, and about waste disposal issues.

As Fiba Yenilenebilir Enerji, we care about the responsible and efficient use of water, which is among our most important natural resources that we need to protect, and about waste disposal. Accordingly, **"Water Management and Consumption" and "Waste Management"**, which we position among our priority issues, play an important role in shaping our operations at our power plants and offices. We effectively manage our water and waste processes resulting from our operations and focus on performing our activities with minimum water consumption.

Our Waste Management

Within the scope of our waste management, we prioritize the prevention at source of pollution in our power plants and office buildings and the recycling of waste through sorting. In the cases where these steps are not possible, we dispose of our waste in accordance with the regulations.

While **all 14 of our Wind Power Plants have Zero-Waste Certificates,** we have made the necessary applications for all of our 5 Solar Power Plants. In 2022, we aim to complete the work to include our Solar Power Plants in Integrated Management Systems (IMS). Our current Integrated Management System includes **ISO 9001, ISO 14001** and **ISO 45001,** and we have conducted training, exercises, and internal and external audits in our company within the scope of **ISO 14001**, during our work in the reporting year.

Domestic wastes are generated at our head office and in our production facilities. As a result of the maintenance processes carried out within the scope of the operation of our power plants, hazardous and nonhazardous wastes are generated. We also monitor the recycling and disposal activities with the records we keep on the management of wastes generated as a result of purchasing outsourced services in the maintenance processes of our power plants.

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



Our Effective Waste and Water Management

Efficient use of resources

We continue our operations with the awareness of the importance of ensuring the disposal of waste water generated within Fiba Yenilenebilir Enerji, in accordance with the regulations, and the importance of the efficient use of water in the fight against climate change.





We store our wastes generated within the framework of our activities in the temporary waste storage areas that we have established in accordance with the conditions specified in the **Waste Management Regulation.** We make certain that our temporary waste storage areas are in compliance with the regulations as advised by the Provincial Directorates of Environment, Urbanization and Climate Change.

We separate and sort the wastes originating from maintenance processes and sites in our production plants, at their source, in line with our **Industrial Waste Management Plan.** While we deliver our packaging wastes to municipalities, authorized institutions and licensed companies, we give the non-hazardous wastes to licensed companies. For the disposal of hazardous wastes, we cooperate with licensed recycling facilities by ensuring delivery on licensed shipment vehicles. We send all wastes for recycling, except for domestic wastes generated within our company. We work in cooperation with the municipalities and local administrations we are governed by, for our domestic waste.

As Fiba Yenilenebilir Enerji, we use **MOTAT (Mobile Waste Tracking System) and Zero Waste Information System** for the records of all wastes generated within our organization and we receive waste delivery records from licensed companies. We describe the preparations for the reuse of waste, recycling and other recovery processes as part of our **Waste Declarations.**

Type of Waste*	Quantity (kg)	
	2020	2021
Hazardous Waste	7,276	17,604**
Non-Hazardous Waste	82,270	81,007

**Please refer to this table for detailed data on our waste amounts by type (hazardous or non-hazardous waste) for the years 2020 and 2021.*
***The increase in the amount of hazardous waste in 2021 is due to the waste from the end of the construction period, which is generated by the simultaneous completion of 4 new projects.*

Our Water Management

We continue our operations with the awareness of the importance of ensuring the disposal of wastewater generated within our company in accordance with the regulations and the efficient use of water in the combat climate change.

We bring the water we need to all our sites with tankers. We store the water in water tanks on the fields and use it for our domestic needs. We do not need to use water within the scope of the operations carried out at our sites and therefore we do not cause industrial wastewater generation. We preserve domestic wastewater consisting of water used for domestic needs with impermeable septic tanks (polyethylene or reinforced concrete). We work with relevant municipalities or engage an authorized sewage truck company to ensure that the domestic wastewater is pumped from the septic tank and discharged to the municipal infrastructure facilities. We obtain the water we use at our headquarters from the mains and we meet our internal drinking water needs by purchasing the same. We request and monitor the processes of analyses of drinking water and the water used for domestic needs, from the manufacturers and we keep the analysis reports on record. We keep a record of the amount of water we use and dispose of, using the vacuum truck records and the tanker water delivery minutes that we send to our operation sites.

Amount of Water* (m^3)	2021
Water withdrawn (mains water)**	711
Water consumption	711
Wastewater discharge (sewerage)	711

**You may find detailed data regarding the amount of water withdrawn, consumed water and total wastewater discharge by our company in 2021, in the content of this table.*
***Our head office is not included in the total water volume calculated.*

As we have stated in our Environment and Quality Policy, committing to work towards the protection of the environment and the prevention of climate change; We continue to work on water management and consumption.

Our Environmental and Social Impact Assessment and Monitoring Studies at our Power Plants

Improvement of environmental and social impacts

We carry out studies to evaluate the different environmental impacts of our power plants within Fiba Yenilenebilir Enerji and within our subsidiaries, which occur during project and operation periods.

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

We start our air quality and environmental noise monitoring processes in the pre-construction phase of our investment projects. We periodically measure and report dust (PM) levels from construction activities throughout the construction period. We start our environmental noise measurements simultaneously with the activities carried out during the construction phase, and we continue our monitoring activities during the operation period. We evaluate the results of air quality and environmental noise measurements according to national and international standards.



Our Responsibility to Our Employees

As Fiba Yenilenebilir Enerji, keeping the satisfaction of our employees, one of our most important stakeholders, at the highest level, is among our top priorities within the scope of our strategy of **"facilitating a people-oriented working environment"**. In order to ensure efficiency, continuity and satisfaction, we listen to our employees and improve ourselves day by day by receiving feedback. We approach all our employees with the principle of equality and attach importance to diversity and inclusion. We provide equal opportunities for their personal and professional development, and we manage performance evaluations in a transparent and systematic manner. We improve the working conditions of our employees and meticulously follow occupational health and safety practices in our facilities and offices.



83%

Employee Satisfaction Score



Our Employee Satisfaction Activities

The goal of being a brand that sets an example for the sector in human resources

By increasing employee satisfaction and loyalty, we aim to implement together even more successful projects each year and to be a brand that sets an example in the sector.





As Fiba Yenilenebilir Enerji, with the awareness that the success of our company is based on the devoted work of our employees who are experts in their fields, we position the heading **facilitating a people-oriented working environment** among our strategic focus areas. By increasing employee satisfaction and engagement, we aim to carry out more successful projects each year and to become an exemplary brand in the sector.

With the awareness that our employees are the foundation of our company and our success in the sector, it is our greatest responsibility to create a work environment where each of our 158 employees can develop themselves and work peacefully. We offer equal rights and opportunities to all our employees, regardless of whether they are men or women, and we support our employees starting from the recruitment process, up to and including their retirement periods. We advocate for freedom of association and collective bargaining rights, and we carry out all processes in accordance with legal regulations.

In our sustainability journey, we believe that ensuring inclusion, diversity and equal opportunity forms the basis of employee satisfaction and engagement. We support the continuous development of our employees and offer equal opportunities to all our employees so that they can achieve their career goals. We believe that our corporate culture, which is shaped around our values, creates a reliable working climate for our employees where they can develop themselves day by day and express their creativity freely. Our employees are able to be a part of a sustainable life and business environment with the works they produce and the ideas they create.

With our Employee Satisfaction Working Group, which we formed the basis of this year in line with our **Human Rights Policy and Sustainability Strategy,** in order to ensure equality, unite against discrimination, facilitate a safe and healthy work environment, and to foster an ethical and moral corporate culture, and which will become active as of 2022, we aim to closely follow the wishes/requests and suggestions of our employees.

With our approach to stand behind every idea that will improve our business environment, we support our employees to take initiative. We manage our relations with our employees, who are our most important resources, within the framework of our Human Resources Policy, in order to achieve our goals and move forward in line with our vision and mission.

In line with our Human Rights Policy and Sustainability Strategy, we aim to closely monitor the wishes/requests and suggestions of our employees with our Employee Satisfaction Working Group, which we laid the foundation for this year and which will start its activities as of 2022.

Our Employee Satisfaction Activities

To achieve the highest level of employee satisfaction

We continue our efforts to keep the satisfaction of our employees at the highest level. With employee satisfaction and employee loyalty surveys, which are planned to be conducted every two years, we value open communication and we thus make the benefits we provide to our employees sustainable.

The key elements of our Human Resources Policy are:

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

We continue our efforts to keep the satisfaction of our employees at the highest level. We value open communication through employee satisfaction and employee engagement surveys, which are planned to be carried out every 2 years, and we make the benefits we provide to our employees sustainable. We carefully examine the factors affecting our performance, give priority to improving working conditions, increasing employee satisfaction and engagement, and reducing employee turnover.

We create and undertake to implement improvement plans, taking into account the results pertaining to the data obtained by conducting internal **“Employee Engagement Surveys”**. We carry out projects by forming focus groups on each topic that we have decided to improve based on the results of the employee satisfaction survey. We take the necessary steps and carry out activities to increase the job satisfaction, engagement and motivation levels of our employees. We believe that people from different cultures come together and work in cooperation, thereby creating value within the organization.

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

- conducting employee satisfaction and employee engagement surveys every 2 years,
- monitoring employee turnover rates and evaluating opportunities for improvement,
- identifying the factors affecting employee engagement and forming focus groups if necessary.

In 2021, our employee satisfaction score was 83%, and our employee engagement rate was 68%.



Talent and Performance Management

Important support for occupational and personal development of employees

We support our colleagues, one of our most valuable stakeholders, and create training and development opportunities for their professional and social development.





As Fiba Yenilenebilir Enerji, we are aware of the importance of continuous development for the continuity of our position and success in the sector. For this reason, we support our employees in every area they need and are open to development, and offer all the resources necessary for the improvement of their technical and professional skills.

In order to meet our qualified workforce need in parallel with the investments we have made, we strive to employ candidates, whose knowledge and competencies are suitable for the relevant position and who can adapt to the corporate culture, in our recruitment processes within the scope of our **Human Resources Policy.** We give priority to local employment in the locations where we operate, and strengthen our performance thanks to our employees who know the region. We create career opportunities for potential talents. We follow the Career Days of universities in order to attract young talents in the sector. We offer career opportunities to university students and enable them to do internships in our company. We evaluate compulsory internship applications during the summer and winter terms, and we are always pleased to see our young friends among us on a quota basis.

In addition to the trainings we carry out to improve the social and technical skills of our employees, we encourage graduate programs at Özyeğin University.

You can find our **Human Resources Policy** here. At Fiba Yenilenebilir Enerji, we monitor the performance of all our employees, as well as their progress in line with their personal and company goals and evaluate to what extent they adopt company values. We plan to improve our **Performance Evaluation System,** which we implement every year but was forced to suspend due to Covid-19 outbreak, with new generation applications.

As we stated in our **Training Policy,** we support the professional and personal development of our colleagues, with whom we move forward together, in order to achieve our goals and ensure the continuity of the goals we achieve, and we create training and development opportunities that provide different growth and development opportunities. We ensure that internal trainings are the right step in the career journeys of our employees, and we make sure that they also create value for our company and are related to our company's strategic goals.

In addition to the trainings, we provide to improve the social and technical skills of our employees, we encourage our employees to enroll in graduate programs at Özyeğin University.

Within the scope of our **Training Procedure,** our employees and officers can inform us of the training they need by filling out the training request forms. We evaluate the training plans in line with the demands of our employees, the opinions of our managers and their development profiles. We monitor the trainings of all our employees meticulously and identify areas that have room for improvement. By keeping up with the developing technology, we were able to enable our employees to attend trainings through online platforms during the Covid-19 outbreak. We have conducted OHS trainings, trainings within the scope of PDPL, Personal Development trainings and Information Security trainings through digital platforms. In the normalization process, we provide online or face-to-face training alternatives, enabling all our employees to benefit from the trainings and facilitating access to information.

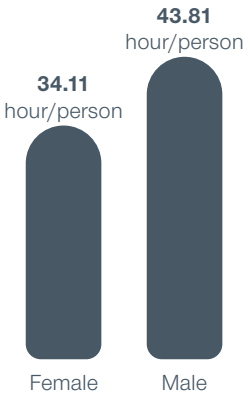
Talent and Performance Management

Quality training activities for employees

We aim to continue and further increase the number of the career development trainings we provide to our employees every year.

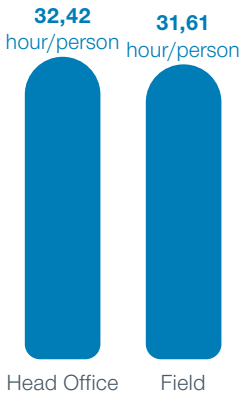


Average Training Hours of Our Head Office Employees (hour/person)*



2021

Average Training Hours of Our Employees (hour/person)*



2021

With the awareness that we can be successful, dynamic and effective in the sector only by ensuring the happiness and well-being of our employees, we support our employees' access to their areas of interest and provide personal development trainings in order to increase their social skills. In this context, we enabled our employees to benefit from personal development trainings with 169 hours of training in 24 different topics in 2021. In addition, we increased the average training hours per employee from 0.89 to 6.32 for our female employees and from 20.06 to 24.34 for our male employees in 2021 compared to the previous year.

**Training hours do not include Özyeğin University's MBA program for 1,080 hours (1 person) and 8 hours for the Coaching Program (1 person).*

Equality, Diversity and Inclusion

An egalitarian approach to discrimination

As Fiba Yenilenebilir Enerji, we value diversity among our employees and across our value chain, without discriminating on the basis of religion, language, race, gender, marital status, age or disability, and we stand against discrimination in our business environment.





As Fiba Yenilenebilir Enerji, we value diversity among our employees and across our value chain, regardless of religion, language, race, gender, marital status, age or disability, and we stand against discrimination in our business environment. We advocate for the rights of our female and male employees equally in all recruitment and employment processes, with zero tolerance towards gender discrimination. We support gender equality and ensure that all our employees adopt an equitable language through corporate training plans developed accordingly. In this context, we take part in various NGO projects. In line with our policies, we adopt equal opportunity, diversity and inclusion as a business culture. We see that working with our employees in a happy, peaceful and fair business environment further strengthens our success in the sector, and we strive to set an example in our country and in the renewable energy sector with our principles. We integrate our human resources policy, pursuant to which we develop human resources strategies, care about people and create meaning, and always respect differences, into our business processes.

In line with our **Human Resources Policy:**

- We protect the rights of all our employees in accordance with the applicable legislation.
- We always advocate for diversity and equal opportunity.
- We support gender equality.
- We adopt the principles of the United Nations Global Compact.
- We constantly follow the guide of WEPs, of which we are a signatory.

Within the scope of our **Human Resources Policy;** we attach importance to ensuring gender equality, equal opportunity and diversity in our human resources process, which includes topics such as promotion, performance evaluation, leave, wage and training rights, throughout our communication with our employees starting from the recruitment process. We believe that when individuals with different perspectives come together, they create a balance and improve the way we do business. We try to identify the risks that will prevent us from providing equal opportunity. With our short, medium and long-term goals, we aim to ensure equality between men and women and to increase the rates of employment we create.

As Fiba Yenilenebilir Enerji, our goals as part of **Equality, Diversity and Inclusion** include:

- increasing the rate of our female employees (44%) in the Head Office to 50% by 2025;
- increasing the rate of women in our senior management from 44% in 2021 to 50% in 2030;
- increasing the number of trainees recruited in 2023 compared to the previous year;
- maintaining the employment rate of young female trainees at 50% until 2025.

In order to increase the rate of female employees in the renewable energy sector and female employment in our company, we make the work life easier for our female employees and aim to be a company preferred by the talents in the sector. We manage the maternity leave and subsequent processes, which is one of the key issues for equality and preventing discrimination, and in this context, we provide maternity leave followed by a 6-month unpaid leave for our female employees who have just given birth, in accordance with legal regulations.

With the nursery benefits and additional maternity benefits for working mothers, 100% of our employees returned from maternity leave in 2021.

Equality, Diversity and Inclusion

Unique projects from “Fiba Volunteers” and “Equality First” platforms

Through our “Fiba Volunteers” and “Equality First” platforms, we ensure participation from all Group Companies in projects aimed at ensuring gender equality in Turkey and we support the economic and social development in our country.

In order to ensure equality between men and women among our employees, we have been following the guidelines of the **Women’s Empowerment Principles (WEPs),** created in cooperation with **the United Nations Gender Equality and Women’s Empowerment Unit (UN Women),** of which we are a signatory since 2019, and trainings are organized within Fiba Group on **Gender Equality,** which is among the top priorities. Equitable language and conduct guides published at the group level serve as a guide for all Group companies and raise awareness among employees. Through our **“Fiba Volunteers” and “Equality First”** platforms, we ensure participation in projects aimed at gender equality in Türkiye from all Group Companies and support the economic and social development in our country.

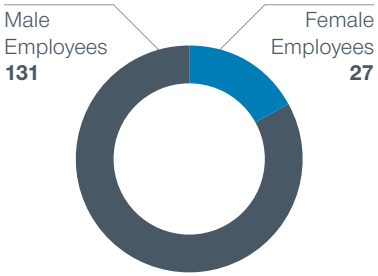
Fiba İşimiz eşitlik

İşimiz Eşitlik (“Equality First”)

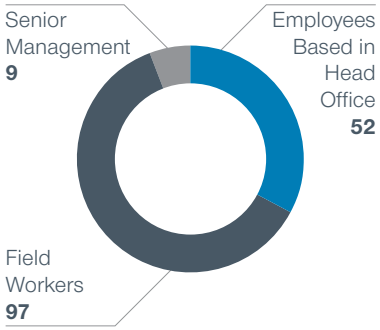
We aim to make our understanding of justice and equality a permanent culture in our company and society, and we draw attention to the importance of gender equality in every field. At Fiba Group, we carry out projects ranging from equal opportunities in the workplace to fatherhood, from women’s employment to work-life balance in order to ensure that women working in different fields in Türkiye have equal rights and opportunities with men, and we take firm steps forward for a sustainable future.



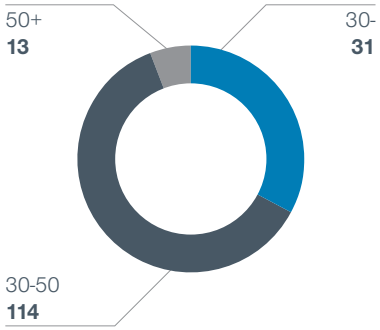
Number of Employees by Gender



Number of Employees by Category



Employees by Age Group



Our Occupational Health and Safety Practices

Our top priority is employees' health and safety

We consider ensuring the health and safety of our employees in the work environment as one of our top priorities, and we proactively manage the health and safety risks that all our employees and stakeholders may face.





As Fiba Yenilenebilir Enerji, we aim to ensure and maintain the occupational health and safety of all our employees, subcontractors, visitors and related stakeholders within the holding. In line with this goal, we develop protective and risk-preventing activities for the safety of our businesses and the health and safety of our stakeholders in accordance with legal regulations.

We carry out activities with our OHS Department and working groups within the framework of our OHS Policy. In this context, we evaluate the current OHS risks and possible risks with our OHS experts, workplace physicians, operations managers, employee representatives, contractor company officials and employees who are included in our risk workshops. In addition to determining annual emergency drills and training needs, we also conduct periodic health checks, periodic measurements, and hygiene checks. Our Environment and OHS Working Group, which reports to the Sustainability Committee, meets on a quarterly basis and monitors and manages all processes in a meticulous manner.

Our Environment and OHS Working Group, which reports to the Sustainability Committee, meets on a quarterly basis and monitors and manages all processes in a meticulous manner.

By recognizing the critical importance of managing OHS in all our fields and offices according to international standards, we comply with the applicable legal regulations and follow **ISO 9001:2015 Quality Management System, ISO 14001:2015 Environmental Management System and ISO 45001:2018 Occupational Health and Safety Management System.** We make sure our Head Office and wind power plants (WPPs) remain certified, and we include our solar power plants (SPPs) within the framework of the Integrated Management System and gather all our businesses under the umbrella of an integrated quality management system. As part of the requirements of our OHS management system, we conduct field controls, meetings and trainings in order to effectively manage the OHS processes of the contractors we work with, while subjecting all our businesses to an internal and external audit once a year. We review our performance with the Management Review meetings that we hold once a year within the scope of the Integrated Management System.

As Fiba Yenilenebilir Enerji, we care about zero work accident and zero occupational disease targets for all our employees and stakeholders within the scope of OHS Management, and we carry out investments and activities to achieve our goals. As part of our Integrated Management System, we use QDMS, which is accessible to all our employees, to report dangerous situations and behaviors observed and detected by our employees in the field and to record the corrective actions. Thanks to our OHS experts examining the situations that create risks through the system and taking the necessary actions, we prevent the repetition of risky situations experienced by our employees. In the event of any accident or near-miss incidents at our head office or power plants, we share the results of the Accident Investigation and Root Cause Analysis conducted by our teams with all our employees and relevant stakeholders in a transparent manner.

Our Occupational Health and Safety Practices

Trainings and studies that raise awareness of employees about OHS

We consider protecting and ensuring the health of our employees as one of our greatest responsibilities. In this context, we conducted OHS trainings with 158 employees in 2021, equal to a total of 3,359 persons-hours.

On the OHS-Environment and Sustainability bulletins we prepare on a monthly basis, we share best practice examples, informative messages on different subjects, and information on our performance. In order to increase the risk perception of our employees, we follow the performance system to increase the safe/risky situation-behavior reporting. We conduct emergency drills (rescue from wind turbines, fire-evacuation, first aid, spills-leaks, etc.) with the participation of our contractors, provide refresher trainings on emergencies, and update our emergency plans with the findings we have identified in the drills. We convey our rules and methods regarding risk management to our business partners by ensuring that the "Occupational Health, Safety and Environment Agreement", which plays a guiding role in all of the implementation steps starting from the tender process, is in line with current conditions. In order to raise the OHS awareness of our employees and contractors, we implement Reward and Incentive Programs and support safe situations-behaviors. Under the conditions of the Covid-19 pandemic, hygiene measures, mask and social distancing rules have been implemented in all our locations. As Fiba Yenilenebilir Enerji, we continued to generate economic benefits for our stakeholders by taking all necessary precautions regarding Occupational Health and Safety during this globally challenging period.

In 2021,

- Fiba Yenilenebilir Enerji employees did not experience an accident involving lost time in any of our locations.
- The total number of accidents among contractor employees decreased by 33% compared to the previous year, declining from 6 to 4.
- **Our accident frequency rate, which includes contractor employees, is 2.68, which is well below the sector average.**
- None of our employees suffered an occupational disease.
- There was no lost time due to work accident or occupational disease.

We aim to raise awareness of all our employees, and we aim to create a common OHS culture by providing training on this subject. Within the scope of our **Occupational Health and Safety Policy,** we provide our employees with compulsory OHS trainings either face-to-face or online during their employment in order to raise awareness of our employees, sub-contractors and suppliers, in parallel with the national legislation. Apart from the compulsory trainings, we determine the training needs as a result of the risk assessments and accident investigations, and we refresh the trainings at periodic intervals. Examples include a Basic OHS course, safe driving (defensive driving, antiskid, offroad), working at height-GWO, emergency (first aid, search and rescue, earthquake awareness) and EKAT trainings. We are proud to share that all our employees have completed their OHS training in 2021, as in the previous year.

In 2021, we conducted a total of 3,359 persons-hours of OHS training with our 158 employees.

We aim to raise awareness of all our employees, and we aim to create a common OHS culture by providing training on this subject.



Our Social Responsibility

As Fiba Yenilenebilir Enerji, we act with the awareness of our responsibilities to the society and continue our activities in a way that will benefit our society. With the awareness of **corporate social responsibility,** we develop projects that support the sustainability of the society. In all our locations, we prioritize providing local employment, fulfilling our responsibilities towards the region where we carry out our activities and local people, and we take initiatives to ensure social development and increase the quality of life. We manage all our works with an understanding of **transparency** and we include our stakeholders in our processes. We work hard to build a more sustainable world for the future of our society.

74.4%

Local Employment Rate





Acting with a Sense of Corporate Social Responsibility

Social responsibility projects that create awareness and value

In line with the mission determined by Hüsnü M. Özyeğin, Chairperson of the Board of Directors of Fiba Group, we, as Fiba Yenilenebilir Enerji, continue our investments without interruption, with our awareness of corporate social responsibility, in areas that take social benefit into consideration, including especially education.





As Fiba Yenilenebilir Enerji, we take on important responsibilities by acting with a sense of corporate social responsibility. We accept corporate, social and environmental responsibilities as an integral part of our business strategy, corporate decision-making and daily practices. All organizations included in the Fiba Group are responsible for establishing corporate social responsibility policies.

Our corporate, social and environmental responsibility strategies are determined by the Board of Directors at the Group level. At the same time, our Board of Directors has the right to form a committee to assist it in the execution of our corporate, social and environmental activities. In line with the mission determined by Mr. Hüsnü M. Özyeğin, Chairperson of the Board of Directors of Fiba Group, we, as Fiba Yenilenebilir Enerji, continue our investments in areas where social benefit is pursued, especially education, with **our awareness of corporate social responsibility.**

At the Mother-Child Education Foundation (AÇEV), we develop and implement science-based education programs for children and parents in need all over the country.

Our **Social Responsibility and Stakeholder Engagement Working Group,** which is one of the working groups of our Sustainability Committee, is responsible for determining effective communication methods with our stakeholders, engaging stakeholders when necessary in business processes, and evaluating suppliers and supply processes in the context of sustainability. The results of our working group meetings are presented by our working group chairperson at the Sustainability Committee meetings. You may find detailed information about our Sustainability Committee, Social Responsibility and Stakeholder Engagement Working Group and other working groups in the **Corporate Governance** section.

As Fiba Yenilenebilir Enerji, we believe that the most fundamental condition for social and economic development will be the education of future generations. Without expecting any commercial benefit, we use our resources to make future generations consist of happy, healthy and safe individuals. To that end; we support universities, especially Özyeğin University, in order to provide students with all kinds of opportunities, believing that successful students should be able to access a good education regardless of their circumstances. At the Mother-Child Education Foundation (AÇEV), we develop and implement science-based education programs for children and parents in need all over the country. In addition, we provide education and scholarship support to young girls living in disadvantaged areas and to individuals living in rural areas in need of financial support, through Hüsnü M. Özyeğin Foundation. Thanks to all these efforts, the total amount of donations we made in 2021 reached around **TL 564,000.** You may find detailed information about our donations in the **Appendices** section of our report.

Our Efforts to Support Local Economy and Employment

Regional employment opportunities for economic development

As Fiba Yenilenebilir Enerji, we contribute to the development of the local economy and create new employment opportunities with the investments we make in different regions of the country.

In line with our efforts to support and increase local employment, local workforce and local supply capacity in our country, our local employment rate was 74.4% in 2021.

As Fiba Yenilenebilir Enerji, we contribute to the development of the local economy and create new employment opportunities with the investments we make in different regions of the country. We have a total of **14 Wind Power Plant** projects and **5 Solar Power Plant** projects in locations, including Uluborlu, Isparta; Bodrum, Muğla; Çatalca, Istanbul; Gemlik, Bursa; Yenice, Çanakkale; Gevaş, Van; and Şarköy, Tekirdağ. By focusing on inclusive and sustainable growth, we provide employment to local people in the regions where we operate. We employ local people at our power plants.

Every year, we contribute to the development of the local economy with our investments in physical and non-physical infrastructure in order to improve competitiveness, and we aim to set an example for the sector by extending our investments to large regions. We further advance our efforts in a more beneficial way by supporting the development of our employees in every field they need. You may find details of the activities we carry out for our employees in the section **Our Responsibility Towards Our Employees.**

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

We focus on our goals **to strengthen our company's reputation, ensure profitable and sustainable growth, and become one of the leading companies in our country thanks to our expertise in renewable energy.**



Our Engagement with Stakeholders

An understanding of regular and transparent communication with all stakeholders

As Fiba Yenilenebilir Enerji, we communicate regularly and transparently with our stakeholders through many communication channels. We select our stakeholders from stakeholder groups that can best adapt to our business processes in order to realize our goals.

As Fiba Yenilenebilir Enerji, we engage with our stakeholders through a number of communication channels in a regular and transparent manner. We select our stakeholders from stakeholder groups that can best adapt to our business processes in order to realize our goals. We attach great importance to open communication with our stakeholders and ensure that our communication is shaped around corporate ethical values. In this direction, we continue to work by maintaining frequent and effective communication with all our stakeholders, taking into account their opinions and suggestions, by organizing frequent meetings and interviews, through our website, via e-mail and through the **employee engagement surveys** we have been conducting regularly since 2020. We receive feedback from our stakeholder groups by conducting periodic surveys regarding the communication process. Taking into account the opinions of our stakeholders, we determine our priority issues as a company and shape our work accordingly. You may find detailed information about our priority issues, which we determined with the opinions of our internal and external stakeholders, in **our Materiality Matrix in 2021.**

Stakeholders*	Communication Method	Communication Frequency
Shareholders	Board Meeting	Monthly
Managers	Meetings and Discussions	Continuously
Employees	Meetings and Discussions	Continuously
Government / Public Institutions and Organizations	Meetings, Discussions, E-mails, the Information Sharing Platform and Website	As needed/A few times a year
Customer / End User	Invoices, Negotiations, Contracts, Market Transactions, EPİAŞ Market System and Portal, E-mails, Official Correspondence	Continuously
Suppliers	Interviews, E-mails, Official Correspondence, Contracts, Reports and Forms On-the-job Meetings, Board Meetings, Supervision and Feedback for Contractors	Continuously
Affiliates and Subsidiaries	Meetings, E-mails and Discussions	When needed
Banks & Insurance Companies	Meetings and Discussions	Regular meetings
Financial Institutions	E-mails, Interviews, Correspondence, Contracts, Reports and Meetings	Continuous, Annual
Trade Associations/ Sectoral Associations	Meetings and Discussions	Monthly
International Regulatory Bodies	Meetings and Discussions	A few times a year
Competitors	Meetings and Discussions	At the meetings of sectoral associations
Society/Local Community	Interviews, Visit Forms, Feedback, Correspondence, Meetings	Once a year on average for carbon credit processes
Technology Partners	E-mails, Negotiations, Contracts, Invoices, Software Notifications	Continuously (Hourly, daily, etc.)
Universities	E-mails and Discussions	When needed
Non-Governmental Organizations and Chambers	E-mails and Discussions	Continuously
Audit and Consulting Companies	Reports, E-mails and Discussions	Frequently

**You may find detailed information about the methods we use to engage with our stakeholder groups and the frequency of engagement in this table.*

We shape our operations by taking into account the feedback we receive from our stakeholders.

Our Responsibility to Our Business and Industry

With the pride of being one of the leading companies in the energy sector in Türkiye that produces energy only from renewable sources, we have been supporting our country's energy transformation for 14 years by being committed to our business and sector. We work harder, develop and grow with the happiness of achieving the goals we set each year. We keep up with the developing technology and closely follow new trends with our employees. We carry out digital transformation in all our processes, strengthen our IT infrastructure and ensure data privacy. We implement sustainability in our supply chain as well, and we are getting closer to our goal of being carbon neutral step by step. We contribute to sustainable economic growth by increasing our investments in reliable, clean and green energy.

25%

targeted growth rate in installed capacity, to be achieved by the end of 2025



Our Contribution to Sustainable Economic Growth

An effective cost management and sustainable profit goal

We obtained approximately 81% of our sales revenues from total electricity generation in 2021, from sales made within the scope of YEKDEM.

We believe that each of our steps has a great impact on the future of our world and we carry out our activities in a sensitive manner. We aim to achieve **an effective cost management and sustainable profit** with the positive effects of our recent and ongoing corporate development and transformation with the investments we have made directly in renewable energy sources, and with the studies we have carried out in line with our strategy of developing a portfolio consisting of renewable energy sources alone.

As Fiba Yenilenebilir Enerji, we effectively use the incentive systems offered by legal regulations in all areas from investment to electricity generation. 12 of 14 Wind Power Plants and all of our 5 Solar Power Plants benefit from incentives such as YEKDEM rates and **Local Contribution Price (YKF)** within the scope of the **Renewable Energy Sources Support Mechanism (YEKDEM) Regulation.** As a result, we obtained approximately 81% of our sales revenues obtained from total electricity generation in 2021, from sales made within the scope of YEKDEM.

Economic Value Generated and Distributed	
Company Income	1,146,029,000 TL
Increase in Income	88%
Economic Value Created	876,008,000 TL
Profitability	76.4%
Total Assets	17,686,454,000 TL
Increase in Assets	232%
Cost of Sales (Excluding Depreciation)	236,586,000 TL
General Administrative Expenses (Excluding Depreciation)	29,246,000 TL
Sales Marketing Expenses (Excluding Depreciation)	4,189,000 TL
Investment Expenditures	499,987,000 TL

**You can see detailed information about the economic value produced and distributed in 2021 in this table.*

Significant opportunities have arisen for our Company, with hybrid power plants taking their place in the legislation as a result of the amendments made in the **Energy Market License Regulation**. In this context, we aim to accelerate our hybrid power plant projects and increase our financial performance in the coming years, after we submit our license modification applications and obtain approval. The relevant legislative amendment will positively affect the share of renewable energy sources in total electricity generation in our country. This will not only contribute significantly to the Paris Agreement targets signed by our country, but also significantly increase the production volumes, revenues, operational efficiency, and profitability levels of companies operating in the renewable energy sector. As Fiba Yenilenebilir Enerji, we aim to increase our installed capacity by 25% by the end of 2025 and to ensure regional diversity in our investments by researching renewable energy opportunities abroad.

We meet all of our financing needs for new projects from sustainable instruments, and we plan to meet 100% of our financing needs for new investment projects from sustainable instruments. For the sustainability of our clean and renewable energy production, we aim to achieve a minimum availability rate of **97%** at our sites. In 2021, we achieved this target at the level of 97.7%.

With our Sustainable Finance Working Group, one of the sub-working groups of our Sustainability Committee, we follow the results of our activities within our Company and the progress of our targets by taking actions such as observing the current status of Environmental and Social issues in loan agreements, the effects of the reports on the investor's side, the accepted-rejected loan ratio, the amount of loans recalled, creation of cash flow lists and listing of annual financing instruments. As a result of these efforts, our Company's long-term national rating has been evaluated as BBB and its outlook as Stable on January 27, 2021 by the International Credit Rating Agency, JCR.

We contribute to the development and continuity of the applicability of Environmental and Quality Standards. In 2021, we conducted a total of **539 persons-hours** of training on sustainability. Our liability for employee benefits stood at approximately **TL 5.5 million** as of the end of 2021. We aim to increase the sensitivity of our employees towards the ecosystem they live in through the trainings we provide on environmental issues.



Our IT Infrastructure and Digitalization Projects

Digital transformation and high information security in business processes



As a leading company in the renewable energy sector, we believe in the importance of digitalization in our business processes and closely monitor digital transformation practices.

As one of the leading companies in the renewable energy sector, we care about digitalization in our business processes and closely follow digital transformation practices. We are working to strengthen our IT infrastructure every day. Through the QDMS Management System we have in place, we inform all our employees in detail about bribery, corruption and all behaviors that may be deemed against the corporate culture.

We treat all information that we collect and process with care as critical and attach importance to the protection of our data. We pay attention to issues related to breach of customer privacy and loss of customer data in our services and agreements that are diversified according to customer needs. We protect the rights of all our stakeholders regarding data security in line with our **Human Resources Policy** and **Shareholder Rights Policy**. As a result of the measures we have taken and the trainings we have conducted with our employees, there are no proven or confirmed complaints received in 2021.

Some of the digitalization projects we have carried out within our company are listed below.

- We monitor our turbines live through **Our SCADA System**.
- **Our EYES System,** in which WebEyes and MobEyes systems are integrated, is used within the company to access other programs. Within our WebEyes system, there are **Hourly Production Mails** that enable us to observe our production data and generate hourly reports, the **GIP System** that enables us to carry out our trading transactions based on the forecasts communicated during the day, and the EPİAŞ/TPYS Page, which ensures that our production data for the next day is communicated to EPİAŞ and TPYS systems. With the **MobEyes System,** a mobile application that can be accessed internally and externally, we can monitor the production of our power plants via mobile means.
- We follow the status of the forecasts sent to **EPİAŞ and TPYS systems via EPİAŞ Production Forecast Delivery Mail and TPYS EAK Production Forecast Delivery Mail.**
- With the **RGVK Control Period System,** which allows us to automatically create the files that we are required to upload to TEIAS, we inform the authorized person who will upload the files to the TEİAŞ system via e-mail.
- With **Daily Report,** one of the reporting systems we use, we can monitor all data of our power plants on a monthly basis, starting from their first installment. In addition to this system, we also retrieve production forecast data from the FTP of many companies and organize them according to the format and save them in the database.
- In addition to our **QDMS program,** which is used by our OHS-Environment and Sustainability Department and contributes to the management of all integrated management processes of our company, we have an **Ensemble Performance program** to monitor our quality and ESG targets. **With our QR code system,** we make it easier for our employees to follow the notifications on OHS-Environment and Biodiversity issues.
- We have **Logo and Rotex** programs used by our Financial Affairs department, and work is ongoing with the aim of completing preparations for a new ERP system by the end of 2022.
- We installed state-of-the-art monitoring equipment in our turbines for bat monitoring in our Kızılcaterzi WPP project. Accordingly, we regularly monitor and store our monitoring in our **cloud-based data centers.**
- With the **Mobiliz program,** a system we use for vehicle tracking, we detect the location and speed violations of our vehicles and make the necessary warnings to our responsible employees.
- Within our IT Infrastructure, we use **KoçSistem infrastructure** for our security system and backup requirements. Using the program, we perform data loss and leak tests within the scope of information security. In addition, we provide **PDPL Trainings, Information Security Awareness Trainings and Cyber Attack Awareness Trainings** to our employees to be vigilant against these situations.

Our Responsible Supply Chain Management

Sustainable supply chain management



While local suppliers constitute 36% of our supplier network, we support and increase local employment, local workforce and local supply capacity. We consider our suppliers as important players due to the effective roles they play in the quality and sustainability of our supply chain.

As Fiba Yenilenebilir Enerji, we care about our relationship with our suppliers, from which we purchase products and services. We are working with **125** suppliers. In addition, while local suppliers constitute **36%** of our supplier network, we support and increase local employment, local workforce, and local supply capacity. We see our suppliers as important players due to the effective roles they play in the quality and sustainability of our supply chain.

As part of our responsible supply chain management, we conduct our relations with our suppliers based on trust and respect. We believe it is important to advocate for human rights in all our operations and at every step of our supply chain. We pay attention to the compliance of our suppliers with environmental, social and ethical standards. In this context, we audited approximately 30% of our suppliers in terms of social and environmental aspects in 2021. We have audited 21 of our 35 supplier companies in terms of environmental impact, in accordance with **ISO 14001.**

We consider it among our responsibilities to contribute to the development of our suppliers, which we see as an important part of our ecosystem and stakeholders. We follow our environmental and social impacts that we create in our supply chain process and aim to take action with our suppliers in order to reduce our negative impacts. We attach importance to the evaluation of our suppliers' eligibility through criteria such as price, quality, availability, and time, and we aim to make risk assessments in our procurement process.



Appendices



Performance Tables

Social Performance Indicators

Total Number of Newly Hired Employees	2021	
	Female	Male
Under 30 years of age	5	9
Between the ages of 30-50	1	9
Above 50 years of age	0	1

Total Number of Employees whose Employment was Terminated	2021	
	Female	Male
Under 30 years of age	4	6
Between the ages of 30-50	6	22
Above 50 years of age	-	4

Terms of Office of the Employees whose Employment was Terminated (In Years)	2021	
	Female	Male
Under 30 years of age	2.1	1.1
Between the ages of 30-50	4.7	3.8
Above 50 years of age	-	1.7

Rate of Returning to and Staying at Work After Maternity Leave (Listed by Gender)	2021	
	Female	Male
Number of Employees Entitled to Maternity Leave	3	5
Number of Employees Taking Maternity Leave	3	5
Number of Employees Returning to Work After Maternity Leave	3	5
Total Number of Employees Returning to Work After the End of Maternity Leave and Staying at Work Twelve Months After Returning to Work	3	5
Rate of Returning to and Staying at Work for Employees on Maternity Leave	100%	100%

Occupational Health and Safety Table	2021
Number of Accidents Involving Lost Time (Fiba Yenilenebilir Enerji employees)	0
Number of Lost Time Injury (Contractor employees)	4
Number of Fatality	0
Number of Occupational Diseases	0
Most Common Occupational Diseases e.g. Back and Waist Discomfort or Stress, etc.	-
Lost Days (Total Lost Labor - Contractor Employees)	57 days
Lost Days	0
Incident Rate (IR - Including Contractor Employees)	2.68
Occupational Disease Rate (ODR)	0.00%
Lost Day Rate (LDR - Including Contractor Employees)	0.04%
Absenteeism Rate (AR)	**0.00%**

Number of Individuals in the Governance Bodies (Listed by Age Group and Gender)	2020		2021	
	Female	Male	Female	Male
30-	0	0	0	0
30-50	4	4	4	3
50+	0	2	0	2

Number of Field Employees by Age Group and Gender	2020		2021	
	Female	Male	Female	Male
30-	0	15	0	17
30-50	1	84	0	69
50+	0	8	0	11

Number of Head Office Employees by Age Group and Gender	2020			2021		
	30-	30-50	50+	30-	30-50	50+
Female	10	15	0	9	14	0
Male	3	23	1	5	24	0

Performance Tables

Environmental Performance Indicators

Total Fuel Consumption from Non-Renewable Sources	2021
Natural Gas (kWh)	102,912
Gasoline (L)	12,715.97
Diesel (L)*	150,470.29
Coal (tons)	-
Other (tons)	-
Other (GJ) LPG	-
Other (GJ) Fuel oil	-

*Service vehicles not included.

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

Indirect Energy Consumption by Primary Energy Source	2020	2021
Electricity consumption - in-plant consumption and office consumption (kWh)	2,225,221	2,252,080
Electricity consumption (GJ)		-
Heating consumption (kWh)	96,641	102,912
Cooling consumption (GJ)		-
Steam consumption (GJ)		-

Electricity Quantities (Net Production + Purchased Electricity) (kWh)	2020	2021
	1,136,316,470	1,547,466,000

Energy Consumed Outside the Organization	2021
Shuttle Service	75.49 tCO_2/year
Flights	42.39 tCO_2/year
Accommodation	10.92 tCO_2/year

	2021
Energy Density (Total consumed energy/L)	0.00145 kWh consumption/kWh production
Energy Density (Total consumed energy/person)	13.58 tCO_2 /person

Memberships, Collaborations, and Initiatives

- United Nations Global Compact
- Business World and Sustainable Development Association (SKD)
- World Energy Council Turkish National Committee
- United Nations Women's Empowerment Principles (WEPs)
- Wind Europe
- Foreign Economic Relations Board (DEİK)
- Turkish Industry & Business Association (TÜSİAD)
- World Business Council for Sustainable Development (WBCSD)

Our Index on Women's Empowerment Principles (WEPs)

Our Progress Report on Women's Empowerment Principles (WEPs)	
Principles	**Related Section in the Report**
Principle 1- Corporate Leadership Promoting Gender Equality	Our Employee Satisfaction Activities p.47 Talent and Performance Management p.49 Equality, Diversity, and Inclusion p.52 Social Performance Indicators p.64
Principle 2- Equal Opportunity, Participation and Anti-Discrimination	Business Ethics and Compliance with Corporate Policies and Laws p.26 Talent and Performance Management p.49 Equality, Diversity, and Inclusion p.52
Principle 3- Health, Safety and Freedom from Violence	Business Ethics and Compliance with Corporate Policies and Laws p.26 Talent and Performance Management p.49
Principle 4- Education and Training	Talent and Performance Management p.49
Principle 5- Business Development, Supply Chain and Marketing Practices	Our Employee Satisfaction Activities p.47
Principle 6- Community Leadership and Participation	Our Employee Satisfaction Activities p.47 Talent and Performance Management p.49 Our Contribution to Sustainable Economic Growth p.60 Performance Tables p.64
Principle 7- Measurement and Transparent Reporting for Gender Equality	Our Employee Satisfaction Activities p.47 Talent and Performance Management p.49 Equality, Diversity, and Inclusion p.52

Our United Nations Global Compact Index

Our United Nations Global Compact Index		
Human Rights		**Related Section in the Report**
Principle 1	Businesses should support and respect the protection of internationally proclaimed human rights.	About the Report p.3 Business Ethics and Compliance with Corporate Policies and Laws p.26 Our Employee Satisfaction Activities p.47 Our Responsible Supply Chain Management p.62
Principle 2	Businesses make sure that they are not complicit in human rights abuses.	Business Ethics and Compliance with Corporate Policies and Laws p.26 Our Employee Satisfaction Activities p.47 Our Responsible Supply Chain Management p.62
Working Standards		
Principle 3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	Our Efforts to Support Local Economy and Employment p.57
Principle 4	All forms of forced and compulsory labor should be eliminated.	Business Ethics and Compliance with Corporate Policies and Laws p.26 Our Efforts to Support Local Economy and Employment p.57
Principle 5	The effective abolition of child labor.	Business Ethics and Compliance with Corporate Policies and Laws p.26 Our Efforts to Support Local Economy and Employment p.57
Principle 6	The elimination of discrimination in respect of employment and occupation.	Business Ethics and Compliance with Corporate Policies and Laws p.26 Our Employee Satisfaction Activities p.47 Equality, Diversity, and Inclusion p.52 Our Efforts to Support Local Economy and Employment p.57
Environment		
Principle 7	Businesses should support a precautionary approach to environmental challenges.	Combating Climate Change and Our Emission Management p.38 Biodiversity p.41 Our Effective Waste and Water Management p.43
Principle 8	Businesses should undertake initiatives to promote greater environmental responsibility.	Talent and Performance Management p.49 Acting with A Sense of Corporate Social Responsibility p.56
Principle 9	Businesses should encourage the development and diffusion of environmentally friendly technologies.	Energy Practices p.40
Anti-Corruption		
Principle 10	Businesses should work against corruption in all its forms, including extortion and bribery.	Business Ethics and Compliance with Corporate Policies and Laws p.26

GRI Content Index

For the Materiality Disclosures Service, GRI Services found that the GRI content index is clearly presented in the report and the references for disclosures 102-40 to 102-49 align with appropriate sections in the body of the report.

This service was performed on the Turkish version of the report.



GRI STANDARD	NOTIFICATIONS	PAGE NUMBER, REFERENCE AND/ OR DIRECT ANSWERS
GRI 101: Foundations 2016		
GRI 102: General Disclosures 2016		
Corporate Profile		
	102-1 Name of organization	About the Report p.3
	102-2 Activities, brands, products and services	Fiba Yenilenebilir Enerji Holding A.Ş. At Glance p.9
	102-3 Location of headquarters	Contact p.75
	102-4 Number of countries in which the organization operates and names of countries where the organization has significant activities or that are relevant to the sustainability topics covered in the report	About the Report p.3
	102-5 Ownership and legal form	Our Contribution to Sustainable Economic Growth p.60 Financial Information: https://www.fibaenerji.com/assets/FYEHKons-IFRS-31.12.2021-Final.pdf
	102-6 Markets served	Fiba Yenilenebilir Enerji Holding A.Ş. At A Glance p.9
	102-7 Scale of the organization	Fiba Yenilenebilir Enerji Holding A.Ş. At A Glance p.9
	102-8 Information on employees and other workers	Our Responsibility to Our Employees p.46 Social Performance Indicators p.64
	102-9 Supply Chain	Our Responsible Supply Chain Management p.62
	102-10 Significant changes to the organization and its supply chain	There was no change in relation to our organization and our supply chain within the reporting year.
	102-11 Precautionary principle or approach	Our Sustainability Governance p.16
	102-12 External initiatives	Memberships, Collaborations, and Initiatives p.65
	102-13 Memberships of association	Memberships, Collaborations, and Initiatives p.65
Strategy		
	102-14 Statement from senior decision-maker	Message from the Chairperson of the Board of Directors p.4 Message from the CEO p.6
Ethics and Integrity		
	102-16 Values, principles, standards, and norms of behavior	Fiba Yenilenebilir Enerji Holding A.Ş. At A Glance p.9 Business Ethics and Compliance with Corporate Policies and Laws p.26 Our Value Creation Model p.31
Governance		
	102-18 Governance structure	Our Board of Directors p.11 Our Sustainability Governance p.16
Stakeholder Engagement		
	102-40 List of stakeholder groups	Our Engagement with Stakeholders p.58
	102-41 Collective bargaining agreements	3.4. Human Rights Policy: https://www.fibaenerji.com/assets/politikalarimiz-15-9-2022/nsan-KaynaklariPolitikasi-Final.pdf
	102-42 Identifying and selecting stakeholders	Our Engagement with Stakeholders p.58
	102-43 Approach to stakeholder engagement	Our Engagement with Stakeholders p.58
	102-44 Key topics and concerns raised	Our Risk Management p.27 Our Materiality Matrix in 2021 p.30

GRI Content Index

GRI STANDARD	NOTIFICATIONS	PAGE NUMBER, REFERENCE AND/ OR DIRECT ANSWERS
Reporting		
	102-45 Entities included in consolidated financial statements	About the Report p.3
	102-46 Defining report content and topic boundaries	About the Report p.3
	102-47 List of material topics	Our Materiality Matrix in 2021 p.30
	102-48 Restatements of information	Fiba Yenilenebilir Enerji 2021 Sustainability Report is the first report published in the company.
	102-49 Changes in the reporting	Fiba Yenilenebilir Enerji 2021 Sustainability Report is the first report published in the company.
	102-50 Reporting period	About the Report p.3
	102-51 Date of the most recent report	Fiba Yenilenebilir Enerji 2021 Sustainability Report is the first report published in the company. About the Report p.3
	102-52 Reporting cycle	Fiba Yenilenebilir Enerji 2021 Sustainability Report is the first report published in the company.
	102-53 Contact prior for questions regarding the report	About the Report p.3 Contact p.75
	102-54 Claims of reporting in accordance with the GRI Standards	About the Report p.3
	102-55 GRI Content index	GRI Content Index p.68
	102-56 External assurance	Fiba Yenilenebilir Enerji has not received any external assurance statement for the data given within the scope of the report during the reporting year.

GRI STANDARD	NOTIFICATIONS	PAGE NUMBER, REFERENCE AND/ OR DIRECT ANSWERS
GRI 200: ECONOMIC STANDARD SERIES		
Economic Performance		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Our Sustainability Goals p.28 Our Materiality Matrix in 2021 p.30
	103-2 Management approach and its components	Our Sustainability Goals p.28 Our Value Creation Model p.31
	103-3 Evaluation of the management approach	Our Sustainability Goals p.28 Our Value Creation Model p.31
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Our Responsibility to Our Business and Industry p.59 Our Contribution to Sustainable Economic Growth p.60
Market Presence		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Our Sustainability Goals p.28 Our Materiality Matrix in 2021 p.30 Our Value Creation Model p.31
	103-2 Management approach and its components	Our Sustainability Goals p.28 Our Value Creation Model p.31
	103-3 Evaluation of the management approach	Our Sustainability Goals p.28 Our Value Creation Model p.31
GRI 202: Market Presence 2016	202-1 Ratio of standard entry-level wages, by gender and local minimum wage	Our Contribution to Sustainable Economic Growth p.60
Indirect Economic Impacts		
GRI 103: Management Approach 2016	103-1 Explanation and boundaries of priority issues	Our Sustainability Goals p.28 Our Materiality Matrix in 2021 p.30 Our Value Creation Model p.31
	103-2 Management approach and its components	Our Sustainability Goals p.28 Our Value Creation Model p.31
	103-3 Evaluation of the management approach	Our Sustainability Goals p.28 Our Value Creation Model p.31
GRI 203: Indirect Economic Impacts 2016	203-2 Significant indirect economic impacts	Our Contribution to Sustainable Economic Growth p.60

GRI Content Index

GRI STANDARD	NOTIFICATIONS	PAGE NUMBER, REFERENCE AND/ OR DIRECT ANSWERS
Anti-Corruption		
GRI 103: Management Approach 2016	103-1 Explanation and boundaries of priority issues	Our Sustainability Goals p.28 Our Materiality Matrix in 2021 p.30 Our Value Creation Model p.31
	103-2 Management approach and its components	Our Sustainability Goals p.28 Our Value Creation Model p.31
	103-3 Evaluation of the management approach	Our Sustainability Goals p.28 Our Value Creation Model p.31
GRI 205: Anti-Corruption 2016	205-1 Operations assessed for risks related to corruption	Our Corporate Profile p.8 Business Ethics and Compliance with Corporate Policies and Laws p.26
Anti-Competitive Behavior		
GRI 103: Management Approach 2016	103-1 Explanation and boundaries of priority issues	Our Sustainability Goals p.28 Our Materiality Matrix in 2021 p.30 Our Value Creation Model p.31
	103-2 Management approach and its components	Our Sustainability Goals p.28 Our Value Creation Model p.31
	103-3 Evaluation of the management approach	Our Sustainability Goals p.28 Our Value Creation Model p.31
GRI 206: Anti-Competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust and monopoly practices	Our Corporate Profile p.8

GRI STANDARD	NOTIFICATIONS	PAGE NUMBER, REFERENCE AND/ OR DIRECT ANSWERS
GRI 300: ENVIRONMENTAL STANDARD SERIES		
Energy		
GRI 103: Management Approach 2016	103-1 Explanation and boundaries of priority issues	Our Sustainability Goals p.28 Our Materiality Matrix in 2021 p.30 Our Value Creation Model p.31
	103-2 Management approach and its components	Our Sustainability Goals p.28 Our Value Creation Model p.30 Our Environmental and Social Impact Assessment and Monitoring Studies at our Power Plants p.45
	103-3 Evaluation of the management approach	Our Sustainability Goals p.28 Our Value Creation Model p.30 Our Environmental and Social Impact Assessment and Monitoring Studies at our Power Plants p.45
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Combating Climate Change and Emission Management p.38
	302-4 Reduction of energy consumption	Combating Climate Change and Emission Management p.38

GRI Content Index

GRI STANDARD	NOTIFICATIONS	PAGE NUMBER, REFERENCE AND/ OR DIRECT ANSWERS
Water and Wastewater		
GRI 103: Management Approach 2016	103-1 Explanation and boundaries of priority issues	Our Sustainability Goals p.28 Our Materiality Matrix in 2021 p.30 Our Value Creation Model p.31
	103-2 Management approach and its components	Our Sustainability Goals p.28 Our Value Creation Model p.30 Our Environmental and Social Impact Assessment and Monitoring Studies at our Power Plants p.45
	103-3 Evaluation of the management approach	Our Sustainability Goals p.28 Our Value Creation Model p.30 Our Environmental and Social Impact Assessment and Monitoring Studies at our Power Plants p.45
GRI 303: Water and Effluent 2018	303-1 Interaction with water which as shared resource	Our Effective Waste and Water Management p.43
	303-2 Management of water discharge-related impacts	Our Effective Waste and Water Management p.43
	303-3 Water withdrawal	Our Effective Waste and Water Management p.43
	303-4 Water discharge	Our Effective Waste and Water Management p.43
	303-5 Water consumption	Our Effective Waste and Water Management p.43

GRI STANDARD	NOTIFICATIONS	PAGE NUMBER, REFERENCE AND/ OR DIRECT ANSWERS
Biodiversity		
GRI 103: Management Approach 2016	103-1 Explanation and boundaries of priority issues	Our Sustainability Goals p.28 Our Materiality Matrix in 2021 p.30 Our Value Creation Model p.31
	103-2 Management approach and its components	Our Sustainability Goals p.28 Our Value Creation Model p.30 Our Environmental and Social Impact Assessment and Monitoring Studies at our Power Plants p.45
	103-3 Evaluation of the management approach	Our Sustainability Goals p.28 Our Value Creation Model p.30 Our Environmental and Social Impact Assessment and Monitoring Studies at our Power Plants p.45
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Biodiversity p.41
	304-2 Significant impacts of activities, products, and services on biodiversity	Biodiversity p.41

GRI Content Index

GRI STANDARD	NOTIFICATIONS	PAGE NUMBER, REFERENCE AND/ OR DIRECT ANSWERS
Emissions		
GRI 103: Management Approach 2016	103-1 Explanation and boundaries of priority issues	Our Sustainability Goals p.28 Our Materiality Matrix in 2021 p.30 Our Value Creation Model p.31
	103-2 Management approach and its components	Our Sustainability Goals p.28 Our Value Creation Model p.30 Our Environmental and Social Impact Assessment and Monitoring Studies at our Power Plants p.45
	103-3 Evaluation of the management approach	Our Sustainability Goals p.28 Our Value Creation Model p.30 Our Environmental and Social Impact Assessment and Monitoring Studies at our Power Plants p.45
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Combating Climate Change and Emission Management p.38
	305-2 Energy indirect (Scope 2) GHG emissions	Combating Climate Change and Emission Management p.38
	305-3 Other indirect (Scope 3) GHG emissions	Combating Climate Change and Emission Management p.38
	305-4 GHG emissions intensity	Combating Climate Change and Emission Management p.38
	305-5 Reduction of GHG emissions	Combating Climate Change and Emission Management p.38

GRI STANDARD	NOTIFICATIONS	PAGE NUMBER, REFERENCE AND/ OR DIRECT ANSWERS
Waste		
GRI 103: Management Approach 2016	103-1 Explanation and boundaries of priority issues	Our Sustainability Goals p.28 Our Materiality Matrix in 2021 p.30 Our Value Creation Model p.31
	103-2 Management approach and its components	Our Sustainability Goals p.28 Our Value Creation Model p.30 Our Environmental and Social Impact Assessment and Monitoring Studies at our Power Plants p.45
	103-3 Evaluation of the management approach	Our Sustainability Goals p.28 Our Value Creation Model p.30 Our Environmental and Social Impact Assessment and Monitoring Studies at our Power Plants p.45
GRI 306: Effluents and Waste 2020	306-1 Water discharge by quality and destination	Our Waste Management p.43
	306-2 Waste by type and disposal method	Our Waste Management p.43
	306-3 Significant spills	Our Waste Management p.43 Performance Tables p.64
GRI 400: SOCIAL STANDARD SERIES		
Employment		
GRI 103: Management Approach 2016	103-1 Explanation and boundaries of priority issues	Our Sustainability Goals p.28 Our Materiality Matrix in 2021 p.30 Our Value Creation Model p.31
	103-2 Management approach and its components	Our Sustainability Goals p.28 Our Value Creation Model p.31
	103-3 Evaluation of the management approach	Our Sustainability Goals p.28 Our Value Creation Model p.31
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Equality, Diversity and Inclusion p.51
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Talent and Performance Management p.50 Equality, Diversity and Inclusion p.51

GRI Content Index

GRI STANDARD	NOTIFICATIONS	PAGE NUMBER, REFERENCE AND/ OR DIRECT ANSWERS
Management-Employee Relations		
GRI 103: Management Approach 2016	103-1 Explanation and boundaries of priority issues	Our Sustainability Goals p.28 Our Materiality Matrix in 2021 p.30 Our Value Creation Model p.31
	103-2 Management approach and its components	Our Sustainability Goals p.28 Our Value Creation Model p.31
	103-3 Evaluation of the management approach	Our Sustainability Goals p.28 Our Value Creation Model p.31
GRI 402: Labor Management Relations 2016	402-1 Minimum notice periods regarding operational changes	Our Employee Satisfaction Activities p.47 Social Performance Indicators p.64

GRI STANDARD	NOTIFICATIONS	PAGE NUMBER, REFERENCE AND/ OR DIRECT ANSWERS
Occupational Health and Safety		
GRI 103: Management Approach 2016	103-1 Explanation and boundaries of priority issues	Our Sustainability Goals p.28 Our Materiality Matrix in 2021 p.30 Our Value Creation Model p.31
	103-2 Management approach and its components	Our Sustainability Goals p.28 Our Value Creation Model p.31
	103-3 Evaluation of the management approach	Our Sustainability Goals p.28 Our Value Creation Model p.31
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Our Occupational Health and Safety Practices p.53
	403-2 Hazard identification, risk assessment, and incident investigation	Our Occupational Health and Safety Practices p.53
	403 -3 Occupational health services	Our Occupational Health and Safety Practices p.53
	403-4 Worker participation, consultation, and communication on occupational health and safety	Our Occupational Health and Safety Practices p.53
	403-5 Worker training on occupational health and safety	Our Occupational Health and Safety Practices p.53
	403-6 Promotion of worker health	Our Occupational Health and Safety Practices p.53
	403-7 Prevention and reduction of occupational health and safety impacts directly linked by business relationship	Our Occupational Health and Safety Practices p.53
	403-9 Work-related injuries	Our Occupational Health and Safety Practices p.53
	403-10 Work-related ill health	Our Occupational Health and Safety Practices p.53

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GRI STANDARD	NOTIFICATIONS	PAGE NUMBER, REFERENCE AND/ OR DIRECT ANSWERS
Education and Training		
GRI 103: Management Approach 2016	103-1 Explanation and boundaries of priority issues	Our Sustainability Goals p.28 Our Materiality Matrix in 2021 p.30 Our Value Creation Model p.31
	103-2 Management approach and its components	Our Sustainability Goals p.28 Our Value Creation Model p.31
	103-3 Evaluation of the management approach	Our Sustainability Goals p.28 Our Value Creation Model p.31
GRI 404: Training and Education	404-1 Average hours of training per year per employee	Talent and Performance Management p.50
	404-2 Programs for upgrading employee skills and transition assistance programs	Talent and Performance Management p.50
	404-3 Percentage of employees receiving regular performance and career development reviews	Talent and Performance Management p.50
Diversity and Equal Opportunity		
GRI 103: Management Approach 2016	103-1 Explanation and boundaries of priority issues	Our Sustainability Goals p.28 Our Materiality Matrix in 2021 p.30 Our Value Creation Model p.31
	103-2 Management approach and its components	Our Sustainability Goals p.28 Our Value Creation Model p.31
	103-3 Evaluation of the management approach	Our Sustainability Goals p.28 Our Value Creation Model p.31
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Our Employee Satisfaction Activities p.47 Talent and Performance Management p.50 Equality, Diversity and Inclusion p.51 Social Performance Indicators p.64
	405-2 Ratio of basic salary and remuneration of women to men	Our Employee Satisfaction Activities p.47 Talent and Performance Management p.50 Equality, Diversity and Inclusion p.51 Social Performance Indicators p.64

GRI STANDARD	NOTIFICATIONS	PAGE NUMBER, REFERENCE AND/ OR DIRECT ANSWERS
HUMAN RIGHTS		
Non-Discrimination		
GRI 103: Management Approach 2016	103-1 Explanation and boundaries of priority issues	Our Sustainability Goals p.28 Our Materiality Matrix in 2021 p.30 Our Value Creation Model p.31
	103-2 Management approach and its components	Our Sustainability Goals p.28 Our Value Creation Model p.31
	103-3 Evaluation of the management approach	Our Sustainability Goals p.28 Our Value Creation Model p.31
GRI 406: Non-Discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Business Ethics and Compliance with Corporate Policies and Laws p.26
Freedom of Association and Collective Bargaining		
GRI 103: Management Approach 2016	103-1 Explanation and boundaries of priority issues	Our Sustainability Goals p.28 Our Materiality Matrix in 2021 p.30 Our Value Creation Model p.31
	103-2 Management approach and its components	Our Sustainability Goals p.28 Our Value Creation Model p.31
	103-3 Evaluation of the management approach	Our Sustainability Goals p.28 Our Value Creation Model p.31
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Our Risk Management p.21 Business Ethics and Compliance with Corporate Policies and Laws p.26
Child Labor		
GRI 103: Management Approach 2016	103-1 Explanation and boundaries of priority issues	Our Sustainability Goals p.28 Our Materiality Matrix in 2021 p.30 Our Value Creation Model p.31
	103-2 Management approach and its components	Our Sustainability Goals p.28 Our Value Creation Model p.31
	103-3 Evaluation of the management approach	Our Sustainability Goals p.28 Our Value Creation Model p.31
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Our Risk Management p.21 Business Ethics and Compliance with Corporate Policies and Laws p.26

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GRI STANDARD	NOTIFICATIONS	PAGE NUMBER, REFERENCE AND/ OR DIRECT ANSWERS
Forced or Compulsory Labor		
GRI 103: Management Approach 2016	103-1 Explanation and boundaries of priority issues	Our Sustainability Goals p.28 Our Materiality Matrix in 2021 p.30 Our Value Creation Model p.31
	103-2 Management approach and its components	Our Sustainability Goals p.28 Our Value Creation Model p.31
	103-3 Evaluation of the management approach	Our Sustainability Goals p.28 Our Value Creation Model p.31
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Our Risk Management p.21 Business Ethics and Compliance with Corporate Policies and Laws p.26
Human Rights Assessment		
GRI 103: Management Approach 2016	103-1 Explanation and boundaries of priority issues	Our Sustainability Goals p.28 Our Materiality Matrix in 2021 p.30 Our Value Creation Model p.31
	103-2 Management approach and its components	Our Sustainability Goals p.28 Our Value Creation Model p.31
	103-3 Evaluation of the management approach	Our Sustainability Goals p.28 Our Value Creation Model p.31
GRI 412: Human Rights Assessment 2016	412-1 Operations that have been subject to human rights reviews or impact assessments	Business Ethics and Compliance with Corporate Policies and Laws p.35 Talent and Performance Management p.61
	412-2 Employee training on human rights policies or procedures	Business Ethics and Compliance with Corporate Policies and Laws p.26 Talent and Performance Management p.50

GRI STANDARD	NOTIFICATIONS	PAGE NUMBER, REFERENCE AND/ OR DIRECT ANSWERS
SOCIETY		
Local Communities		
GRI 103: Management Approach 2016	103-1 Explanation and boundaries of priority issues	Our Sustainability Goals p.28 Our Materiality Matrix in 2021 p.30 Our Value Creation Model p.31
	103-2 Management approach and its components	Our Sustainability Goals p.28 Our Value Creation Model p.31
	103-3 Evaluation of the management approach	Our Sustainability Goals p.28 Our Value Creation Model p.31
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Acting with A Sense of Corporate Social Responsibility p.56 Our Efforts to Support Local Economy and Employment p.57
Social Assessment of Suppliers		
GRI 103: Management Approach 2016	103-1 Explanation and boundaries of priority issues	Our Sustainability Goals p.28 Our Materiality Matrix in 2021 p.30 Our Value Creation Model p.31
	103-2 Management approach and its components	Our Sustainability Goals p.28 Our Value Creation Model p.31
	103-3 Evaluation of the management approach	Our Sustainability Goals p.28 Our Value Creation Model p.31
GRI 414: Social Assessment of Suppliers 2016	414-1 New suppliers that were screened using social criteria	Our Responsible Supply Chain Management p.62
	414-2 Negative social impacts in the supply chain and actions taken	Our Responsible Supply Chain Management p.62
Customer Privacy		
GRI 103: Management Approach 2016	103-1 Explanation and boundaries of priority issues	Our Sustainability Goals p.28 Our Materiality Matrix in 2021 p.30 Our Value Creation Model p.31
	103-2 Management approach and its components	Our Sustainability Goals p.28 Our Value Creation Model p.31
	103-3 Evaluation of the management approach	Our Sustainability Goals p.28 Our Value Creation Model p.31
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Business Ethics and Compliance with Corporate Policies and Laws p.26 Our IT Infrastructure and Digitalization Projects p.61

Our Contribution to Sustainable Development Goals

Priority Issues for Fiba Yenilenebilir Enerji	Sustainable Development Goals	Related Targets
Green & Reliable Energy Production		7.2, 7.A, 9.4, 12.2
OHS		8.8
Ethics, Compliance and Transparency		8.5, 16.5, 16.6
Climate Change and Emission Management		7.2, 9.4, 11.4, 12.2, 13.2
Sustainable Growth		9.1, 9.4
Corporate Governance		16.7, 16.8, 16.10
Sustainable Finance		8.4, 8.5
Employee and Human Rights		5.C, 8.7, 10.3, 16.B
Biodiversity		11.4, 15.5, 15.8
Equality, Inclusion and Diversity		5.1, 5.5, 5.C, 8.5, 10.3, 10.4, 16.B
Employee Satisfaction and Engagement		4.7, 5.5, 5.C, 10.2, 10.3, 10.4

Our Contribution to Sustainable Development Goals

Priority Issues for Fiba Yenilenebilir Enerji	Sustainable Development Goals	Related Targets
Interaction with Stakeholders		16.6, 16.10
Risk Management		16.5
Ensuring Information Security		16.6, 16.10, 17.18
Talent and Performance Management		4.4, 4.7, 8.6
Contribution to Local Economy and Employment		5.1, 8.5, 10.1
Responsible Supply Chain		16.5
Social Responsibility		9.4, 10.3, 12.2, 12.6, 13.3, 16.10
Innovation and New Business Models		9.4
Waste Management		11.6, 12.4
Water Management and Consumption		6.3

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Consultancy for the Report
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Our report has been prepared in digital environment and has not been published.

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