we renew

the future

2023

Sustainability Report
Executive Summary

Fibo
Renewables



HAPPY 100th ANNIVERSARY OF OUR REPUBLIC!

We all celebrate with a great enthusiasm the 100th anniversary of our Republic, the most valuable gift of the Great Leader Atatürk to us. As Fiba Renewables, we *“Pursue Our Dreams”* with inspiration by Mustafa Kemal Atatürk, and **renew the future** with our efforts for renewable energy transformation of Türkiye. Taking pride in contributing to the bright future of our country, we manage our social responsibility activities in the light of the achievements of the Republic and support the education of children and the youth.

As Fiba Renewable Energy, we contribute to ensuring our country’s energy supply security for a sustainable and carbon-free future.

VISIT TO ATATÜRK

Together with Fiba Group Founding and Honorary President Hüsnü Özyeğin, our Board Chairman Murat Özyeğin, Fiba Group Board Members, our CEO and our employees, we commemorated our Great Leader Mustafa Kemal Atatürk at Anıtkabir on the 85th anniversary of his decease.

Message from the Chairperson of the Board of Directors

Dear Esteemed Stakeholders,

As Fiba Group, we take decisive steps towards our sustainability goals covering environmental, social and corporate governance areas with the vision of creating value for people, society and the world.

We manage each of these steps at the highest level through the Sustainability Committee led by our Board of Directors, and we carry out several projects across the Group with an integrated perspective.

As we celebrate the 100th anniversary of our Republic, we are proud to contribute to Türkiye's sustainability targets through our projects and goals, and to support the country's strategy of reducing foreign energy dependence through Fiba Renewables. In 2023, we are developing innovative solutions focused on integrating renewable energy sources and advancing carbon-free energy production processes, creating economic, social, and environmental value for all our stakeholders with our extensive sector experience.

As Fiba Renewables, we carry on our efforts to increase the potential of our country and contribute to its targets. In 2023, we produced a total of 1,593,354 MWh of clean energy. We assume an important role in the transition to a low-carbon and sustainable economic model and aim to increase our current 581 MW installed power by 25% by the end of 2025, and to reach an installed power of over 1000 MW in the medium term and become Türkiye's leading group in the field of renewable energy on a regional scale.

In the field of renewable energy, we are taking pioneering steps to transform not only our own company but also our country's energy ecosystem. By harnessing the potential of renewable energy, we are taking action to create a future that is not only economically vibrant, but also environmentally resilient and socially inclusive.

We took important steps in collaboration with our Sustainability Committee and sub-working groups in order to achieve the sustainability targets we set in the environmental, social and corporate governance fields. As we progressed step by step towards these targets, we continued to take social priorities and needs into consideration. In order to dress the wounds after the February 6 earthquakes and revive hopes in the region, we have implemented short, medium and long-term projects in the focus areas of shelter, health, education and food, with the contributions of all Fiba Group companies. As we enter the 2nd century of our Republic, we promised that we will continue our investments in education, encourage innovation and entrepreneurship, support



equality, invest in renewable resources, and take firm steps to achieve our national goals.

Dear Esteemed Stakeholders,

With your support and cooperation, we improve our environmental impact day by day, contribute socially to our stakeholders and society, improve our governance structure and work to meet the expectations of all our stakeholders. We believe in the power of acting altogether for a carbon-free future. With our commitment to comply with the 10 principles of the United Nations Global Compact, we maintain our mission to be a company that is reliable in the industry and compliant with ethical rules and standards. We are dedicated to advancing our investments and projects in sustainable energy to address the global energy and climate crises. As Fiba Renewables, we act with the awareness that the steps we take in this direction will leave a positive legacy not only for the current generation, but also for future generations. In this framework, we promise once again that we will continue our efforts together with all our stakeholders with the target of a sustainable economy, a healthy environment and a strong society; and we would like to extend our thanks to all our stakeholders for their contributions and cooperation.

Yours sincerely,

Murat Özyeğin
Chairperson of the Board of Directors,
Fiba Renewable Energy

Message from the CEO

Dear Esteemed Stakeholders,

We are increasingly aware of the deepening impact of the climate crisis on the world and recognize the urgency of addressing it. As the renewable energy sector, we are at the forefront of the transition to a green and carbon-free future and assume an active role in this transformation.

While putting its sustainability strategy into practice, our company acts by prioritizing the principles of environmental protection, social responsibility and economic sustainability. We are committed to advancing renewable energy projects, supporting energy efficiency technologies, reducing our carbon footprint, developing social development initiatives, and contributing to economic growth.

We bring a holistic approach to our understanding of corporate risk management by evaluating our Environmental, Social and Governance (ESG) focused risks and opportunities in order to make our activities sustainable within the scope of our focus area of **Growing in the Sector with a Sustainability Focus**. Thus, with a proactive risk management approach, we identify the factors that may affect our operations in the future, incorporate the necessary precautions into our company culture, and shape our strategic plans today to capitalize on potential opportunities. With our sustainability approach covering our entire value chain, we evaluate our suppliers in accordance with the ESG criteria. While producing clean and carbon-free electricity energy, we contribute to our local economy and employment. In this way, we create sustainable value and expand our sustainable resource network for our financing needs.

We are pleased to make real good practices that will continuously improve our employees' loyalty, well-being and satisfaction to our company, with our business model that functions within the scope of our focus area of **Facilitating a People-Oriented Working Environment** and does not compromise on human rights. We consider ensuring the satisfaction of our employees, who are of indisputable importance to us, as one of our most fundamental duties. We recognize that qualified workforce plays a critical role in ensuring a sustainable economy, and we consider it our duty and responsibility to support and personal development of our employees.

Within the scope of our focus area of **Acting with a Sense of Environmental and Social Responsibility,** we continue to carry out efforts that present our sensitivity towards protecting our Earth and ensuring social development. In this regard, we pledge to further expand our contribution to the transformation of the energy sector towards decarbonization by increasing our installed capacity with the investments we will make until 2030, particularly the hybrid power plant projects we have developed. In addition, we pay attention to the protection of the ecosystem and biodiversity in our activities and expand our good practices. We understand the connection between sustainable development and social development, therefore we expand the scope of our corporate social responsibility projects with our social responsibility awareness that prioritizes the field of education.



With the support of our valued stakeholders, we are confident in our ability to achieve greater success and build a sustainable future as we enter the **second century of the Republic of Türkiye.** We are proud to present to you the Fiba Renewables 2023 Sustainability Report.

Yours sincerely,

Koray Kıymaz
CEO, Fiba Renewable Energy

Message from the CFO

Dear Esteemed Stakeholders,

We place sustainability at the center of our business strategy in order to leave a better world to future generations. In this context, financial sustainability is a crucial component of our long-term growth and stability.

As Fiba Renewables, we aim to create a more effective business doing culture by strengthening financial sustainability principles and adopting a sustainable finance approach that takes environmental, social and governance criteria into account. On the other hand, with current growth rates, it is thought that ESG assets will to account for half of all assets managed globally by 2024, and it is estimated that global ESG assets could exceed 50 trillion USD in 2025, according to a report by Bloomberg Intelligence. According to the report, ESG assets accounted for one-third of total global assets, growing from 22.8 trillion USD in 2016 to 30.6 trillion USD in 2018 and 35 trillion USD in 2020. In this regard, we address the issue of the use of debt instruments and financial resources with our sustainability vision and take action by taking into account our evaluations within this scope.

2023 was a year in which we achieved significant success in terms of our financial performance and sustainability strategies. With our portfolio consisting entirely of renewable energy resources and our approach focused on sustainable finance, and under the leadership of the dedicated work of our Sustainable Finance Working Group affiliated with our Sustainability Committee, we keep on achieving our target of meeting all of our investment needs from 100% sustainable sources for the last two years. In 2023, we received approval from the Capital Markets Board for the sale of bonds abroad up to 200 million dollars, and we issued the first part of the approved bonds worth 50 million dollars. Besides that, we have started our project financing efforts for our hybrid investments which we aim to realize in 2024, with all creditors chosen among institutions that prioritize sustainable financing principles. In addition, JCR Eurasia Rating, an International Credit Rating Agency, rated our company with high credit category in the investment level category and increased our Long-Term National Rating from BBB+ (tr) to A- (tr) in 2023, and confirmed our Short-Term National Rating with a stable outlook. These developments reinforce the positive impact of our sustainability strategies on our financial performance and investors' confidence in our company.



We would like to thank our suppliers, employees, creditors, consultants, government institutions, and foundations and associations within the framework of our understanding of social responsibility, for supporting us in all of our efforts.

We have full faith that we will achieve many more successes together in our sustainability journey.

Yours sincerely,

Denizhan Temel
CFO, Fiba Renewable Energy

Our Corporate Profile

We have been taking an active role in the energy sector since 2007. With our 581 MW installed power, 14 Wind Power Plants (WPPs) and 5 Solar Power Plants (SPPs), and our 159 employees, we are advancing our targets in clean energy transformation year by year. With our experienced and dynamic structure, we support the energy transformation in Türkiye by placing sustainability at the center of our activities and follow the trends in the sector closely.

553MW
Total Installed Power
(Wind Power Plant)



28MW
Total Installed Power
(Solar Power Plant)



1,593,354MWh
Total Annual Production



14
Wind Power Plants

5
Solar Power Plants

4
Regions - Mediterranean Region, Eastern Anatolia Region, Aegean Region, Marmara Region

159
Employees
96 Field **63** Headquarters

Fiba Renewable Energy at a Glance

Our Mission

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





Our Vision

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



Our Values

Integrity

Respect

Improvement

Team Spirit

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.

Our Sustainability Approach

As Fiba Renewable Energy, we serve our country's green transformation and decarbonization targets with our vision of being a leading company that transforms the energy sector, and we support the sustainable development of our country with our sector expertise and the strategies we have developed in the environmental, social and governance fields.

We develop our investments by taking the United Nations Global Compact Principles (UNGC Principles), Sustainable Development Goals (SDGs), our Sustainability Policy and Fiba Group's sustainable value creation perspective as a guide, and implement the requirements of Environmental, Social and Governance (ESG) standards. In this regard, focusing on environmental and social awareness, we adopt sustainable, rational, principled and responsible business understanding as our corporate culture in the value we create, evaluate our risks and opportunities within the scope of our activities, and determine our material issues. We integrate sustainability into our strategic management and take an active role in building sustainable tomorrows. We take into account the opinions, needs and expectations of our internal and external stakeholders and shape our initiatives to be prepared for today and future scenarios.



Our Risks and Opportunities


Kızılcaterzi WPP

Within the scope of our risk management, we associate our risks and opportunities with our material issues, classify our risks as transition risks and physical risks in accordance with the Türkiye Sustainability Reporting Standards, and categorize the transition risks we identify as policy, legal, technology, market and reputational risks. We determine the place of our risks and opportunities, which we associate with our material issues, in the value chain, and carry out positive and negative impact analysis.

With our risk opportunity analysis; The realization maturities of our risks, opportunities, positive and negative impacts are short (0-2 years), medium (2-5 years) and long (>5 years) impact categories, and the financial magnitude as low (15 million TL and below), medium (15- 150 million TL), and high (150 million TL and above) impact categories, and the likelihood of occurrence as low, medium, and high probability categories. In this way, we make our risks and opportunities measurable.

Our Material Issues



As Fiba Renewable Energy, we take care to keep our sustainability strategy updated as a result of the analyzes we carry out regarding current developments, stakeholder expectations and company needs. It is important for us to create our comprehensive stakeholder interaction network in line with participatory, dynamic and trust-based communications and to produce value that meets stakeholder expectations.

In this regard, in 2023, we reanalysed our list of material issues, which are the basic building blocks of our sustainability strategy, in line with our company needs, particularly the opinions of our internal and external stakeholders, current developments, sectoral risks and opportunities, local and global trends. In addition, we evaluated our list of material issues with a **double materiality approach** for the first time this year.

Our Material Issues

Our analysis of the financial and sustainability impacts of the risks and opportunities we associate with our material issues, our risk areas and opportunity areas regarding our material issues, the positive and negative effects created by the risks and opportunities we have identified, and the realization maturities of the identified risks, opportunities, positive and negative impacts and their place in the value chain. Detailed information about this is given below.

Combating the Climate Crisis and Decarbonization

⚠	Disruption of operations due to extreme weather events such as fire, drought, flood, hail or global warming	◆◇◇	Production
◎	Reduction of operational costs as a result of energy saving and emission reduction activities	◆◆◇	Production, Headquarters, Investment
◎	Access to climate change-related financing sources (green loans, bonds, investment funds)	◆◇◇	Headquarters
⊕	Reducing and managing emissions, combating the climate crisis and contributing to decarbonisation in our country through renewable energy generation	◆◇◇	Nationwide
⊕	Reducing the effects of the climate crisis as a result of the energy saving and emission reduction activities we carry out in our operations	◆◇◇	Nationwide

Green & Reliable Energy Production

⚠	Interruptions and variations in energy production due to the dependence of energy production on wind and solar energy	◆◇◇	Production
◎	Over 15 years of sector experience and knowledge in the establishment and operation of power plants	◆◇◇	Headquarters
◎	Raising company income by generating carbon credits with the renewable energy produced	◆◇◇	Headquarters
◎	Access to financing in renewable energy resources in new investment projects, favourable loan interest rate opportunities	◆◇◇	Headquarters
◎	Increasing demand/trend for renewable energy by consumers	◆◆◇	Nationwide
⊕	Contribution to our country's energy supply security and green transformation	◆◆◇	Nationwide
⊕	The carbon credits we generate with the renewable energy we produce, ensuring market-based emission reduction	◆◆◇	Production

Risk/Opportunity/Impact

⚠ → Risk ◎ → Opportunity ⊕ → Positive Impact ⊖ → Negative Impact

Realization Term

◆◇◇ → Short ◆◆◇ → Medium ◆◆◆ → Long

Place in Value Chain

Production → Headquarters → Investment → Nationwide → Global

Our Material Issues

Biodiversity

⚠	Reputational risk arising from possible negative impact on biodiversity due to operations of existing power plants and new investment projects	◆◆◇	
−	Damage to species and reduction of biodiversity due to operations of existing power plants and new investment projects	◆◆◇	

Effective Waste and Water Management

⚠	Pollution and depletion of natural resources due to climate crisis, population growth, overconsumption, overuse, environmental pollution and deforestation, making access to natural resources risky	◆◆◆	
−	Environmental pollution caused by waste and wastewater arising from our operations	◆◆◇	

Employee Development and Satisfaction

⚠	Risks arising from loss of qualified employees and difficulties faced in talent acquisition and retention of talents	◆◆◇	
⚠	Lack of an efficient personnel performance evaluation system	◆◆◇	
◎	Being within a strong corporate structure as we are a subsidiary of Fiba Holding	◆◆◇	
◎	Fiba Renewable Energy being preferable by employees with our corporate structure and being one of the leading companies in the sector	◆◆◇	
+	Increasing employee performance with an equitable and inclusive working environment	◆◆◇	
+	Individual and professional development opportunities offered to employees	◆◆◇	
+	Monitoring the wishes, requests and suggestions of our employees through our Employee Satisfaction Working Group meetings	◆◆◇	

Our Material Issues

Ethics, Compliance and Transparency

⚠	Risk of mistrust among stakeholders and exposure to legal sanctions due to legal disputes, uncertainty about fulfilment of obligations, misinterpretation of regulations or failure of personnel to fulfil these obligations on time	◆◆◆	🏢
⚠	Behaviours of employees or persons in the management of the company that are contrary to company policies and ethical values	◆◆◆	🏢 🌬 🚚
⊕	Increased stakeholder confidence and increased company value through a strong corporate governance approach	◆◆◆	🏢
⊕	Increased credibility of the company in the perception of stakeholders through transparent and accountable management practices	◆◆◆	🏢 🌬 🚚

Responsible Supply Chain

⚠	Product price increases that may cause destabilisation in the supply chain of the enterprise due to import restrictions	◆◆◆	🏢
⚠	Disruption of business operations in the event of suppliers going bankrupt or offering undesirable products, any natural disasters, disruptions in digital processes, failure of equipment to stop work	◆◆◆	🏢
⚠	Disruption of production processes due to quality problems of turbine parts caused by supplier management, disruptions in logistics, customs-related disruptions, currency fluctuations, etc.	◆◆◆	🏢
◎	Utilising the opportunities provided by the long-term contract with the turbine supplier	◆◆◆	🏢
⊕	Encouraging sustainable transformation in the supply chain by evaluating suppliers within the scope of ESG criteria	◆◆◆	🌬

Our Material Issues

Sustainable Finance and Responsible Investments

⚠	Risks that may be exposed to access to finance due to changing economic conditions	◆◆◆	🏢
⚠	Risks of adaptation to the rapid growth trend in the renewable energy sector in line with national and international developments, legislation and strategies	◆◆◆	🏢
◎	Easy access to financing thanks to strong Group structure and strong relations with relevant institutions	◆◆◇	🏢
◎	Increased access to sustainable financing products such as green bonds, sustainable bonds, funds focusing on ESG themes	◆◆◇	🏢
◎	Ensuring that the company's growth strategy is matched with responsible investment practices to be ready for the new and sustainable economy	◆◆◆	🏢
⊕	Increased reputation in the eyes of investors and easier access to sustainable financing through full compliance with ESG standards	◆◆◇	🏢 🏗

Corporate Governance and Risk Management

⚠	Falling behind new competitor companies or developments and innovations in the sectoral competitive environment and falling behind the competitors as an organisation	◆◆◆	📍
⚠	Reputational damage that may occur in cases where risk awareness is not sufficiently established within the organisation and management and audit processes are inadequate, incomplete or faulty	◆◆◇	🏢
⚠	Risks arising from changes in national and international legislation	◆◆◆	📍
◎	Fiba Group's and Fiba Renewable Energy's strong corporate structure and reputation in the market	◆◆◇	📍
⊕	Increasing reputation in stakeholder relations in line with compliance with new/revised legislative regulations	◆◆◇	🏢 🏗

Our Material Issues

Digitalization, Innovation and Information Security

⚠	Inequalities in access to, use of and advantages arising from the use of Information and Communication Technologies (ICTs) and risks arising from digital power concentration	◆◆◆	
⚠	Increasing complexity in the protection of data and information systems, occurrence of risks arising from data security breaches that may occur as a result of cyber attacks	◆◇◆	
⊕	Increasing business efficiency through digitalised processes	◆◇◆	

Social Responsibility

◎	NGO collaborations supported by Fiba Group and Fiba Renewable Energy, reputation gained through volunteering activities	◆◆◆	
⊕	Establishing strong relations with the community in which the company operates and contributing to social welfare through social responsibility projects	◆◇◆	

Occupational Health and Safety

⚠	Risk of insufficient risk awareness within the organisation	◆◇◆	
⚠	The risk of losses, injuries and illnesses or various factors caused by hazards that may be encountered in the workplace	◆◇◆	
⚠	Delay in any emergency due to the location of the power plants	◆◇◆	
◎	Decrease in occupational accidents and occupational diseases and decrease in compensation and insurance costs	◆◇◆	
◎	Low level of being affected by compliance with OHS regulations and legal penalties and sanctions	◆◇◆	
⊖	Employees and their families getting affected by occupational accidents and injuries	◆◇◆	
⊕	Decrease in accident frequency rate and accident severity rate through awareness raising activities on OHS issues	◆◇◆	
⊕	Extension of our zero work accident policy and target to contractors' works	◆◇◆	

Our Material Issues

Contribution to Local Economy and Employment

⚠	Negative company image through activist activities, risk of preventing business continuity	◆◆◆	
⊕	Supporting local employment by selecting the personnel who will work in the power plant from the local community if the conditions are appropriate	◆◆◆	
⊕	Contributing to the local economy by working with local suppliers	◆◆◆	

Equality, Inclusion and Diversity

⚠	Failure to fully comply with equality, diversity and inclusion issues	◆◆◆	
◎	Being preferred by qualified employees thanks to our egalitarian, inclusive and diverse company culture	◆◆◆	
⊕	**Increasing employee performance with an equitable and inclusive working environment**	◆◆◆	
⊕	**Individual and professional development opportunities offered to employees**	◆◆◆	
⊕	Monitoring the wishes, requests and suggestions with our Employee Satisfaction Working Group	◆◆◆	

Stakeholder Engagement

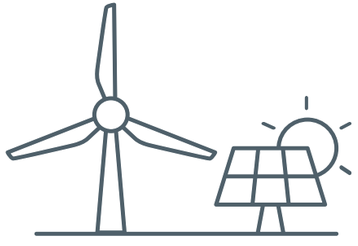
⚠	Efforts carried out in respect of brand image, risks that may affect stakeholders within the scope of memberships and reputational risks that may affect the company	◆◆◆	
⚠	Risk of negative company image and hindrance of business continuity through activist activities	◆◆◆	
◎	Emergence of more favorable credit and borrowing conditions as a result of positive credit rating assessments	◆◆◆	
⊕	Meeting stakeholder expectations and needs by establishing effective communication with stakeholders	◆◆◆	
⊕	Increase of social contribution by providing support to social responsibility projects and social development initiatives	◆◆◆	

Our Sustainability Strategy

We carry out our sustainability efforts under three focus areas we have designated as “Growing in the Sector with a Sustainability Focus”, “Facilitating a People-Oriented Working Environment”, and “Acting with a Sense of Environmental and Social Responsibility” within the scope of our Sustainability Strategy.

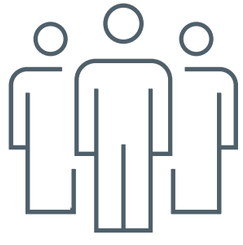
We review our strategy annually in line with sectoral and global developments, stakeholder expectations and our company’s needs. In particular, we measure the impact of priority issues on our company’s sustainability performance and financial results in line with the evaluations of our Sustainability Committee and sub-working groups and the risk and opportunity analysis studies we conduct, and we focus on improving each year by monitoring the measures we take, the targets we set and our progress.

You can access here our **Sustainability Policy**, which consists of the commitments we have determined within the scope of our Sustainability Strategy.



Growing in the Sector with a Sustainability Focus

We maintain our sensitivity to proactively manage the risks related to our sector and our activities, minimize negative impacts, and realize the relevant progress by identifying our opportunity areas. With a focus on sustainability, we understand the connection between growth in the sector and the entire value chain, and we conduct environmental, social and governance-oriented risk assessment studies for our suppliers. We make investments for growth in the sector, constantly support our local economy, and take care to provide all of our financing needs for investments from sustainable resources. We increase the quality of our activities by adopting new business models, technological and digital developments in sector with our clean and green energy portfolio.



Facilitating a People-Oriented Working Environment

We create an integrated business environment with our equality, diversity and inclusion approach in our business model where we prioritize employee and human rights, and we continue to implement practices that will increase the satisfaction and loyalty of our employees. We maintain the goal of zero occupational accidents for our employees and subsidiaries, and we do not compromise on occupational health and safety standards by regularly conducting our OHS risk analyses. We use our best efforts to ensure information confidentiality and security by protecting the personal information of all our employees and stakeholders.



Acting with a Sense of Environmental and Social Responsibility

We rely on our expertise in the renewable energy sector in building a green and sustainable future, serve our country’s green transformation and decarbonization strategy with our vision of becoming one of the leading companies in the sector, and focus on our environmental and social responsibilities. We contribute to the transformation of the low-carbon energy sector by increasing our installed capacity with the investments we will make until 2040. We carry out studies in the areas where we operate for protection of the ecosystem and biodiversity. In line with our target of contributing to social and sustainable development, we prioritize training for our employees and expand the scope of our corporate social responsibility projects.

Our Sustainability Strategy

Our Strategic Focus Areas

Our Sub-Strategic Focus Areas | Our Material Issues

Growing in the Sector with a Sustainability Focus	**Ensuring Operational Excellence and Risk Management**	**Providing Sustainable Finance and Making Responsible Investments**	**Doing Business Based on Our Values**	**Supporting the Local Economy**
	• *Corporate Governance and Risk Management* • *Responsible Supply Chain*	*Sustainable Finance and Responsible Investments*	*Ethics, Compliance and Transparency*	*Contribution to Local Economy and Employment*
Facilitating a People-Oriented Working Environment	**Ensuring Employee Development and Satisfaction**	**Ensuring Equality, Diversity and Inclusion**	**Making No Compromises on Occupational Health and Safety Standards**	**Ensuring Information Confidentiality and Security and Adapting to New Business Models**
	Employee Development and Satisfaction	*Equality, Inclusion and Diversity*	*Occupational Health and Safety*	*Digitalization, Innovation and Information Security*
Acting with a Sense of Environmental and Social Responsibility	**Increasing Renewable Energy Production**	**Combating the Climate Crisis and Ensuring Decarbonization**	**Minimizing Our Environmental Impact**	**Acting with a Sense of Corporate Social Responsibility**
	Green & Reliable Energy Production	*Combating the Climate Crisis and Decarbonization*	• *Effective Waste and Water Management* • *Biodiversity*	• *Social Responsibility* • *Stakeholder Engagement*

Our Value Creation Model

Input and Sources

- Investments
- Financial revenues
- Our Capital

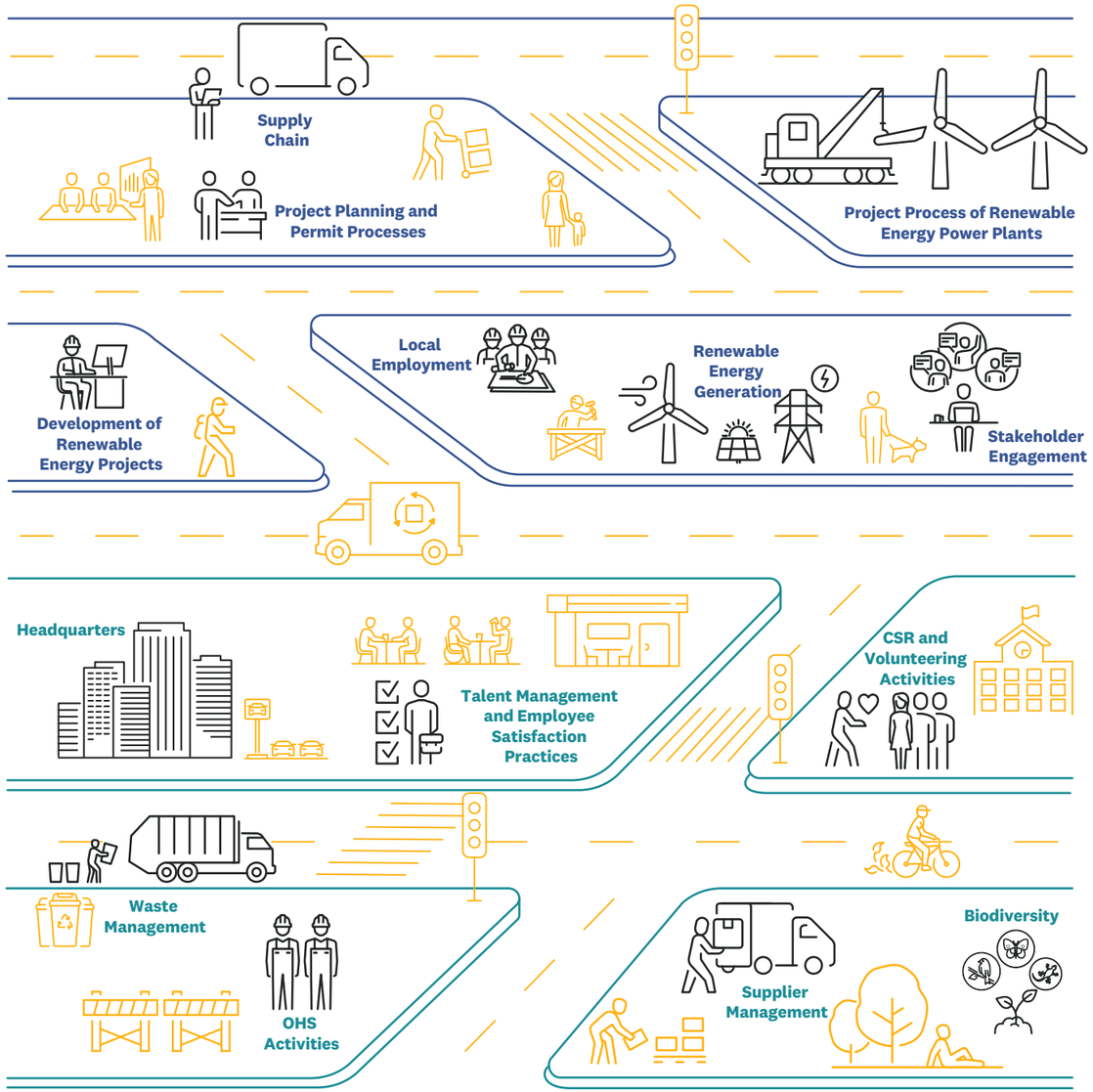
- Power generation license
- Management systems and certifications
- Computing infrastructure

- 14 Wind Power Plants (WPP)
- 5 Solar Power Plants (SPP)

- 159 employees who are experts in their fields
- Talent and career programs
- Equitable Language and Conduct Guide
- WEPs signatory
- "Fiba Equality First" platform

- Stakeholder expectations
- Company principles and values
- Regulations and laws
- External trends
- Interaction platforms
- Signatory of the UNGC Global Compact
- Our suppliers

- Science Based Targets Initiative Commitment (SBTi)
- Energy
- Biodiversity Management Plans
- Water
- Total environmental investments



Outputs

Growing in the Sector with a Sustainability Focus

- 4.43% market share
- 38% revenue increase
- Total assets of 37,905,757,000 TL
- 0 data security breaches
- Availability Rate: 97.1%
- 581 MW installed capacity
- 1,593,354 MWh production
- Capacity factor: 32.9%

Facilitating a People-Oriented Working Environment

- A total of 6,710 hours of personal development trainings
- The raito of female employees in the heaquarter is 47%
- The ratio of female employees in senior management is 50%
- Zero occupational accidents and diseases
- Social and Flexible Benefits

Acting with a Sense of Environmental and Social Responsibility

- 941,712 tCO_2e emission reduction
- CDP Climate Change Program Score: B
- CDP Supplier Engagement Rating Score: A-
- Total water consumption: 4,210 m^3
- 0.00132 tCO_2e/MWh emission intensity (Scope 1+2)
- 78% local employment rate
- 9 million TL resources for CSR projects
- Fiba Volunteers platform
- Number of cooperating NGOs: 5
- Number of interns: 20

Value Created

Growing in the Sector with a Sustainability Focus

- Access to sustainable finance
- Company reputation
- Transparency and trustworthiness
- Work efficiency and productivity
- Asset management
- Employee experience
- Innovation
- Security

Facilitating a People-Oriented Working Environment

- Employee engagement and satisfaction
- Diversity and inclusion
- Personal development
- Progress in knowledge and skills
- Health, safety and well-being
- Equal Opportunity

Acting with a Sense of Environmental and Social Responsibility

- Sustainable resource management
- Protection of natural resources and ecosystem
- Trust, transparency and reputation
- Social cohesion to operate
- Legal risk mitigation
- Social development
- Awareness
- Stakeholder relations

Capital Items

Financial Capital | Intellectual Capital | Manufactured Capital | Human Capital | Social and Relationship Capital | Natural Capital

Fiba Renewable Energy in 2023

Our Environmental Responsibility

Emission reduction of **941,712 tCO_2e**, equivalent to approximately **30 million decares of red pine forest** area

Plastic-Free Office practices

Carbon Disclosure Projects (CDP) Climate Change Program rating **B**

Training sessions provided to our employees **84 person*hour** on environment, **593 person*hour** on wildlife and biodiversity, and **1,512 person*hour** on sustainability

Cumulative carbon reduction of 6,763,934 tCO_2e obtained from our renewable energy production since our establishment

Within the scope of our energy saving measures, approximately **46 MWh** of energy saving and **30 tCO_2e** carbon emission reduction

Our Responsibility to Our Employees

47% female employee ratio in the Headquarters

Zero occupational accident goal reached in subsidiaries of Fiba Renewable Energy

50% female employee ratio at the senior management

A **total of 6,710 hours** of **trainings** we provided to our employees on 52 different subjects

Flexible Benefits System we put in place

924 person*hour of our trainings on **Emergency and Disaster Management**

Fiba Renewable Energy in 2023

Our Social Responsibility

Support to **78% local employment** with regional projects

Total **resource of 9 million TL** we allocated within the scope of corporate social responsibility projects

Local supplier rate of **95.7%** in total amount of suppliers

Collaborations with **Hüsnü Özyeğin Foundation, AÇEV, Eşit Gelecek Derneği KOZA Platform, Okul Destek Derneği, Bütün Çocuklar Bizim Derneği, CEEE** and **Özyeğin University**

ESG Survey we conducted on **100%** of our critical suppliers

Volunteer works on education, earthquake and environment with **Fiba Volunteers** and **Fiba Runners**

Our Sectoral Responsibility

Production of 1,593,354 MWh with a installed capacity of 581 MW

Leadership (A-) level rating in the first year of our participation in the **CDP Supplier Relations Rating** program

97.1% availability rate at our wind power plants

Long-Term National Rating upgraded to A- (tr) within the scope of high credit category of **JCR Eurasia Rating's** investment level category

ESG evaluation processes we initiated for our suppliers



our environmental responsibility

we renew the future

Management Level B

CDP Climate Change

941,712 tCO_2e

Emission Reduction



Our Targets In Line With the Sustainable Development Goals

Relevant Material Topic	2023 SR Targets	Unit	Base Year	Situation in Base Year	2021	2022	2023	2025 Target	2030 Target	2040 Target	SDG
"Green & Reliable Energy Production Combating the Climate Crisis and Decarbonization"	To increase our installed capacity with our investments in the field of renewable energy	MW	2021	581	581	581	◌ 581	750	1000	1500	7
Green & Reliable Energy Production	To monitor availability rates at our wind power plants	%	2020	98.1%	97.7%	98.1%	✓ 97.1%	97.0%	97.0%	97.0%	7
Combating the Climate Crisis and Decarbonization	To increase the cumulative carbon reduction obtained from our renewable energy production since our establishment, as tCO_2e	tCO_2e	2009	0	4,807,615	5,822,222	◌ 6,763,934	9,000,000	15,000,000	30,000,000	7, 13
	To reduce the amount of energy need ($MWh_{consumption}$ / $MWh_{production}$) of our sold products and services	%	2020	- (0.00188)	-13.8% (0.00162)	-16.5% (0.00157)	↓ +2.1% (0.00192)	-20%	-21%	-25%	7, 8, 9, 12
"Combating the Climate Crisis and Decarbonization Green & Reliable Energy Production"	To reduce Scope 1 and Scope 2 greenhouse gas intensity	tCO_2e/ MWh	2023	0.00132	0.00146	0.00093	◌ 0.00132	0.00100	0.00077	0.00007	7, 13
	To reduce Scope 1 and Scope 2 emissions	%	2023	- (2,100.5)	- (2,261.4)	- (1,600.9)	- ◌ (2,100.5)	-10.2%	-42%	-90%	7, 13
Effective Waste and Water Management	To reduce waste amount per unit product (kg/MWh)	%	2020	- (0.078)	-18.3% (0.064)	-74.4% (0.020)	◌ -87.2% (0.010)	-88%	-89%	-90%	12
Biodiversity	To increase the total training hours (person*hour) given to our employees in the field of biodiversity	person* hour	2022	558	-	558	◌ 593	600	700	800	4, 14, 15

✓ Goal Achieved/Completed ↓ Below Target ◌ Process / Development Continues

Our Targets In Line With the Sustainable Development Goals





our employee responsibility

we renew the future

50%

Ratio of Female Employees in Senior Management

6,710 hours

Total Personal Development Trainings

5 GENDER EQUALITY

8 DECENT WORK AND ECONOMIC GROWTH

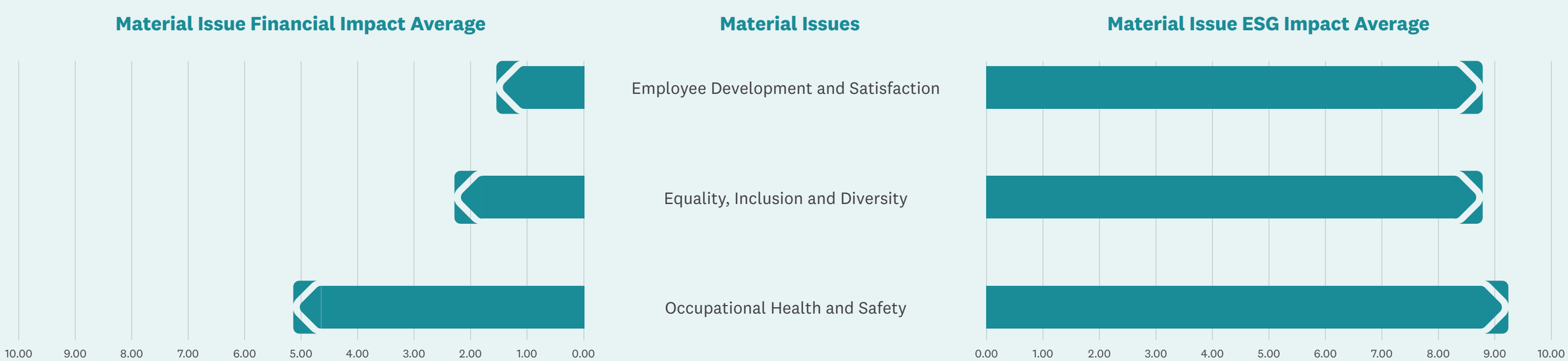
10 REDUCED INEQUALITIES

Our Targets In Line With the Sustainable Development Goals

Relevant Material Topic	2023 SR Targets	Unit	Base Year	Situation in Base Year	2021	2022	2023	2025 Target	2030 Target	2040 Target	SDG
Employee Development and Satisfaction	To increase the employee engagement rate	%	2021	68%	68%	41%	◌ 57%	68%	75%	80%	10
Employee Development and Satisfaction	To increase the total training hours (person*hour) in the trainings given to our employees	person* hour	2022	6,266	3,212	6,266	◌ 6,710	7,000	7,500	8,000	4, 13
Equality, Inclusion and Diversity	To increase cumulatively the number of trainees we employ	person	2020	4	17	24	◌ 44	50	100	250	8, 10
	To increase the ratio of female employees working in the Headquarters	%	2020	48%	44%	47%	◌ 47%	50%	50%	50%	5, 8, 10
	To maintain the 50% female employee ratio in senior management	%	2020	40%	44%	50%	✓ 50%	50%	50%	50%	5, 8, 10
Occupational Health and Safety	To maintain the zero occupational accident rate in Fiba Renewable Energy and its subsidiaries	pcs	2020	0	0	0	✓ 0	0	0	0	8
	To reach the target of zero occupational accident for our sub-employers	pcs	2020	6	4	1	↓ 1	0	0	0	8

✓ Goal Achieved/Completed ↓ Below Target ◌ Process / Development Continues

Our Targets In Line With the Sustainable Development Goals





our social responsibility

we renew the future

78%

Local Employment Rate

9 million TL

Resources Allocated to Corporate Social Responsibility Projects

4 QUALITY EDUCATION

8 DECENT WORK AND ECONOMIC GROWTH

17 PARTNERSHIPS FOR THE GOALS

Our Targets In Line With the Sustainable Development Goals

Relevant Material Topic	2023 SR Targets	Unit	Base Year	Situation in Base Year	2021	2022	2023	2025 Target	2030 Target	2040 Target	SDG
Social Responsibility	Participating in corporate social responsibility projects	pcs	2020	1	1	3	◌ 5	6	10	10	4 QUALITY EDUCATION, 17 PARTNERSHIPS FOR THE GOALS
Contribution to Local Economy and Employment	Increasing the local employment rate for our facilities	%	2021	74%	74%	77%	✓ 78%	78%	80%	80%	8 DECENT WORK AND ECONOMIC GROWTH

✓ Goal Achieved/Completed ↓ Below Target ◌ Process / Development Continues





our sectoral responsibility

we renew the future

Leadership Level A-

CDP Supplier Engagement Rating

100%

Critical Supplier ESG Evaluation Rate

8 DECENT WORK AND ECONOMIC GROWTH

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

13 CLIMATE ACTION

17 PARTNERSHIPS FOR THE GOALS

Our Targets In Line With the Sustainable Development Goals

Relevant Material Topic	2023 SR Targets	Unit	Base Year	Situation in Base Year	2021	2022	2023	2025 Target	2030 Target	2040 Target	SDG
"Corporate Governance and Risk Management, Responsible Supply Chain"	To increase the rate of suppliers subjected to performance/satisfaction evaluation including ESG criteria	%	2022	52%	-	52%	✓ 100%	100%	100%	100%	12 RESPONSIBLE CONSUMPTION AND PRODUCTION, 17 PARTNERSHIPS FOR THE GOALS

✓ Goal Achieved/Completed ↓ Below Target ◌ Process / Development Continues



Fiba Renewables

Fiba Renewables

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Report Design and Application

MYRA

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