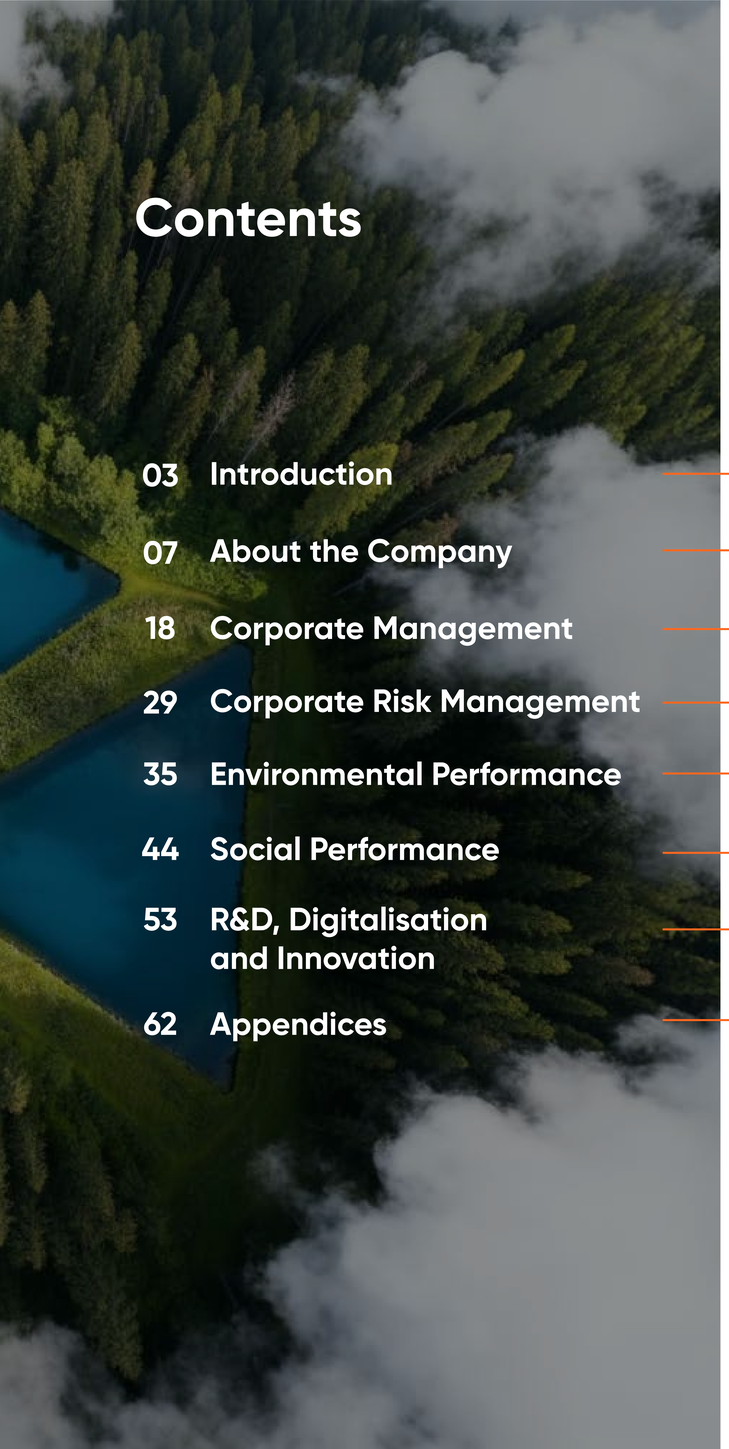
Energy For Life

2024 Sustainability Report



Contents

Abbreviations

AFAD – Disaster and Emergency Management Authority
AKUT – Search and Rescue Association
AMR – Automatic Meter Reading System
BoD – Board of Directors
CAIDI – Customer Average Interruption Duration Index
CDP – Carbon Disclosure Project
CIM – Customer Information Management
CRM – Customer Relationship Management
DLR – Dynamic Line Rating
EBIS – Energy Market Regulatory Authority Notification System
EBITDA – Earnings Before Interest, Taxes, Depreciation, and Amortization
EKAT – Power Electrical Installations
EKODOSD – Association for the Protection of Ecosystem and Nature Lovers
ELDER – Electricity Distribution Services Association
EMEA – Europe, Middle East, and Africa
EPDK – Energy Market Regulatory Authority
ERP – Enterprise Resource Planning
ERTA – Integrated Reporting Türkiye Network
ESG – Environmental, Social, and Governance
GIS – Geographic Information System
GRI – Global Reporting Initiative
GSM – Global System for Mobile Communications
HSE – Health, Safety, Environment
IEA – International Energy Agency
IFRS – International Financial Reporting Standards
IPCC – Intergovernmental Panel on Climate Change
ISO – International Organization for Standardization
IT – Information Technologies
KGK – Public Oversight, Accounting and Auditing Standards Authority (KGK)
KPI – Key Performance Indicators
LACP – League of American Communication Professionals
LTS – Luminance Technology Warning Sign
LV – Low Voltage
MV – Medium Voltage
NZE – Net Zero Emissions
OHS – Occupational Health and Safety
OMS – Outage Management System
QDMS – Quality Document Management System
RCP – Representative Concentration Pathways
RPA – Robotic Process Automation
RTU – Remote Terminal Unit
SAIDI – System Average Interruption Duration Index
SAIFI – System Average Interruption Frequency Index
SAP – Systems, Applications, and Products in Data Processing
SASB – Sustainability Accounting Standards Board
SCADA – Supervisory Control and Data Acquisition
SDGs – Sustainable Development Goals
SEM – Smart Electro-Magnetic
SKD – Business Council for Sustainable Development Türkiye
SSP – Shared Socioeconomic Pathways
TCFD – Task Force on Climate-related Financial Disclosures
TEDAŞ – Turkish Electricity Distribution Company
TEIAS – Turkish Electricity Transmission Company
TESAB – Turkish Electricity Industry Association
TSRS – Türkiye Sustainability Reporting Standards
TUSIAD – Turkish Industry and Business Association
UN – United Nations
UNGC – United Nations Global Compact
UN SDGs – United Nations Sustainable Development Goals
UN WEPs – United Nations Women's Empowerment Principles
WBCSD – World Business Council for Sustainable Development
WRI – World Resources Institute

Introduction

Back to Contents

“We are shaping the future of energy through efficiency-driven transformation.”

Back to Contents

About the Report

Adm Electricity Distribution Inc. plays a leading role in Türkiye's electricity distribution sector and remains steadfastly committed to sustainability principles.

This report has been prepared to comprehensively assess the company's sustainability performance for 2024 in environmental, social and governance dimensions and to share the relevant financial analyses transparently with stakeholders. The report, created in line with the company's long-term value creation goals, focuses on the integrated business model; it provides a detailed financial assessment of sustainability and climate-related risks and opportunities, addressing the management of these issues and the process of determining the company's priorities. Prepared in accordance with the Turkish Sustainability Reporting Standards (TSRS), the report will henceforth refer to "Adm Electricity Distribution " instead of "Adm Electricity Distribution Inc.".

Reporting Period

Unless otherwise stated, the data and information contained in the report cover the period from 1 January 2024 to 31 December 2024.

Report Scope

Adm Electricity Distribution details its sustainability and climate-focused future strategies, along with its financial, environmental, social, and governance performance indicators. The company's commitment to sustainability principles and transparency underpins the report, presenting stakeholders with a responsible and accountable approach. This report covers the company's performance in the area of sustainability and its long-term strategic objectives.

Reporting Principles and Standards

Adm Electricity Distribution's 2024 Sustainability Report has been prepared in accordance with the requirements of the following standards and frameworks. These principles and standards are:

- Turkish Sustainability Reporting Standards - General Provisions on the Disclosure of Financial Information Related to Sustainability (TSRS 1)
- Turkish Sustainability Reporting Standards - Climate-Related Disclosures (TSRS 2),
- Global Reporting Initiative Standards (GRI),
- Task Force on Climate-related Financial Disclosures (TCFD),
- United Nations Sustainable Development Goals (UN SDGs), United Nations Global Compact (UNGC),
- Sustainability Accounting Standards Board (SASB) Guidelines,
- International Financial Reporting Standards - IFRS)

About the Company

Trade Name: Adm Electricity Distribution Limited Company
Trade Registry Number: 10813
Company Registration Date: 16 September 1991
MERSIS Number: 109 004 6353

Contact

Telephone: +90 258 296 70 00
Fax: +90 258 296 72 30
Corporate Website: https://www.admelektrik.com.tr

Head Office

Adalet Neighbourhood, Hasan Gönüllü Boulevard, No:17/A, 20040, Merkezefendi/ Denizli

You can send your comments, suggestions and feedback regarding the report to bilgi@admelektrik.com.tr

Back to Contents

Message from the General Manager

Dear Stakeholders,
The rapid transformation in the energy sector brings with it not only more efficient use of resources, but also a flexible management approach focused on digitalisation and sustainability. At Adm Electricity Distribution, we have adopted as our fundamental principle not only providing uninterrupted energy in the provinces of Aydın, Denizli and Muğla, but also offering an efficiency-focused, sustainable and value-creating service model. 2024 was a year in which this principle was put into practice with concrete steps. In our service area of 33,000 km², comprising 3 provinces, 49 districts and approximately 2,000 neighbourhoods/villages, we delivered 11.2 TWh of electricity to 2.36 million consumption points with high quality, safety and efficiency through our distribution network totalling 80,210 kilometres. To enhance our service quality and operational efficiency, we accelerated our investments in network modernisation, data analytics, and monitoring systems. Thanks to the satellite-based meter monitoring system, which we implemented for the first time in Türkiye, we have enabled real-time data flow, particularly in rural areas. This has allowed us to reduce energy losses while taking our operational capabilities to a new level. With the widespread adoption of this system, infrastructure management will become more flexible, faster and more informed.

In 2024, we made an investment of 2.37 billion TL. With the nine innovative R&D projects we implemented in 2024, we developed solutions across a wide range of areas, from national processors specific to the electricity distribution sector to supercapacitor systems, from dynamic line capacity applications to next-generation network designs. The common denominator of these projects was to improve energy quality, increase grid flexibility and redefine every operational step from an efficiency perspective. We pursue our corporate development not only through technical expertise but also through a responsible corporate management approach

Back to Contents

> Our vision for the future is to build a smart, inclusive, and sustainable distribution infrastructure that not only meets today's needs but also addresses tomorrow's expectations from today.

based on universal principles. Since 2021, as a signatory to the UN Global Compact, we have embraced the principles of environmental awareness, respect for human rights, ethical business practices and anti-corruption not merely as a reporting tool, but as an integral part of our decision-making mechanisms. This approach allows our corporate values to be reflected in every decision we make, enables our "energy for life" philosophy to guide all our processes. That is why we are not just an electricity distribution company; we are an energy distribution force that brings value to society, respect for the environment, and hope for the future.

We see efficiency not only as the cornerstone of our operations, but also of our corporate culture, leadership approach and strategic decision-making processes. Thanks to our participatory management approach and the value we place on our employees' opinions, we have established an organisation that is open to innovation, solution-oriented and results-driven. Our vision for the future is to build a smart, inclusive and sustainable distribution infrastructure that not only meets today's needs but also responds to tomorrow's expectations today. On this journey of transformation, I would like to express my sincere gratitude to all our stakeholders, business partners and dedicated employees who create value with the vision of "Energy for life".

Yours sincerely,

Ahmet Bayramoğlu
General Manager

Back to Contents

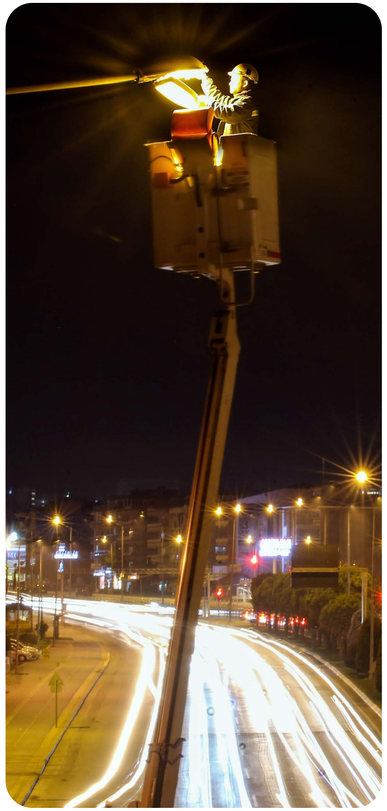
"We focus on generating social benefit by integrating our regional strength with operational efficiency."

Back to Contents

SECTOR OVERVIEW

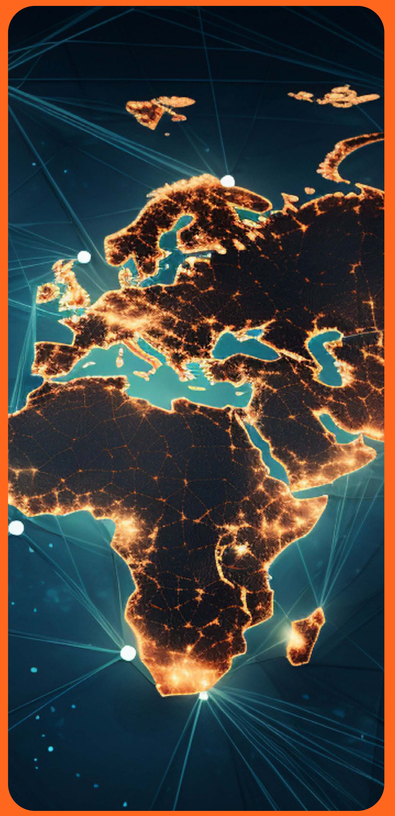
Efficiency, Security, and Transformation

2024 has been a period of accelerated transformation in the electricity distribution sector, with energy policies shaped by innovative solutions and global trends integrated into national strategies. While Türkiye has taken significant steps towards strengthening energy supply security, accelerating the transition to renewable sources and modernising the grid, electrification and digitalisation processes worldwide are redefining the energy sector.



Strategic Steps for the Future of Energy

The Ministry of Energy and Natural Resources' published 2024-2028 Strategic Plan outlines the fundamental policies established to ensure sustainable growth in Türkiye's energy sector. Within the framework of this plan, increasing renewable energy capacity, expanding energy efficiency measures, and strengthening the electricity distribution infrastructure are among the priority issues. Furthermore, policies aimed at increasing the use of domestic and national energy resources are being implemented with the objectives of reducing import dependency and enhancing energy supply security.



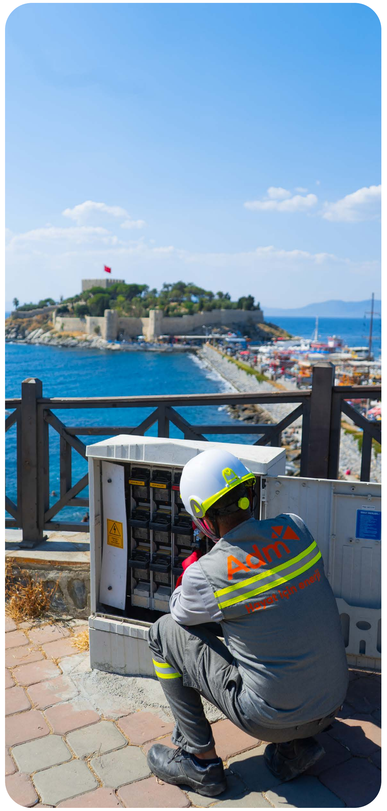
Back to Contents

Grid Transformation with Renewable Energy

Türkiye aims to increase its renewable energy investments and raise its wind and solar energy installed capacity to 120,000 MW by 2035. To this end, it is planned to implement important policies in 2024, such as shortening permit processes, developing new mechanisms to encourage private sector investments, and expanding energy storage systems. The modernisation of transmission and distribution infrastructure is crucial for integrating the increasing renewable energy capacity, and the investment plan envisaged by the Ministry of Energy and Natural Resources for this area plays a critical role in long-term energy supply security.

Smarter, Stronger, More Efficient

Grid modernisation is emerging as one of the most important components of the energy transition. Digitalisation, artificial intelligence-supported forecasting systems and smart grid solutions are increasing the operational efficiency of electricity distribution companies and enabling them to provide consumers with more flexible, reliable and economical services. The widespread adoption of smart meters and real-time analysis of energy consumption data are ushering in a new era in energy management.



Back to Contents

The World is Turning to Electricity, Demand is Rising

According to the International Energy Agency's (IEA) 2024 report, global electricity demand has entered an upward trend with an expected average annual growth of 3.4%. The proliferation of electric vehicles, the decarbonisation of industry and the electrification of heating and cooling systems are among the factors driving this increase in demand. While these developments highlight the need for distribution networks to adapt to new demands, the resilience and flexibility of the electricity infrastructure stands out as one of the most important factors determining the success of the energy transition.

The Future of Energy Distribution is Taking Shape Today

The future of the electricity distribution sector will be shaped by sustainable investments, smart technologies, and a robust network infrastructure. As Türkiye designs its national energy strategy along these lines, the steps taken to adapt to the global energy transformation are of great importance. The year 2024 will go down in history as a year in which this process accelerated and energy management was approached from a perspective focused on efficiency, security and innovation.

Back to Contents

Adm Electricity Distribution closely follows all these developments and continues to invest relentlessly in modernising the electricity distribution infrastructure in the regions where it operates and in developing digitalisation and efficiency-focused solutions. Leading the transformation in the sector with smart grid applications, energy efficiency projects and sustainable infrastructure investments, the company aims to provide uninterrupted, reliable and sustainable energy distribution by increasing customer satisfaction. Adm Electricity Distribution aims to contribute to regional development and set new standards in the electricity distribution sector with its mission to shape the future of energy management today.

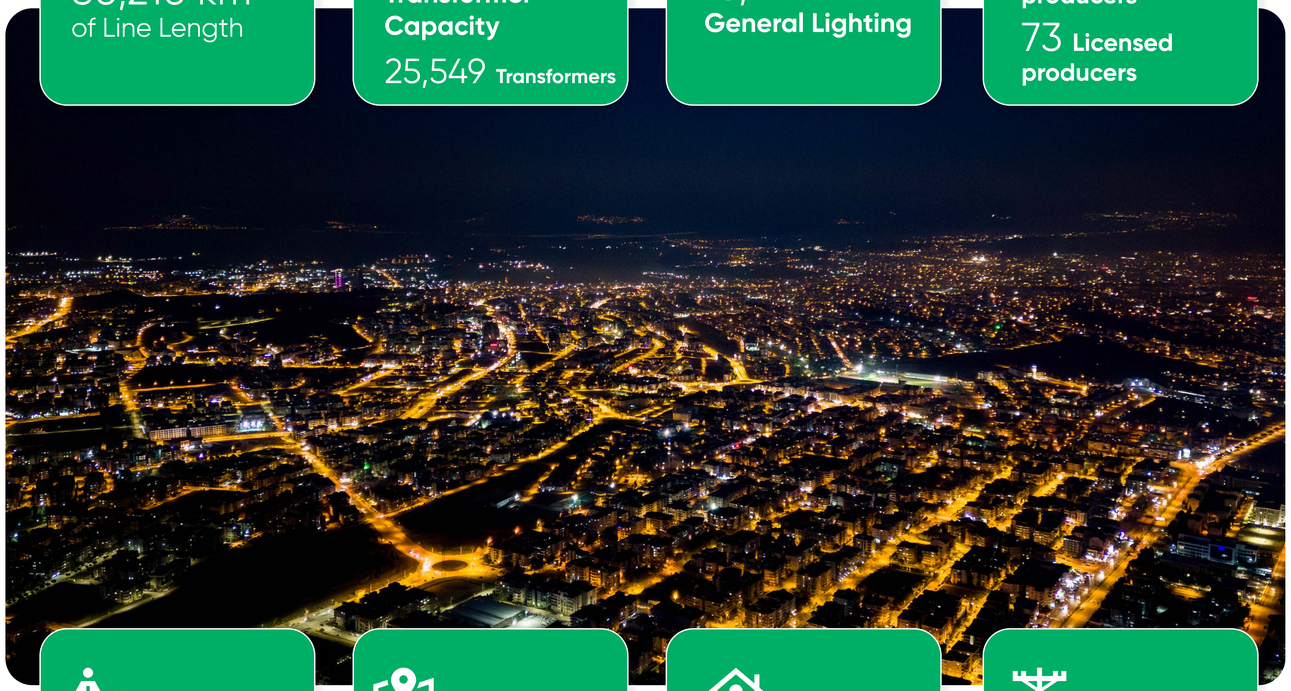
Back to Contents

About Adm Electricity Distribution

The company, as the first private sector organisation to hold an electricity distribution licence in Türkiye, has been operating in the provinces of Aydın, Denizli and Muğla since 2008, playing a leading and dynamic role in the sector. Adm Electricity Distribution provides uninterrupted electricity services to 2.36 million customers and 3.31 million people as of the end of 2024. With its motto 'Energy for Life', the company provides safe and efficient electricity distribution services to critical sectors such as agriculture, trade and industry. It adopts an environmentally conscious, people-centred service approach and continues its operations with technological infrastructures that meet the requirements of the age.

Headquartered in Denizli, the company ensures effective coordination through four regional directorates and sixteen district management offices. Fault, maintenance and repair teams, the call centre and meter reading units provide uninterrupted service 24/7 and prioritise customer satisfaction. Since 16 August 2008, the company has continued to provide services for 30 years in the provinces of Aydın, Denizli and Muğla under the distribution licence granted by the Energy Market Regulatory Authority, operating as the only licensed distribution company in this region.

Adm Electricity Distribution holds ISO 9001:2015 Quality Management System, ISO 10002:2018 Customer Satisfaction Management System, ISO 14001:2015 Environmental Management System, ISO 27001:2013 Information Security System, and ISO 45001:2018 Occupational Health and Safety Management System certifications, and conducts its operations in accordance with international standards in the areas of quality, environment, occupational health and safety, information security, and customer satisfaction. The company, which adopts a transparent working approach in line with procedures and rules while fulfilling its responsibilities to individuals, society, our country and the environment, aims to realise its strategic vision for the future. Thanks to its customer-focused approach, continuous development and innovative vision, Adm Electricity Distribution is strengthening its leadership in the regional and national energy sector and setting high standards in energy supply and sustainability. The company continues to be a pioneer in the energy sector by planning all its activities in line with sustainable growth, environmental awareness and social benefit.



80,210 km
of Line Length

11,111 MVA
Transformer Capacity
25,549 **Transformers**

13,144
General Lighting

2.916 **Unlicensed producers**
73 **Licensed producers**

2.36 Million
Consumers

32,904 km²
Distribution Area

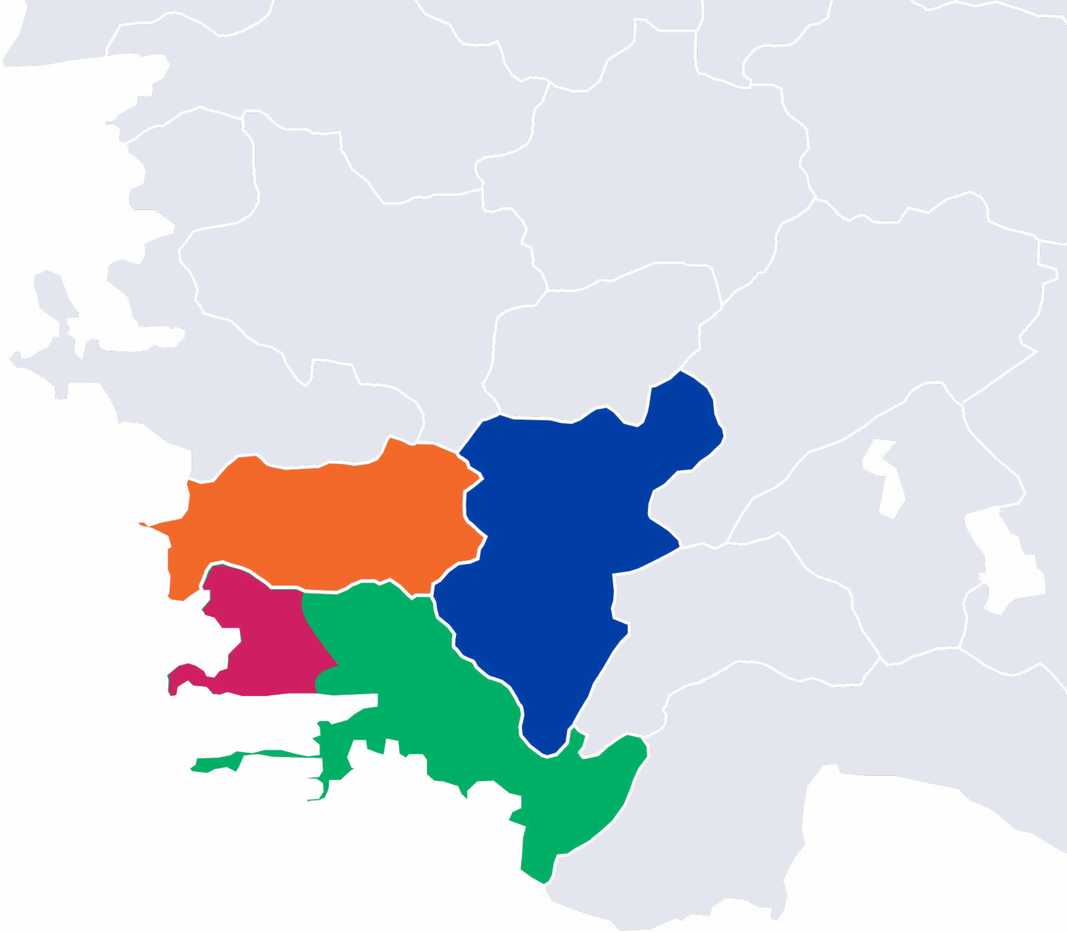
3.31 Million
Population

11.2 TWh
Electricity Distributed

From Distribution Infrastructure to Service Management

At Adm Electricity Distribution, a customer-focused approach to work is fundamental, and maintaining the highest level of customer satisfaction is adopted as a primary objective. Continuous efforts are made to meet and exceed customer expectations, and innovative approaches are developed to accurately analyse needs and offer the most suitable solutions.

Sustainability is placed at the heart of business processes and corporate values, supported by advanced programmes, policies and procedures based on best practices in the sector. Key objectives include increasing clean energy options for customers, ensuring uninterrupted and reliable energy supply through innovative and flexible infrastructure investments, and creating a sustainable environment for future generations by reducing the environmental impact of operational activities. In line with these objectives, efforts are ongoing to contribute to building a sustainable future both within the company and in society at large.



Adm Electricity Distribution - Aydın Regional Directorate	**Aydın Central Operation, Nazilli-Kuyucak Operation, Kuşadası Operation, Didim Operation, Söke Operation, Çine Operation**
Adm Electricity Distribution - Denizli Regional Directorate	**Denizli Central Operation, Acıpayam-Tavas Operation, Çal-Çivril-Çardak Operation, Sarayköy-Buldan Operation**
Adm Electricity Distribution - Muğla Regional Directorate	**Muğla Central Operation, Ortaca Operation, Dalaman-Köyceğiz Operation, Fethiye Operation, Marmaris-Datça Operation**
Adm Electricity Distribution - Bodrum Regional Directorate	**Bodrum Operation, Milas Operation**

Back to Contents

Back to Contents

Mission, Vision and Core Values

Our Mission

To provide high-quality, modern, and environmentally friendly electricity distribution services.

Our Vision

To be a world-leading distribution company that adds value to life through technology.

Our Values

Responsibility

We fulfil our responsibilities to individuals, society, our country and the environment while carrying the organisation into the future by doing our job to the best of our ability. We ensure that our work is carried out within the framework of our work ethic, achieving the targeted time and quality. We adopt a working style that is compliant with procedures and rules, transparent, and accountable. If we encounter unethical or unfair practices, we speak up. We consider how our actions affect others.

Dynamism

We monitor the changing needs of our colleagues and stakeholders and make the necessary improvements to our working environment, work systems, products and services. With the steps we take at , we lead the electricity sector and guide its development and change. Driven by our spirit of curiosity, we try new ways to make processes and services more efficient, faster and error-free.

Touching Lives

At the heart of everything we do, every step we take, is the “human” element. Our commitment to continuous development, curiosity, inquisitive spirit, and expertise gained over the years enables us to develop solutions that add energy and value to every moment of life. We empower our colleagues to express their diverse ideas, value their social needs, and celebrate their successes together. We work to improve the quality of life of our stakeholders by accurately analysing their needs and expectations.

Back to Contents

Adm Electricity Distribution in 2024

Key Developments, Awards, and Achievements

Throughout 2024, Adm Electricity Distribution participated in various national and international events in the fields of sustainability, technology, innovation and human resources, sharing information with industry stakeholders.
International Conferences and Workshops:

- **Industry Gold Award in the Sustainability Reports category**
- **Industry Silver Award in the Annual Reports category**
- **Bronze Award for Most Creative Report in the EMEA (Europe, Middle East, Africa) Region**
- **Bronze Award for Most Impactful Report in the EMEA Region**
- **Technical Achievement Award for the report's design and methodology**
- **Ranked 20th among the Top 50 Reports in the EMEA Region**
- **Among the Top 20 Turkish Reports of 2023**

Back to Contents

Events Held in 2024

Throughout 2024, Adm Electricity Distribution participated in various national and international events in the fields of sustainability, technology, innovation and human resources, sharing information with industry stakeholders.

International Conferences and Workshops:

- Participation in the Energy Trends 2023 event held in Rome, where current trends in energy, environment and sustainable development were analysed, information was exchanged with scientists from different countries, and the company's R&D projects were shared with international participants.

- At the Energy Tech 2023 (5th International Conference on Renewable Energy, Resources and Sustainable Technologies) conference held in Paris, developments in sustainable energy and advanced technology were discussed with international academics, researchers and industry representatives. Presentations of R&D projects were shared with participants.

- At the 2024 IEEE PES T&D Conference held in the United States, the company's Ice Load Sphere Project was shared with participants, and innovations and advanced technology applications in the energy sector were evaluated.

Sectoral Collaborations and Technology-Focused Meetings:

- At the 3rd R&D Training and Dissemination Workshop organised by the Energy Market Regulatory Authority, ELDER and the Energy Experts Association, the projects "Development of a New Generation Lighting Pole Using a Concentrated Linear Light Source", "Virtual RTU, Bimetal (Aluminium- Copper) Local Production of Screw-Type Cable Lugs," and "Reduction of Technical Losses Causing Resistive Effects."

- At the business development meeting held in Ankara in collaboration with Türk Telekom, innovative solutions and technology-focused projects to be developed by the company in the field of electricity distribution were evaluated.

- Strategic partnerships were strengthened by bringing together academic knowledge and industrial experience during visits to Manisa Teknokent, Yıldız Technical University Technopark, and Kocaeli University Technology Transfer Office.

University Collaborations and Career Events

- At the Journey in the Business World: Internship and Career event organised by the Pamukkale University Business Club, a presentation entitled "Careers in the Energy Sector and Effective CV Preparation Techniques" was given.

- At the Energy Panel organised by the Pamukkale University IEEE Club, the company's Planning and Technology Director shared information about sectoral developments and R&D projects with a presentation titled "Electricity Distribution in the Energy Sector".

- At events held with the IEEE Muğla Sıtkı Koçman University Student Branch and the Pamukkale University Industrial Engineering Society, information was exchanged with engineering students on career opportunities in the energy sector.

- On 8 March, International Women's Day, company executives participated in panels organised at Muğla Sıtkı Koçman University and Pamukkale University, sharing their experiences on equality and sustainable careers in the business world.

- As part of International Engineers' Day on 5 December, a panel discussion was held with Pamukkale University, addressing the role of engineers in the energy sector and future career opportunities.

Memberships and Partnerships

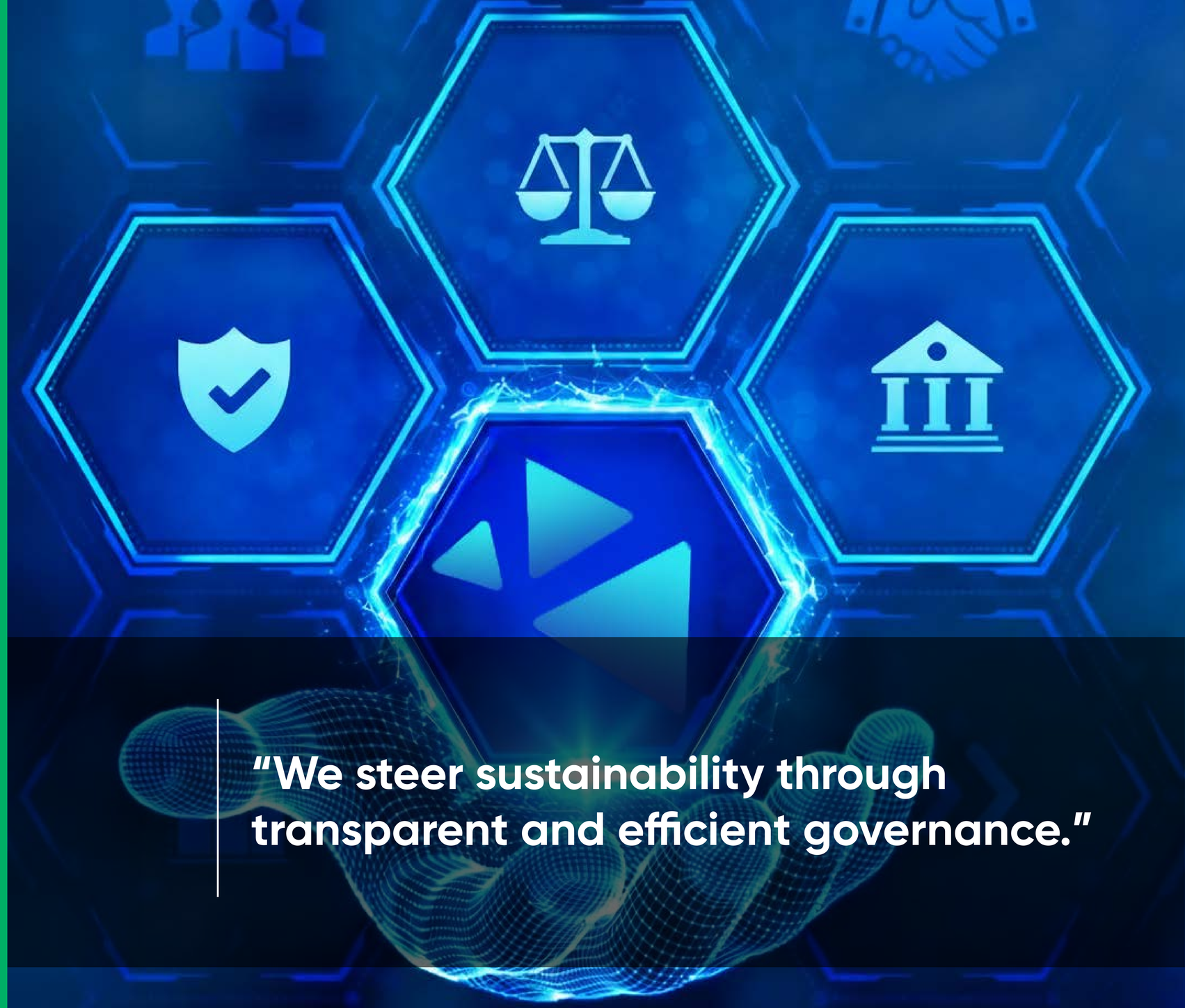
Adm Electricity Distribution establishes a strong communication network with its stakeholders through partnerships and joint projects, producing innovative solutions to environmental and social issues. The company contributes to sectoral development by encouraging the exchange of information on a local and global scale, acting in line with the goal of creating sustainable value together with its stakeholders. It maintains close contact with nationally and internationally active associations, institutes, unions and sectoral organisations, playing an active role in various working groups. At the same time, it supports transformation processes in the sector by transferring expertise and experience to initiatives with different areas of focus.

As of 2024, the national and international organisations that Adm Electricity Distribution is a member of and collaborates with are:

- **Memberships:**
  - Aydın Chamber of Industry
  - Aydın Chamber of Commerce
  - Carbon Disclosure Project (CDP)
  - Corporate Communicators Association
  - Denizli Chamber of Industry
  - Electricity Distribution Services Association (ELDER)
  - Energy Efficiency Association
  - Turkish Industrialists' and Businessmen's Association (TÜSİAD)
  - UN Global Compact (UNGC)
  - UN Global Compact Network Türkiye
  - UN Women
- **Collaborations:**
  - Disaster and Emergency Management Presidency (AFAD)
  - Energy Market Regulatory Authority (EPDK)
  - Journalists' Association
  - Ministry of Labour and Social Security
  - Ministry of Environment, Urbanisation and Climate Change
  - Ministry of Energy and Natural Resources of the Republic of Türkiye
  - Ministry of Industry and Technology of the Republic of Türkiye
  - Ministry of Agriculture and Forestry of the Republic of Türkiye
  - Turkish Foundation for Combating Soil Erosion, for Reforestation and the Protection of Natural Habitats (TEMA)

Turkish Foundation for Combating Soil Erosion, for Reforestation and the Protection of Natural Habitats (TEMA) The company strengthens its partnerships with leading organisations in the energy sector and actively participates in and collaborates with important industry associations and organisations such as the Energy Digitalisation Association, the Electricity Distribution Services Association, the Aegean Industrialists and Business People Association, the Turkish Quality Association, the World Energy Council and the Turkish Standards Institute. It actively participates in international platforms such as the UN Global Compact, supporting global sustainability initiatives. These memberships and strategic partnerships contribute to the dissemination of ethical business principles, encourage the adoption of best practices across the sector, and enable the development of innovative solutions for sustainable development.

Corporate Governance



“We steer sustainability through transparent and efficient governance.”

Back to Contents

Back to Contents

Corporate Governance

Adm Electricity Distribution effectively manages sustainability and climate-related risks and opportunities and integrates this structure into its operational processes. It analyses the relevant risks and opportunities, along with their financial and non-financial impacts, and evaluates them regularly.

The Board of Directors (BoD) establishes a comprehensive management structure to effectively manage the company's sustainability and climate-related risks and opportunities and ensures the implementation and supervision of risk management principles. Within this framework, operational risks and sustainability and climate-related risks are managed holistically through an integrated management system.

Adm Electricity Distribution implements corporate governance principles based on transparency, accountability, ethical responsibility and inclusivity in line with its long-term value creation objective. The Risk Policy, Anti-Bribery and Anti-Corruption Policy, Board Diversity Policy and Sustainability Policy in force within the organisation form the cornerstones of this approach and guide all management processes. The risk management approach aims not only to mitigate financial and operational threats but also to ensure full compliance with environmental legislation and continuously improve sustainability performance. Policies regarding acceptable risk tolerance levels are reviewed annually through qualitative and quantitative analyses; critical risks are regularly monitored within defined limits and submitted for senior management approval. The Anti-Bribery and Anti-Corruption Policy, a complementary element of the governance structure, ensures that ethical standards are upheld and legal compliance is maintained in all activities.

The Board Diversity Policy promotes the inclusion of different perspectives in decision-making processes, creating an inclusive and balanced management structure. The Sustainability Policy supports the effective management of environmental and social impacts, as well as the integration of strategic objectives in priority areas such as combating climate change and resource efficiency into the corporate structure.

The Board of Directors meets regularly every two months in accordance with its working principles and makes decisions by holding extraordinary meetings when necessary. Adm Electricity Distribution held a total of 25 meetings throughout 2024 and made one decision at each meeting, resulting in a total of 25 Board of Directors decisions. Meeting agendas are created based on the issues to be decided, and the agenda is shaped according to dynamic needs. Every three months, presentations and reports are made to the CEO and the Holding Board of Directors, and the results of activities and important developments are regularly shared with senior management.

The Audit, Corporate Governance, Early Risk Detection, Investment and Sustainability Committees are actively operating within the Board of Directors. The committees work in harmony, holding regular meetings and ensuring the integration of sustainability and climate change issues into management processes. All committees report their activities directly to the Board of Directors, contributing to the creation of an effective and transparent governance model. The management mechanism supports the implementation of the actions outlined below:

- Establishing corporate and performance targets
- Guiding and controlling employee incentive mechanisms
- Regular monitoring of progress towards defined targets
- Reviewing risk management policies and providing necessary guidance
- Monitoring the implementation processes and performance of targets
- Evaluation of strategic objectives and provision of appropriate guidance
- Monitoring the implementation processes of transition plans
- Reviewing business plans and comprehensive action plans and providing guidance
- Auditing large-scale capital investments, acquisitions and divestments
- Reviewing annual budgets and providing guidance on processes

Back to Contents

Board of Directors

Ali Murat Korkmaz

Chairman of the Board

Korkmaz, who has held partner and management positions in the energy sector for many years, began serving as Chairman of the Board of Directors at Adm Electricity Distribution in 2008. He also serves as Chairman of the Board of Directors at Gdz Elektrik Dağıtım.

Elmas Yaşar Bostancı

Deputy Chairman of the Board of Directors

Having gained experience in various positions in the energy sector since 2003, Bostancı was appointed as General Manager and Chairman of the Board of Directors at Eti Maden İşletmeleri in 2016. Having previously served as a board member at various group companies within Aydem Energy, Bostancı continues to serve as a Board Member at Adm Electricity Distribution and Gdz Electricity Distribution as of 2023.

Ahmet Bayramoğlu

Board Member

With nearly 20 years of experience in the energy sector, Bayramoğlu has held various senior positions at electricity distribution companies within Aydem Energy. Bayramoğlu has been serving as General Manager and Board Member of Adm Electricity Distribution since 2019.

Uğur Yüksel

Board Member

With over 30 years of experience in the energy, IT and defence industries, Yüksel took up the position of General Manager of Gdz Elektrik in 2018. As of 2018, he continues to serve as a member of the Board of Directors of Adm Elektrik.

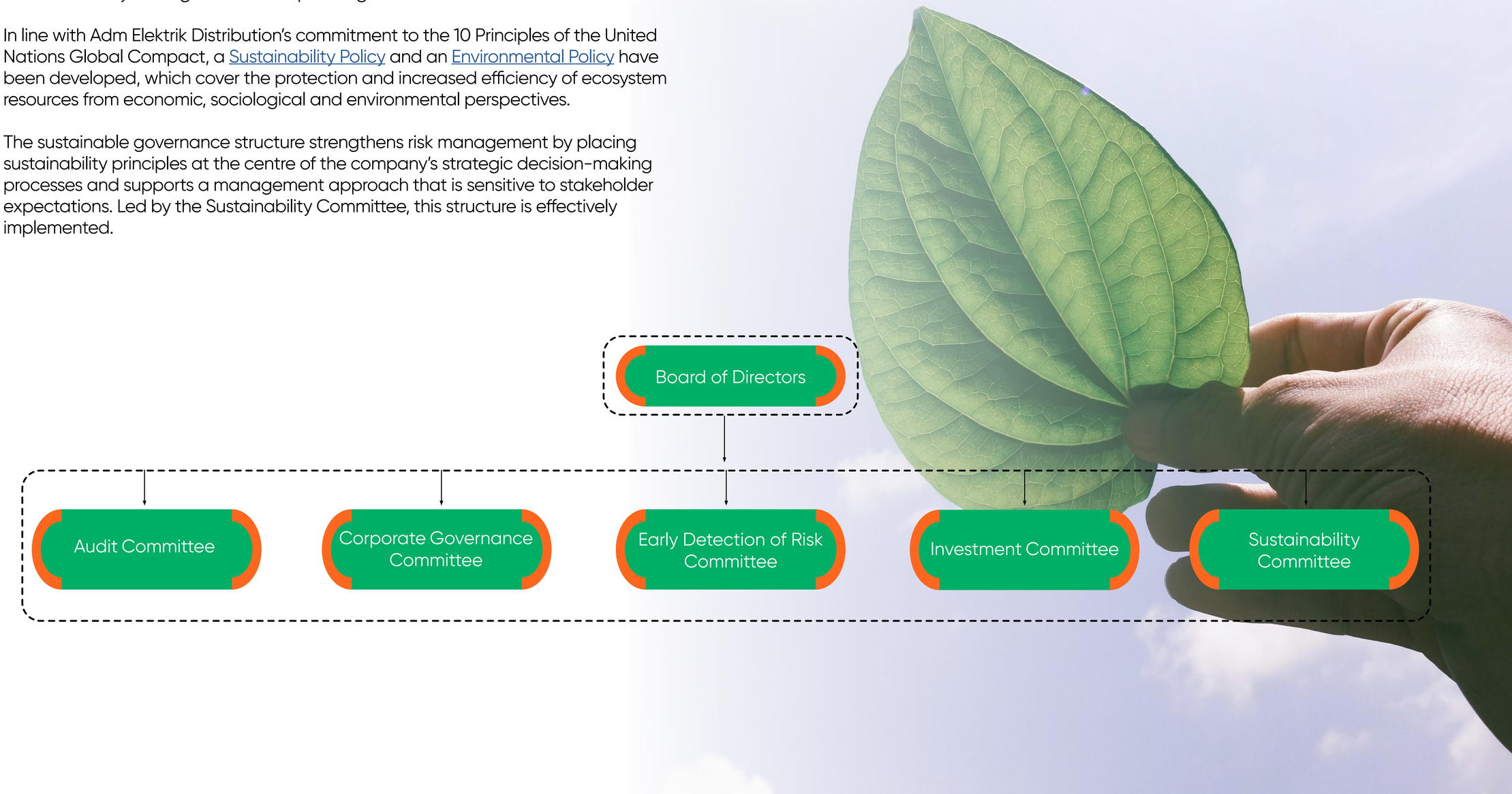
Back to Contents

Sustainable Governance Structure

Adm Electricity Distribution embraces a transparent, accountable and responsible governance approach in line with its long-term value creation goal. The company aims to fully comply with environmental, social and governance criteria by integrating its sustainability strategies into its corporate governance structure.

In line with Adm Elektrik Distribution's commitment to the 10 Principles of the United Nations Global Compact, a Sustainability Policy and an Environmental Policy have been developed, which cover the protection and increased efficiency of ecosystem resources from economic, sociological and environmental perspectives.

The sustainable governance structure strengthens risk management by placing sustainability principles at the centre of the company's strategic decision-making processes and supports a management approach that is sensitive to stakeholder expectations. Led by the Sustainability Committee, this structure is effectively implemented.



Back to Contents

Sustainability Committee

Aydem Group Companies have adopted the Sustainability Governance Procedure established by Aydem Energy with the aim of making the sustainability approach a direct part of their corporate governance approach. All companies within the Group shape their activities in line with this procedure and integrate environmental, social and governance principles into their operational processes. Adm Electricity Distribution, operating under the umbrella of Aydem Energy, has also adopted this procedure and carries out its sustainability work in line with its corporate strategies.

The Sustainability Committee established within Adm Electricity Distribution operates with the aim of setting strategic direction in ESG areas, ensuring the effective implementation of sustainability policies, assessing climate and sustainability-related risks and opportunities, and coordinating the integration of these elements into decision-making processes. It assumes responsibility for decision-making in determining the steps to be taken regarding sustainability across the company and defines priority topics by taking into account feedback from relevant units. The committee, which formally reviews and approves the company's sustainability activities, supports continuous improvement by conducting performance-based monitoring of the sustainability strategy.

Under the leadership of the Aydem Energy HSE and Sustainability Group Director, the Committee's activities encompass strategic decision-making on key environmental indicators such as carbon footprint, water footprint, and biodiversity; while monitoring and auditing processes that support continuous performance improvement are carried out effectively. The Committee systematically monitors performance indicators to enhance the effectiveness of sustainability practices; it regularly reports the data obtained to senior management, thereby contributing data-driven insights to decision-making processes.

> Through the Sustainability Committee, corporate decision-making processes in the areas of environmental, social and governance are managed in a systematic and holistic manner.

All activities are carried out in full compliance with applicable legislation and internal company policies and procedures, aiming to proactively and effectively manage environmental impacts.

Back to Contents

To support current and planned work, a full-time sustainability team established within the HSE and Sustainability Directorate manages sustainability priorities, ensures integration with corporate strategy, and monitors targets. It monitors progress on sustainability policies, activities and processes; prioritises and manages risks and opportunities arising from climate change. It makes the necessary plans, taking stakeholder needs into account; and aims to transform sustainability and climate change efforts into a more effective and systematic structure by evaluating HSE performance, energy consumption, waste management and related feedback.

A committee comprising at least one Board member, the General Manager, the HSE and Sustainability Manager, and the HSE and Sustainability Manager meets every three months to monitor the progress of ongoing work and facilitate information sharing.

Meeting agendas are shaped by taking into account suggestions submitted by employees; developments in the field of sustainability are addressed comprehensively. Progress towards the company's sustainability goals and annual performance results are evaluated; strategic decisions are made and necessary actions are planned at Committee or Board of Directors meetings based on the findings.

The committee is responsible for regularly reviewing and analysing the Key Performance Indicators (KPIs) that measure the company's performance in achieving sustainability and climate change targets. The committee evaluates KPIs related to sustainability and employee incentives on a quarterly and annual basis. All employees are evaluated based on performance-based KPI targets that determine rewards such as promotions and bonuses, and act in accordance with these targets.

Employees can submit project proposals in areas such as business development, productivity, low-carbon economy, sustainability and financial value creation via the "Idea Line"; they are rewarded with 2% of the profit generated from approved projects. The system covers fundamental performance indicators based on management, operational and governance aspects related to sustainability. Examples of these indicators include the implementation of field training programmes on HSE and Sustainability, the number of projects presented to senior management in environmental and social areas, and district business visits conducted under the "Golden Rules".

The performance system structured for senior managers includes at least two strategic targets focused on sustainability and climate change. The relevant indicators are directly related to risk management and policy implementation processes.

Back to Contents

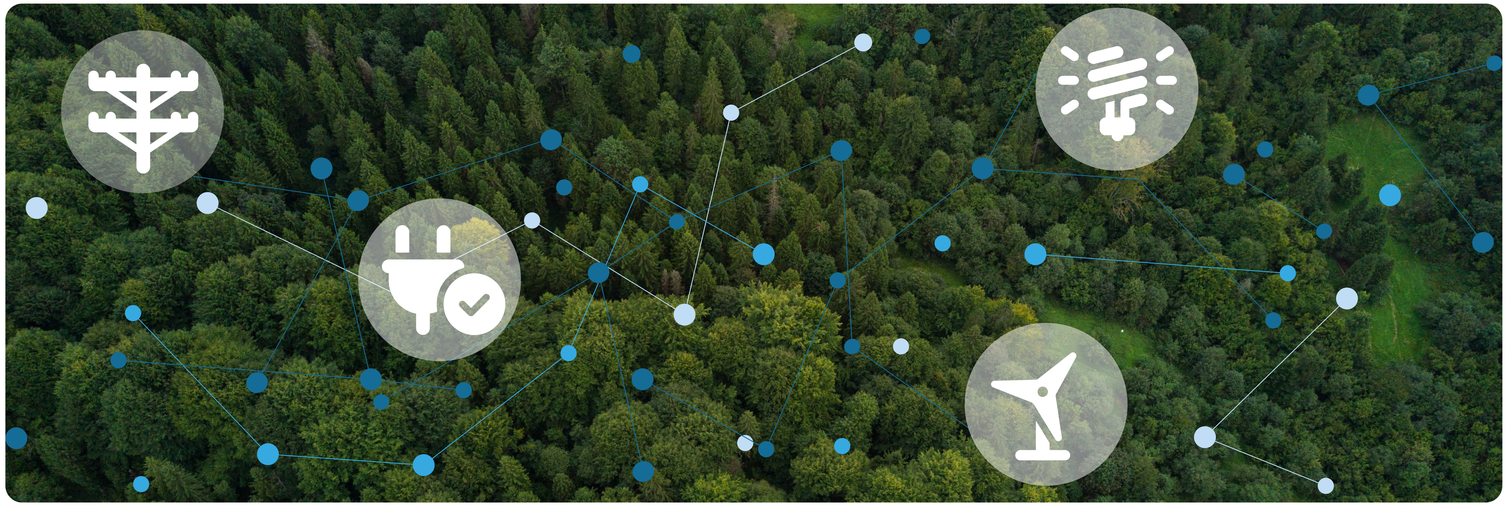
Supply Chain Management

Adm Electricity Distribution adopts a transparent, fair and sustainable approach to supply chain management. It is based on ensuring that data entry is complete, accurate and consistent through the ERP (Enterprise Resource Planning) system used in all procurement processes. The company operates in accordance with the EPDK Procurement and Sales Operations Implementation Regulation and is audited annually for its operations.

Companies supplying goods and services must comply with TEDAŞ specifications, which ultimately paves the way for work to be carried out according to quality and sustainability criteria. Adm Electricity Distribution aims to encourage domestic production and support sustainable development in supply chain management. In this regard, priority is given to companies providing services and participating in tenders whose production and sales points are largely located in Türkiye.

The company aims to increase the competitive strength of local suppliers by offering them advantageous price incentives in line with the "Advantage of Local Bidders and Local Goods" principle included in the Procurement and Sales Procedures Application Procedure. Companies that manufacture abroad participate in tenders through their Turkish distributors.

> The aim is to establish long-term and reliable partnerships in supply chain management based on quality, efficiency and continuity.



Back to Contents

Stakeholder Management

Adm Electricity Distribution manages its interactions with stakeholders using a holistic approach within the framework of its corporate values and sustainability strategies. The company structures its environmental, social and financial responsibilities to encompass a broad ecosystem, from suppliers to contractors, consumers to public institutions, rather than limiting them to internal stakeholders.

The company uses various platforms to strengthen the flow of information and ensure effective communication with its internal stakeholders. Channels such as the "Idea Line" have been implemented to ensure that employees' views and suggestions are included in decision-making processes, thereby accelerating the flow of information. Communication with external stakeholders is maintained through the website, social media and, where necessary, official correspondence.

Relationships with all stakeholders are managed based on transparency and trust. Meetings, the website, and other communication channels are used effectively to share the company's financial and strategic developments. Collaborations with public institutions, local authorities, suppliers, and contractors are maintained through regular reporting and meetings.

In line with the company's vision of knowledge sharing and developing innovative solutions, strong partnerships are maintained with academic circles. Joint projects with universities, research institutions and consultants contribute to R&D and innovation processes. Relationships with financial institutions, transparent unions and industry associations are structured to broaden the scope of social responsibility projects.

Interaction with the community is sustained through various projects and meetings, while relations with the media and international customers are conducted through press releases, reports and project-based collaborations. This inclusive approach encourages the creation of shared value with stakeholders, strengthens long-term collaborations and offers an interaction model aligned with sustainable development goals.

> Effective management of stakeholder relations ensures that feedback is integrated into continuous improvement and innovation processes, supporting corporate sustainability.

Back to Contents

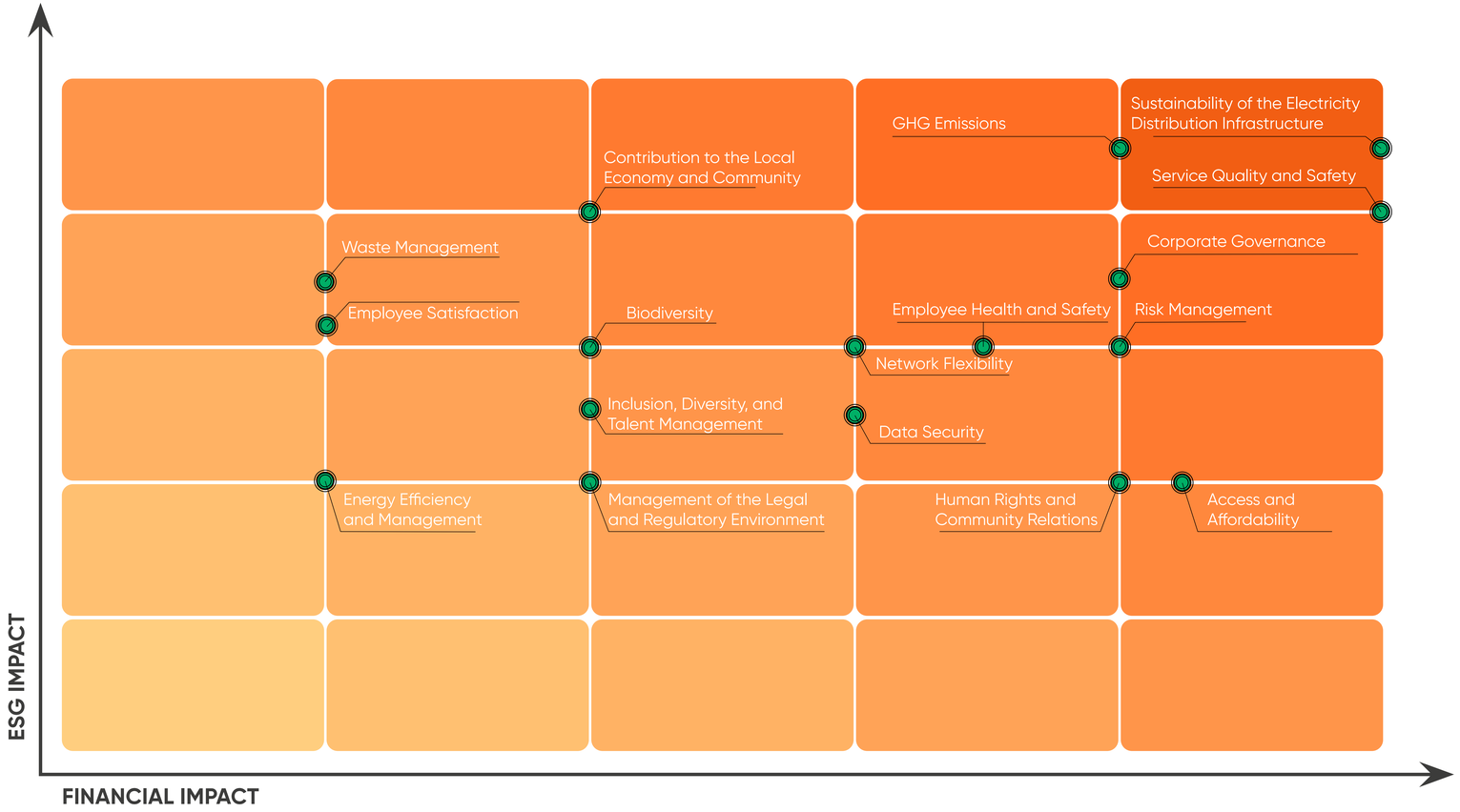
Materiality Analysis

Assessment of Material Issues - Global Trends and External Environment Analysis

In determining Adm Electricity Distribution's material issues, the assessments presented by organisations such as the Sustainability Accounting Standards Board (SASB) and the World Economic Forum (WEF) at the global and sector-specific levels were first taken as a basis. A comprehensive literature review focusing on global trends, sector developments, competitor analysis and the direction of potential regulations shaped the list of priority issues. Issues identified as important for the renewable energy production sector were prioritised in the company's risk mapping. The identified risks and opportunities were analysed in terms of their impact on the company's financial statements. The material topics have been aligned with the Türkiye Sustainability Reporting Standards (TSRS).

Double Materiality Approach

The material issues identified within the framework of the company's sustainability strategy were evaluated with the participation of the HSE and Sustainability, Project and Investment, Planning and Finance units, taking into account their impact on the environment and society, as well as the likelihood and timing of these impacts. This study was guided by SASB's Electric Utilities & Electric Generators standard (SICS: IF0101) and matched with the topics to which the standard attributes financial materiality from an investor perspective. In terms of impact materiality, each topic was assessed throughout the value chain in terms of scope, impact area, severity and probability. In terms of financial materiality, the effects on revenues, costs, cash flows, capital costs, and access to finance were addressed in line with SASB's investor-focused approach. ADM Electricity Distribution addressed each impact using a risk management approach and created a priority matrix by integrating the impact and financial materiality scores.



> Based on the findings of the studies conducted, a Double Materiality Matrix has been created to support the company's strategic decision-making processes.

Back to Contents

Contribution to Sustainable Development Goals

ADM Electricity Distribution positions sustainability as one of the fundamental elements of its corporate strategy and integrates this approach with its risk management policies. Operating with a focus on continuous development and improvement, the company contributes directly and indirectly to the United Nations Sustainable Development Goals (UN SDGs) and acts in line with global sustainability targets.

Within the framework of the United Nations SDGs, establishing global peace and prosperity, supporting inclusive and sustainable economic growth, accelerating the transition to clean energy, eliminating social inequalities and reducing poverty are among the priority objectives. In line with the defined priority objectives, the company is conducting comprehensive studies in the key areas outlined on the side.

Environment - Greenhouse Gas Emissions, Biodiversity, Energy Efficiency and Management, Waste Management

Adm Electricity Distribution follows a comprehensive strategy to adapt to climate change and reduce greenhouse gas emissions. It makes investments to increase energy efficiency in order to minimise distribution losses, which are the main source of emissions, and raises awareness through projects such as "Energy Hunters".

In line with Türkiye's energy policies, it supports the transition to a low-carbon future by integrating innovative technologies through public-private partnerships. Furthermore, it reduces the environmental impact of its activities and makes meaningful contributions to sustainable development by protecting biodiversity through initiatives such as the project "New Home for Storks ".

Leadership and Governance - Risk Management, Corporate Governance, Legal and Regulatory Environment Management

Adm Electricity Distribution's core values and ethical principles guide all its operations and business relationships. These principles form the basis for developing trust-based relationships with stakeholders by ensuring that activities are conducted with consistency and transparency. The PEAK Leadership Development Programme, implemented to strengthen the culture of leadership, integrates ethical management and leadership competencies into decision-making processes.

The company aims to support its economic performance and financial stability with sustainable growth strategies without compromising financial discipline. By integrating innovative technologies in the sector into its operations, it continuously improves energy distribution processes and ensures that the service is safe, efficient and uninterrupted by effectively managing financial/operational risks.

Back to Contents

Human Capital - Employee Health and Safety, Inclusion, Equality, Diversity, Talent Management, and Employee Satisfaction

The company places equality and inclusivity at the heart of its corporate culture, viewing the individual differences, perspectives and experiences of its employees as fundamental elements that contribute to corporate success. As a concrete manifestation of this understanding, the Aydem Equal Life Project has been launched and under the umbrella of Aydem Enerji, the company has become a signatory to the Women's Empowerment Principles (WEPs). Adm Electricity Distribution, which implements training programmes to create a fair and inclusive working environment for everyone, structures its recruitment and employee engagement processes in line with these principles.

The company continuously updates and develops its policies to strengthen diversity, equality, and inclusivity at all organisational levels. With this approach, it builds an inclusive working environment that values employee opinions, encourages participation, and allows everyone to express themselves.

Business Model and Innovation - Sustainability of the Electricity Distribution Infrastructure, Physical Effects of Climate Change (Network Flexibility and Resilience)

The company positions digitalisation and innovation among its key strategic priorities in the process of strengthening the electricity distribution infrastructure and modernising the grid, and is making investments based on advanced technology in this direction. Investments such as the Satellite-Based Electricity Meter Reading Project, Artificial Intelligence-Supported Customer Services, and Optimisation and Business Continuity Studies aim to maximise reliability and accessibility while increasing operational efficiency in energy distribution processes.

The company contributes to the sustainable development of the energy ecosystem by offering solutions that provide high added value to its stakeholders. By integrating the latest technologies into its infrastructure to optimise distribution processes, Adm Electricity Distribution is further strengthening its leading position in the sector and playing an active role in shaping the future of energy management.

Social Capital - Contribution to the Local Economy and Society, Human Rights and Community Relations, Data Security, Accessibility and Affordability, Service Quality and Safety

Adm Electricity Distribution has positioned the provision of reliable, efficient and uninterrupted energy supply as one of its strategic priorities since the day it commenced operations. The company aims to contribute to sustainable development and steer social transformation throughout the value chain, not only by limiting its operations to energy distribution, but also through corporate social responsibility initiatives such as the Energy Hunter Project and memorial forests.

By closely following sectoral developments through joint projects with universities, research institutions and consultants, it implements innovative and effective solutions while continuing its investments aimed at increasing the efficiency of the energy infrastructure. Acting with environmental and social responsibility awareness in all its processes, Adm Electricity Distribution aims to be a pioneer in the transformation of the energy sector.

Back to Contents

Corporate Risk Management

“We ensure continuity and efficiency in uninterrupted service through proactive risk management.”

Back to Contents

CORPORATE RISK MANAGEMENT

Adm Electricity Distribution implements a comprehensive risk management strategy based on the principles of sustainability and reliability, aimed at protecting the company's assets and values from a long-term perspective. The company's strategy plays a critical role in supporting sustainable financial performance, as well as providing a competitive advantage and facilitating business expansion.

Management processes based on internationally recognised principles address the company's reputation, financial results, impact on employees, and potential risks across the overall value chain in detail. Investment decisions and business processes are regularly and effectively reviewed and improved through risk management mechanisms.

Adm Electricity Distribution's risk management unit identifies and evaluates long-term goals, risks, and opportunities through annual Risk/Opportunity Assessment meetings. The findings from these meetings are regularly reviewed by the Early Risk Detection Committee and the Board of Directors, contributing to the enhancement of the company's value.

Climate Risks Management

The comprehensive assessment of environmental, social and economic impacts is adopted as a fundamental approach in Adm Electricity Distribution's investment decisions.

Risks related to strategic, operational and financial objectives are addressed in detail within the scope of risk management policies in terms of sustainability and continuity. These financial and non-financial risks are considered serious risks that could negatively affect the company's reputation among stakeholders, and effective measures determined in advance are implemented for each of them.

Energy supply-demand imbalances, climate change, depletion of natural resources and legal changes related to these factors are among the key elements considered in the assessment processes. In addition, natural disasters, changes in economic balances, new market opportunities, digitalisation and the effects of technological innovations are also analysed comprehensively.

The comprehensive risk assessment process lays the groundwork for identifying threats that the company may face and developing effective measures against these threats.

> The impact of decisions made in the electricity distribution sector on the lives of end users is addressed as an important area of responsibility in the company's risk management system.

Back to Contents

Board Responsibility in Risk Management

The Adm Electricity Distribution Board of Directors ensures the implementation and supervision of risk management principles to effectively establish the risk management system and integrate it with operational processes. Significant and potential risks, risk appetite, acceptable risk levels, and risk policies across all business areas and core operational processes are qualitatively and quantitatively reassessed and approved annually.

The Board of Directors is committed to providing all necessary resources and support for the effectiveness of risk management activities. The current strategic approach of senior management demonstrates Adm Electricity Distribution's determination in the area of risk management by ensuring that risks are managed proactively and effectively.

Early Risk Detection Committee

The Early Risk Detection Committee, established within the company, identifies all risks that could threaten the company's existence, sustainable growth, and operational continuity, particularly strategic, operational, and financial risks, at an early stage and addresses them within an effective management framework. The Committee is responsible for identifying existing and potential operational, strategic, compliance, financial and other risks, periodically evaluating them and preparing recommendations for relevant measures to be taken in relation to these risks.

The Committee meets with the Audit Committee at least once a year to ensure that risk management processes are aligned with control mechanisms and evaluates the risks identified in the audit results. It submits its significant findings and recommendations on matters within its remit to the Board of Directors in writing. Although its decisions are advisory in nature, the final decision-making authority and responsibility rests with the Board of Directors.

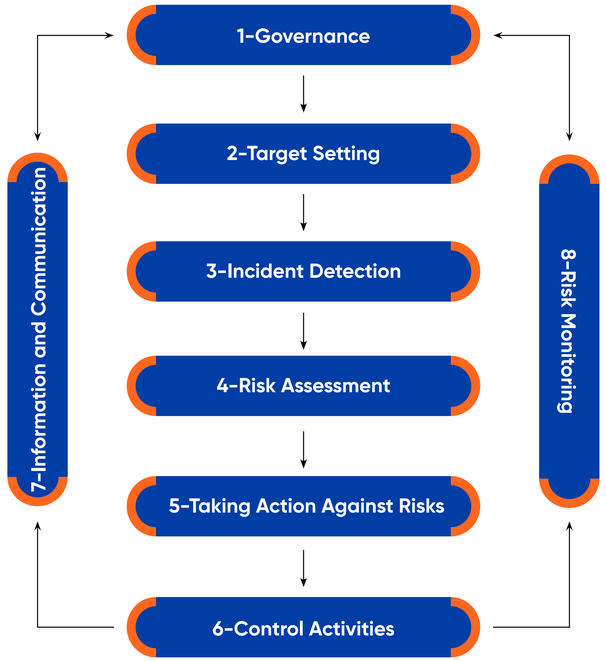
Back to Contents

Risk Management Strategy

Adm Electricity Distribution effectively identifies, measures and manages risks that could hinder the achievement of strategic, operational and financial objectives. The company is able to respond swiftly to new threats and opportunities by establishing a risk profile in line with its risk appetite.

The company's risk management approach aims to provide the ability to respond effectively to new threats and opportunities, while ensuring an optimal balance in capital management and safeguarding the company's long-term financial stability. Consistent and timely sharing of information about risks raises awareness levels, and a proactive management culture is built to safeguard the company's reputation.

Adm Electricity Distribution implements an 8-Step Risk Management Strategy in this process:



Governance

The company's risk management policies and procedures are determined within the framework of corporate governance and integrated into operational processes. This structure makes risk management an integral part of the strategic decision-making mechanism.

Taking Action Against Risks

Effective risk mitigation strategies and response plans are developed and integrated into operational processes. The measures taken aim to minimise the negative effects of risks.

Target Setting

Risk management activities are defined and directed in line with the company's overall objectives. In this way, the aim is not only to prevent risks but also to turn them into opportunities.

Control Activities

The effectiveness of risk management strategies is monitored through regular audits and assessments, ensuring continuous improvement. This process guarantees the sustainability of risk management practices.

Incident Detection

Potential risks are identified proactively, taking into account internal and external factors. Thanks to the early detection of risks, effective measures are developed against potential threats.

Information and Communication

The accurate and timely sharing of information related to risk management supports informed decision-making processes. Clear and transparent communication contributes to the dissemination of risk awareness among all employees.

Risk Assessment

Identified risks are analysed according to their magnitude and probability, prioritised, and management strategies are developed. This process contributes to the company's sustainable growth.

Risk Monitoring

Risk management processes are regularly reviewed and updated as necessary. Continuous monitoring and reporting ensure a swift and effective response to risks.

Back to Contents

Risk Assessment Structure

Adm Electricity Distribution has adopted a comprehensive methodology for identifying risks integrated into processes in its business units, as well as other potential threats, and for analysing and managing these risks.

Risk Identification
Clearly identifying risks within the context of cause, event and consequence relationships

Identification of existing controls
Review of existing controls

Risk assessment
Measuring the impact and likelihood of risks

Risk management strategies
Determining strategies for accepting, mitigating, rejecting or transferring risks

Action planning and monitoring
Planning risk mitigation actions and monitoring implementation processes

Back to Contents

Risk Levels

Adm Electricity Distribution classifies risks into four levels in its risk assessment processes:

CRITICAL

Risks that seriously affect company objectives and values and exceed the tolerance level. A programme containing urgent and permanent solutions should be prepared and implemented for such risks.

HIGH

Risks that exceed the tolerance level but are less critical in terms of urgency. Appropriate resources should be allocated to ensure that these risks are prevented within a reasonable time frame.

MEDIUM

Risks that have a significant impact on company objectives and values. Effective monitoring should be carried out to prevent the aggravation of risks, and action plans should be developed in a timely manner.

LOW

Risks with a limited impact on company objectives. However, these risks should also be monitored and prevented from gaining significance by taking measures when necessary.

Environmental Performance

Back to Contents

“We meticulously manage the environmental impact of our activities based on an approach that respects people and nature, prioritising the protection of natural resources and the sustainability of ecosystems.”

Back to Contents

Environmental Management

Adm Electricity Distribution embraces a management approach focused on "Respect for People and Nature" in line with its committed Environmental Policy. It implements various practices to protect natural resources, proactively manage environmental risks, and produce sustainable solutions in collaboration with stakeholders. The company acts with environmental responsibility in mind, aiming to leave a liveable world for future generations.

Adm Electricity Distribution conducts its activities in accordance with the ISO 14001 Environmental Management System Standard and fully complies with the requirements of this standard. The company continuously improves its operations, increases resource efficiency, and promotes environmentally friendly practices in order to minimise environmental impacts and ensure sustainable energy distribution.

Climate Transition Plan

Adm Electricity Distribution supports the transition to a low-carbon future by developing strategies in line with the NZE 2050 scenario for energy distribution and continuously updates its risk management processes, aware that its emissions are largely due to distribution line losses. Prioritising sustainability targets in its financial planning, the company has made investments to increase energy efficiency and reduce losses, successfully lowering the loss and theft rate to 5.51% in 2024. In response to the threats posed by the RCP 8.5 scenario, it is implementing climate change adaptation strategies aimed at minimising energy losses and reducing dependence on fossil fuels. The company's climate transition plan is built on the assumption that energy policies and regulations in Türkiye's will support the transition from fossil fuels to renewable energy sources. This fundamental assumption plays an important role in shaping short- and long-term transition plans in line with the NZE 2050 scenario. Within the framework of these plans, targets for reducing Scope 1 and 2 emissions and net zero commitments have been established.

Emissions Management

The energy sector plays a critical role in the transition to a low-carbon economy, with reducing carbon emissions and combating climate change being key priorities. In this regard, Adm Electricity Distribution, which operates in the energy distribution sector, implements a comprehensive emissions management strategy to reduce greenhouse gas emissions in its operational processes.

The company has established specific targets and monitoring mechanisms to monitor its emissions performance and achieve its sustainability goals. Annual emissions data are calculated in accordance with the ISO 14064-1:2018 Greenhouse Gases standard and the GHG Protocol, and their reliability is ensured through independent verification processes. Progress on reducing greenhouse gas emissions is shared transparently with stakeholders at regular intervals.

Starting in 2021, all emission sources have been included in the calculation, including Scope 1 and Scope 2 emissions under direct control, as well as Scope 3 emissions outside the direct control area that contribute significantly to the overall carbon footprint.

GHG Emissions

	Birim	2022	2023	2024
Scope 1	tCO_2e	20,358.39	21,550.52	23,889.92
Scope 2	tCO_2e	243,884.24	237,787.15	262,267.39
Scope 3	tCO_2e	69,321.00	87,010.89	48,222.99

Back to Contents

Energy Management

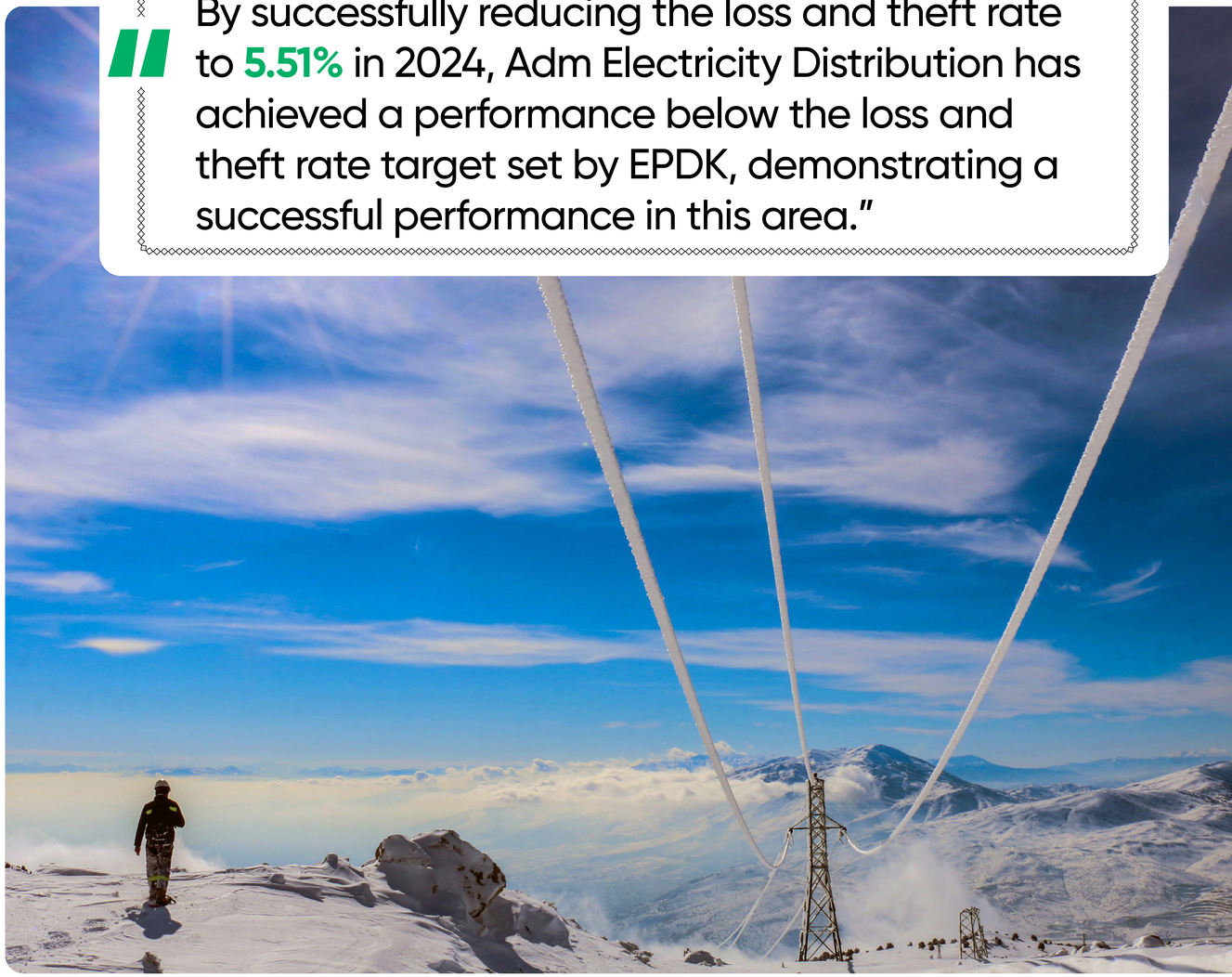
Prioritising energy efficiency is one of the critical steps in combating climate change and encompasses efforts to minimise the direct and indirect impacts of energy used in the company's operational processes. In this regard, the effective management of energy use, increasing resource efficiency and minimising energy consumption are among the company's strategic objectives.

Adm Electricity Distribution regularly monitors energy consumption and makes strategic investments to increase energy efficiency based on this data. In this process, continuous improvement efforts are being made in areas such as infrastructure modernisation and the integration of smart grid technologies to optimise energy efficiency, reduce losses and lower emissions within the framework of sustainable business practices.

The use of digitalisation and automation systems contributes to increasing energy efficiency while also significantly supporting the improvement of grid reliability and service quality. Technical and non-technical losses are used as key performance indicators to evaluate energy efficiency performance. The KPIs monitored provide valuable data on energy efficiency levels, helping to identify areas for improvement.

Data obtained as of 2024 demonstrates the success of the current strategy; the average technical and non-technical loss rate in the distribution area has been reduced to 5.51%, thus remaining below the target set by EMRA.

> By successfully reducing the loss and theft rate to **5.51%** in 2024, Adm Electricity Distribution has achieved a performance below the loss and theft rate target set by EPDK, demonstrating a successful performance in this area."



Biodiversity Management

As part of its Environmental Policy, Adm Electricity Distribution develops strategies to protect biodiversity, recognising the limited nature of natural resources. The company aims to contribute to sustainable development goals, in addition to providing reliable and efficient energy access. By adopting an environmentally conscious approach in its investment planning, it anticipates potential negative impacts through risk analysis and sensitivity assessment methods and takes the necessary measures. In this process, the aim is not only to ensure that activities are carried out in accordance with environmental compliance standards but also to contribute to the protection of biodiversity.

Projects Implemented Under Biodiversity Management

Protected Areas Analysis

In energy transmission lines and network projects, it prioritises the protection of biodiversity based on environmental sustainability principles. During the planning process, sensitive ecosystems and areas critical for biodiversity are identified using GIS-based analyses, and potential impacts along the routes are minimised. In new investments, proximity to natural habitats, protected areas and archaeological sites is analysed through comprehensive environmental assessments.

> The company, which conducts its activities in accordance with environmental compliance standards, also contributes to the protection of biodiversity.

Back to Contents

Back to Contents

“New Home for Storks” Project

Adm Electricity Distribution supports environmental sustainability with the New Home for Storks project, aiming to make the electricity infrastructure compatible with natural life and to protect biodiversity. This project contributes to the protection of natural ecosystems and minimising the impact of human activities on wildlife with an environmentally friendly energy management approach.

Within the scope of the project, safe nests have been created for storks with the aim of protecting natural habitats. This has contributed not only to the protection of a single species but also to the strengthening of overall ecosystem sustainability. In the provinces of Aydın, Denizli, and Muğla, special nesting platforms installed on the upper sections of electricity poles have provided safe nesting opportunities for over 100,000 storks.

These platforms protect the storks’ habitats without disrupting the operation of the power lines, while also preventing potential power outages. In areas with high stork density and migration routes, investment projects are planned in line with ecological sensitivities, and new nesting platforms are installed for storks that are turning to alternative routes due to the decline in water resources caused by global climate change. In this way, safe and sustainable nesting areas are provided for storks. It is aimed to implement these improvements, which will contribute to the sustainability goals of the project, on existing nests and nests to be built in the future. Discussions were held with project partner EKODOSD to exchange ideas on the design and feasibility of the new nests.

> Thanks to special nesting platforms installed on the upper sections of electricity poles in the provinces of Aydın, Denizli and Muğla, safe nesting opportunities have been provided for more than 100,000 storks.

Back to Contents

Environmental Adaptation in Energy Infrastructure: "Life Energy Corridor"

Adm Electricity Distribution considers the protection of natural resources and the promotion of biodiversity in the vast geographical area where it operates to be one of the fundamental elements of its corporate social responsibility. The "Life Energy Corridor" project, implemented within this scope, has been developed to ensure environmental sustainability, protect ecosystems and reduce fire risks in areas where electricity distribution lines pass through forested areas.

The project adopts a comprehensive environmental management approach that includes technical improvements as well as nature-friendly practices. Fire risks are minimised through inspection and improvement works carried out in forested areas where electricity distribution lines pass, contributing to the long-term protection of forest ecosystems and local biodiversity.

In line with its corporate responsibility approach, the Life Energy Corridor project has been shaped with the goal of not only reducing environmental risks but also creating an energy infrastructure that respects nature. Furthermore, innovative solutions that serve sustainable development are being adopted, and energy distribution is being provided in harmony with nature.

Back to Contents

Water Management

Factors such as increasing global water demand, climate change and population growth necessitate the sustainable management of water resources. Therefore, the efficient use, protection and recovery of water are among the fundamental elements of environmental sustainability. In this regard, various policies and practices are being developed to support the sustainable use of water. Adm Electricity Distribution conducts its activities with diligence, taking into account its responsibility for the protection and sustainable use of water resources. Although the company's operations do not directly lead to high water consumption, the efficient use of water and minimising the water footprint are among its priority environmental objectives. In this regard, water management processes are effectively monitored within the scope of the Environmental Policy, and practices that encourage water conservation are implemented.

Water footprint calculations are performed in accordance with the ISO 14046:2014 Water Footprint Standard, and their reliability is ensured through independent verification processes.

According to the 2024 water footprint assessments, the blue water footprint was calculated as 31,108.71 m³, the green water footprint as 43,208.89 m³, and **the grey water footprint as 12,443.48 m³**. Compared to 2023, there has been a 2.4% reduction in the green water footprint and a 21.2% reduction in the grey water footprint. Practices aimed at increasing resource efficiency in water usage processes contribute to environmental sustainability.

Water Footprint

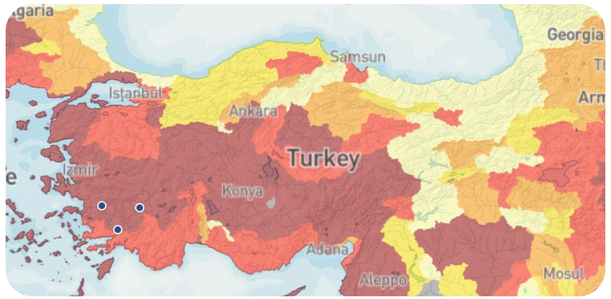
	Unit	2022	2023	2024
The Blue Water Footprint	m³	13,136.32	19,741.68	31,108.71
The Green Water Footprint	m³	35,223.12	44,267.23	43,208.89
The Gray Water Footprint	m³	11,769.30	15,793.34	12,443.48

Water Stress

As of 2024, Adm Electricity Distribution continues its operations in regions classified as having high water stress levels according to the World Resources Institute's (WRI) Water Risk Atlas (Aqueduct). Analyses indicate that water stress in these regions is projected to reach extremely high levels by 2030.

2024, Aydın, Denizli and Muğla

2030, Aydın, Denizli and Muğla



Water Stress

Low	Low to Medium	Medium to High	High	Very High
(<10%)	(10-20%)	(20-40%)	(40-80%)	(>80%)

The company, which provides electricity distribution services in the Aydın, Denizli and Muğla regions, does not consume high levels of water in its operations. However, it treats water management as a corporate responsibility and meticulously implements water management processes within the framework of its Sustainability and Environmental Policies.

Waste Management

Waste management plays a role as an important component of sustainability strategies. Adm Electricity Distribution develops waste management strategies that aim to minimise environmental impacts and use resources more efficiently. An effective waste management strategy is critical not only for increasing operational efficiency but also for complying with legal regulations.

Under its Environmental Policy, Adm Electricity Distribution implements various practices to reduce waste volume, promote recycling, and contribute to the circular economy model. By adopting approaches such as waste prevention, reduction, reuse, and recycling, it focuses on zero-waste policies, circular economy initiatives, and innovative disposal solutions.

The work carried out in this context contributes to the company achieving its sustainability goals. The tangible impact of the initiatives is clearly evident in the improvements made to waste management processes. The success of the initiatives is evaluated holistically, not only in terms of annual waste quantities but also in terms of the systematic approach integrated into the process and environmental sustainability targets. In 2024, the reduction in waste, particularly electrical switchgear, not only contributed to minimising environmental impacts but also helped reduce investment expenditures by enabling the longer and more efficient use of this equipment. **The total waste reported as of 2024 was recorded as 3,311 tonnes.**

> Within the scope of its Environmental Policy, ADM Electricity Distribution implements various practices to reduce waste, promote recycling, and contribute to the circular economy model.

Back to Contents

Back to Contents

Targets

Adm Electricity Distribution implements various measures to reduce waste, promote recycling and contribute to the circular economy model as part of its Environmental Policy. Adm Electricity Distribution aims to play an active role in combating climate change in line with its environmental sustainability vision. It sets climate change-focused targets by integrating its strategic plans into its operations to contribute to the United Nations Sustainable Development Goals.

The company has adopted a net zero carbon emissions target by 2050 by developing strategies aligned with the IEA NZE 2050 Scenario and is taking concrete steps to reduce greenhouse gas emissions based on the principle of protecting the IPCC 1.5°C temperature increase limit. Within the framework of its green transformation strategy, it is implementing low-carbon energy projects and developing solutions for sustainable energy supply.

Aiming for operational sustainability through technological investments, Adm Electricity Distribution plans to increase the use of renewable energy and to expand the use of Unmanned Aerial Vehicles (UAVs) and SCADA systems in network improvement works. In this way, it aims to further reduce carbon emissions by developing remote control capabilities in energy management through .

With projects such as the "Life Energy Corridor," the company aims to minimise the ecological risks that energy transmission lines passing through forested areas may cause and produces sustainable solutions within the scope of the United Nations SDG 13: Climate Action. Priority is given to underground cabling projects to increase operational efficiency and minimise environmental impacts, thereby reducing electricity losses and preventing climate-related damage.

Digitalisation projects aim to manage climate-related risks more effectively and optimise energy distribution processes. KPIs, developed to improve sustainability performance, are integrated with financial incentive mechanisms that support employee motivation. This structure strengthens accountability while encouraging continuous improvement in sustainability initiatives.

The company is committed to transitioning to low-carbon or fully renewable energy use in its internal operations by 2030, avoiding fossil fuel investments and supporting the renewable energy sector.

Back to Contents

“With our people-centred corporate culture, we create a safe, fair, inclusive and development-oriented working environment, while building strong ties with the community through social responsibility projects.”

Back to Contents

Human Resources Policies and Practices

Human Resources Management

Adm Electricity Distribution embraces the creation of an equal, inclusive and fair working environment for all employees as a corporate priority. In line with the "Equal Life" approach, training, seminars and awareness programmes supporting gender equality are organised, with the aim of increasing female employment and raising the proportion of women in senior and middle management positions.

As of 2024, the company, which has 796 employees, strictly prohibits any discrimination against its employees based on race, language, religion, gender, age, health status, physical disability, or any other factors, in accordance with the Aydem Energy Human Rights Policy. Furthermore,

Aydem Energy's Code of Ethics and Working Principles provide a binding framework for all employees and business partners, and the Personal Data Protection and Processing Policy is implemented in accordance with the principle of protecting data security and privacy to the highest degree. Furthermore, the company considers domestic violence and abuse to be fundamental human rights violations and offers confidential support mechanisms to employees who are victims of such abuse. Adm Electricity Distribution is committed to providing a sustainable, fair and safe working environment based on equality, diversity and ethical values.

Human Rights Policies

Anti-Discrimination Approach:
Adm Electricity Distribution rejects all forms of discrimination in the workplace and views diversity as part of its corporate strength.

Equal Opportunities and Support for Female Employees:
Equality in remuneration and career opportunities is fundamental; empowering female employees is a priority.

Policy Against Child Labour and Forced Labour:
Child labour and forced labour are strictly prohibited; the same standards are expected from our partners.

Education and Freedom of Expression:
All employees are provided with education and development opportunities, and freedom of expression is protected.

Healthy Working Conditions:
Occupational health and safety are a priority; a safe and hygienic working environment is provided.

Ethical Values and Human Rights:
Adm Electricity Distribution adheres to ethical principles; it is a signatory to the UN Global Compact and the Women's Empowerment Principles and carries out various awareness projects.

Back to Contents

Employee Experience Enhanced by Benefits

Adm Electricity Distribution offers comprehensive benefits to enhance the well-being of its employees and support work-life balance. All employees benefit from financial support such as death, birth and marriage allowances.

To support employees' social and private lives, they are granted one day's leave on their birthdays, one additional day's leave for moving house, and seven days' annual social leave for official procedures, the first day of their child's school year, or situations requiring accompaniment. Furthermore, bereavement leave has been increased to five working days, and annual leave periods have been arranged to exceed the duration specified in the Labour Law. Service incentive bonuses and gratuities are paid to encourage employee loyalty and increase motivation.

Adm Electricity Distribution embraces these fringe benefits as an integral part of its corporate policies to ensure that its employees work in a safe, fair, and supportive working environment.

Eşit hayat

Equal Life Project

Adm Electricity Distribution, under the umbrella of Aydem Energy, carries out the "Equal Life Project" across all group companies, working to support gender equality in the energy sector and increase the proportion of female employees. The project ensures gender equality in management positions, organises awareness training, and implements gender-neutral CV evaluation processes.

The project aims to remove gender-based barriers in work and social life and to provide lasting solutions to gender inequality. Committed to creating a working environment that supports diversity, the company organises training programmes and seminars to increase the number of female managers, and these efforts contribute to its inclusivity goals.

Women's Empowerment Principles (WEPs)

In order to support women's participation in the workforce, gender equality principles are observed in all practices and processes, and strategies are implemented to increase female representation on the board of directors and in senior management. As a participating member of the United Nations Global Compact and a signatory to the "Women's Empowerment Principles

Principles (WEPs)" under the holding umbrella, supports its commitment to these principles. In this area, it develops awareness initiatives, career development and work-life balance-focused projects; thereby increasing employee satisfaction while contributing to sustainable growth.

Back to Contents

Talent Management

A Strong Future with Professional and Personal Development Programmes

Adm Electricity Distribution offers comprehensive training and development programmes aimed at creating a qualified workforce by supporting the professional and personal development of its employees. The company promotes sustainable success through training designed to enhance its employees' leadership, technical competence and operational efficiency.

The PEAK Leadership Development Programme is implemented to develop leadership competencies, while the Aydem Start Orientation Programme and Face-to-Face Orientation and Preparation Training Programme are conducted to help new employees quickly adapt to the organisation. Aydem Academy contributes to the continuous learning and development processes of employees by offering a wide range of training content. In technical areas of expertise, Technical Trainer Programs, Life Safety and Fault Response Training Programmes are implemented to increase operational efficiency in the field.

Electrical and Electronic Engineer Training, EKAT Certification Process, Legal Document Acquisition Processes, Customer Experience Training Programme and Blue Collar Training Programmes are conducted throughout the year to develop the professional competencies of employees. In addition, special training programmes are designed for subcontractor employees with the aim of improving their technical knowledge and communication skills. Adm Electricity Distribution plans all training processes in line with its corporate development strategies, aiming to strengthen the competencies of its employees and increase its competitive power in the sector.

Investing in New Talent at Adm Electricity Distribution

Adm Electricity Distribution has launched the "Full Energy Young Talent Programme" to discover and develop young talent who will shape the future of the energy sector. Successfully running for three terms, this programme aims to recruit young professionals who are recent university graduates, postgraduate students or have up to one year of work experience. Enerjim Tamam supports the professional development of young people, enabling them to make a quick and well-equipped entry into the energy sector.

As part of the Young Energy Education Programme, high and low voltage workshops have been set up and technical training provided in collaboration with vocational high schools. Led by the Technical Training Department, this programme supports students' development in basic electrical knowledge and field applications, while offering hands-on learning experiences through virtual reality-based training. With these comprehensive programmes designed to develop the professional skills of young talents, Adm Electricity Distribution aims to bring well-equipped, innovative and energetic professionals to the sector.

Occupational Health and Safety Management

Adm Electricity Distribution embraces the principle that "no job is so important or urgent that it should jeopardise human life" and ensures full compliance with legal regulations and international standards in its OHS management system. The company safeguards the rights of its employees and regulates working conditions under the provisions of the Labour Law No. 4857 protects the social security rights of all its employees within the framework of the Social Insurance and General Health Insurance Law No. 5510, and provides a safe working environment in line with the necessary regulations to prevent work accidents and occupational diseases within the framework of the Occupational Health and Safety Law No. 6331 and the High Voltage Electrical Installations Regulation. Furthermore, it continuously develops and improves its processes in accordance with the ISO 45001 Occupational Health and Safety Management System.

The company holds regular meetings in each region to ensure the effective management of OHS processes. While monthly OHS committees are held in the Aydın, Denizli and Muğla Regional Directorates, OHS assessment meetings are held at similar intervals in the Bodrum Regional Directorate, where the number of employees is below 50, despite there being no legal obligation to do so. This practice aims to effectively monitor and continuously improve OHS processes in the relevant region.

Employer representatives, managers with technical knowledge, employee representatives, and occupational safety experts participate in the risk assessments conducted for each location, and the necessary training is provided during these processes. These methods are used as a critical tool to evaluate and continuously improve the effectiveness of the occupational health and safety management system. Thus, the control mechanism is effectively managed to minimise and eliminate occupational health and safety risks.

In parallel with the work plans, field observations are made by members of the HSE and Sustainability Directorate and the Life Safety Committee, and risk assessments and technological solutions are actively utilised. Occupational health and safety risks are assessed using the 5x5 Matrix method and tracked via platforms such as OHS software and the Document Management System (QDMS). This platform, accessible to all employees, allows for the reporting of hazardous situations, behaviours, and near-miss incidents in the workplace, as well as the submission of suggestions.

The Golden Rules Campaign, launched by Aydem Energy's Health, Safety, Environment and Sustainability Group Directorate, has been implemented across all group companies as of 2024.

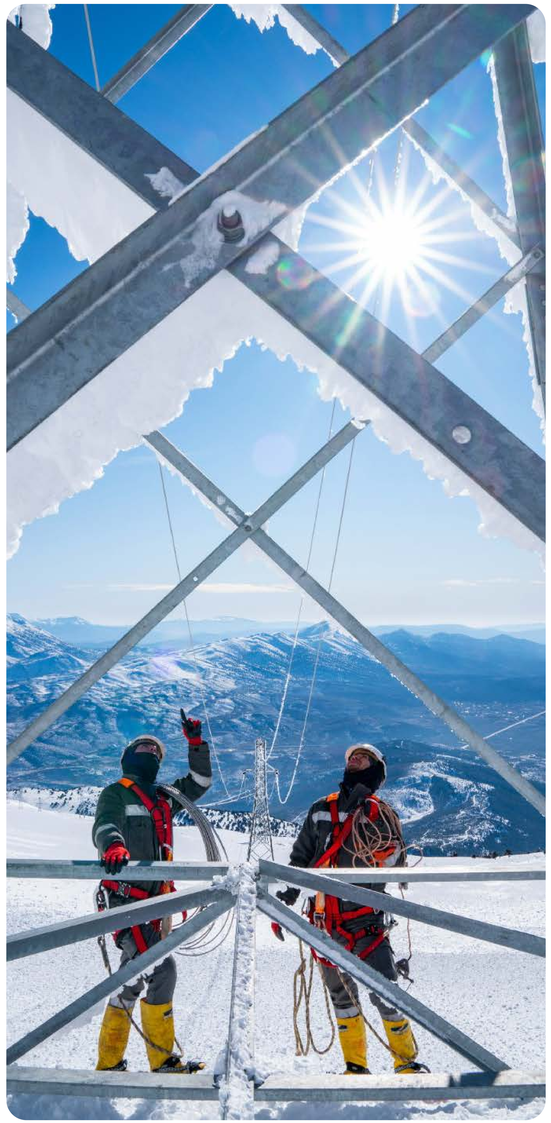
Back to Contents

Back to Contents

The campaign focuses on six critical areas identified based on the analysis of workplace accidents in 2022 and 2023. Priority issues such as working at height, hand protection, work permits, vehicle use, fire lines and lifting operations have been supported by training and practices aimed at raising safety awareness among employees.

Additionally, employees can report incidents to their managers, the Human Resources Department, or the Health, Safety, Environment, and Sustainability Department through Employee Representatives or individually, using various communication channels such as online, telephone, or email. This mechanism ensures effective risk management and creates a strong feedback loop for continuous improvement. These reporting processes contribute to strengthening the occupational health and safety culture and to the early detection of potential hazards and the implementation of necessary measures.

Following any incidents, a comprehensive investigation and root cause analysis are conducted, and corrective and improvement actions are implemented to prevent similar incidents from recurring. Measures taken to address issues identified through root cause analysis include various actions such as changing vehicles or equipment, creating procedures and instructions, or revising existing documentation.



> Comprehensive efforts are being made to ensure that all employees have equal access to health and safety practices. The Emergency Procedures include the necessary arrangements to ensure that disadvantaged groups are prepared for emergencies. Furthermore, measures are being taken to address the specific needs of relevant groups, and awareness-raising activities are being organised.

Back to Contents

Lost day data is recorded by the Human Resources Department via the SAP HR system. This systematic approach ensures that occupational health and safety performance is reliably assessed and that continuous improvement efforts are effectively maintained.

Employees are regularly informed about occupational accidents and incidents through weekly toolbox training sessions and published newsletters. Toolbox training corners and posters in the workplace are regularly updated, and the follow-up of this information is monitored.

The company meticulously monitors these elements not only within the company but also for all its stakeholders. The company also closely monitors the occupational health and safety processes of contractor companies, requiring each company to establish an OHS Committee and hold regular meetings. The company actively participates in these meetings, effectively managing employer-subcontractor relationships and contributing to the improvement of OHS processes.

As part of Occupational Health and Safety Week activities, a special scenario was prepared for company operations in May 2024 to raise employee awareness, and a theatre performance on the theme of OHS was staged by a professional team. This event was an important step in reinforcing OHS awareness and drawing employees' attention to safety issues.

Adm Electricity Distribution stands out in the sector by adopting an approach that prioritises employee health and safety through comprehensive OHS projects. Innovative projects and software enhance process efficiency, while applications that strengthen employee participation continuously improve the OHS culture.

Back to Contents

Corporate Social Responsibility

"Energy Hunters Illuminate the Future"

Adm Electricity Distribution continues its **"Energy Hunters"** project, which aims to raise generations who are sensitive to the value of energy and make efficiency and conservation a part of their lives. Launched in 2018, this corporate social responsibility project involves children aged 4-8 in the provinces of Aydın, Denizli and Muğla undergoing a comprehensive awareness-raising process on the importance of energy and its efficient use. These educational activities increase children's awareness of the environment by making them more sensitive to the use of energy and other natural resources. Following the educational process, children who take on the "Energy Hunter" mission share the knowledge they have acquired with their parents to ensure more efficient use of energy at home and at school, thus spearheading the project's social dissemination. Furthermore, the Energy Hunters matching board game, which focuses on energy efficiency and is distributed to children at the end of the activities, encourages families to become more aware of this issue and makes the concept of energy efficiency part of family culture.

The project progresses through a drama-supported interactive participation method, and with permission from the Provincial Directorates of National Education, training sessions are organised in kindergartens and primary schools in **49 districts**. To date, the project has involved **14,000 students** and has contributed to the development of new generations with a high level of energy awareness in 2024. Aiming to raise awareness about the efficient use and conservation of energy and to foster generations that incorporate these values into their lifestyle, this project seeks to create a broader social impact with a focus on sustainability.

Back to Contents

Adm Electricity Distribution Memorial Forests

Adm Electricity Distribution continues its tree planting activities in the cities where it operates with the goal of creating a sustainable environment. More than 10,000 saplings have been planted in Fethiye, Denizli and Çivril, and Adm Electricity Memorial Forests have been established by carrying out afforestation activities on an area of 50,000 m².

As part of this project, the company has organised environmental education programmes for primary and secondary school students in the provinces of Aydın, Denizli and Muğla, in collaboration with the TEMA Foundation and the Regional Forestry Directorate, with the aim of raising environmental awareness. These programmes highlighted erosion, global warming and environmental issues, conveying to students the importance of sustainability and environmentally conscious lifestyles.

R&D, Digitalisation and Innovation

Back to Contents

“We continuously review our processes and position our goals as an integral part of our work.”

Back to Contents

Digitalisation

Adm Electricity Distribution is at the centre of the transformation in the energy sector, developing innovative solutions in the field of digitalisation. Within the framework of the technological standards set by the Energy Market Regulatory Authority, innovative solutions are continuously integrated to strengthen its position in the sector, increase operational efficiency and minimise environmental impacts.

Strategic projects implemented as of 2024 have further solidified the company's innovative position in the sector by taking operational efficiency and technological competence to the next level. Digitalisation strategies both optimise internal operations and enhance the quality of services provided to stakeholders.

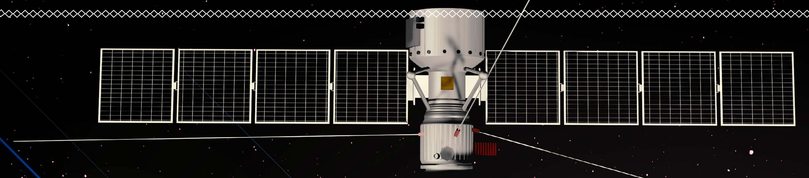
Digitalised processes in 2024:

Digital Transformation in Energy Management: Satellite-Based Electricity Meter Reading Project

Adm Electricity Distribution is pioneering a first in Türkiye by implementing a project to monitor electricity meters via space-connected systems using IoT-based satellite communication technology. Particularly in rural areas with limited GSM infrastructure, this innovative system will enable uninterrupted monitoring of meter data, activate loss detection, and make energy management more reliable and efficient. Real-time data analysis will optimise energy distribution processes and increase the efficiency of field operations.

Thanks to the satellite-based IoT infrastructure, data obtained from meters will be transmitted to Adm Electricity Distribution's data centres via Plan-S's existing and newly launched satellites. Based on the successful results obtained during the pilot application process, the system is expected to be fully operational by 2025. Furthermore, with the planned launch of new satellites, the global coverage area will be expanded, aiming to make the satellite-supported meter reading process more widespread and effective.

> Within the framework of the investment programme worth 9.09 billion TL planned for the 2023–2025 period, resources will also be allocated to R&D and technological development projects, supporting innovation-focused transformation and continuous improvement processes.



Artificial intelligence-supported customer services

As an industry first, the AI-powered WhatsApp support channel ensures that customer requests are handled quickly and efficiently. Using generative artificial intelligence, 75% of incoming calls are managed through this system, and 90% of customers receiving support do not feel the need to contact the call centre again. This significantly increases customer satisfaction while also reducing the operational burden.

Digitised Licence-Free Producer and Investment Tracking Processes

Applications for unlicensed production facilities and investment processes are managed through an end-to-end digital platform. This system significantly reduces turnaround times in application processes, thereby increasing operational efficiency and transparency.

Integrated Process Management with the Project Tracking System

The Project Tracking System (PTS) enables all investment projects, energy transmission lines (ETLs) and network development works to be monitored through a single system. Demand, planning, implementation and facility processes are tracked and reported in real time. This digital system accelerates processes and improves user experience for both internal departments and contractor companies.

Next-generation distribution connection system

In line with a customer-focused service approach, a system has been developed that allows customers to manage their energisation processes entirely online. This platform, called the New Connection System, offers customers 24/7 service with uninterrupted access and extended integration capabilities. Furthermore, the service level has been further enhanced with a dedicated call centre support for authors.

Transparent and Reliable Business Management with the Contractor Tracking System

The Contractor Tracking System, which tracks the labour rights and receivables of contractor companies from whom services are purchased, activates human resources control mechanisms in line with legislation and labour law. All company entitlement processes are managed through a digital platform, increasing transparency and securing processes.

Predictability and Decision Support Mechanisms with Data Analytics

The developed data analytics solutions contribute to decision-making processes by increasing predictability in field and network operations. Thanks to forecasting algorithms that support the fight against loss and theft, meter reading plans are optimised and cash flow is managed more efficiently. Furthermore, EPDK quality factors are regularly analysed, and network operations are shaped according to this data.

Optimisation and Business Continuity Initiatives

Optimisation efforts in corporate and industrial systems have increased operational efficiency, while disaster recovery scenarios and resilience testing have ensured business continuity. These efforts contribute to a reliable energy distribution infrastructure by minimising potential outage risks.

Automation and Increased Efficiency with RPA Robots

As of 2024, Robotic Process Automation (RPA) solutions have been integrated into business processes, maximising operational efficiency. RPA technology automates manual processes, allowing employees to focus on more strategic tasks and reducing operational errors. Adm Electricity Distribution continues to make energy distribution processes faster, more efficient, and more sustainable through its digitalisation strategies. Investments in continuously evolving technologies increase customer satisfaction while making operational processes smarter and more effective.

Back to Contents

Back to Contents

R&D

Adm Electricity Distribution acquired R&D Centre status on 30 March 2021 with the approval of the Ministry of Industry and Technology. As an R&D Centre, an "Award and Incentive System" has been established and implemented in accordance with regulatory requirements. This system aims to encourage employees to write papers and articles, participate in academic development programmes, TÜBİTAK-supported projects and international research activities. The cash reward and incentive mechanisms provided support the increase in R&D capacity while also aiming to contribute to scientific and technological developments.

The projects being carried out and planned aim to develop innovative technologies and solutions, with the goal of providing customers with higher quality, safer and more sustainable energy services. At the same time, increasing the use of renewable energy sources to create an environmentally friendly energy system is also among the primary objectives of the projects.

> Approximately 28 Million TRY in funding has been allocated for the 34 R&D projects implemented during the 2024 reporting period.

Back to Contents

Project	Description	Project's Direct Contribution Area
R&D Project for the Development of Supercapacitors for Use in Electrical Distribution Systems	A supercapacitor containing boron for energy storage purposes in distribution systems has been developed.	Operational Efficiency
R&D Project on the Use of Lithium Batteries that have Reached the End of their Economic Life in the Electricity Distribution Network	The use of lithium batteries with reduced capacity for energy storage purposes has been enabled.	Operational Efficiency
Digital Maturity Assessment Model and Development Roadmap	Implementing the digital maturity project to digitise processes and adopt data-driven management has contributed to increasing operational efficiency to enhancing operational efficiency.	Digital Transformation
Reducing Technical Losses Causing Resistive Effects (Corona-Free)	The system has been strengthened by reducing joint-related interruptions, corona discharge, and resistance values at joint points, preventing oxidation and arcing at conductor joints.	Operational Efficiency
Pilot Applications of Dynamic Line Reactive Power (DLR) in Overhead Lines	With the development of dynamic load management and investment strategies, integration has been achieved by designing local and original hardware components.	Operational Efficiency
Next-Generation Network Design	An analysis of the current state of Türkiye's electricity distribution network has led to improvements in existing pole types and the development of new-generation pole designs.	Operational Efficiency
Pre-Parafudr	A series-connected surge arrester application has been implemented, which prevents arcing during heat and sudden voltage increases that may occur as a result of lightning strikes, thereby eliminating the risk of fire.	Operational Safety and Risk Prevention
Dömi (National Processor Specific to Distribution) Phase-1	Progress has been made in the field of national smart meter systems in the electricity distribution sector through local chip design and technical feasibility studies.	Digital Transformation
Development of Smart Electro-Magnetic (SEM) OG Fuse Development	Medium Voltage (MV) fuses have been improved, and a domestic and national "Smart Electro-Magnetic (SEM) MV" fuse.	Digital Transformation

Back to Contents

Project	Description	Project's Direct Contribution Area
Ice Load Project	The system, which detects snowfall based on temperature and humidity data, prevents ice buildup by applying vibrations through an unbalanced motor.	Operational Safety and Risk Prevention
E-Mobility Initiative	It was developed to support the growth of e-mobility in Türkiye by providing the necessary infrastructure and support for the adoption of electric vehicles.	New Service Model
Recycling Stork Home	It is a project that aims to produce iron equipment suitable for nesting storks and mountable on poles from recycled materials.	Biodiversity and Circular Economy
Secure Energy Cloud	With the development of a secure cloud-based data exchange platform specifically for the electricity distribution sector, it has become possible to determine common data structures and patterns.	Digital Transformation
Perfect Recovery of Conductors and Bars Recovery	This R&D project, which aims to recycle conductors and bars that have become unusable due to high copper and aluminum costs, focuses on developing local equivalents of chemicals used abroad	Operational Efficiency
Insulator Damage Detection	A sensor-based remote monitoring and preventive maintenance system for the detection of contamination and damage is a sensor-based remote monitoring and preventive maintenance system design project.	Operational Safety and Risk Prevention
Development of a Cable Fault Detection Device for Medium Voltage Underground Electrical Networks	The R&D studies for the model of a device capable of accurately detecting test, measurement, and fault points in underground electrical distribution networks, along with all its components and software, have been completed, and a prototype has been developed.	Operational Security and Risk Prevention
MASS PLC RF	A solution has been developed that enables a unique and independent mesh communication structure, extending from transformer stations to the most remote meters in the electrical distribution network, to operate on PLC and RF networks in accordance with the 4B* architecture	Digital Transformation

Back to Contents

Project	Description	Project's Direct Contribution Area
Microcapsule Macro Extinguishing	With the aim of early intervention in fires that may occur in electrical panels and closed network assets, it is targeted to produce nanofor ketone, a high-performance extinguishing agent used abroad, in a microcapsule form that can extinguish fires, is non-toxic, and does not harm the environment, using local resources.	Operational Safety and Risk Prevention
NOCA Platform	The Noca Code-Free Application Development Platform, developed to accelerate the digital transformation of distribution companies and reduce costs, enables employees who can use basic programs to develop web and mobile applications using visual tools and drag-and-drop methods without the need for any coding knowledge.	New Service Model
Event Management Software e-SIEM	Developed with open source components and innovative technologies for use in the electricity and natural gas distribution sectors, the goal is to produce a domestic and national SIEM software that can compete with foreign software and is compatible with the business processes of distribution companies.	Digital Transformation
Online Temperature Monitoring System in the Electricity Distribution System - OSİS	By providing low-cost, easy-to-install, and temperature-sensing online data transmission at more points in the power system, it will be possible to more effectively prevent economic losses and safety risks associated with climate change.	Operational Safety and Risk Prevention
Regeneration Transformer Damage Detection System	The goal is to design a locally developed device with high protection capabilities that enables equipment in transformers and cells that has been renewed or maintained to be tested on-site without energizing and at low frequency before use; and that protects both personnel and transformers by entering a self-protection mode in the event of potential faults such as insulation or short circuits.	Operational Safety and Risk Prevention

Back to Contents

Project	Description	Project's Direct Contribution Area
Transformer Smart Monitoring and Alarm System	This is a project to create a remote smart monitoring and alarm system for transformers.	Digital Transformation
Traform Phase 2	The Traform Phase 2 Project aims to monitor and analyze the energy efficiency of transformers by creating an AI-supported Transformer Efficiency and Analysis Platform, based on the existing digital infrastructure of the project's distribution company partners.	Digital Transformation
Long-Term Energy Security	The project aims to improve the security of long-term PV energy sources and their integration into the grid.	Operational Efficiency
Data Centre	The Data-Centric Security and Compliance Platform, developed to solve many problems such as integration difficulties in distribution company information systems, redundant and conflicting data, lack of language unity in information systems, and unclear data ownership, combines dynamic data masking based on authority, data activity monitoring, and user behavior analytics to with the goal of detecting malicious activities.	Digital Transformation
Next-Generation Lighting Pole	The project aims to increase customer satisfaction with a lighting system that causes fewer failures and allows for quick intervention in the event of a failure.	Operational Efficiency
Domestic Software Ecosystem	The goal is to create a "Software Ecosystem" before domestic software applications begin.	Digital Transformation

Back to Contents

Project	Description	Project's Direct Contribution Area
Domestic Software Testing and Documentation	Within the scope of the Local Software Ecosystem R&D Project, the technical requirements and suitability of the software to be applied for as a pilot are evaluated; budget and time controls, examination of company competency criteria, and creation of ecosystem strategies are carried out regularly during each application period.	Digital Transformation
SF6 Flex Grid: Modular	The aim is to design a compact, SF6 gas-insulated, load-break switch, plug-in type input-output cell. It allows for 3 outputs in a single cell volume for situations where multiple medium voltage (MV) feeder outputs are required but there is insufficient additional cell space in the transformer building.	Operational Efficiency
Modular Transformer Development	Development of domestic and national modular transformers and implementation of pilot region applications.	Operational Efficiency
Advanced Hardware Design for Metering Cells	Design of Advanced Hardware for Metering Cells R&D Project	Operational Efficiency
Corrosion Inhibitor	The objectives are to prevent structural weaknesses that may occur due to corrosion and rusting in metal network assets located in outdoor environments; to reduce the risk of stray electric currents on field-type metal distribution panels and pole surfaces; and to prevent metal surfaces from becoming conductive via crossbars in the event of conductor breakage. In addition, the long-term goal is to eliminate corrosion-related pole collapses and similar risks that threaten system safety.	Operational Safety and Risk Prevention
Earthquakes and Other Natural Disasters	By considering natural disasters caused by earthquakes, the project aims to determine the requirements for the earthquake preparedness level of the electricity distribution network and to establish a flow of information that will contribute to the planning of operational activities before and after a possible earthquake.	Operational Safety and Risk Prevention

Back to Contents

“We are continuously improving our business processes in line with the goal of combating climate change and achieving sustainable growth.”

Metrics

TSRS 2 Sector-Based Metrics

Greenhouse Gas Emissions	Unit	2022	2023	2024
Scope 1*	tCO_2e	20,358	21,551	23,890
Scope 2*	tCO_2e	243,844	237,787	262,267
Scope 3*	tCO_2e	69,456	87,011	48,223
Total Greenhouse Gas Emissions*	tCO_2e	333,658	346,349	334,380

Water Management	Unit	2022	2023	2024
Total Water Withdrawn*	m^3	13,136	19,742	15,554
Total Water Consumed*	m^3	1,367	3,948	3,111
Percentage of Operations Located in Areas with High or Extremely High Baseline Water Stress	%	100	100	100
Number of Incidents of Non-Compliance with Water Quality Permits, Standards, and Regulations	-	0	0	0

*The data indicated with the symbol have been subject to limited assurance.

Back to Contents

Back to Contents

TSRS 2 Sector-Based Metrics

Grid Resilience	Unit	2022	2023	2024
System Average Interruption Duration Index (SAIDI)	-	604.99	716.68	835.39
System Average Interruption Frequency Index (SAIFI)	-	12.56	14.60	15.92
Customer Average Interruption Duration Index (CAIDI)	-	48.19	49.10	52.47

*The data indicated with the symbol have been subject to limited assurance.

Back to Contents

TSRS 2 Sector-Based Metrics

Operational Metrics	Unit	2022	2023	2024
Number of Residential Customers Served	-	1,804,623	1,867,708	1,921,973
Number of Commercial Customers Served	person	315,667	328,148	340,097
Number of Industrial Customers Served	person	3,817	3,196	2,978
Total Electricity Delivered to Residential Customers	MWh	3,155,419	3,450,237	4,018,186
Total Electricity Delivered to Commercial Customers	MWh	3,553,573	3,566,153	3,965,434
Total Electricity Delivered to Industrial Customers	MWh	2,190,503	1,985,909	1,914,168
Total Electricity Delivered to Other Retail Customers	MWh	589,966	592,335	689,073
Total Length of Distribution Lines	km	76,881	78,751	80,210
Total Electricity Purchased / Energy Entering Distribution Network	MWh	10,050,026.25	10,157,345.57	11,203,800.76

Back to Contents

Economic Performans Data

Generated Economic Value	Unit	2022	2023	2024
Generated Economic Value (Revenue)	TL	25,048,417,107	26,302,480,222	22,473,512,483
Distributed Economic Value	**Unit**	**2022**	**2023**	**2024**
Operating Costs (excluding procurement and fees)	TL	2,619,992,035	3,275,641,074	3,464,410,869
Wages and Benefits Paid to Employees	TL	719,790,950	866,122,551	1,048,637,208
Taxes and Similar Payments to Government	TL	85,130,134	141,586,610	65,706,579
Donations, Sponsorships, and Corporate Social Responsibility Expenditures	TL	48,202	8,054,376	163,023

Back to Contents

Economic Performans Data

Financial Indicators	Unit	2022	2023	2024
Net Sales Value	TL	17,218,337,294	18,632,589,491	16,501,214,117
Net Profit	TL	9,818,480,896	7,997,801,531	2,261,197,717
Total Current Assets	TL	12,383,136,914	11,986,903,223	12,152,477,753
Total Assets	TL	25,923,758,447	29,031,855,036	28,566,873,067
Total Equity	TL	2,433,046,439	10,611,478,343	13,151,311,506

Back to Contents

Environmental Performance Data

ENERGY

Direct Energy Consumption	Unit	2022	2023	2024
Gasoline*	litre	20,505	26,790.10	18,620.3
Diesel / Motorin*	litre	528,603	564,246.19	866,498.27
Natural Gas*	Sm^3	46,112	47,468.39	77,334.79
Fuel Oil*	kg	6,200	10,000	2,000

Indirect Energy Consumption	Unit	2022	2023	2024
Electricity*	kWh	2,454,437	1,970,297.85	2,783,863.83

*The data indicated with the symbol have been subject to limited assurance.

Back to Contents

Environmental Performance Data

WASTE

By Waste Type	Unit	2022	2023	2024
Hazardous Waste*	Ton	728.61	714.70	441.21
Non-Hazardous Waste*	Ton	23,241.83	21,796.62	2,870.17
Total Waste*	Ton	23,970.44	22,511.32	3,311.38

*The data indicated with the symbol have been subject to limited assurance.

Back to Contents

Environmental Performance Data

WATER

Total Water Consumption	Unit	2022	2023	2024
Municipal Water*	m^3	7,777	19,701	12,990
Groundwater*	m^3	2,422	-	2,400

Water Footprint	Unit	2022	2023	2024
Blue Water Footprint*	m^3	13,136	19,742	15,554
Green Water Footprint*	m^3	35,223	44,267	43,209
Grey Water Footprint*	m^3	11,769	15,793	12,443

*The data indicated with the symbol have been subject to limited assurance.

Back to Contents

Social Performance Data

WORKFORCE AND EMPLOYMENT

By Employment Type	Unit	2022	2023	2024
White-Collar – Female*	Person	153	157	167
White-Collar – Male*	Person	296	333	312
Blue-Collar – Female*	Person	3	3	2
Blue-Collar – Male*	Person	321	318	315
By Contract Type	**Unit**	**2022**	**2023**	**2024**
Indefinite Term – Female*	Person	153	160	169
Indefinite Term – Male*	Person	612	650	627
Fixed – Female*	Person	3	0	0
Fixed – Male*	Person	5	1	0

*The data indicated with the symbol have been subject to limited assurance.

Back to Contents

Social Performance Data

WORKFORCE AND EMPLOYMENT

By Gender	Unit	2022	2023	2024
Male*	Person	617	651	627
	Ratio	80%	80%	79%
Female*	Person	156	160	169
	Ratio	20%	20%	21%

By Age	Unit	2022	2023	2024
18–30 Years*	Female	52	56	41
	Ratio	33%	35%	24%
	Male	134	171	134
	Ratio	22%	26%	21%
31–40 Years*	Female	72	75	86
	Ratio	46%	47%	51%
	Male	277	292	272
	Ratio	45%	45%	43%

*The data indicated with the symbol have been subject to limited assurance.

Back to Contents

Social Performance Data

WORKFORCE AND EMPLOYMENT

By Age	Unit	2022	2023	2024
41 – 50 Years*	Female	32	28	41
	Ratio	21%	18%	24%
	Male	187	170	196
	Ratio	30%	26%	31%
51 – 60 Years*	Female	0	0	1
	Ratio	0%	0%	1%
	Male	16	15	22
	Ratio	3%	2%	4%
Above 60 Years*	Female	0	0	0
	Ratio	0%	0%	0%
	Male	3	3	3
	Ratio	0%	0%	0%

*The data indicated with the symbol have been subject to limited assurance.

Social Performance Data

WORKFORCE AND EMPLOYMENT

Other Groups	Unit	2022	2023	2024
Employees with Disabilities *	Female	11	11	12
	Ratio	7.05%	6.88%	7.10%
	Male	11	14	12
	Ratio	1.78%	2.15%	1.91%

By Management Category	Unit	2022	2023	2024
Senior Management*	Female	0	0	0
	Ratio	0%	0%	0%
	Male	6	4	4
	Ratio	0.97%	0.61%	0.64%
Middle Management*	Female	4	4	5
	Ratio	2.56%	2.50%	2.96%
	Male	19	18	19
	Ratio	3.08%	2.76%	3.03%

*The data indicated with the symbol have been subject to limited assurance.

Back to Contents

Social Performance Data

WORKFORCE AND EMPLOYMENT

By Management Category	Unit	2022	2023	2024
Others*	Female	152	156	164
	Ratio	97.44%	97.50%	97.04%
	Male	592	629	604
	Ratio	95.95%	96.62%	96.33%

Employment and Turnover	Unit	2022	2023	2024
New Hires – Total*	Person	119	142	73
White-Collar*	Person	99	106	53
Blue-Collar*	Person	20	36	20
Departures – Total*	Person	59	94	90
White-Collar*	Person	43	58	70
Blue-Collar*	Person	16	36	20

*The data indicated with the symbol have been subject to limited assurance.

Back to Contents

Social Performance Data

WORKFORCE AND EMPLOYMENT

By Gender	Unit	2022	2023	2024
Male – New Hires*	Person	81	121	57
	Ratio	68.07%	85.21%	78.08%
Male – Departures*	Person	45	81	83
	Ratio	76.27%	86.17%	92.22%
Female – New Hires*	Person	38	21	16
	Ratio	31.93%	14.79%	21.92%
Female – Departures*	Person	14	13	7
	Ratio	23.73%	13.83%	7.78%

By Age	Unit	2022	2023	2024
18–30 Years – New Hires*	Person	73	95	50
	Raito	61.34%	66.90%	68.49%

*The data indicated with the symbol have been subject to limited assurance.

Back to Contents

Social Performance Data

WORKFORCE AND EMPLOYMENT

By Age	Unit	2022	2023	2024
18–30 Years – Departures*	Person	17	40	23
	Raito	28.81%	42.55%	25.56%
31–40 Years – New Hires*	Person	38	38	15
	Raito	31.93%	26.76%	20.55%
31–40 Years – Departures*	Person	30	16	37
	Raito	50.85%	17.02%	41.11%
41–50 Years – New Hires*	Person	8	8	6
	Raito	6.72%	5.63%	8.22%
41–50 Years – Departures*	Person	6	32	24
	Raito	10.17%	34.04%	26.67%

*The data indicated with the symbol have been subject to limited assurance.

Back to Contents

Social Performance Data

WORKFORCE AND EMPLOYMENT

By Age	Unit	2022	2023	2024
51–60 Years – New Hires*	Person	0	1	2
	Raito	0%	0.70%	2.74%
51–60 Years – Departures*	Person	6	6	6
	Raito	10.17%	6.38%	6.67%

TRAINING AND ORIENTATION

All Trainings – By Type	Unit	2022	2023	2024
Professional Development*	hour	12,024	7,684	5,307
Personal Development*	hour	1,867	2,923	2,671
Other (Leadership)*	hour	1,234	1,976	770
Mandatory/Legal Trainings*	hour	18,603	14,695	15,252
Total Training Hours*	**hour**	**33,730**	**27,278**	**24,000**
Onboarding & Retention Program Success Rate (0–2 Years Employees)*	ratio	87%	92%	86.05%

*The data indicated with the symbol have been subject to limited assurance.

Back to Contents

Social Performance Data

OCCUPATIONAL HEALTH AND SAFETY (OHS)

OHS Trainings	Unit	2022	2023	2024
Company Employees*	hour	773	811	794
Subcontractor Employees*	hour	1,979	1,632	1,560
Company Employees*	person*hour	12,990	11,981	9,881
Subcontractor Employees*	person*hour	37,055	32,047	31,970
Total OHS Trainings*	**person*hour**	**50,045**	**44,028**	**41,851**

OHS Committee	Unit	2022	2023	2024
Total Members in Established OHS Committees*	person	49	77	98
Employee Representatives in OHS Committees*	person	9	11	34

*The data indicated with the symbol have been subject to limited assurance.

Back to Contents

Social Performance Data

OCCUPATIONAL HEALTH AND SAFETY (OHS)

Accidents	Unit	2022	2023	2024
Near Misses*	Number	15	37	93
Absenteeism Rate (AR)*	Ratio	6.88%	6.22%	6.95%

*The data indicated with the symbol have been subject to limited assurance.

Back to Contents

Limited Assurance Statement

UnityCert

LIMITED ASSURANCE STATEMENT

Verification Scope

Necessary verification activities were carried out to independently verify the compliance of GRI performance disclosures (environmental and social indicators) in the Adm Elektrik Dağıtım A.Ş. 2024 Sustainability Report prepared by Adm Elektrik Dağıtım A.Ş. for the year ended 31 December 2024 with the GRI Standard at a limited confidence level.

This Statement of Assurance covers the data and information relating to the performance disclosures assessed within the scope of the work described below.

Environmental Indicators

Direct CO_2 Emissions (Scope 1) (ton CO_2e)
Indirect CO_2 Emissions (Scope 2) (ton CO_2e)
Indirect CO_2 Emissions (Scope 3) (ton CO_2e)
Blue Water Footprint (m^3/year)
Green Water Footprint (m^3/year)
Grey Water Footprint (m^3/year)
Total Water Consumption (m^3)
Direct Energy Consumption (Gasoline - Liter)
Direct Energy Consumption (Diesel - Liter)
Direct Energy Consumption (Fuel Oil - kg)
Direct Energy Consumption (Natural Gas - Sm^3)
Indirect Energy Consumption (Electricity - kWh)
Hazardous Waste (ton)
Non-Hazardous Waste (ton)

Social Indicators

Number of Female and Male Employees by Employment Type
Number of Female and Male Employees by Contract Type
Number of Employees by Gender and Age
Number of Employees by Management Category
Number of Hired Employees by Gender and Age
Number of Employees Who Left by Gender and Age
Total Training Hours by Training Topics
Occupational Health and Safety Training Hours
Near-Miss Rate
Injury Frequency Rate
Absenteeism Rate

Verification Activities

The accuracy and responsibility for the information contained in the Sustainability Report lies with Adm Elektrik Dağıtım A.Ş. and Unity Belgelendirme Muayene ve Test Hizmetleri Ltd. Şti. did not participate in the preparation of this report. The responsibility of Unity Belgelendirme Muayene ve Test Hizmetleri Ltd. is to verify the accuracy and reliability of the information available and to provide

Unity Belgelendirme Muayene ve Test Hizmetleri Ltd. Şti.
İlk Yerleşim Mah., 1901. Cad. No: 4/3, Yenimahalle, Ankara
E-mail: info@unitycert.com.tr Web: www.unitycert.com.tr

UnityCert

independent assurance of the underlying systems and processes used to obtain, analyse and review this information.

The procedures we perform are based on our professional judgement and include research, interviews, observation of processes performed, review of documentation, analytical procedures, assessment of the appropriateness of measurement methods, review of reporting policies and reconciliation of underlying records.

The limited assurance procedures we carry out are as follows:

1. Interviews were conducted with the persons responsible for the relevant environmental and social indicators.
2. It includes the control and verification of environmental and social performance reporting data with reference documents.
3. The source data used for the preparation of environmental and social indicators have been evaluated and selected specific examples of calculations have been redone.
4. Limited testing was carried out on a sample basis for the compilation and preparation of environmental and social indicators prepared by the Company.
5. It covers the evaluation of data and information management systems in terms of collecting, combining, analysing and reviewing data.

Limited Assurance Statement

Unity Certification has planned and implemented verification studies in order to collect the information, explanations and evidence required to provide limited assurance in line with the processes and procedures applied.

In line with the procedures we have carried out and the evidence we have obtained, the GRI performance disclosures (environmental and social indicators) in the Company's 2024 Sustainability Report until 31 December 2024 have been verified and approved in all material aspects by the verification team.

Restriction

This report has been prepared to assist in the reporting of the Company's sustainability performance and activities, including the results. We authorise the inclusion of this report in the 2024 Sustainability Report for the year ending 31 December 2024 so that the Company can demonstrate that it has fulfilled its responsibilities by having a limited independent assurance report prepared on the performance data. To the extent permitted by law and with our prior written approval, we do not accept any responsibility to any person or organisation other than Adm Elektrik Dağıtım A.Ş. in relation to the study or report we have carried out, except in cases expressly agreed upon.

UNITY CERT

Abdulkadir ÖZDOĞAN / Lead Verifier

Unity Belgelendirme Muayene ve Test Hizmetleri Ltd. Şti.
İlk Yerleşim Mah., 1901. Cad. No: 4/3, Yenimahalle, Ankara
E-mail: info@unitycert.com.tr Web: www.unitycert.com.tr

Back to Contents

GRI Content Index

Content Index - Basic Information Services for GRI Services has assessed that the GRI content index has been prepared in accordance with the reporting requirements of the GRI Standards, and that the information in the index is presented clearly and is accessible to stakeholders. The service was performed on the English version of the report.

Statement of Use	Adm Electricity Distribution, reporting in accordance with GRI Standards for the period 1 January 2024 - 31 December 2024
GRI Usage	GRI 1: Foundation 2021

GRI STANDARD	EXPLANATION	REPORT PAGE
GRI 2: General Disclosures 2021	2-1 Organisation Information	About Adm Electricity Distribution, pp. 12-13
	2-2 Organisations included in sustainability reporting	About the Report, p.4
	2-3 Reporting period, frequency and contact point	About the Report, p.4
	2-4 Restatement of information	About the Report, p.4
	2-5 External assurance	Limited Assurance Statement, p.81
	2-6 Activities, value chain and other business relationships	About Adm Electricity Distribution, p.12-13

Back to Contents

GRI STANDARD	EXPLANATION	REPORT PAGE
GRI 2: General Disclosures 2021	2-7 Employees	Human Resources Policies and Practices, pp.45-47
	2-8 Non-employee workers	Confidentiality restrictions
	2-9 Governance structure and components	Corporate Governance, p19
	2-10 Nomination and election of the highest management body	Confidentiality restrictions
	2-11 Chairperson of the highest management body	Board of Directors, p.20, Sustainability Governance Structure, p.21
	2-12 Role of the highest governance body in overseeing the management of impacts	Corporate Governance, p.19, Sustainable Governance Structure, p.21
	2-13 Responsibility delegation for managing impacts	Corporate Governance, p.19, Sustainable Governance Structure, p.21
	2-14 Role of the highest governance body in sustainability reporting	Corporate Governance, p.19, Sustainability Governance Structure, p.21
	2-15 Conflicts of interest	Confidentiality restrictions
	2-16 Communication of critical issues	Corporate Governance, p.19, Sustainability Governance Structure, p.21, Stakeholder Management, p.25
	2-17 Collective knowledge of the highest governance body	Board of Directors, p.20

GRI STANDARD	EXPLANATION	REPORT PAGE
GRI 2: General Disclosures 2021	2-18 Evaluation of the performance of the highest governance body	Confidentiality restrictions
	2-19 Remuneration policies	Employee Experience Enhanced by Benefits, p.46
	2-20 Remuneration determination process	Confidentiality restrictions
	2-21 Annual total compensation ratio	Confidentiality restrictions
	2-22 Explanation of the sustainable development strategy	Contribution to Sustainable Development Goals, pp. 27-28
	2-23 Policy commitments	Human Resources Policies and Practices, p.45
	2-24 Internalisation of Policies	Corporate Governance, p.19
	2-25 Processes for Mitigating Adverse Effects	Corporate Governance, p.19, Risk Management Strategy, p. 32
	2-26 Mechanisms for seeking advice and raising concerns	Risk Management Strategy, p. 32
	2-27 Compliance with rules and regulations	Risk Management Strategy, p. 32
	2-28 Memberships	Memberships and Collaborations, p.17

Back to Contents

Back to Contents

GRI STANDARD	EXPLANATION	REPORT PAGE
GRI 2: General Disclosures 2021	2-29 Stakeholder engagement approach	Stakeholder Engagement Management, p.25
	2-30 Collective Bargaining Agreements	Confidentiality Restrictions
GRI 3: Priority Issues 2021	3-1 Processes for determining priority issues	Materiality Analysis, p.26
	3-2 List of priority issues	Materiality Analysis, p.26
Occupational Health and Safety		
GRI 3: Priority Issues 2021	3-3 Management of Priority Issues	Materiality Analysis, p.26
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Occupational Health and Safety Management, pp. 48-50
	403-2 Hazard identification, risk assessment and incident investigation	Occupational Health and Safety Management, pp. 48-50
	403-3 Employees with a high incidence or risk of occupational diseases	Occupational Health and Safety Management, pp. 48-50
	403-4 Worker participation, consultation and communication regarding occupational health and safety	Occupational Health and Safety Management, pp. 48-50
	403-5 Training of workers on occupational health and safety	Occupational Health and Safety Management, pp. 48-50

Back to Contents

GRI STANDARD	EXPLANATION	REPORT PAGE
GRI 403: Occupational Health and Safety2018	403-6 Promotion of worker health	Occupational Health and Safety Management, pp. 48-50
	403-7 Prevention and reduction of occupational health and safety impacts directly related to work relationships	Occupational Health and Safety Management, pp. 48-50
	403-8 Workers covered by an occupational health and safety management system	Occupational Health and Safety Management, pp. 48-50
Climate Change Mitigation and Adaptation		
GRI 3: Priority Issues 2021	3-3 Management of priority issues	Materiality Analysis, p.26
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	Environmental Performance Indicators, p. 68
	302-4 Reduction of energy consumption	Energy Management, p.37
	302-5 Reduction in energy requirements of products and services	Energy Management, p.37
GRI 303: Water and Wastewater 2018	303-1 Interactions with water as a shared resource	Water Management, p.41
	303-2 Management of wastewater impacts	Water Management, p.41
	303-3 Water withdrawal	Water Management, p.41, TSRS 2 Sector Based Metrics, p.63

GRI STANDARD	EXPLANATION	REPORT PAGE
GRI 303: Water and Wastewater 2018	303-4 Water discharge	Water Management, p.61, TSRS 2 Sector-Based Metrics, p.63
	303-5 Water consumption	Water Management, p.61, TSRS 2 Sector-Based Metrics, p.63
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Emission Management, p.36, TSRS 2 Sector-Based Metrics, p.63
	305-2 Indirect (Scope 2) GHG emissions	Emissions Management, p.36, TSRS 2 Sector-Based Metrics, p.63
	305-3 Other indirect (Scope 3) GHG emissions	Emissions Management, p.36, TSRS 2 Sector-Based Metrics, p.63
	305-5 GHG emission reduction	Emissions Management, p.36
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Waste Management, p.42
	306-2 Management of significant waste-related impacts	Waste Management, p.42
	306-3 Waste generated	Environmental Performance Data, p.69

Back to Contents

GRI STANDARD	EXPLANATION	REPORT PAGE
Sustainable Profitability		
GRI 3: Priority Issues 2021	3-3 Management of priority issues	Materiality Analysis, p.26
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Economic Performance Indicators, pp. 66-67
	201-2 Financial consequences of climate change and other risks and opportunities	Corporate Risk Management, p.30
GRI 203: Indirect Economic Impacts 2016	203-1 Supported infrastructure investments and services	Research and Development, Digitalisation and Innovation, pp. 54–61
	203-2 Significant indirect economic impacts	Economic Performance Data, pp. 66-67
Inclusion, Diversity and Talent Management		
GRI 3: Priority Issues 2021	3-3 Management of priority issues	Materiality Analysis, p.26
GRI 401: Employees 2016	401-1 New employee hires and employee turnover	Social Performanca Data, pp.75-78
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Human Resources Policies and Practices, pp.45-46
	401-3 Parental leave	Employee Experience Enhanced by Benefits, p.46

Back to Contents

GRI STANDARD	EXPLANATION	REPORT PAGE
GRI 404: Education and Training 2016	404-1 Average annual training hours per employee	Social Performance Data, pp.78-70
	404-2 Programmes to enhance employee skills and transition support programmes	Talent Management, p.47
	404-3 Percentage of employees receiving regular performance and career development reviews	Talent Management, p.47, Social Performance Data, p.78
GRI 405: Diversity and Equal Opportunities 2016	405-1 Diversity of management bodies and employees	Human Resources Policies and Practices, pp.45-46, Social Performance Data, pp. 71-75
GRI 406: Non-Discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Human Resources Policies and Practices, pp. 45-46
Other Topics		
GRI 308: Supplier Environmental Assessment 2016	308-1 Evaluation of new suppliers based on environmental criteria	Supply Chain Management, p.24
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labour	Human Resources Policies and Practices, p.45
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour	Human Resources Policies and Practices, p.45
GRI 413: Local Communities 2016	413-1 Operations involving local community participation, impact assessments, and development programmes	Corporate Social Responsibility, pp.51-52

Back to Contents

Disclaimer

This report has been prepared by Adm Electricity Distribution to transparently share information with the public regarding sustainability and climate performance. All information, data and assessments presented in the report have been compiled based on sources available as of the date of publication, internal analyses and third-party data deemed reliable. Whilst Adm Electricity Distribution has taken the utmost care to ensure the accuracy and currency of the information contained in this report, it cannot be held liable for any direct or indirect damages arising from any errors, omissions or subsequent changes in the content. This report is for general information purposes only and is not intended to provide investment, financial, legal or environmental advice. Some statements in this report may contain forward-looking statements. These statements are based on current assumptions and forecasts and may not materialise depending on future conditions. Adm Electricity Distribution makes no commitment regarding the realisation of such statements and is under no obligation to update this information. This report, in whole or in part, may not be reproduced, distributed or published in any format without the written permission of Adm Electricity Distribution.

Reporting Consultant and Design

GREENLIFE CONSULTING

www.greenlifedanismanlik.com

Energy For Life

2024 Sustainability Report

Adm Electricity Distribution Inc.

Address : Adalet Neighborhood, Hasan Gönüllü Boulevard, No:17/A 20040 Merkezefendi/Denizli

Phone : +90 258 296 70 00
E-mail : bilgi@admelektrik.com.tr
Web : www.admelektrik.com.tr