parla

The future enlightened
by the energy of the sun

Sustainability Report 2023

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ABOUT THE REPORT

Parla Solar is focused on sustainable development by committing to be a pioneer in smart solar energy solutions for a net zero future. Our company has been publishing sustainability reports since 2022. In this context, it is committed to providing transparent corporate information on sustainability for customers, potential investors, regulatory bodies, employees, suppliers, society and non-governmental organisations. Consistent with the fiscal year, the report details the Company's practices and performance in economic, environmental, social and corporate governance areas in a one-year cycle covering the period from 1 January 2023 to 31 December 2023.

Report Scope The

The report content has been prepared with reference to the GRI Sustainability Reporting Standards, the requirements of the Task Force on Climate-Related Disclosures (TCFD) methodology and the Turkish Sustainability Reporting Standards (TSRS) published in December 2023.

Report Communication

The 2023 Parla Solar Sustainability Report has been prepared in Turkish and English and the data and information contained in the report have been subjected to limited assurance by an Independent Audit Firm.

Your comments or suggestions are important to us. If you have any questions or suggestions regarding our company's sustainability disclosures and performance, you can send an e-mail to info@parlasolar.com.tr.

MESSAGE FROM THE MANAGEMENT

Dear Stakeholders,

As a subsidiary of Aydem Energy, Turkey's leading energy company, we continue to produce, work for a sustainable future and provide added value to our country with the excitement and happiness we experienced on the first day with our understanding of a clean and green future in our company, which is one of the largest solar panel manufacturers in Turkey since 2014 and has achieved firsts in its sector..

I am proud to lead a company that has adopted the principle of creating a positive impact on society and the environment with our sustainable practices.

At Parla Solar, our responsibility for sustainability is carried out in parallel with our core values and business activities. We are well aware of the importance of maintaining a balance between economic growth, social responsibility and environmental management. By focusing on the principle of sustainability in our decision-making processes, we strive to create long-term value for our stakeholders while contributing to a more sustainable future.

Our production operations are guided by a strong sense of responsibility towards our ecosystem and our nation, drawing strength from our dedicated employees and stakeholders.

Parla Solar Management

ABOUT US

About Us

Turkey's Most Successful Panel Manufacturer

Parla Solar, a subsidiary of Aydem Energy, one of Turkey's largest integrated energy companies, produces 600 thousand panels with an annual production capacity of 300 MW in a modern and state-of-the-art production line on an area of 33 thousand m2 in Denizli. We contribute to the growth of our country's energy sector with domestic and national technologies with our ability to anticipate needs and our motivation to always seek better for today and the future.

With our ability to anticipate needs and our motivation to always look for the better for today and the future, we produce Turkey's first and only domestic solar cell and contribute to the growth of our country's energy sector with domestic and national technologies.

Thanks to our sustainable production approach, innovative perspective and investments in R&D, we carried out our domestic cell production project within the scope of TUBITAK - National Solar Power Plant Development Project (MİLGES), which brought Turkey to a new era in renewable energy. With our investment in Turkey's first domestic solar cell, we have ensured the development of photovoltaic-based solar power plant equipment and requirements in our country and the creation of the necessary infrastructure for export to foreign markets.

Parla Solar, which aims to develop equipment and needs in the field of photovoltaic-based solar power plants in our country and to create the necessary infrastructure for export to foreign markets, works as an integrated factory in the solar sector with both panel and cell production and installation services.

We serve at the point of creating a domestic industrial chain in renewable energy. Since 2014, our company, which is one of the largest solar panel production facilities in Turkey, continues to contribute to the national economy and employment.

600.000
Annual Panel Production

300MV
Annual Production Capacity

> **We are Turkey's first solar cell manufacturer.**

Mission, Vision and Values

Our Mission

Our mission is to create permanent value by making a world powered by solar energy possible with the aim of a clean and green future by protecting the balance of the ecological system we are in.

Our Vision

To contribute to our country and all our stakeholders by integrating a quality, innovative, honest, reliable, customer satisfaction-oriented production approach and the most advanced technology with expert staff.

Our Corporate Values

Our corporate values shape our company's culture, working style and relations with the society. As an energy company operating on the basis of sustainability principles, we are committed to providing value to our customers, society and the environment. Because we believe that the transition to clean energy is not only an obligation, but also a gift to future generations.

Our Corporate Values

As a company operating on the basis of sustainability principles, we are committed to providing value to our customers, society and the environment. Because we believe that the transition to clean energy is not only an obligation, but also a gift to future generations.

Customer Satisfaction
Customer satisfaction is our company's top priority. As Parla Solar, we not only meet the basic needs of our customers, but also make their lives easier by offering them sustainable energy solutions. We continuously measure the satisfaction of our customers, take their feedback into account and strive to continuously improve our services.

Teamwork
As Parla Solar, we know that we get strength from diversity and that we will achieve success through co-operation. By creating a strong team spirit and co-operation culture among our employees, we create an environment where everyone can contribute. We care about the ideas of our employees, encourage solution-oriented approaches and achieve great success by working together.

Fair and Consistent Management
Transparency, honesty and fairness form the basis of our Company's management approach. As Parla Solar, we uphold the rights of our employees with a fair and consistent management approach, offer equal opportunities and provide support for everyone to use their potential at the highest level. In addition, we work with all our strength to fulfil our responsibilities towards all our stakeholders.

Efficient and Innovative
Efficiency and innovation play a key role in the sustainability journey of our business. We constantly review our business processes, strive to increase efficiency and aim to be a pioneer in the sector by developing innovative solutions. We closely follow technological developments and continuously invest to maintain leadership in the solar energy sector.

Environmentally Responsible
As Parla Solar, we continuously work on improvement to minimise our environmental impact and take active steps to reduce waste and energy consumption. We also support various social responsibility projects to raise environmental awareness in the society and promote environmental sustainability.

Why Parla Solar?

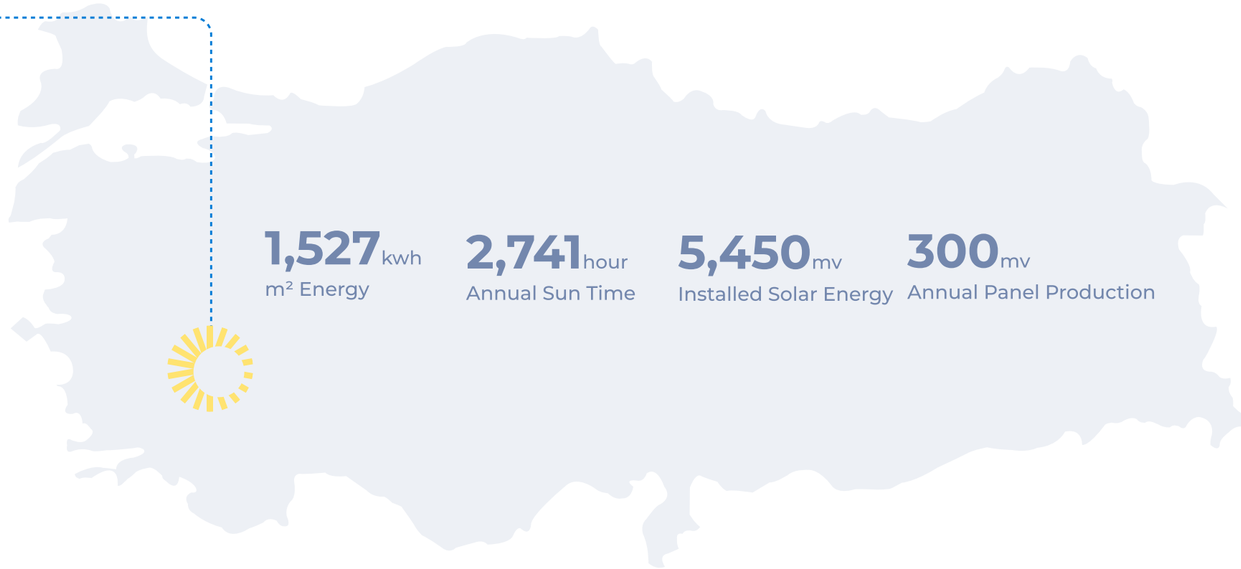
The shining sun of Turkey

As an Aydem Holding company, Parla Solar produces solar panels according with international standards by following the latest technologies in the solar energy sector by taking strength from the group's long years of experience and experience in the energy sector. With its modern technology and innovative approach, it is rapidly progressing towards becoming the shining sun of Turkey.

Parla Solar, aims to support the creation of a domestic industrial chain in renewable energy, has set out with the vision of pioneering the sector. To this end, in 2015, the first solar panel factory of our country was established in Denizli Organised Industrial Zone with a capacity of 150 MW / year. Again, the first domestic solar cell production facility of our country was commissioned in 2018 with a capacity of 130 MW / year. The cell production, which started with multi-crystalline solar cells, continued with mono PERC type cell production by increasing the efficiency from 18.8% to 21.5% with development studies, and completed the Milges (National Solar Power Plant) project in 2020 with panels produced with domestic cells, including installation and EPC service..

Parla Solar, which closely follows the rapid technology change in the sector, revised its existing 150 MW panel production facility, which can produce with 4 bb M2 cells, in 2019 and decided to invest in a new line with a capacity of 300 MW/year, which can produce with the latest technology 10-12 bb M10-M12 cells. With the effect of the pandemic process, the new line installation was completed in 2021 and Parla Solar continues its production with a capacity utilisation rate of 90% in the new production line.

Multi busbar and half cut cell photovoltaic panel production Advanced panel technology provides superior panel efficiency, less shadowing and low resistance loss. Panels contribute to the reduction of carbon footprint while offering advantages suitable for hybrid energy system.



2015

The first solar panel factory of our country became operational with a capacity of 150 MW/year.

2018

The first domestic solar cell production facility of our country was commissioned with a capacity of 130 MW/year.

2019

The panel production facility was increased to 300MW/year capacity with investments in the latest technology.

2020

Milges (National Solar Power Plant) project installation and EPC service was completed with panels produced with domestic cells.

2023

Today, we are rapidly progressing towards becoming Turkey's shining sun with 600,000 annual panel production.

Assessment of the Solar Panel Manufacturing Sector in 2023

Renewable energy sources play an increasingly important role in energy supply. Among these sources, solar energy stands out as a particularly clean and sustainable energy source. 2023 was a year of significant developments for the solar panel manufacturing industry.

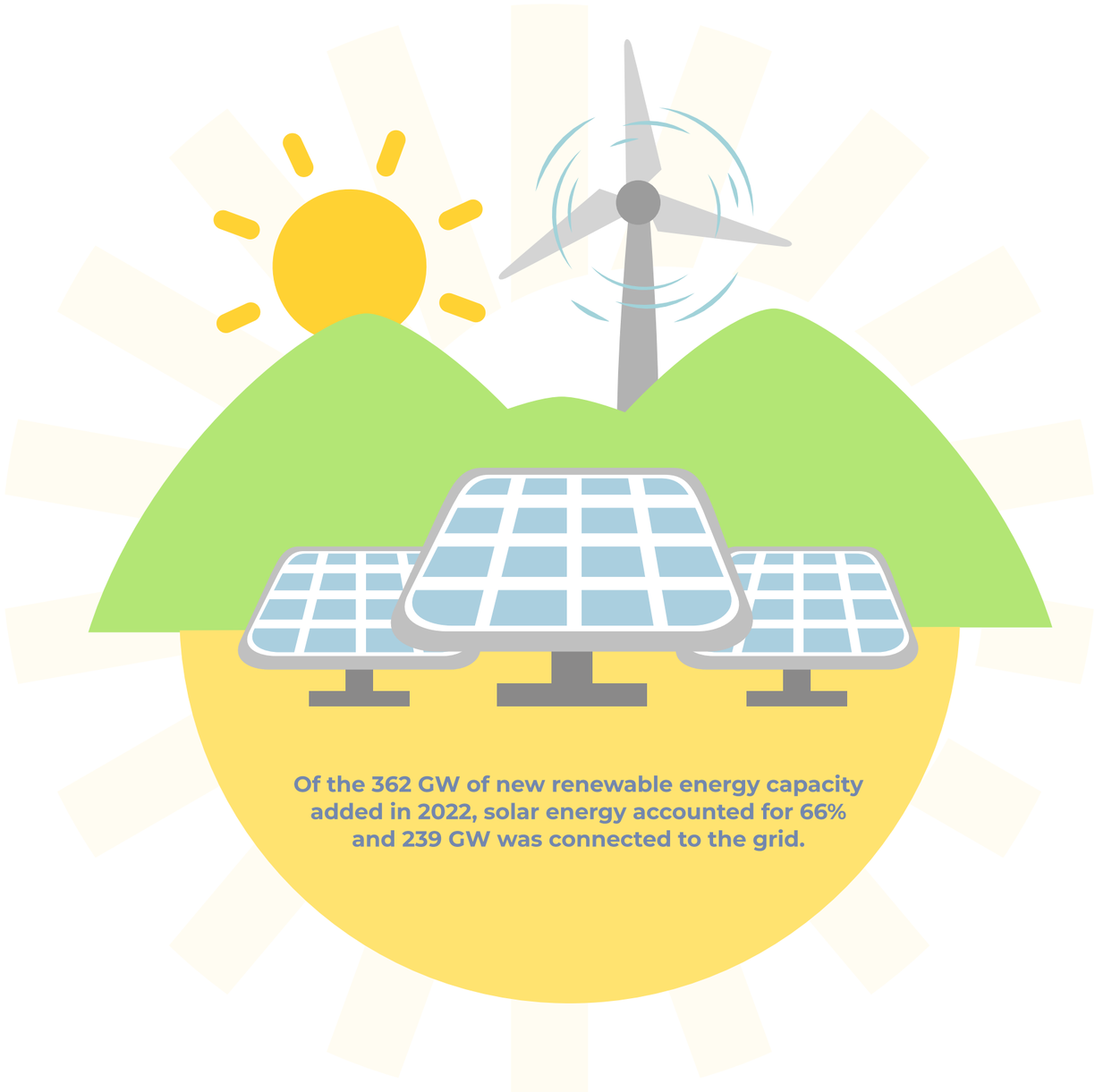
Solar energy maintained its leading position among renewable energy sources, continuing to dominate the newly added global electricity generation capacity in 2023. In 2022, solar power accounted for 66 % of the 362 GW of new renewable energy capacity added, of which 239 GW was connected to the grid. This highlights the growing importance of solar energy in the global energy transition, installing nearly twice as much capacity as all other renewable technologies combined.

In Turkey, new capacity allocations for land and rooftop solar systems, hybrid power plants, electric vehicle charging infrastructure and the adoption of storage technologies have increased solar installed capacity.

National Targets for Renewable Energy

Achieving net zero emission targets requires a major transformation across all sectors and a systems approach that is different from previous policy agendas. As a long-term policy approach, many efforts are being made to ensure that everyone, especially low-income populations, has access to adequate, safe, secure, inclusive, economically accessible, sustainable, climate-resilient and energy with basic infrastructure services.

The share of renewable energy sources such as solar and wind in total electricity generation is expected to increase in Turkey. The Ministry of Energy and Natural Resources (MENR) has published Turkey's National Energy Plan covering the period 2020-2035. According to the plan, the total installed capacity of electricity is projected to reach 189.7 GW, with solar, wind and nuclear energy increasing to 52.9 GW, 29.6 GW and 7.2 GW, respectively. This target is set taking into account Turkey's existing flexibility opportunities and renewable energy potential.



Importance of Solar Energy

Solar energy is the fastest growing and most accessible of renewable energy sources. With the continuous increase in energy demand, solar energy is becoming an important component of energy supply. This situation also contributes to the growth of the solar panel production sector.

Future Perspective

The solar panel manufacturing sector will continue to grow in the future. Increasing demand for renewable energy, competitive costs of solar energy and technological advances are among the factors that will support the growth of the sector. However, the sector also faces some challenges, including uncertainties in raw material supply, changes in trade policies and the need to adapt to technological innovations.

The solar panel manufacturing sector continues to experience significant growth with the increasing demand for sustainable energy.

2023 was a year of strong performance for the sector and it is expected to continue to maintain its importance in the energy market in the coming period.

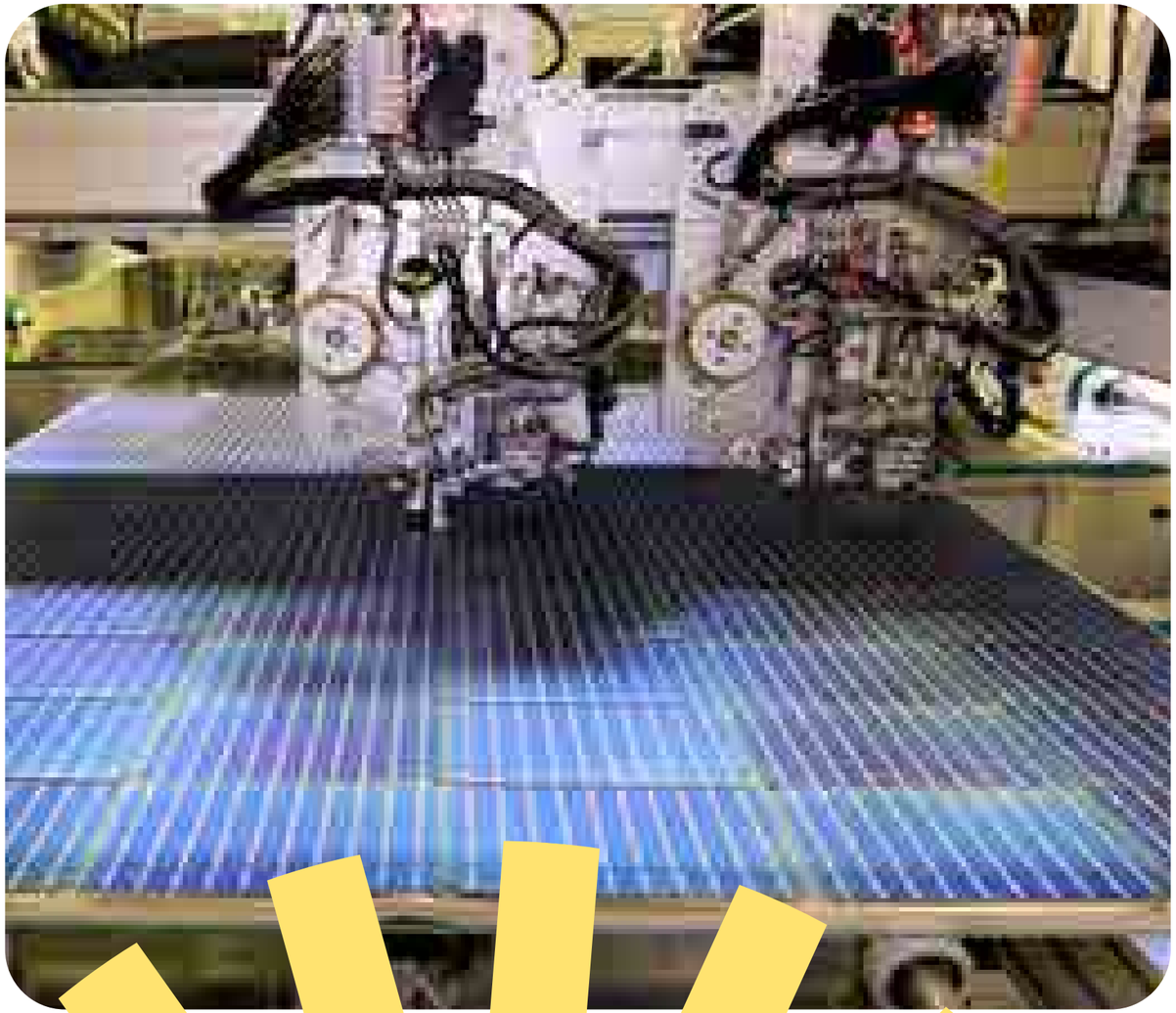
Solar Panel Manufacturing Sector in 2023

In 2023, the global solar panel manufacturing sector recorded significant growth. Many countries have expanded their solar panel production capacities to meet the increasing demand for sustainable energy.

Global solar panel installed capacity reached record levels in 2023. With the increasing demand for renewable energy, solar panel manufacturers have opened new factories and increased their production capacity.

In 2023, solar panel production worldwide has shown a significant increase compared to previous years. The global solar panel production amount reached 239 GW in 2023, which represents an increase of 66% compared to the previous year.

Price reductions and technological advances have made solar panel technology more accessible. This situation has encouraged more use of solar energy and contributed to the growth of the sector.



Our Basic Principles

Keeping Our Values Alive

We protect the core values and culture of our company and manage our business processes in accordance with these values. We act together with a vision and mission shared among our employees.

Customer and Stakeholder Satisfaction

We endeavour to understand and meet the needs and expectations of our customers and stakeholders. We focus on providing quality services to ensure their satisfaction and continuously gain their trust.

Legal Compliance and Standards

We manage our business processes in accordance with national and international standards and in full compliance with legal requirements. We act in accordance with the best practices by continuously improving sustainability, quality and reliability standards.

Effective Management System

We improve all our processes with an effective management system and ensure its continuity. By strictly monitoring quality control and quality assurance processes, we minimise possible errors and increase efficiency.

Employee Development and Motivation

We organise various training and development programmes to support the development of our employees and maximise their potential. We also offer various incentives and rewards to increase the motivation of our employees and ensure their active participation in improvement efforts.

SUSTAINABILITY MANAGEMENT AT PARLA

A Sustainable Future with the Power of the Sun

As Parla Solar, we are committed to creating a transformative impact in the field of energy in a way that supports all stakeholders in our sphere of influence to access sustainable and clean energy and to positively improve the environment. In this context, we continue to contribute to the energy of the future with a safe and sustainable energy approach in all our activities.

We shape our sustainability mission with a vision that points to the future. From past to present, a revolutionary change is taking place in the energy sector, and with this change, sustainability is no longer an option, but a necessity. As the pioneers of this transformation, we place sustainability principles at the centre of our business processes and maintain our determination to leave a cleaner, more livable world to future generations.

As the demand for renewable energy sources increases, Parla Solar acts decisively to meet this demand and support access to sustainable energy.

Our sustainability vision is based on transparency, innovation and social responsibility. As a company, we aim to minimise our environmental and social impact at every step, keep occupational health and safety standards at the highest level and contribute to social development. With this vision, we continue to take strategic steps for a sustainable future, taking into account the needs of not only today but also future generations. As Parla Solar, we will continue to be a pioneer in the sustainability journey and work with determination to create a positive impact worldwide.

Corporate Sustainability Culture:

Sustainability has become a fundamental part of our corporate culture. We continuously endeavour to improve the sustainability awareness of both our employees and stakeholders and to ensure that they adopt these values.

Security of Energy Supply and Reducing Foreign Dependency:

By investing in renewable and clean energy, we are contributing to the security of energy supply across the country and reducing energy external dependence. In this way, we are laying the foundations for an environmentally and economically sustainable energy future.

Assessment of Environmental and Social Impacts:

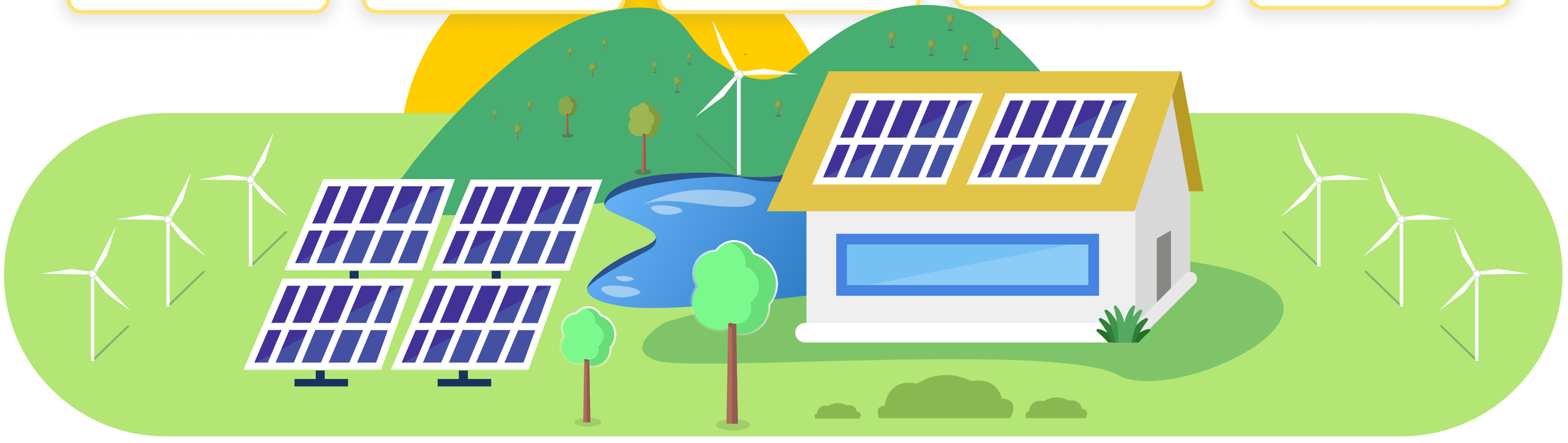
We aim to make continuous improvements in sustainability by evaluating the environmental, social, natural and cultural heritage impacts of our activities. Based on these assessments, we strive for a more livable world.

Innovation and Change Leadership:

Innovation and change are an integral part of our sustainability journey. By continuously seeking new solutions, we pioneer innovations in the sector and lead the way in building a sustainable future.

Contribution to Social and Economic Development:

We recognise supporting the social and economic development of society and our local stakeholders as an important element of our sustainability mission. Accordingly, we endeavour for an inclusive and fair development in cooperation with local communities.



Material Issues and Parla Solar's Impact on Sustainable Development

Solar energy makes significant contributions to sustainable energy production with its environmental benefits. One of the most important contributions is its impact on reducing greenhouse gas emissions. Unlike fossil fuels, solar energy does not emit harmful pollutants or carbon dioxide while generating electricity, helping to combat climate change and improve air quality. Parla Solar plays an important role in the transition to a low carbon economy and in the fight against climate change.

The sun, an infinite source of energy, ensures that energy remains sustainable and accessible for future generations.

By utilising clean and renewable energy sources, we can reduce our dependence on limited fossil fuels and create a more sustainable future.

Solar energy not only reduces carbon emissions but also conserves water resources. Conventional power plants require large amounts of water for cooling purposes.

On the other hand, solar panels do not require water for energy production, making solar panels a water efficient alternative. Parla Solar contributes to the protection of water resources and the production of sustainable, clean energy without the need for any water source for the production of energy needed.

Another environmental benefit of solar energy is the protection of natural habitats. The extraction of fossil fuels and their use as an energy source often leads to the destruction of habitats and the deterioration of ecosystems. Parla Solar plays an important role in mitigating the potential negative impacts for energy production.

Material Issues

Sustainable Development Goals (SDGs):

Sustainable Business Model

Code of Ethics

All employees operate within the scope of our Code of Ethics and our expectation is that all employees within the company conduct their business activities with the highest ethical standards.

Guiding Principle

The sustainability agenda continues to develop important standards and frameworks that help guide companies in an environment fraught with social and environmental risks. All these implementation guidelines point to where good practices can support strong and financially sustainable business models.

Our Employees

At Parla Solar, continuous development is a value shared by each and every employee. By directing our organisation consisting of expert employees, managers and technical staff towards this goal, we strive to provide opportunities that everyone in the company can use to develop and progress. Employees' ideas and participation are fostered through training on leading methodologies, tools and trends in the industry. Opportunities to engage in teams to align with company strategy and work on the most important safety, employee, customer and performance challenges are systematically identified and shared.

We have built our business on fostering a culture based on professionalism, flexibility, excellence and reliability with our employees, suppliers and customers. Parla Solar has built its operations on a strong sense of ethics and accountability by conducting its activities with sound governance processes. These practices ensure that our solar panels are as sustainable as possible and that we approach our employees, customers, suppliers and society responsibly.

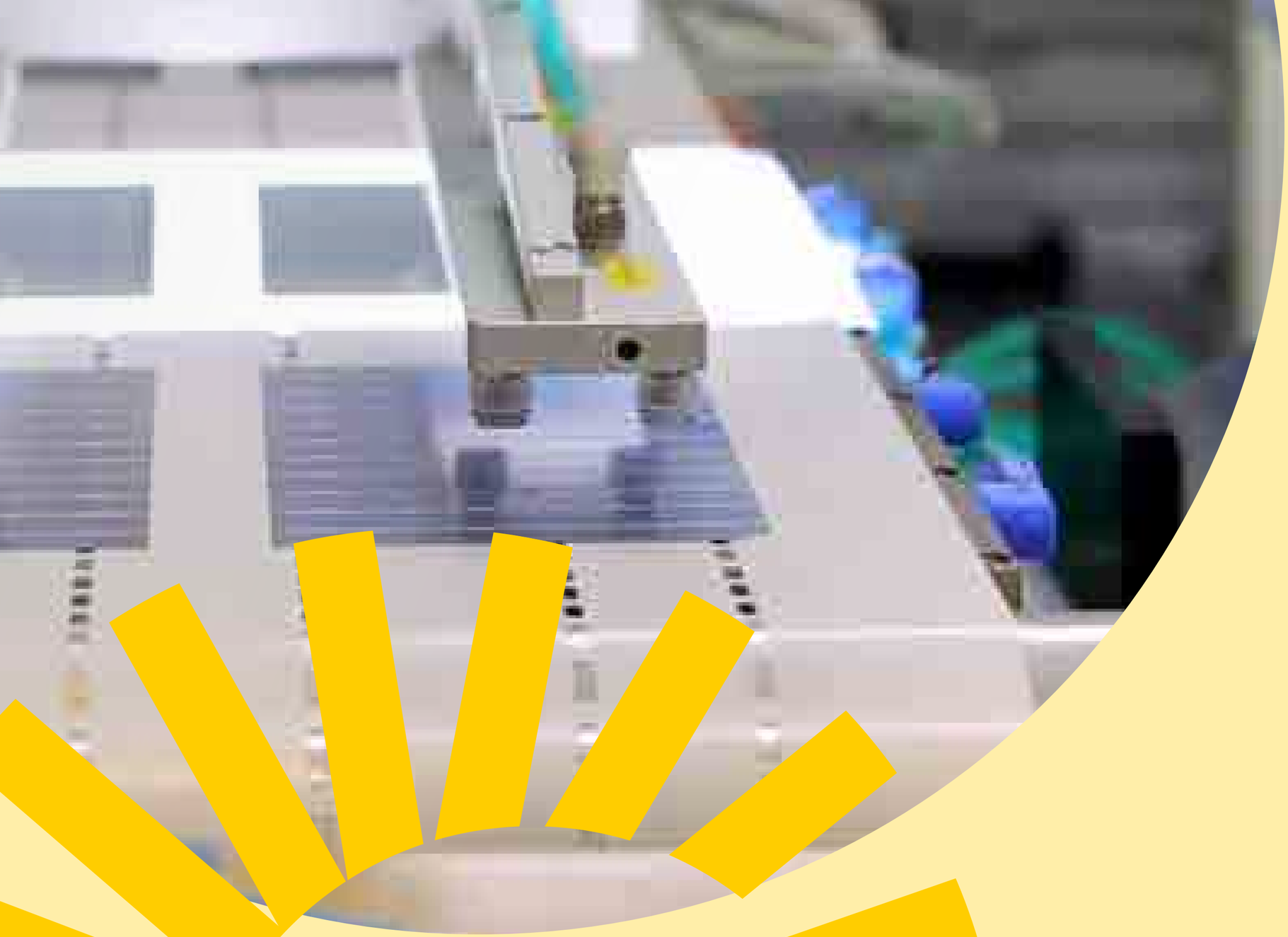
Our commitment to sustainability is at the centre of our entire business strategy. We consider the potential impacts on environmental, social and governance (ESG) issues both today and for the future when making all our decisions and formulating our plans.

Our understanding of sustainability encompasses our core business policies and values and is based on our existing programmes, policies and procedures as well as the best corporate sustainability practices in our industry.

We take every precaution to minimise our impact in the use of natural resources to guarantee environmental sustainability for future generations, while delivering our activities in a safe and high quality manner.

As Parla Solar, we develop the necessary technologies to make sustainable energy accessible and implement practices that will determine the future of our sector. We support the development of our employees' personal skills and professional competencies, and we evaluate every opinion and suggestion from them. As Parla Solar, we will continue to offer innovative solutions on the road to sustainable development that our customers, employees and all interested parties will be proud of.

When we start working at Parla Solar, we consider our purpose, focus on the long term and put environmental, social and governance issues at the centre of our business model.



PRODUCTS AND TECHNOLOGY

Our Technology and Products

We provide superior panel efficiency, less shadowing and low resistance loss with advanced panel technology. It offers advantages suitable for hybrid energy system. It contributes to the reduction of carbon footprint.

We have brought together innovative approach and advanced engineering to maximise the potential solar energy per unit amount.

Multi Busbar Cell Technology

Multi busbar cell technology aims to reduce resistance loss and the associated power loss. To combat power loss, our half-cut cells improve the current carrying in the panel. Multi busbar design increases conduction and reduces the power of the internal resistance by restricting the movement of electrons in the circuit. Thus, the rate of resistance losses is reduced. Our panels consisting of half cut cells improve performance, longevity and shade tolerance by dividing the internal current in the system. Since it has half of the operating current, thermal loss is significantly reduced.

Double Sided Panel Technology

Under poor light conditions, bifacial panels can receive more light and have the ability to generate current in the early morning hours. They can operate longer than single-facial panels. This makes it easier for the inverters to reach the starting voltage and provides longer power generation of the panel.

Bifacial panel technology helps to contribute to more power generation while providing a longer life cycle for large-scale power plants. It offers advantages suitable for hybrid energy system. It contributes to the reduction of carbon footprint.

Bifacial panels can generate 10-20% additional power compared to single face panels. If conditions are optimised and single axis trackers are adopted, the additional power can increase to 30-40%.

Panel Features

1. High power generation with Multi busbar technology
2. Reduction in reflection rate with anti-reflective glass
3. Half-cut cell technology for maximum power even in poor light conditions
4. Low hot spot formation
5. High resistance to strong wind (rated load: 1600 Pa, test load: 2400 Pa) and heavy snowfall (rated load: 3600 Pa, test load: 5400 Pa)
6. 100% EL test
7. Positive power tolerance 0/+4.9W

White Backsheet Solar Panel	Transparent Backsheet Solar Panel	Glass to Glass Solar Panel
Ps-Mo-hc-530w Bf-182 Mono Perc 10 Bb Half-Cut 72x2 Sf	Ps-Mo-hc-530w Bf-182 Mono Perc 10Bb Half-Cut 72x2 Bf	Ps-Mo-hc-530w Bf-182 Mono Perc 10 Bb Half-Cut 72x2 Bf Gg
Ps-Mo-hc-535w Bf-182 Mono Perc 10 Bb Half-Cut 72x2 Sf	Ps-Mo-hc-535w Bf-182 Mono Perc 10Bb Half-Cut 72x2 Bf	Ps-Mo-hc-535w Bf-182 Mono Perc 10 Bb Half-Cut 72x2 Bf Gg
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R&D and Innovation

As Parla Solar, we are aware of the importance of contributing to clean energy production and providing an effective solution to combat climate change through our innovative R&D and innovation efforts. Renewable energy is of great importance in terms of minimising negative impacts on the environment by reducing carbon emissions and playing a critical role for a sustainable future.

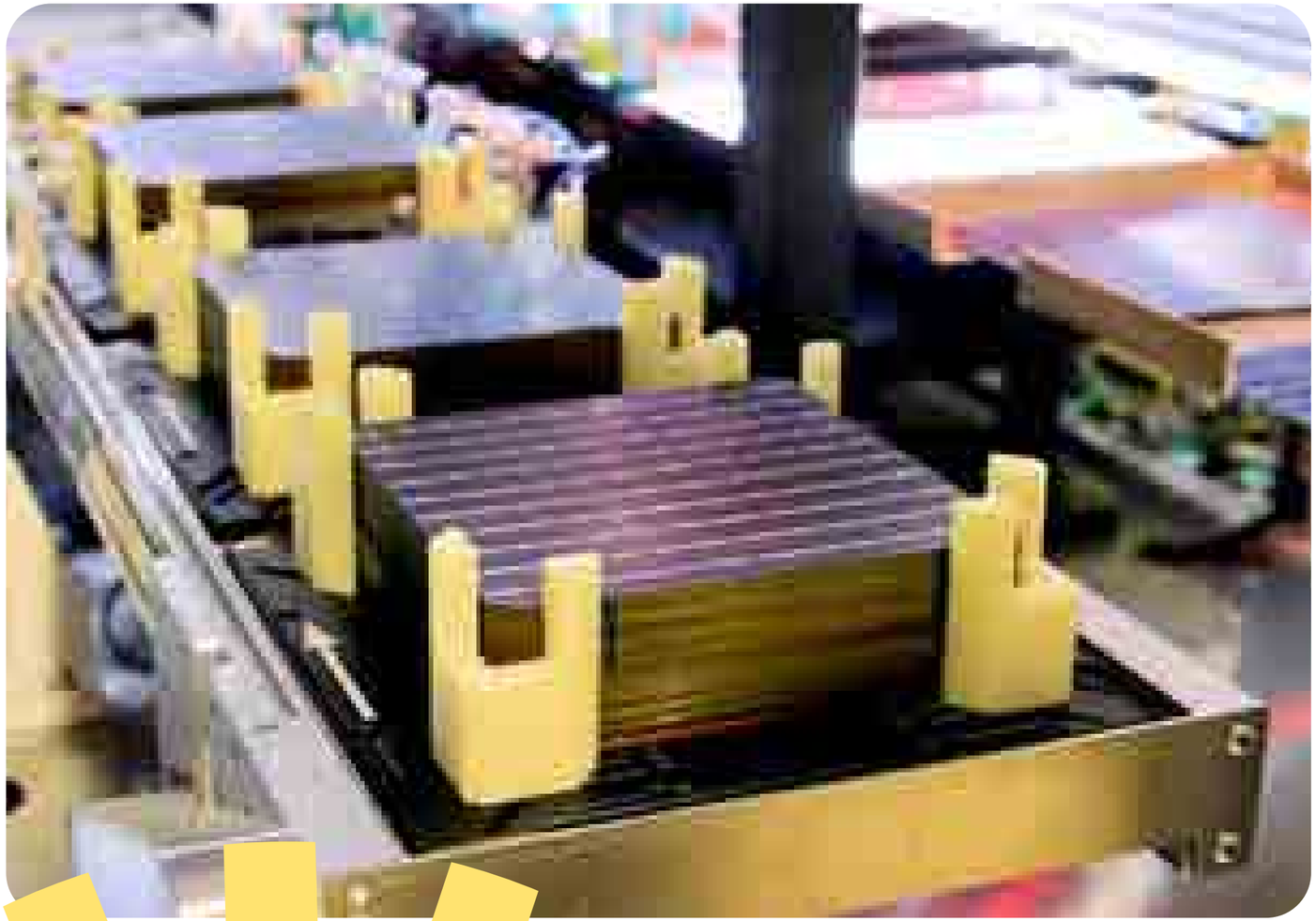
We support our commitment to clean energy with our R&D efforts to develop and improve solar energy technologies by following the latest innovations in technology.

We aim to increase access to clean energy by reducing costs in photovoltaic (PV) power generation and making solar energy technologies more accessible.

Parla Solar's R&D and innovation activities are not only focused on producing high-performance and long-lasting solar panels, but also on ensuring the sustainability of production processes by using environmentally friendly materials. In this way, we aim to make solar energy a more efficient, economical and environmentally friendly energy source.

We will continue to emphasise the importance of clean energy through our R&D and innovation efforts to realise our vision of leaving a more livable world for future generations.

By offering an effective solution in the fight against climate change, we will continue to accelerate the transition to clean energy worldwide and take important steps for a sustainable future.



Parla Solar Information Security Approach

As Parla Solar, we see information not only as an asset but also as a critical value. In order to develop our business in a sustainable manner and to ensure the trust of our stakeholders, we emphasise the protection of information assets.

One of the key elements of achieving success today is to ensure the security of the information we have and to ensure that only the right people have access to this information at the right time. For this reason, as Parla Solar, we address the issue of information security within the framework of a management system and continuously implement security controls and proactive measures.

We recognise threats to information systems and effectively protect our information assets to prevent these threats from adversely affecting our company's operations. These threats include loss, theft, damage, unauthorised access, alteration of information, malware, cyber-attacks and information espionage.

We ensure the security of personal data and information assets so that we can fulfil our responsibilities to our customers, regulatory bodies and business partners. All our employees are aware that all information that can be associated with our company is "confidential information that must be protected" and the importance of protecting this information.

We protect all company data in printed media and stored in computer systems to prevent security breaches. In this context, we have established our information security policies and procedures in accordance with the principles of confidentiality, integrity and accessibility. These policies and procedures are designed to ensure that our company achieves its goals..

As Parla Solar, we continuously review our information security management system and take steps to improve it. In this way, we aim to gain the trust of our stakeholders and create a sustainable business model that prioritises information security.

ENVIRONMENTAL SUSTAINABILITY

Commitment to Environmental Sustainability and Clean Energy

Solar energy is one of the most important and environmentally friendly energy sources of our age. As Parla Solar, ensuring environmental sustainability lies at the heart of our vision to popularise renewable energy. Our commitment to building a future in harmony with nature extends from our production processes to the use of our products.

By focusing our production processes on waste reduction, we aim to use resources more efficiently and minimise our impact on the environment. By using innovative technologies and processes, we aim to minimise material waste during the production of solar panels and related components. This means we are not only producing clean energy, but also minimising the environmental impact caused by the production of this energy.

The starting point for solar panels was to create a new form of energy that avoids atmospheric pollution and major land impacts on the earth. With its emergence as the dominant low-cost renewable energy option worldwide, Parla Solar considers it highly valuable for solar panel technology to continuously improve its environmental footprint.

We believe that sustainable solar energy will play a critical role for our world today and in the future. Therefore, we are committed to minimising our environmental impact and building a clean energy future. As we strive to leave a more livable world for future generations, we remain committed to innovation and collaboration to ensure environmental sustainability. By maintaining our leadership role in clean energy production, we will continue to develop environmentally friendly solutions and work for a greener future worldwide.

Our commitment to building a future in harmony with nature extends from our production processes to the use of our products.

Assessment of Climate Change Related Impacts

As Parla Solar, we closely follow the technological transformations towards achieving Turkey's net zero targets and move towards a low-carbon future in parallel with the developments in our sector. While promoting sustainable growth and transformation, we implement effective management strategies to minimise the environmental and social impacts of our activities. Senior management is responsible for identifying, evaluating and managing all these risks and opportunities..

Our sustainability strategy is based on long-term commitments as an integral part of our corporate culture. As a company, we carry out a comprehensive assessment process to proactively identify and manage impacts that may prevent us from achieving our strategic goals.

We assess climate-related transition and physical impacts, and comprehensively analyse the reflections of these impacts on our operations and financial results. These analyses are integrated into our decision-making processes, enabling us to develop strategies for the challenges and opportunities brought about by the transition to a low-carbon future, and we aim to create long-term value for all our stakeholders

The assessment of risks associated with climate change is carried out in line with the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD) with the participation of all business units of our company.

As a company, we carry out a comprehensive assessment process to proactively identify and manage impacts that may prevent us from achieving our strategic goals.

Climate Related Impacts	Management Approach
Changes in investor/creditors' expectations (difficulty in accessing capital/financing) in a way that is sensitive to climate change and failure to meet these expectations	As Parla Solar, we adopt a strategic management approach to meet the climate change sensitive expectations of investors and lenders. This approach supports our company to achieve its long-term goals by providing proactive solutions to sustainability and financial access challenges. Our company develops projects in line with environmental, social and governance (ESG) criteria, shapes its investments accordingly and shares progress in combating climate change through sustainability reports. In addition, we regularly communicate with our stakeholders to receive their feedback and develop intra- and extra-industry collaborations on climate change. All of our efforts help our company assume a pioneering role in the fight against climate change.
High costs that may be incurred to develop decarbonisation efforts in line with low-carbon energy demand	As Parla Solar, we are implementing various strategies to effectively manage the high costs we incur while advancing our decarbonisation efforts to respond to low carbon energy demand. These strategies aim to reduce costs, promote sustainability and increase financial resilience through technological innovations and energy efficiency projects. By continuously reviewing its emission reduction plans, our company offers proactive solutions to low-carbon energy demand and takes strategic steps to accelerate the decarbonisation process.
Potential exposure to climate-related litigation or other legal sanctions	Our Company monitors legislative changes and legal regulations that require compliance on a daily basis and carefully reviews draft legislation provisions before they are published and evaluates their impact on our activities. When any situation that may affect our activities is detected, we adopt a proactive approach to quickly adapt.
Failure to meet reporting expectations in sharing data with the public, failure to ensure consistency between reports	Parla Solar strengthens its reporting processes by prioritising transparency, accuracy and continuity in sharing data with the public. The accuracy of the data used in reporting is regularly checked and quality assurance mechanisms are implemented through verification processes. In all reporting processes, the principle of transparency is adhered to and information is presented in a clear and understandable manner. Standardised procedures are developed to ensure the consistency of reporting processes and these processes are supported by technological infrastructure. Advanced data management systems and software are used for data collection, processing and reporting.
Damages caused by extreme weather events (flood, landslide, excessive rainfall, drought, fire, storm, etc.) to the production facility and interruptions in production	Our company has increased its precautions by taking into account the transport interruptions and production stoppages that may be caused by extreme weather events in Denizli Region. Air conditioning conditions are provided for the continuity of production within the enterprise, weather forecasts are constantly monitored and shipment and supply plans are made accordingly. In addition, our stocks are insured according to their average costs in order to minimise losses in the face of possible interruptions. With these measures taken by our company, the continuity of our production facility and occupational safety are kept at the maximum level.

Climate Related Impacts	Management Approach
The effects of extreme weather events (floods, landslides, excessive rainfall, drought, fire, storms, etc.) on operational efficiency and service delivery	Extreme weather events can have a significant impact on our operational efficiency and the delivery of our services. In such cases, our company continuously updates the necessary plans to maintain operational efficiency and service continuity. Updates are based on risk assessments and emergency management strategies to ensure uninterrupted and effective delivery of our services.
Changes in working conditions in sudden weather changes caused by climate change	Our working environment is designed to be resistant to sudden weather changes caused by climate changes. In our production site, there is an air-conditioned and closed environment with constant temperature conditions, so that our working conditions are generally not affected by external weather conditions and our risk level remains low.
Being affected by the external environment during the shipment of the product in sudden weather changes caused by climate change	We take special precautions to ensure that our products are not affected by sudden weather changes due to climate changes during shipment. Our designated loading areas are protected from external weather conditions and all our delivery vehicles are equipped with the obligation to use closed trailers or tarpaulins. In addition, our products are wrapped with stretch film to provide extra protection against adverse weather conditions. Our department employees who carry out the dispatch operations have all the necessary competences in this process, so that our products are guaranteed to reach our customers in a safe and secure manner.
In case of sudden weather changes caused by climate change, the product is affected by the external environment after the sale of the product	After the sale of our products, various tests are carried out to ensure their resistance to the effects of sudden weather changes caused by climate changes. These tests are carried out to evaluate the impact of weather conditions before and after the sale of our products and the results play an important role in determining our sales strategies. Our products are designed to withstand 3600 pascal snow load and 1600 pascal wind load. In addition, they have successfully passed tests for resistance to hailstones with a diameter of 25 mm and hail impacts at a speed of 25 m/second. By continuously following technological developments, the durability and performance of our products are continuously improved.

Our Approach to Environmental Management

As Parla Solar, we care about our commitments to environmental management and we are committed to environmental sustainability. Our environmental policy reflects our commitment to carry out our company's activities in an environmentally sensitive manner and to minimise environmental impacts.

Our Basic Principles

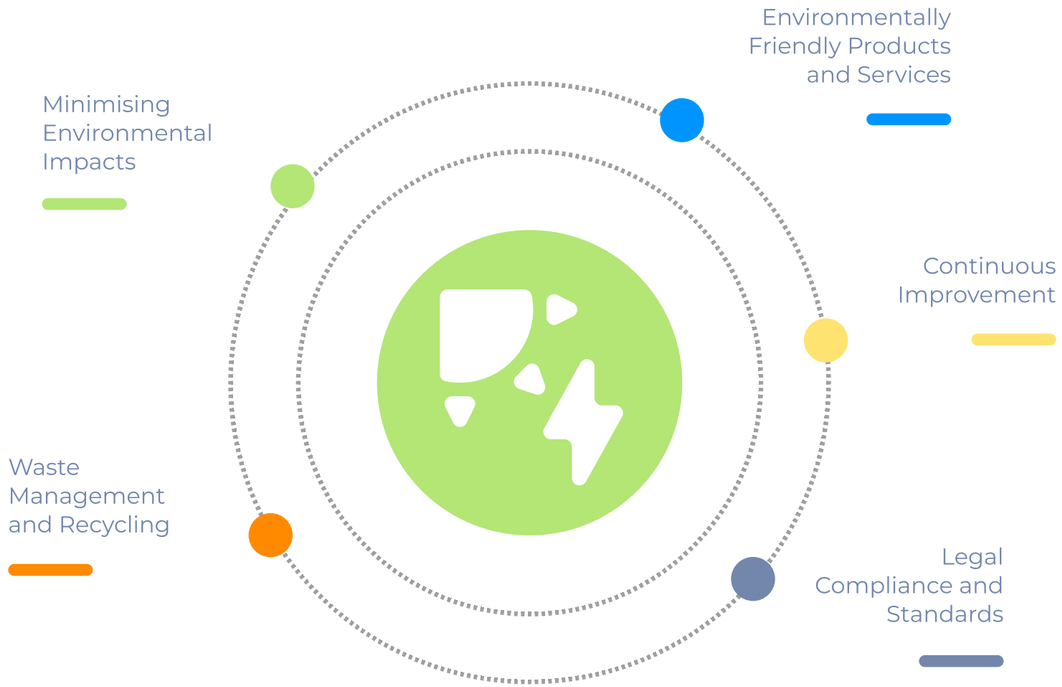
Minimising Environmental Impacts: We continuously strive to minimise environmental impacts. We take care to conserve natural resources and prevent environmental damage during our operations.

Waste Management and Recycling: We develop effective waste management practices to minimise waste, encourage recycling and prevent pollution. We continuously carry out improvement activities to minimise the amount of waste and ensure the proper disposal of waste.

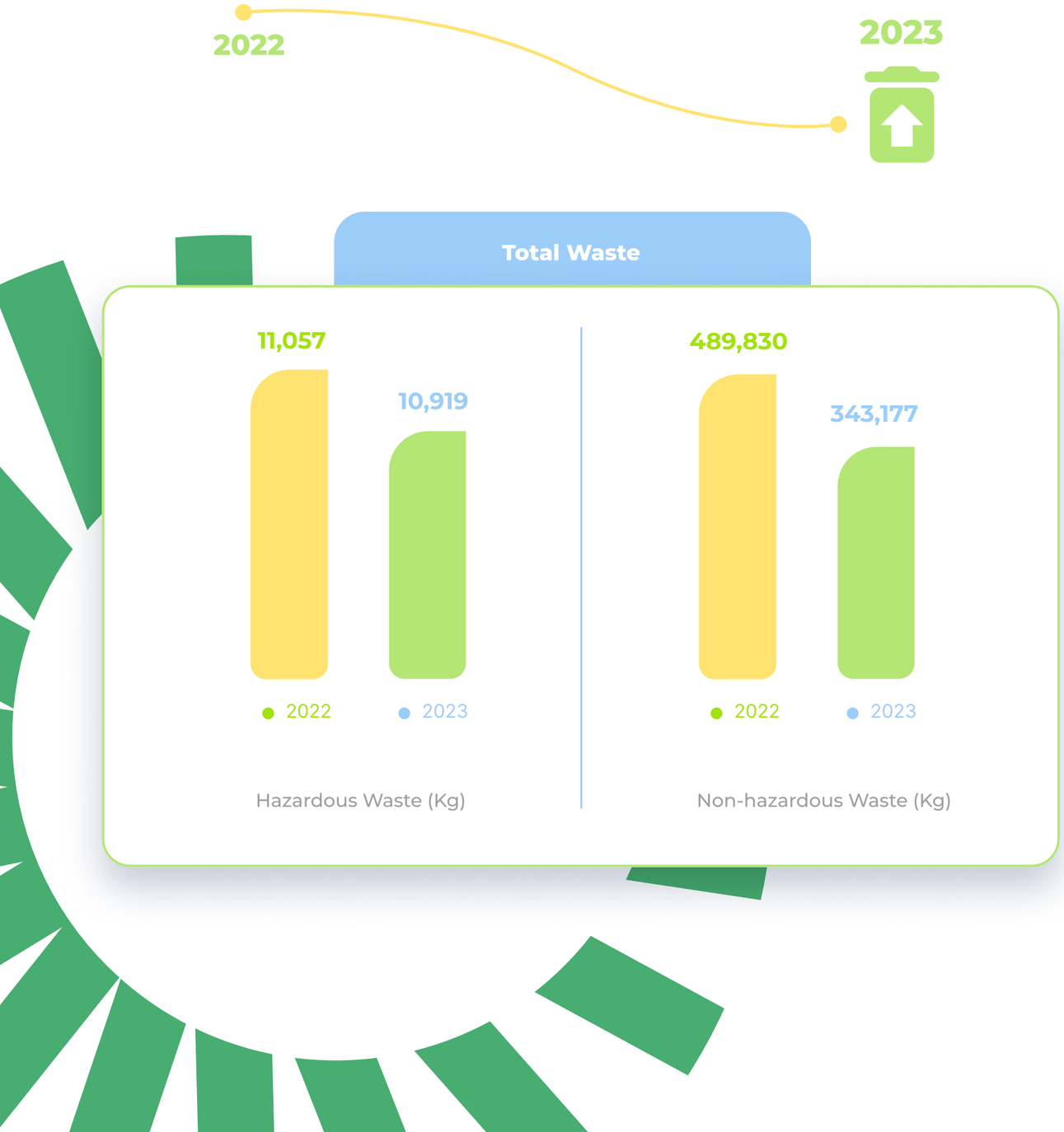
Legal Compliance and Standards: We fully comply with the relevant environmental legislation and national/international standards. We carry out our activities in accordance with this legislation and standards and develop environmental management systems.

Continuous Improvement: We continuously review our environmental performance and evaluate opportunities for improvement. We continuously update our environmental management system and search for new methods and technologies to minimise environmental impacts.

Environmentally Responsible Products and Services: We prefer environmentally friendly products and services to increase environmental awareness and care about energy efficiency. We help our customers reduce their environmental impact by offering environmentally friendly solutions



As Parla Solar, we continue to work to implement our commitments to environmental management at all levels and to ensure environmental sustainability. We endeavour to announce our environmental policy to all our employees and to ensure the participation of employees. We are also committed to auditing our activities and seeing our managers in the field in a way that is accessible to the public and third parties.



Waste Management

The solar industry aims to use resources more efficiently by focusing on waste reduction for a clean and sustainable energy transformation. As Parla Solar, we attach great importance to waste management to ensure a sustainable and environmentally friendly approach to renewable energy. Limiting waste from solar energy technology is a critical step in terms of protecting natural resources and reducing environmental pollution.

For waste reduction, we adopt efficient production processes that minimise material waste during the production of solar panels and related components. We continue our activities to prevent the generation of our wastes, to separate them at source and to include them in recycling. We cooperate with our suppliers to reduce packaging waste and prioritise minimising production waste and recycling.

With the Environmental Teams established within the scope of Zero Waste Legislation, it is aimed to increase the awareness of our personnel on waste management by organising environmental and awareness-raising trainings. The waste area application was switched to a waste area according to colour in the waste area and production department, ensuring the correct management of wastes.

Regular environmental drills were planned for waste reduction and management, and employees who will carry out waste shipment were subjected to special training. In addition, waste management is monitored and reported by using the waste delivery form.

We cooperate with our suppliers to reduce packaging waste and prioritise the minimisation and recycling of production waste.

Water Management

As Parla Solar, we attach great importance to water management as an important part of our sustainability approach. The protection and efficient use of water resources is one of the most important issues of our environmental and social responsibility. Therefore, we focus on reducing our water consumption and using water efficiently.

Our consumption has significantly decreased by approximately 62% compared to the previous year.

This achievement is the result of our efforts to use water efficiently and prevent wastage. We make improvements to optimise the use of water in our production facilities and ensure that water is reused through recycling systems. By ensuring the efficient use of water, we aim to minimise our environmental impact and contribute to a sustainable future.

Source of Water	Unit	2022	2023
		Annual Total	*Total*
Mains Water	m^3	2251	**1398.9**

Our consumption decreased significantly by approximately 62 per % compared to the previous year.

62%

Emission Management

We attach great importance to emissions management, which plays a critical role in environmental sustainability and combating climate change. Furthermore, emission management strategies have the potential to reduce operating costs by increasing energy efficiency. Therefore, reducing emissions and increasing efficiency are also important for our company's sustainable growth and competitiveness. Accordingly, we continuously monitor greenhouse gas emissions resulting from our company's operations and identify areas with potential for reduction. Thus, we set and monitor targets to reduce our carbon footprint.

We evaluate the environmental impact of the products and services we purchase and turn to more sustainable options. Considering environmental criteria in our supply chain, we prioritise purchasing goods and services that produce less emissions and cause less damage to the environment.

At Parla Solar, our carbon emissions are calculated and monitored according to the GHG Protocol. Each energy and emission source covered is included in the data.

Scope 1	**110.50** tCO_2e
Scope 2	**2,222.56** tCO_2e
Scope 3	**33,344.33** tCO_2e
Total	**35,677.39** tCO_2e

WORKING LIFE

Working Life at Parla Solar

Leading the Future with Human Power

Human power lies at the foundation of technology. As Parla Solar, we know that our employees sincerely believe in our goal of shaping the energy of the future. We are aware that as our business grows, we will contribute to making our world a place where everyone can live in prosperity. At Parla Solar, we all have a role to play in creating a cleaner and livable future.

Our goal is to create a workplace where everyone can do their best. This approach means living our values, working ethically and responsibly, encouraging open and respectful communication, and caring about each other and our company without ignoring our differences.

As Parla Solar, we evaluate the expectations and demands of our employees and transform the way we do business to support our sustainable business model. We work with all our strength to be an organisation where all our employees feel safe and reveal their individual potential; an organisation that favours equality and inclusiveness, is fair and continuously improves itself.

In line with our strategic plans and growth targets, we transfer the energy of all our teammates to clean and green energy production by establishing our strong communication network with the importance and inclusiveness we attach to each of our components. While open and respectful communication forms the basis of our organisation, we always support our growing family in their development and career journeys by instilling the same components in each new member.

Employee Energy

At Parla Solar, we all have a role to play in creating a cleaner and livable future.

Respectful, equal and open

We care about each other and our company by encouraging open and respectful communication and by not ignoring our differences

Open Door Communication

In line with an approach based on being in constant communication with our colleagues, we organise Open Door Communication Meetings to increase communication between senior management and employees. In addition to increasing the communication between the management and our colleagues, this practice also plays an important role in ensuring that each member of our family feels valued.

Parla Solar has been recognised in the "Turkey's Best Employers List" conducted by the Great Place to Work® Institute

Parla Solar has been included in the "Turkey's Best Employers List" conducted by the Great Place to Work® Institute, which provides global services on workplace culture and employee satisfaction. We will continue to establish systems that will prioritise the happiness of our colleagues on the basis of our trust-based corporate culture and develop different projects with this perspective.

Parla Solar,

In the "Turkey's Best Employers List" conducted by the Great Place to Work® Institute

Career Management

Parla Solar's human resources strategy represents an inclusive, integrated approach that combines talent, performance and learning on a core human resources management. We believe that it is important to have direct communication and dialogue with our employees. All our employees have the opportunity to learn, develop themselves and reach their career goals.

Our priority in career opportunities is to share the relevant position vacancy with our employees who create value in our company and to start our process by evaluating the applications. We share all our open positions with our employees primarily through the internal announcement system.
We make our recruitment decisions with a focus on "the right person for the right job" regardless of the employee's gender, age, belief, ethnic origin, nationality, marital status, health status, physical disabilities and sexual preferences.
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We objectively evaluate the applications during the recruitment process. While meticulously addressing the expectations of the candidates, we aim to make offers to candidates who will both contribute to the organisation and find what they are looking for in the working environment. We apply pre-interview, personality test, general aptitude test, English language test, competency-based interview, technical interview, simulation processes where we can observe the potentials and competences of the candidates along with their work experience. After the reference checks of the determined candidates are completed, an offer is made to the candidate and we complete the process by providing comprehensive orientation training to our newly recruited employees.

Being a Woman in Parla Solar

Parla Solar supports gender equality and the social role of women by strengthening the position of women in business life. In our company, 37% of our 159 employees are women.

Our 46 female employees in blue-collar positions set an example not only for Parla Solar, but also for the world. Women's participation in the labour force is critical for economic growth, innovation and sustainable development. Parla Solar aims to create a positive impact in the business world by empowering women employees and increasing their representation in leadership roles.

The economic and social empowerment of women increases the welfare of societies. Parla Solar aims to create a positive impact on gender equality and sustainable development by supporting and empowering women employees.

The presence of women in business life makes valuable contributions to production processes. Women increase the efficiency of business processes with their creativity, attention and dedication in production, and strengthen the team spirit by encouraging cooperation in the business environment with their empathy skills. By encouraging women to actively participate in production processes, Parla Solar has increased diversity within the company and improved business performance.

The presence of women in the business world strengthens our company's global vision and contributes to our struggle for gender equality.

LABOUR FORCE

By Employment Type	Unit	2023
White Collar - Female	Person	13
White Collar - Male	Person	13
Blue Collar - Female	Person	46
Blue Collar - Male	Person	87

Occupational Health and Safety

Parla Solar works meticulously on occupational health and safety issues to ensure the safety of its employees and all stakeholders working on behalf of Parla Solar. In this context, we take into account international standards and local legal regulations when determining our occupational health and safety policies. Our practices, based on ISO 45001:2018 Occupational Health and Safety Management System certification, aim to protect the health and safety of our employees at the highest level.

Adopting a continuous improvement and development approach in occupational health and safety, our Company actively monitors and evaluates risk management processes. We aim to minimise potential risks in the working environment by meticulously carrying out the processes of identifying hazards, analysing risks and determining control measures. In addition, we ensure that our employees are aware of occupational health and safety issues and raise their awareness through regular training and information programmes.

Parla Solar's OHS Policy covers not only our employees but also our suppliers, customers and visitors. We continue our efforts to maintain and improve occupational health and safety standards at every stage of our supply chain, attaching importance to the safety and health of all our stakeholders with whom we cooperate.

As Parla Solar, we aim to reach the highest standards in occupational health and safety and to create a sustainable business model. In this direction, we continuously evaluate our performance, identify opportunities for improvement and continue our efforts to strengthen the occupational health and safety culture throughout the organisation.

Thanks to the ownership of the OHS issue by all our employees, there were no accidents with lost days in our Company during the reporting period.

Occupational Health and Safety Trainings

Total Number of Participants	By Employment Type	2023
Company Employees (personxhour)	HSE&S Total training hours. Environmental, etc. trainings are included	3,139
Subcontractor Employees (personxhour)	Trainings for employees working in the field.	290
Total OHS Trainings (personxhour)	HSE&S Total training hours. Environmental, etc. trainings are included	3,429

We aim to minimise potential risks in the working environment by meticulously carrying out the processes of identifying hazards, analysing risks and determining control measures.

Our Approach to Occupational Health and Safety Management

As Parla Solar, we manage our business processes by reducing occupational health and safety risks to an acceptable level without compromising the importance we attach to occupational health and safety issues. We endeavour to protect the health and safety of our employees and other stakeholders.

As Parla Solar, we continue to work to implement our commitments to occupational health and safety issues at all levels and to achieve our goal of zero occupational accidents and occupational diseases. We endeavour to announce our occupational health and safety policy to all our employees and to ensure the participation of employees. We are also committed to conducting site audits and openly displaying our occupational health and safety activities to the public and third parties.

Minimising Risks:

We continuously improve all processes by reducing occupational health and safety risks to an acceptable level. We take effective measures to prevent occupational accidents and occupational diseases and continuously conduct risk assessments.

Zero Work Accident and Occupational Disease Principle:

We act with the principle of zero occupational accidents and zero occupational diseases and take measures to minimise the possible harmful consequences of accidents or emergencies that may occur during our activities. We attach utmost importance to health, safety and security issues in our work areas.

Training and Awareness:

We organise continuous training and awareness activities to increase the awareness of our employees, suppliers and visitors on occupational health and safety issues. We follow effective communication strategies to increase the awareness of relevant stakeholders and authorities.

Compliance with Legislation and Standards:

We fully comply with all local and international laws, regulations and standards on occupational health and safety. We carry out our activities within the framework of these laws and standards and ensure continuous improvement.

Continuous Improvement:

We continuously review our occupational health and safety performance and evaluate opportunities for improvement. We provide the necessary information, human, technological and financial resources to ensure the continuity of the occupational health and safety system.

Code of Ethics and Working Principles

As Parla Solar, we keep our commitment to business ethics and ethical values at the highest level because they are the cornerstones of our company. While business ethics serves as a guide in determining the right and fair behaviour in the business world, our ethical values form the basis of our business relationships and transactions. These values reflect Parla Solar's mission, vision and corporate identity and guide us in fulfilling our responsibilities towards society and our stakeholders.

The importance of ethical rules and business ethics ensures that our company behaves in accordance not only with legal regulations, but also with social expectations and the trust of our stakeholders. These rules and principles help Parla Solar maintain core values such as honesty, transparency, fairness and respect in all its activities.

In addition, our ethical practices increase productivity by enhancing internal cohesion and employee motivation, and create a positive culture in the work environment.

At Parla Solar, we recognise the importance of strict adherence to ethical practices because this ensures the long-term success and sustainability of our company. Credibility, reputation and societal acceptance are the basis for gaining a competitive advantage in the business world, and all of these factors are based on ethical values. Therefore, as Parla Solar, we endeavour to ensure that our company builds a successful future by adhering to business ethics and ethical values.

As Parla Solar, we base our business on respecting and protecting human rights. While maintaining our leading position in our sector, we are aware of our responsibility to create value for all our stakeholders, society and the environment.

We recognise human rights as an integral part of our ethical values and act accordingly. We ensure that all our employees and business partners fully comply with our human rights policy, and we are committed to observing the rights of the people
living in the regions where we operate and taking measures against any violation of rights.

In this context, we comply with national and international laws and regulations, as well as adopt and implement the principles of the United Nations Universal Declaration of Human Rights. We respect human rights at every stage of our business, fight against all kinds of discrimination among our employees and take the principle of equality as a basis.

In addition, we ensure that child labour is not used in our contracts with our suppliers and that healthy, safe and fair conditions are provided in work environments. We encourage the participation of women in the workforce and support gender equality in the work environment.

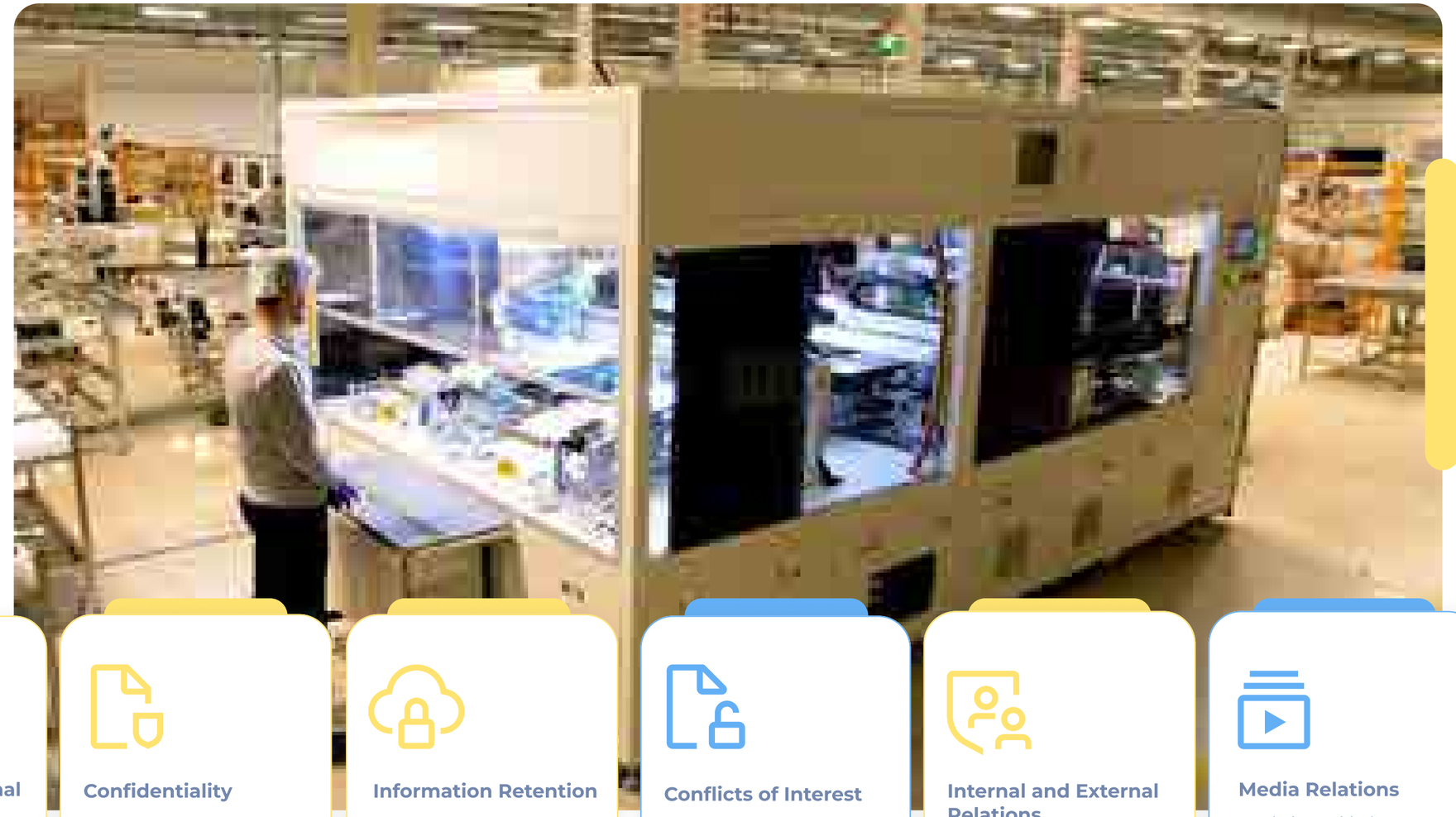
As Parla Solar, we keep our commitment to respect and protect human rights at the highest level and continue to follow up our policy by ensuring effective communication with all our stakeholders.

Our Responsibilities as Employees

In our company, unethical behaviours or behaviours that are not in accordance with the working principles are not allowed and such behaviours are not tolerated.

All members of the Parla Solar family work to meet internal and external customer needs at the highest level. By acting within the framework of honesty and reliability, equal relationships are established between individuals, cooperation is made, common goals are pursued and company assets are used efficiently and respectfully.

At Parla Solar, each of our colleagues works with common sense while fulfilling their duties, considers the principles of profitability and efficiency, and acts in accordance with the "Code of Ethics and Working Principles". It is important for all our employees to strictly adhere to these rules in order to fulfil their duties in the most effective and accurate manner in line with the company's goals.



Company Proprietary Information

The Company's customer information, trade secrets and other non-public information may only be used and protected for business purposes. Employees may not share or misuse this information with third parties.

Protection of Personal Information of Customers

In accordance with the Law on the Protection of Personal Data and related rules, employees may use personal information of customers only for business purposes and with permission, and may not share it for other purposes.

Confidentiality

Employees are obliged to protect customer and business information in accordance with Aydem Energy's information security policy and relevant legislation. They should not share this information with unauthorised persons and should not use it outside of work.

Information Retention

In accordance with information security policies, employees should store information securely and not use it outside of work. Attention should be paid to security measures on computers and other devices.

Conflicts of Interest

Employees must observe the interests of the company and avoid situations that conflict with personal interests

Internal and External Relations

Employees are obliged to protect non-public information and to establish honest relationships. Professional behaviour must be displayed in customer relations and competition law must be complied with.

Media Relations

In relations with the press, the principles of accuracy and honesty must be observed when representing the company.

Violation of Ethical Rules and Working Principles and Its Consequences

Our Code of Ethics and Business Principles are the main factors of our reputation and continuous success in the sector. Violation of these rules and principles may adversely affect our reputation and success in the sector. For this reason, behaving in an unethical manner contrary to our principle of honesty, unethical behaviour or going beyond the working principles fall within the scope of ethical review or disciplinary investigation. All our employees are obliged to act in accordance with these rules.

Ethics Committee Organisation

Incompatibilities in ethical issues are resolved within the Aydem Energy Ethics Committee.

The Ethics Committee consists of the Chairman of the Board of Directors, Group Human Resources Senior Manager and Group Legal Senior Manager. The Ethics Committee evaluates the violation issues by taking into account the ethical investigation and disciplinary investigation reports issued by the Internal Audit and Control Directorate. The functioning of the Ethics Committee, decision-making processes, relations with the Disciplinary Committees in the companies and reporting practices are described in detail in the Disciplinary Practices Procedure.

The committee keeps the notifications and complaints and the identity of those making the notification or complaint confidential. It Adopts a policy to prevent possible retaliatory attitudes and behaviours towards employees or persons who report ethical violations. It Conducts investigations and inquiries within the rules of confidentiality. The chairman and members of the Board are obliged to act independently and unaffected by the department managers and the hierarchy within the organisation while fulfilling their duties in this regard. During the reporting period, there were no cases of rule violations

News from Us

We Will Heal the Wounds Together in Solidarity

As Parla Solar, we believe in the power of solidarity. Together with all Group Companies of Aydem Energy, we continued our efforts to support the earthquake region in coordination with AFAD and Red Crescent (Kızılay) after the earthquake on 6 February.

We supported the works in the earthquake zone with our team of 160 people in total, including 44 search and rescue personnel across our Group Companies. We made intensive efforts for the energisation of the region and the distribution of the aid materials delivered. In addition, together with our volunteers, we sorted the aid materials collected throughout the Group and ensured that they were sent to the region by trucks. Within the aid truck, our existing waste wood pallets were sized to support the earthquake victims in the earthquake zone and shipped to the regions to be used as fuel for heating.

After the 6 February earthquake, we worked with all our strength to meet the needs of the earthquake victims and to alleviate the pain of the society. With the spirit of solidarity and unity, we will heal the wounds together.

News from Us

Visit to Atatürk Vocational and Technical Anatolian High School

As Parla Solar, we operate by adhering to the principles of sustainability and social responsibility and we attach importance to contributing to the society. Denizli Atatürk Vocational and Technical Anatolian High School students who visited our production facility were informed about our production processes and provided detailed information about renewable energy and technology. Collaborations established with schools and educational institutions not only contribute to the education of young people, but also enable the discovery of talented candidates for the future workforce. As Parla Solar, we are pleased to support young people to learn about career opportunities in the energy sector and develop their skills.

NoExcuse

As Parla Solar, we are voluntarily participating in the 16 Days of Activism campaign organised by United Nations Women (UN Women) again this year. We believe that violence against women is unacceptable and we say # NoExcuse!

Violence against women is one of the most important problems of our society and it is never acceptable to remain silent on this issue. We believe that every woman has the right to feel safe and this right must be respected. We will do our best to defend the rights of our women and support them. We will continue to fight for gender equality and women's safety in our society.

As Parla Solar, we are proud to join this campaign to work together in the fight against violence against women and spread the message # NoExcuse. Together, we will work for a fairer and safer world.

APPENDICES

Environmental Performance Indicators

Greenhouse Gas Emissions	Unit	2022	2023
Direct CO2 Emissions (Scope 1)	tCO_2e	96	110
Indirect CO2 Emissions (Scope 2)	tCO_2e	2,564	2,223
Indirect CO2 Emissions (Scope 3)	tCO_2e	80,235	33,344

Water Footprint	Unit	2022	2023
Blue Water Footprint	m^3/year	4.556	1.484
Green Water Footprint	m^3/year	15,958	15,958
Grey Water Footprint	m^3/year	2,026	1,259

Social Performance Indicators

LABOUR FORCE			
By Employment Type	**Unit**	**2022**	**2023**
White Collar - Female	Person	9	13
White Collar - Male	Person	9	13
Blue Collar - Female	Person	53	46
Blue Collar - Male	Person	88	87
TOTAL		**159**	**159**

By Gender	Unit	2022	2023
Male	Person	62	59
Female	Person	97	100
TOTAL		**159**	**159**

Total Workforce by Age Groups	Unit	2022	2023
18 - 30 years old	Female	30	26
	Male	54	54
31 - 40 years old	Female	18	20
	Male	30	27
Between 41 - 50 years	Female	14	5
	Male	10	11
Between 51 - 60 years	Female	0	0
	Male	3	4

OCCUPATIONAL HEALTH AND SAFETY			
Accidents	**Unit**	**2022**	**2023**
Accident frequency rate	Ratio	17.49	23.44

Occupational Health and Safety Trainings	Unit	2022	2023
Company Employees	(Person*Hour)	2,546	3,139
Subcontractor Employee	(Person*Hour)	-	290
Total OHS Trainings	(Person*Hour)	2,546	3,429

Limited Assurance Statement

LIMITED ASSURANCE STATEMENT

GRI Content Index

For the Content Index – Essentials With Reference option Service, GRI Services reviewed that the GRI content index has been presented in a way consistent with the requirements for reporting with reference to the GRI Standards, and that the information in the index is clearly presented and accessible to the stakeholders. The service was performed on the English version of the report.

Statement of Use	Parla Solar has reported the information cited in this GRI content index for the period 1 January 2023 to 31 December 2023 with reference to the GRI Standards.
GRI 1 Used	GRI 1: Foundation 2021

GRI CONTENT INDEX ESSENTIALS SERVICE WITH REFERENCE OPTION 2024

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	2-1 Organizational details	About Us, p.5
	2-2 Entities included in the organization's sustainability reporting	About the Report, p.2
	2-3 Reporting period, frequency and contact point	About the Report, p.2
	2-4 Restatements of information	About the Report, p.2
	2-5 External assurance	Limited Asurance Statement, p.45
	2-6 Activities, value chain and other business relationships	About Us, p.5
	2-7 Employees	Working Life at Parla Solar, p.33
	2-8 Workers who are not employees	Social Performance Indicators, p.44
	2-9 Governance structure and composition	Sustainable Business Model, p.17
	2-10 Nomination and selection of the highest governance body	Confidentiality constraints
	2-11 Chair of the highest governance body	Confidentiality constraints
	2-12 Role of the highest governance body in overseeing the management of impacts	Confidentiality constraints
	2-13 Delegation of responsibility for managing impacts	Assessment of Climate Change Related Impacts, p.25
	2-14 Role of the highest governance body in sustainability reporting	Confidentiality constraints
	2-15 Conflicts of interest	Confidentiality constraints

GRI Content Index

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	2-16 Communication of critical concerns	Material Issues and Parla Solar's Impact on Sustainable Development, p.15
	2-17 Collective knowledge of the highest governance body	Confidentiality constraints
	2-18 Evaluation of the performance of the highest governance body	Confidentiality constraints
	2-19 Remuneration policies	Confidentiality constraints
	2-20 Process to determine remuneration	Confidentiality constraints
	2-21 Annual total compensation ratio	Confidentiality constraints
	2-22 Statement on sustainable development strategy	Material Issues and Parla Solar's Impact on Sustainable Development, p.15,16
	2-23 Policy commitments	Commitment to Enviromental Sustainability and Clean Energy, p.24, Code of Ethics and Working Principles, p.38
	2-24 Embedding policy commitments	Commitment to Enviromental Sustainability and Clean Energy, p.24, Code of Ethics and Working Principles, p.38
	2-25 Processes to remediate negative impacts	Confidentiality constraints
	2-26 Mechanisms for seeking advice and raising concerns	Confidentiality constraints
	2-27 Compliance with laws and regulations	Code of Ethics and Working Principles, p.38, Violation of Ethical Rules and Working Principles and Its Consequences, p.40
	2-28 Membership associations	Confidentiality constraints
	2-29 Approach to stakeholder engagement	Our Basic Principles, p.11
	2-30 Collective bargaining agreements	Confidentiality constraints

GRI Content Index

GRI STANDARD	DISCLOSURE	LOCATION
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Material Issues and Parla Solar's Impact on Sustainable Development, p.15,16
	3-2 List of material topics	Material Issues, p.16
Occupational Health and Safety		
GRI 403: Occupational Health and Safety 2018	3-3 Management of material topics	Material Issues and Parla Solar's Impact on Sustainable Development, p.15,16
	403-1 Occupational health and safety management system	Occupational Health and Safety, p.36
	403-2 Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety, p.36
	403-3 Occupational health services	Occupational Health and Safety, p.36
	403-4 Worker participation, consultation, and communication on occupational health and safety	Occupational Health and Safety, p.36
	403-5 Worker training on occupational health and safety	Occupational Health and Safety, p.36
	403-6 Promotion of worker health	Occupational Health and Safety, p.36
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health and Safety, p.36
	403-8 Workers covered by an occupational health and safety management system	Occupational Health and Safety, p.36
	403-9 Work-related injuries	Social Performance Indicators, p.44
	403-10 Work-related ill health	Social Performance Indicators, p.44

GRI Content Index

GRI STANDARD	DISCLOSURE	LOCATION
Business Ethics		
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Issues and Parla Solar's Impact on Sustainable Development, p.15,16
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Code of Ethics and Working Principles, p.38
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GRI 3: Material Topics 2021	3-3 Management of material topics	Material Issues and Parla Solar's Impact on Sustainable Development, p.15,16
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	News From Us, p.41,42
Combating Climate Change and Adaptation		
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Issues and Parla Solar's Impact on Sustainable Development, p.15,16
GRI 302: Energy 2016	302-5 Reductions in energy requirements of products and services	Emission Management, p.31
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Emission Management, p.31
	305-2 Energy indirect (Scope 2) GHG emissions	Emission Management, p.31
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GRI STANDARD	DISCLOSURE	LOCATION
Sustainable Profitability		
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GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Economic Performance, p.9,69
	201-2 Financial implications and other risks and opportunities due to climate change	Assessment of Climate Change Related Impacts, p.25,26,27
Inclusion, Diversity and Talent Management		
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Issues and Parla Solar's Impact on Sustainable Development, p.15,16
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Social Performance Indicators, p.44
	404-2 Programs for upgrading employee skills and transition assistance programs	Career Management, p.35
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Social Performance Indicators, p.44
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Violation of Ethical Rules and Working Principles and Its Consequences, p.40

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GRI STANDARD	DISCLOSURE	LOCATION
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	303-2 Management of water discharge-related impacts	Water Management, p.30
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GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Waste Management, p. 29
	306-2 Management of significant waste-related impacts	Waste Management, p. 29
	306-3 Waste generated	Waste Management, p. 29
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TCFD Main Headings	Recommended disclosures	Report Page
Governance - Disclose the organization's governance around climate-related risks and opportunities	A. Describe the board's oversight of climate-related risks and opportunities.	25
	B. Describe management's role in assessing and managing climate-related risks and opportunities.	25
Strategy - Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning where such information is material.	A. Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	26,27
	B. Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	26,27
	C. Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	17
Risk Management - Disclose how the organization identifies, assesses, and manages climate-related risks.	A. Describe the organization's processes for identifying and assessing climate-related risks.	25
	B. Describe the organization's processes for managing climate-related risks.	25
	C. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	25
Metrics and Targets - Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.	A. Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	25
	B. Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks.	31
	C. Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets	25

parla

Parla Solar Cell and Panel Production Inc.

Denizli Organised Industrial Zone 2nd
Section, Ali Rıza Öztürk St. No: 14
Honaz / Denizli Turkey

Tel : +90 850 242 42 41
Fax: +90 850 242 42 41

Web Address : www.parlasolar.com.tr

E-mail : info@parlasolar.com.tr

Reporting Consultant and Design

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www.greenlifedanismanlik.com