



Distributing  
Energy for Life

Sustainability  
Report  
**2023**





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# ABOUT THE REPORT

Gdz Elektrik Dağıtım AŞ (Gdz Electricity Distribution Inc.), as one of Turkey's leading companies in energy distribution and services, is increasing its commitment to sustainability principles day by day. This report has been prepared to evaluate Gdz Electricity Distribution Inc.'s sustainability performance towards 2023 and to ensure transparent communication with its stakeholders. In the rest of the report, Gdz Electricity Distribution Inc. will be referred to as Gdz Electricity.



## Reporting Scope

This report is the third sustainability report of Gdz Electricity and includes Gdz Electricity's sustainability strategy, activities and targets in the fields of environmental, social and governance, its approach to focal points that are important for its stakeholders and its performance in the 12-month period starting on 1 January 2023 and ending on 31 December 2023.



## Reporting Principles and Standards

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.



## Publication Date and Frequency

This report is published annually as an indicator of our commitment to share Gdz Electricity's sustainability performance with its stakeholders and was published in June 2024.

## Contact Us

The 2023 Sustainability Report has been prepared in both Turkish and English, and the data and information contained in the report have been subjected to limited assurance by an Independent Audit Firm. You can send your comments, suggestions and feedback regarding the report to [bilgi@gdzelektrik.com.tr](mailto:bilgi@gdzelektrik.com.tr).





**Uğur Yüksel**  
General Manager

## GENERAL MANAGER MESSAGE

Dear Stakeholders,

As one of the first private companies in Turkey to receive an electricity distribution license, we have been distributing 'Energy for Life' in İzmir and Manisa since 2013, implementing electricity infrastructure investments based on economic, social, and ecological foundations. In line with our vision of becoming a leading global distribution company that adds value to life through technology, we work with an approach that considers the sustainability of our natural resources, environment and future generations. I am very proud to share with you our third sustainability report prepared with the motto "We distribute energy for life".

We are a pioneering company working to provide safe and efficient energy to all our stakeholders in İzmir and Manisa. While delivering this service, we are delighted to present our to our valued stakeholders our "sustainability" perspective integrated with our corporate strategy, our sustainable governance model, our environmental and social performance and goals, and our story that considers the sustainability of the needs of future generations.

Changing global economic conditions and sustainability-oriented regulations have necessitated the adoption of new strategies based on risk and opportunity in the business world and opened a new page in sustainability issues. On the other hand, climate-based risk and opportunity disclosures indicate a new paradigm in the business world. This new paradigm makes corporate sustainability reporting more transparent, interactive, and strategic. Our strategic investments and sustainable business practices have been appreciated by all our stakeholders. The successes we have achieved strengthen our vision to maintain our pioneering position in the industry and to build a sustainable future.

In the search for a clean energy future, there is a need to significantly improve the physical infrastructure as well as sound economic policies that will accelerate the decarbonization of our country and make it sustainable in the long term, encouraging investments. With its sectoral experience and operational investments, Gdz Electricity offers the necessary perspective and competence to accelerate the decarbonization process.

As GDZ Electricity, we continue our efforts to reliably provide the essential energy necessary for modern lives in the face of extreme weather events caused or exacerbated by climate change.

We reinforced our leadership in sustainability by ranking first among Turkish companies in Moody's ESG assessment. In the Carbon Disclosure Project (CDP), an environmental reporting initiative, we proved our environmental performance and effectiveness in combating climate change by succeeding in raising our "B Level" rating we received in 2022 to "A Leadership Level" in 2023.

In the coming years, we will increase the integration of renewable energy sources, focus on projects that promote energy efficiency and savings, and support sustainable energy solutions in our region. All these efforts are steps to continue our mission to create a greener, cleaner and more livable world not only for today but also for future generations.

With the goal of providing sustainable and safe energy, our company not only became the sector leader in Turkey, but also ranked third in the emerging markets internationally. With this success, we are on our way to becoming the leading distribution company on a global scale, surpassing 97 percent of global companies.

I am excited about our company's contribution to shaping a sustainable future in the upcoming period. Trusting and supporting each other to further increase our individual impact is the way to make every success a team success. I would like to express my gratitude to our valued employees, customers and business partners who support our achievements. Together, we will continue to work towards a more sustainable life with energy.

Yours sincerely,

Uğur Yüksel  
**General Manager of Gdz Electricity**





# Gdz

Energy for Life

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## ABOUT GDZ ELECTRICITY





# About Gdz Electricity

As one of the companies holding the first private electricity distribution license in Turkey, we have been distributing electricity, an indispensable part of daily life, to our consumers in İzmir and Manisa provinces since 2013 with our people-oriented service approach and modern technology systems. With the authorization we received from EMRA (Energy Market Regulatory Authority) in the region where we operate, we will continue to serve as the only licensed distribution company until 2036, when the license will expire.

Based on a distribution network transferred to the Turkish Electricity Authority (TEK) in 1982 and later operating under the Turkish Electricity Distribution Company (TEDAŞ) in 1994, Gdz Electricity was established as a result of the privatization process that began in 2004. It was privatized under the umbrella of Aydem Energy in 2013 and separated its electricity distribution and retail sales activities. In 2015, the commercial name of the company was changed to Gdz Elektrik (Gdz Electricity).

Today, Gdz Electricity is one of the five largest regions in Turkey in terms of the number of subscribers and electricity consumption, while providing people-oriented and innovative services to important industrial, commercial and tourism centers in the region in accordance with international quality standards.

With its advanced infrastructure and effective management approach, Gdz Electricity aims to achieve success and sustainable growth while providing uninterrupted energy distribution services in accordance with the principles of sustainability. We continue our activities with a safe and quality service approach with our 24/7 working fault, maintenance and repair teams, call center units and meter reading teams coordinated by our General Directorate, 4 Regional Directorates and 32 Operation Managements.

We operate the electricity distribution facilities we took over from TEDAŞ within the scope of the electricity market legislation. We conduct renewal, improvement, and capacity increase investments for the facilities, carry out maintenance, repair, connection, meter reading, and anti-Leakage consumption efforts, and implement research, development, and innovation projects aimed at increasing the efficiency and quality of electricity distribution and services.

We have reached 70,636 km of line length, 35,709 transformers and 17,131MVA transformer capacity in İzmir and Manisa provinces. With our infrastructure, modern technological systems and human resources, we are proud to have safely distributed approximately 16 TWh of electricity to 3.7 million consumers with a population of 5.9 million, which constitutes approximately 7.7% of the number of consumers in Turkey, in our 26,000 km2 distribution region consisting of 47 districts and 2,383 neighborhoods in İzmir and Manisa provinces.

Improvement works implemented in the field and technological infrastructure, , as well as planned maintenance and renovation/ improvement activities conducted to enhance supply continuity, have resulted in a significant improvement in performance indicators.

In 2022, while the Turkish average for the average unplanned outage duration per user (SAIDI) was 1,170 minutes, our company's SAIDI value was 585 minutes. Similarly, the Turkish average for the average unplanned outage frequency per user (SAIFI) was 18.43, whereas our company's SAIFI value was 10.7. As part of our sustainability efforts, our company holds ISO 9001, ISO 10002, ISO 14001, ISO 45001, and ISO 27001 certifications in areas such as human rights, integrated management systems, environment, quality, information security, and risk management.

As Gdz Electricity, we proud and delighted to be a participant in the world's most comprehensive sustainability platform, the UNGC. While carrying our Company into the future by performing our work in the best way possible, we fulfil our responsibilities towards individuals, society, our country and the environment. We ensure that our activities are conducted within the targeted timeframe and quality, adhering strictly to our work ethics. We adopt a transparent and accountable management approach in accordance with procedures and rules. We will always continue to take part in activities that make a difference in our sector with our people-oriented approach and strategic goals that enable us to look to the future with confidence.





**2 provinces,**

**47 districts**

**26,000 km<sup>2</sup>**

**Distribution Area**



**3.7 Million**

**Customers**

**5.9 Million**

**Serving people**



**4 Regional**

**Directorates**

**33 Operation**

**Managements**

**24/7**

**Fault and Repair Service**



# Mission, Vision and Values

## Our Mission

Our sustainability culture, which we have developed by evaluating the social and economic impact areas, the expectations of all our stakeholders and our corporate strategy; to provide quality, modern and environmentally friendly electricity distribution services.

## Our Vision

With our vision of becoming the world's leading distribution company that adds value to life with its technology, we work by considering the sustainability of natural resources, the environment and future generations.

With our understanding that focuses on efficient and safe energy delivery to support high quality life, we always aim to carry our Company further.

## Our Values

### Sensitivity



By performing our work to the best of our ability and guiding our institution into the future, we fulfill our responsibilities towards individuals, society, our country, and the environment. We ensure that our work is carried out within the framework of business ethics while meeting the targeted timelines and quality standards. We adopt a transparent and accountable working style that is in accordance with procedures and regulations. If we encounter any unethical or unjust practices, we raise our voice. We consider the impact of our actions on others.

### Dynamism

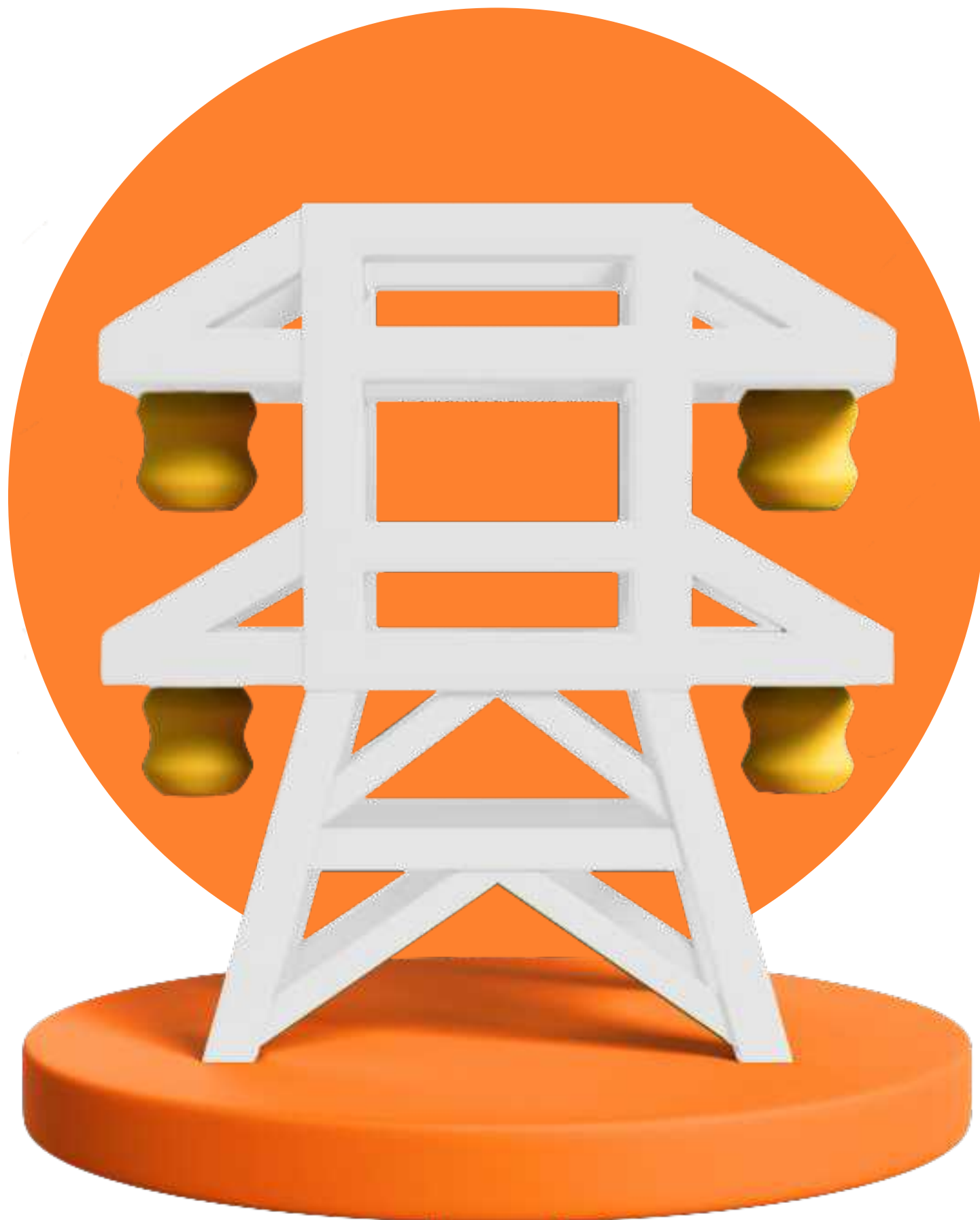


We follow the needs of our colleagues and stakeholders that arise in changing conditions, and we make the necessary improvements in our working environment, business conduct system, products and services. We pioneer the electricity sector with the steps we take and steer development and change in the sector. With curiosity in our soul, we try new ways to fulfil products, processes and services more efficiently, quickly and error-free.

### Touching Life

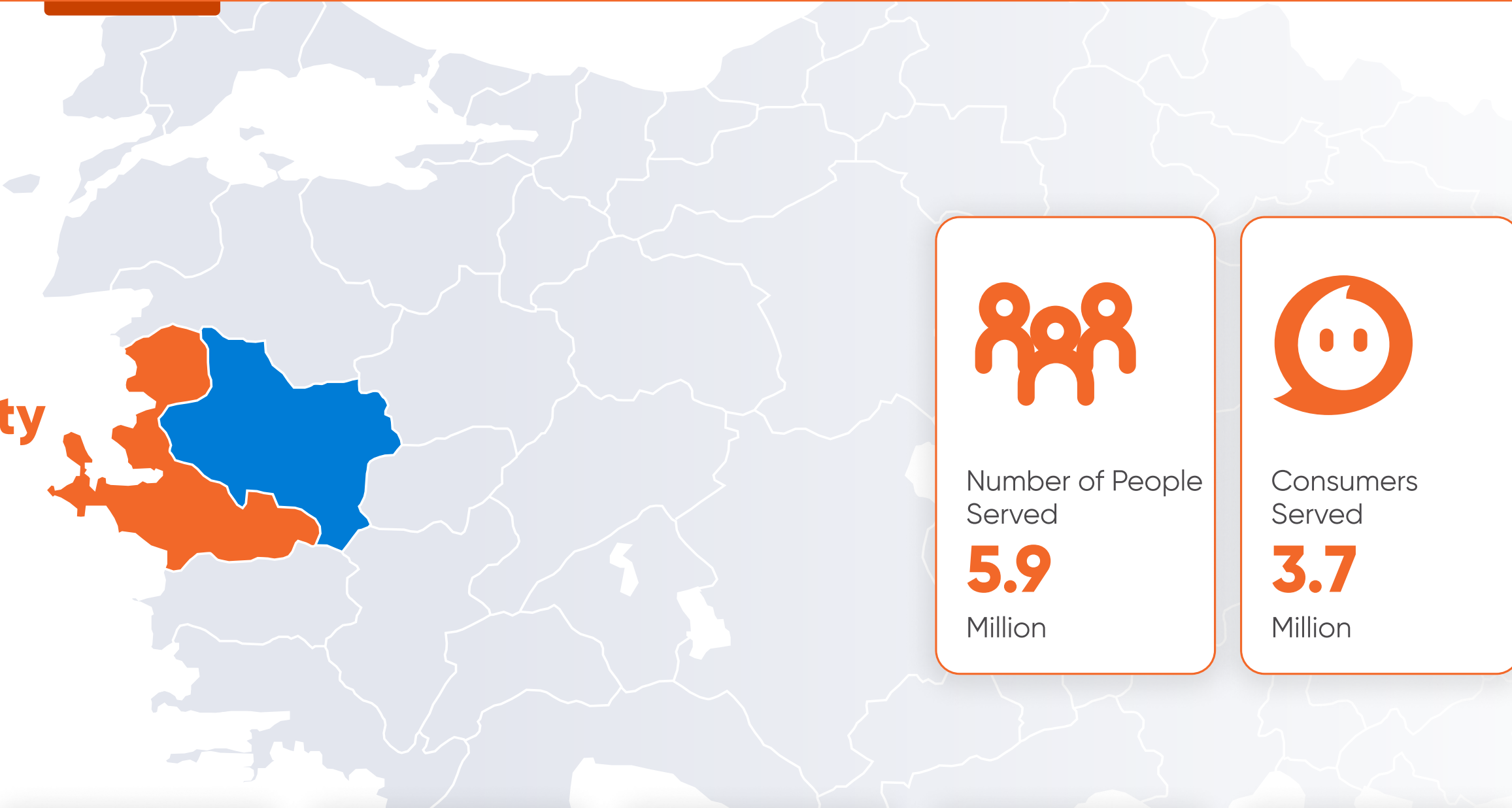


"Human" is at the center of every work we do and every step we take. We develop solutions that add energy and value to every moment of life with our continuous development, curiosity, inquisitive spirit and the expertise we have gained over the years. We enable our colleagues to express their different ideas, value their social needs and celebrate their successes together. We work to improve the quality of life of our stakeholders by accurately analyzing their needs and expectations.





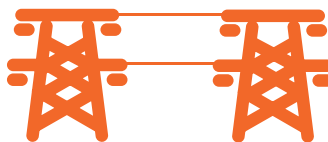
# Gdz Electricity at a Glance



Number of People  
Served  
**5.9**  
Million



Consumers  
Served  
**3.7**  
Million



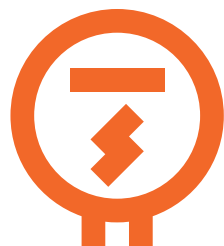
Line Length  
**70,636**  
Km



Distribution  
Area  
**26,000**  
Km<sup>2</sup>



Total Number of  
Transformers  
**36,635**



Transformer  
Capacity  
**17,604**  
MVA



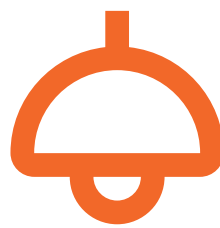
Unlicensed  
Producers  
**2036**



Licensed  
Producers  
**54**



Distributed  
Energy  
**16,496**  
TWh



Number of  
General Lighting  
**15,544**



Economic Performance

Electricity Distribution by Province

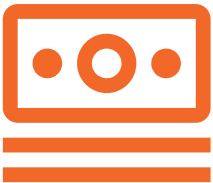
| Electricity Distribution(kWh) | 2021           | 2022           | 2023           |
|-------------------------------|----------------|----------------|----------------|
| İzmir                         | 13,330,371,763 | 12,693,294,370 | 12,792,946,057 |
| Manisa                        | 3,648,363,210  | 3,650,903,181  | 3,703,055,074  |

Infrastructure and Loss/Leakage Data

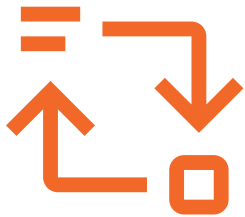
| Technical Data by Year     | 2021   | 2022   | 2023   |
|----------------------------|--------|--------|--------|
| Line Length (km)           | 64.375 | 70.025 | 84.100 |
| Transformer Capacity (MVA) | 16.177 | 17.131 | 17.605 |
| Number of Transformers     | 34.773 | 35.709 | 36.635 |
| Loss and Leakage Rate (%)  | 6.36%  | 5.04%  | 5.24%  |







| Economic Value Created              | Unit | 2021           | 2022           | 2023           |
|-------------------------------------|------|----------------|----------------|----------------|
| Economic Value Generated (Revenues) | TL   | 12,780,175.027 | 19,696,625,654 | 24,539,927,089 |



| Economic Value Distributed  | Unit | 2021          | 2022          | 2023          |
|---|------|---------------|---------------|---------------|
| Operational costs<br>(including procurement, excluding fees)        | TL   | 4,301,403,372 | 5,727,861,667 | 7,690,972,275 |
| Wages and benefits paid<br>to employees                             | TL   | 435,558,568   | 509,979,439   | 742,212,602   |
| Taxes and similar<br>governmental payments                          | TL   | 40,234,160    | 101,521,028   | 138,788,416   |
| Donations, sponsorship and<br>corporate responsibility expenditures | TL   | 3,053,150     | 115,466       | 7,151,075     |



| Total Sales Revenue | Unit | 2021           | 2022           | 2023          |
|---------------------|------|----------------|----------------|---------------|
| Domestic            | TL   | 12.780.175.027 | 19.696.625.654 | 24.539927.089 |



# Quality Certificates





## Awards Received in 2023

Turkey's 5th Best Employer

Great Place to Work®



On Turkey's 2023 Social Responsibility & Volunteering List

Great Place to Work®



2023 List of Companies Offering Great Workplace Experiences for Young Generations

Workplaces for Millennials™



Ranked 1st in the list of Aegean's Best Employers

Great Place To Work® 2023



On "Europe's Best Employers List"

Great Place To Work®2023



2023 Best Workplaces for 1st Place in Innovation By All™ List

Great Place to Work®Türkiye



Bronze Stevie® Award in the "Communication/Public Relations Campaign of the Year-ESG (Environmental, Social, Governance)" category with the Energy Hunters Project  
20. Stevie® International Business Awards



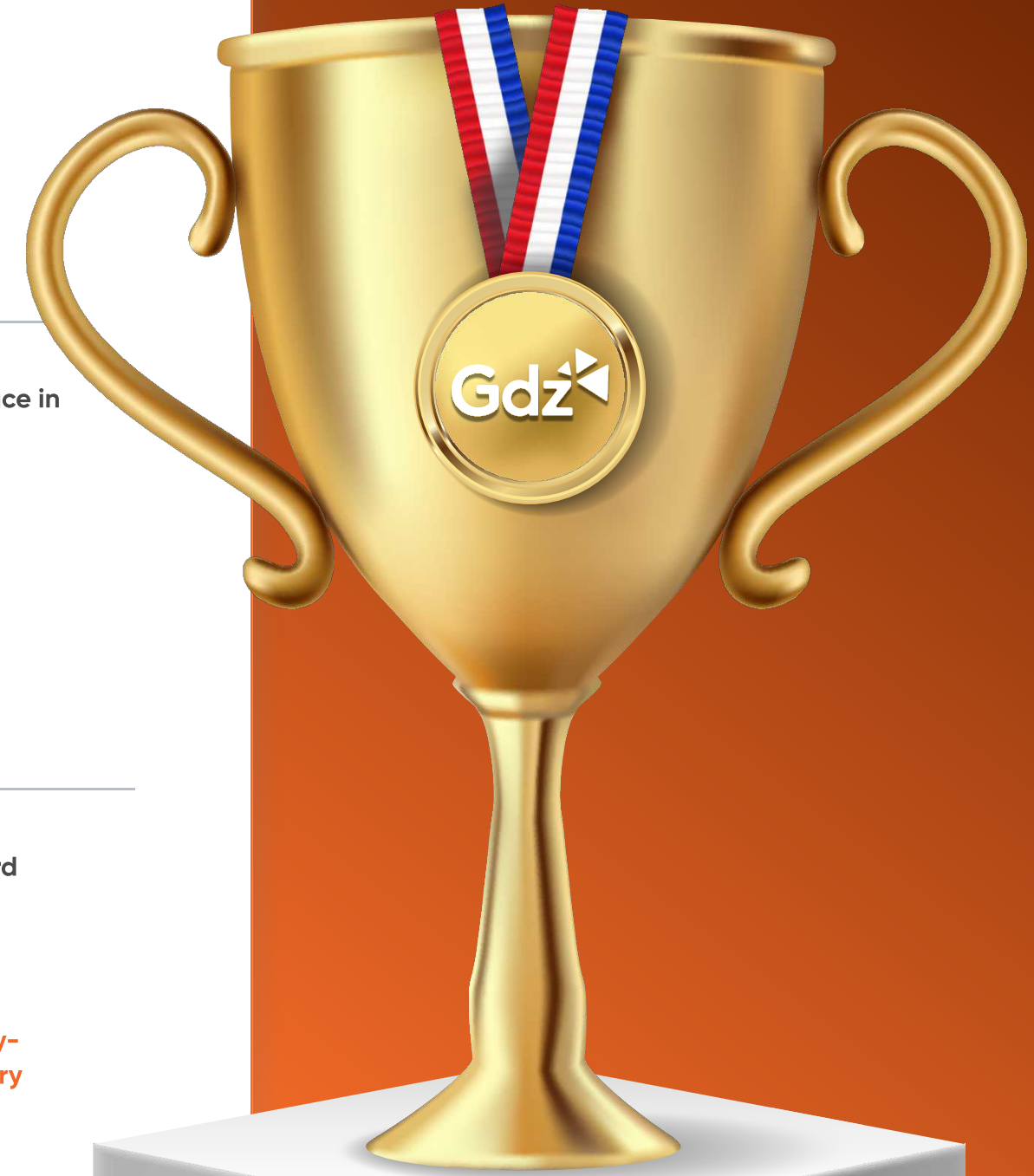
Award in the Talent Development Programme category for the Engineer Development Programme (MÜGEP)

TEGEP Learning and Development Awards



Sustainability Report Gold Award

League of American Communications Professionals 2022/2023 Vision Awards Energy-Equipment and Services category





# Board of Directors

## Executive Committee



**Ali Murat Korkmaz** / Chairman of the Board of Directors

Gdz Electricity Chairman of the Board of Directors

He worked as a partner and manager in companies in the energy sector for many years. He was appointed as the Chairman of the Board of Directors of Gdz Electricity in May 2013. He serves as the Chairman of the Board of Directors at Adm Electricity Distribution and Gdz Electricity Distribution.



**Uğur Yüksel** / Board Member

Gdz Electricity General Manager

He has more than 30 years of experience in the energy, IT and defense industry sectors. He served as Project Manager at the Undersecretariat for Defense Industries of the Ministry of National Defense, General Manager at METU Teknokent, where he was involved in the establishment of Turkey's first technopark, Lotus Energy Purchasing and Business Development Director in Turkmenistan, and Secretary General of ELDER Electrical Services Association. In 2018, he joined Aydem Energy Group as the General Manager of Gdz Electricity Distribution. He was appointed as a member of the Board of Directors of Adm Elektrik Dağıtım in August 2018.



**Hülya Kurt** / Board Member

She graduated from Hacettepe University, Department of Chemical Engineering in 1988. In 2000, she received her Executive MBA degree from Koç University. Mrs. Kurt started her career as an R&D and Project Engineer at Eczacıbaşı Vitra and joined the Industrial Development Bank of Turkey (TSKB) as a Project Engineer Specialist in 1995. After working in various positions, she continued his duty as the Head of Engineering Department. Kurt also served as the Bank's Sustainability Coordinator between 2006 and 2016. In 2011, she led the establishment of Escarus-TSKB Sustainability Danışmanlığı Inc. a sustainability consultancy firm within TSKB. In 2016, she was appointed CEO of Escarus. She played a key role in TSKB's Sustainability Roadmap, Green Banking Strategy and the establishment of Escarus. She is highly knowledgeable in development banking activities and has experience in energy (particularly renewable energy and energy efficiency), energy transition, climate change, sustainability (ESG), and green sustainable finance.

Kurt, who has 24 years of experience in the development banking sector, started working independently on energy, sustainability and green finance issues after leaving TSKB Group in 2019.



**Elmas Yaşar Bostancı** / Board Member

Since 2003, Bostancı, who has work experience in different positions in the energy sector, was appointed as the General Manager and Chairman of the Board of Directors of Eti Maden İşletmeleri in 2016. Bostancı, who was previously a member of the board of directors in different group companies of Aydem Energy, has been serving as a member of the Board of Directors in Adm Electricity and Gdz Electricity as of 2023.



**Ersin Akyüz** / Board Member

After completing undergraduate and graduate studies in Economics at the London School of Economics, he completed a master's program (MBA) in Finance at the University of Chicago. He began his career in 1989 at Bankers Trust International Ltd in London and continued at Morgan Stanley in London in 1996. After working at Deutsche Bank in London in 2005, he joined Deutsche Bank in Turkey as CEO and Country Manager in 2008. After a 30-year banking career, Ersin Akyüz retired in 2019 and was appointed as a Board Member of the Company in March 2024.





**Business Ethics:** As Gdz Electricity, we attach great importance to business ethics. Business ethics requires our employees and managers to adhere to core values such as integrity, transparency, and fair competition. In our business ethics focus area, we encourage ethical behavior at all levels of our organization.



**Sustainable Profitability:** We adopt sustainable business models for long-term success and profitability. This approach not only improves our financial performance, but also considers our environmental and social impacts. With our sustainable profitability focus area, we plan to balance our short-term profit goals with long-term sustainability goals.



**Combating and Adapting to Climate Change:** We are developing various strategies to strengthen our focus on combating and adapting to climate change. Additionally, we are working on enhancing our infrastructure to adapt to the impacts of climate change.

## Our Focus Areas

As Gdz Electricity, Turkey's leading energy distribution company, we are committed to creating a completely modern, innovative and smart electricity distribution system to meet the increase in electricity demand and support technological developments. In line with this goal, we are investing in a robust and secure grid to create the infrastructure needed to provide our customers with modern and innovative electricity services.

We have adopted the environmental, social and governance (ESG) framework to diversify our business model and consider the impact of our decision-making processes not only on our operations, but also on our stakeholders and the environment. In line with this approach, through our previous sustainability efforts and with the involvement of our stakeholders, we have identified focus areas such as business ethics, sustainable profitability, combating and adapting to climate change, occupational health and safety, digitalization and R&D, social responsibility projects, and inclusivity, diversity, and talent management.

In line with these focus areas, while planning our future steps, we endeavor to reduce environmental impact, fulfil our social responsibility and act in accordance with governance principles.



**Occupational Health and Safety:** In order to protect the health and safety of our employees, we are implementing various measures within our focus on occupational health and safety. These measures aim to prevent workplace accidents and occupational diseases, provide a safe working environment, and educate our employees on health and safety issues.



**Digitalization and R&D:** We continuously conduct R&D activities to integrate technological innovations into our operations. By increasing the use of digital technologies, we optimize our business processes, enhance efficiency, and gain a competitive advantage. Additionally, we are engaged in R&D activities to develop new products and services.



**Social Responsibility Projects:** We undertake various social and environmental projects to contribute to society and the environment. Our focus areas include activities in education, environmental protection, and community development, all aimed at enhancing societal well-being.



**Inclusion, Diversity and Talent Management:** By promoting diversity and inclusion, we create a working environment where everyone has equal opportunities. We diversify the talents of our employees by evaluating their differences and adopt a fair and transparent approach in recruitment, promotion and training processes.



# Sector Outlook

## Increasing Energy Demand Worldwide

As of 2023, global electricity demand is expected to increase from 25,000 terawatt-hours (TWh) to between 52,000 and 71,000 TWh by 2050. This growth is driven primarily by rising energy needs in developing markets and the electrification of the economy. In 2023, the global electricity transmission and distribution market reached a value of USD 34,353 million, and it is projected to grow at an annual rate of 3.33% over the next five years, reaching approximately USD 41,812 million. This growth reflects a transformative process shaped by both technological innovations and strategic investments.

## Achieving a Sustainable Structure of the Sector

Electricity transmission and distribution systems have many components such as switchyards, transformers, transmission towers, power cables and wires, and modernization of this infrastructure enables the construction of a cleaner and more efficient energy system. The integration of renewable energy sources and energy efficiency is particularly critical for efforts to reduce carbon emissions. Within the industrial sector, the electrification of low to medium heat processes and the increasing demand from data centers are projected to double power demand by 2050. Similarly, energy demand in buildings is expected to nearly double due to growing demand in emerging markets and the investment needs for electrification in OECD countries.

## Impact of the Logistics Sector

In the logistics sector, a significant increase in electricity demand is anticipated, particularly due to the growing use of electric vehicles. According to global projections, total electric vehicle sales are expected to reach 18 million units by 2025 and 30 million units by 2030.

If sales continue at this rate, the global number of electric vehicles in the world is expected to increase from 18 million in 2021 to 200 million by 2030. The anticipation that electric vehicle costs will match those of gasoline vehicles by 2025 is expected to further drive the adoption of electric vehicles. This will necessitate strengthening electric distribution networks to meet the demand for high-capacity charging stations.

## Synergy of Technology and Investment

As the share of renewable energy in the global power mix is expected to more than double over the next 20 years, there may be a need to increase flexible capacity to ensure supply security. Technological advancements and successive investments are shaping the future of the sector. In this process, the use of data analytics tools offers the opportunity to better understand market dynamics by providing real-time information and accelerating decision-making processes.

The next decade will witness further growth and evolution of the electricity transmission and distribution market, with continuous technological innovations and increased investments. This period will allow the sector to become greener and more efficient within the framework of sustainability and environmental sensitivity.

## The Role of Electricity Distribution Sector in Combating Climate Change

As of 2023, the electricity transmission and distribution sector has solidified its role as a key player in achieving global climate goals. By harnessing the power of big data and analytics tools, the sector is not only providing energy but also restructuring itself to support environmental sustainability. This transformation requires a broad perspective encompassing both technological innovations and strategic investments. The future offers not only significant potential but also an opportunity for a green transition. At Gdz Elektrik, we are closely monitoring all developments in the sector, identifying potential opportunity areas, and adopting a proactive management approach. Our efforts and future outlooks play a crucial role in guiding our investment strategies and decision-making processes.





# Our Services

## Network Operations

### Investment Activities

The development of electricity demand in our region shapes the investment plans for our distribution network, addressing future supply-demand changes and system needs. We undertake capacity increases, renewals, technology upgrades, and other necessary investments according to these plans. In this context, we monitor our investments in accordance with the investment budget approved by the Energy Market Regulatory Authority (EPDK) and regularly report our investment progress to the Ministry of Energy and Natural Resources, the Energy Market Regulatory Authority (EMRA), and the Turkish Electricity Distribution Corporation (TEDAŞ).





## Maintenance and Repair Activities

As Gdz Electricity, we continue our maintenance and repair activities 24/7 with our experienced Fault, Repair and Maintenance teams located in different locations in our field of activity. Thanks to the maintenance and repair activities carried out by our teams in line with the reports and notifications from consumers, data received from automation systems and determinations made during maintenance works, we aim to ensure quality and uninterrupted energy supply by reducing the duration and number of failures in our operating area.

We carry out our maintenance activities in accordance with annual maintenance plans, based on preventive and predictive maintenance principles and by utilizing technological facilities at maximum level. In this direction, we visualize our energy distribution lines from the air by means of unmanned aerial vehicles and quickly identify the maintenance work needed.

During our maintenance activities, power interruptions are made within the limits permitted by the legislation and compulsory in terms of occupational health and safety. Our users are informed about the scheduled interruptions at least 48 hours before the interruption via our corporate website and through written and visual media. All users who apply through our call center are also informed about scheduled outages via SMS or e-mail.

## Our Lighting Activities

We regularly carry out planned maintenance and improvement activities for urban lighting. In this context, we review lighting systems at specific intervals, replacing equipment that has reached the end of its economic life and performing maintenance on equipment that is still within its economic life. Additionally, in accordance with the decisions of the Lighting Commission and our investment budget approved by the EPDK, we install new lighting systems. Alongside these activities, we monitor and address lighting faults, notifications, and complaints submitted by our consumers through various channels, including our 186 call center, corporate website, WhatsApp, and/or BIP platforms, as well as written and telephone communication channels.



# Customer Operations

## New Connection

Gdz Electricity provides services for the supply of electrical energy by ensuring the connection of new facilities or places of use to the electricity distribution system in its area of activity. For a new connection request, real or legal persons can apply through our company's Distribution Connection System (DBS) programme through an authorized intermediary. This process is managed within the framework of Article 10 of the Electricity Market Connection and System Utilization Regulation and applicants are required to submit all necessary documents to the distribution company.

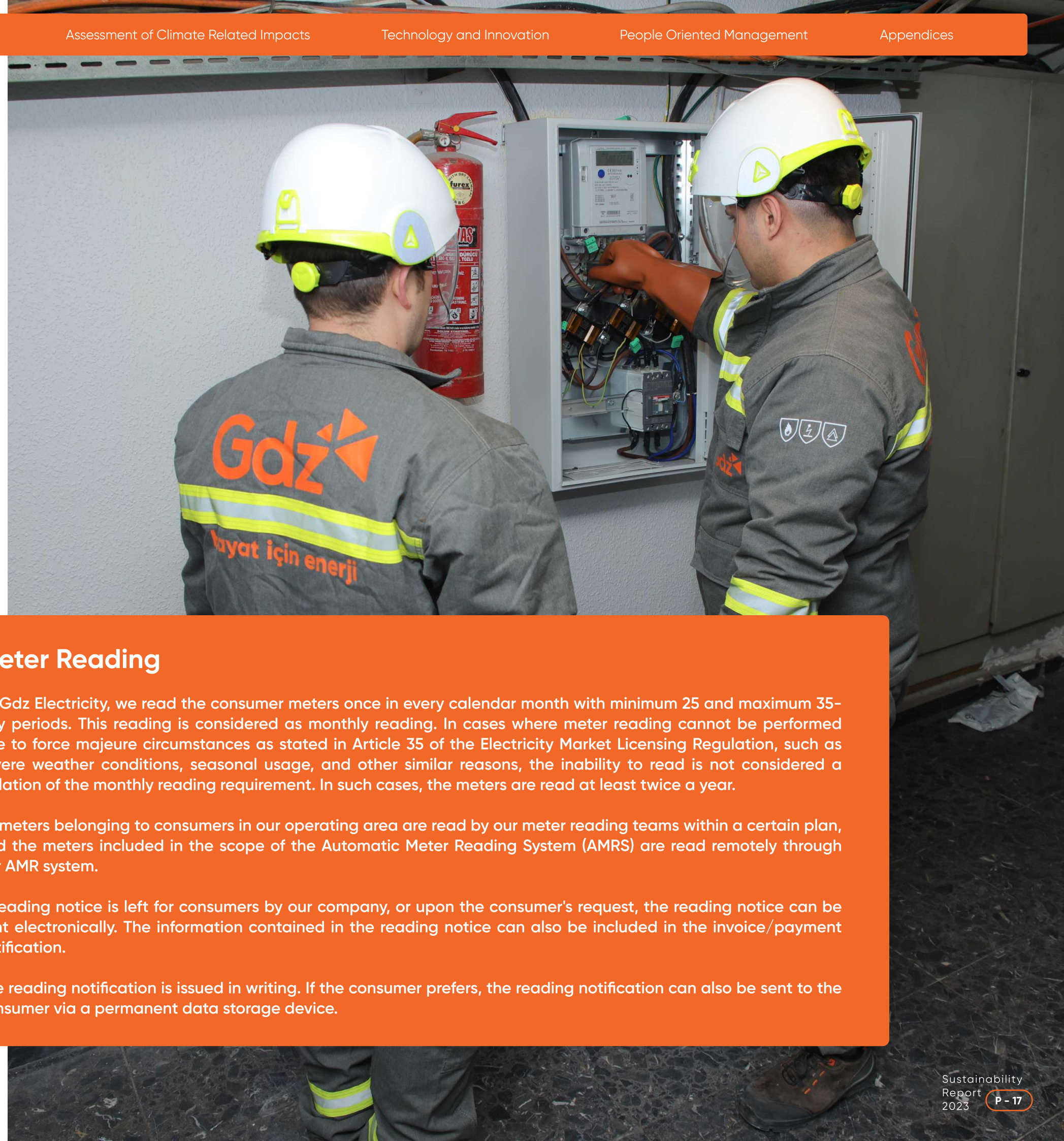
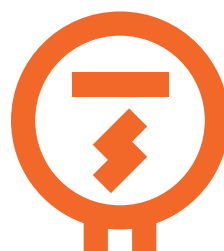
In addition, real or legal persons who wish to supply electrical energy by making a temporary connection to the distribution system for a limited period of time for the purpose of use may also apply, provided that they submit the relevant electricity project and the authorization document required for the purpose of use.

Gdz Electricity evaluates the application and the submitted documents according to the criteria of the Electricity Market Connection and System Utilization Regulation. After the necessary examinations are made, the applicant is informed about the connection possibilities and conditions. If the application is approved, the necessary connection cost calculations are made and a connection agreement is prepared.

The connection agreement is signed between the distribution company and the consumer. This agreement includes the rights and obligations of the parties, connection conditions and other technical details. With the signing of the agreement, the necessary preparations for the planned connection works are initiated.

Following the signing of the connection agreement, physical connection operations are carried out by technical teams. This process ensures the safe and orderly integration of the new facility or place of use into the distribution network. After the connection is completed, the facility or place of use starts to receive electricity.

Gdz Electricity has all the necessary technical and administrative capacity to manage these processes as efficiently and smoothly as possible. Prioritizing customer satisfaction, the company aims to handle new connection requests quickly and effectively.



## Meter Reading

As Gdz Electricity, we read the consumer meters once in every calendar month with minimum 25 and maximum 35-day periods. This reading is considered as monthly reading. In cases where meter reading cannot be performed due to force majeure circumstances as stated in Article 35 of the Electricity Market Licensing Regulation, such as severe weather conditions, seasonal usage, and other similar reasons, the inability to read is not considered a violation of the monthly reading requirement. In such cases, the meters are read at least twice a year.

All meters belonging to consumers in our operating area are read by our meter reading teams within a certain plan, and the meters included in the scope of the Automatic Meter Reading System (AMRS) are read remotely through our AMR system.

A reading notice is left for consumers by our company, or upon the consumer's request, the reading notice can be sent electronically. The information contained in the reading notice can also be included in the invoice/payment notification.

The reading notification is issued in writing. If the consumer prefers, the reading notification can also be sent to the consumer via a permanent data storage device.



# Customer Operations

## Cutting and Opening

In case of non-fulfilment of payment obligations, Gdz Electricity acts in accordance with the procedures determined within the framework of the retail sales contract or bilateral agreements with the relevant supply company. If a consumer fails to make the prescribed payments on time, Gdz Electricity may temporarily stop supplying electricity to the consumer upon the request of the responsible supply company.

Electricity at places of use;

- The consumer evacuates the place of use by terminating the bilateral agreement or retail sales contract,
- Failure of the consumer to fulfil the payment obligation regarding the consumption of electrical energy,
- It is cut off in the event that the obligations are not fulfilled as a result of illegal electricity detection and illegal electricity and improper use of electrical energy.

Provided that the consumer whose electricity has been cut off fulfils the relevant obligations and is notified by the responsible supply company;

- Within 24 hours in the urban settlement area,
- Electricity is reconnected within 48 hours outside the urban settlement area.

This practice serves as an incentive mechanism for consumers to understand their responsibilities and fulfil their obligations on time. As Gdz Electricity, we maintain operational efficiency by ensuring supply security by transparently implementing these procedures.



### Meter Supply, Replacement and Calibration

We offer comprehensive services to adapt to the increase in electricity demand and technological innovations in our operating region. These services include the supply and installation of meters for our consumers who request new connections and those who request a power increase/decrease. At the same time, we replace electricity meters that have failed or reached the end of their life cycle.



### Free Meter Renewal

Pursuant to the Law No. 3516 on Measurements and Adjustment, meters whose stamp period has expired 10 years are replaced with new meters with the same features without any charge. This practice enables our consumers to use measuring devices with up-to-date technology and enables more accurate measurement of their energy consumption.



### Meter Control and Calibration Services

Pursuant to Article 51 of the Electricity Market Consumer Services Regulation, our consumers can request a control when they suspect that their meters are faulty or the measurement accuracy is suspicious. These requests are evaluated within 10 working days within the framework determined by the law and necessary examinations are carried out.







### Authorized Intervention and Legal Procedures

Our company is responsible for the installation, replacement, maintenance and operation of the meters in our service area. Therefore, no intervention should be made to the electricity meters or measurement system, except for the officials authorized by our company. Unauthorized interventions are considered as "illegal electricity use" in accordance with Article 42 of the Electricity Market Consumer Services Regulation, and this may result in legal and criminal proceedings against the relevant consumers.



### Combating Illegal Electricity Use

To ensure a safe, efficient, and uninterrupted energy supply, we continuously carry out efforts to combat illegal electricity usage. In this regard, we conduct uninterrupted field inspections and utilize remote network monitoring and control systems to track current, voltage values, and all data obtained from measuring devices, as well as to detect illegal electricity usage through technological infrastructure initiatives. Additionally, we aim to identify illegal electricity usage by comparing consumer consumption data with transformer consumption data through big data analysis.



### Distributed Energy Sources

In recent years, distributed energy resources have been increasing rapidly globally. The multifaceted benefits offered by these resources, which consist of distributed generation, demand response and behind-the-meter battery systems connected to the system at the distribution grid level, play a key role in integrating renewable energy resources more easily into the system and increasing the flexibility of the entire electricity system. As a result, distributed energy resources provide many benefits that support the healthy operation of the grid in terms of reducing system losses, increasing voltage and energy quality, reducing transmission and distribution system investments, especially their contribution to the decarbonization of the energy system.

As Gdz Electricity, we manage the system connection processes of licensed and unlicensed generation facilities based on renewable energy resources to be established in our operating region, and we also monitor all distributed energy resources with generation capacities of 50kW and above online and transfer the incoming generation data to TEİAŞ systems online.







Energy for Life

# SUSTAINABILITY AT GDZ ELECTRICITY



# Sustainability at Gdz Electricity

## Sustainability Approach

We adopt a sustainable business model and consider environmental, social and governance (ESG) factors in every decision we make. In order to respond to the increasing environmental problems and social expectations at global and local level, we include reducing environmental impacts in our energy production and supply processes, supporting social responsibility projects and strengthening transparent management structure among the most important sustainability topics. Accordingly, we implement a comprehensive sustainability strategy that supports both our current operations and our long-term strategic goals.

For our customers, we are taking concrete steps to enhance clean energy perspectives, realize innovative and flexible infrastructure investments and reduce the environmental impact of our operational activities. These efforts, supported by advanced programmes, policies and procedures based on industry best practices in corporate sustainability, aim to create a more livable environment for future generations. In line with these goals, we resolutely continue our efforts to build a sustainable future within the company and in society.

Our sustainability approach is at the core of our business practices and corporate values, supported by advanced programmes, policies and procedures based on industry best practices in corporate sustainability. Increasing clean energy perspectives for our customers, ensuring reliable energy supply through innovative and flexible infrastructure investments, and creating a sustainable environment for future generations by reducing the environmental impact of our operations are indispensable goals for us. In line with these goals, we are committed to building a sustainable future both within the company and in society.

At Gdz Electricity, we place sustainability principles at the center of our business strategy with the Sustainability, Environment, Occupational Health and Safety Committee. We act by considering environmental, social and governance (ESG) factors in every decision. We see our role in electricity distribution as critical for sustainability. In addition to delivering electricity to our customers in line with our sustainability principles, we work within a reliable and extensive network and electricity infrastructure.

Our sustainability commitment is not limited to environmental factors; it also encompasses social and economic impacts. As a part of our community, we undertake various projects to fulfill our social responsibility. We support projects that align with sustainability principles in areas such as education and community development, and we collaborate with local communities to achieve these goals.

For the future, we continuously carry out research and development activities to strengthen the electricity distribution infrastructure and develop innovative solutions, taking into account the risks posed by climate change.

We will continue to realize our targets by utilizing the strong knowledge and skills of our employees and taking into account the opinions of our customers. We continue to commit to a sustainable future that our customers, employees and all stakeholders will be proud to support.





## Our Environmental Commitments

We are diligently working to provide our customers with long-term sustainable solutions. We strive to create opportunities to prevent or minimize environmental impacts, and in situations where impacts are unavoidable, we adopt a responsible approach towards resource consumption by exploring opportunities for improvement and development.

## Our Social Responsibilities

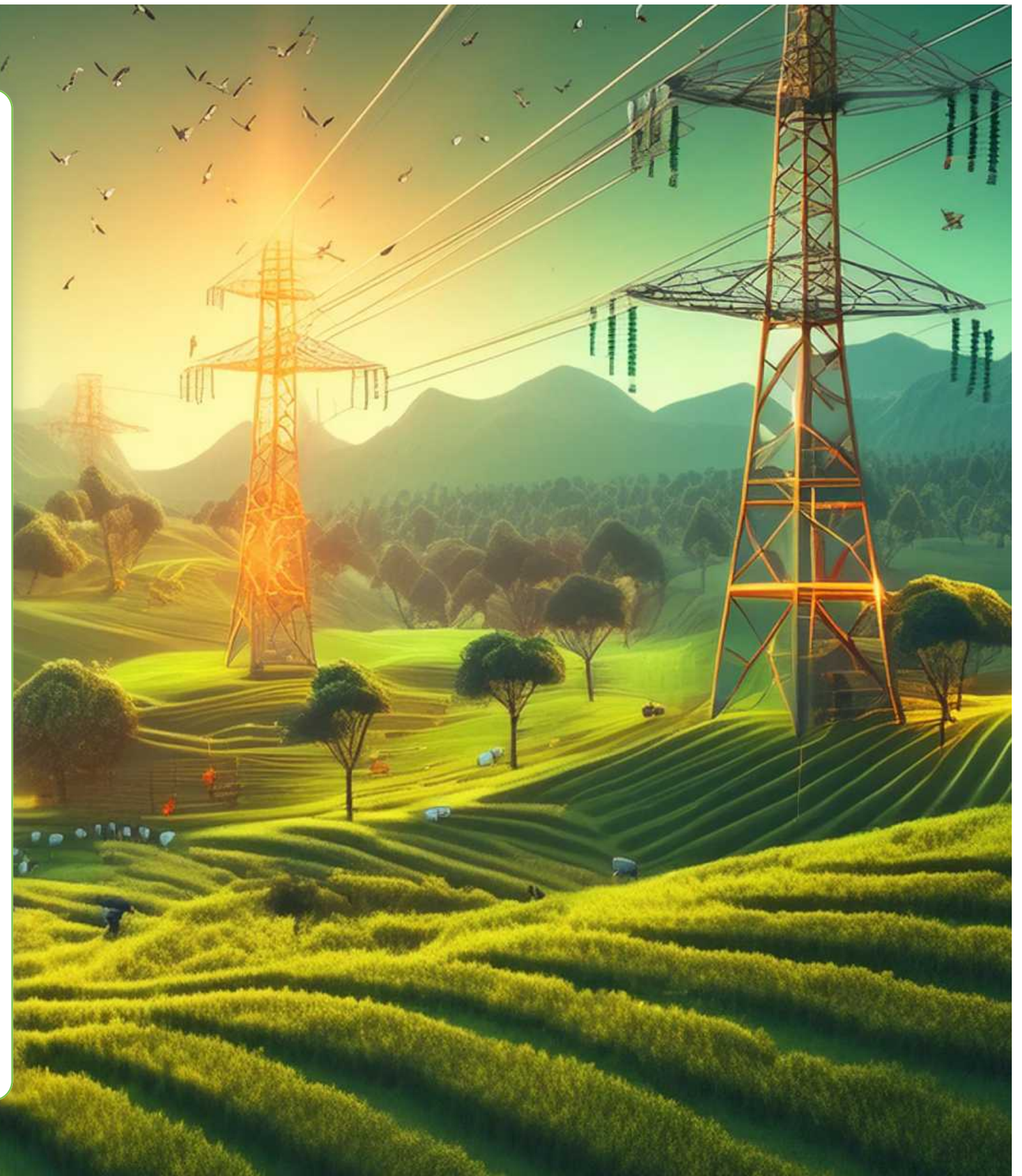
Our employees are at the center of Gdz Electricity and are our greatest strength in competition. We adopt a holistic approach to the health and happiness of our employees, ensuring a safe working environment without compromise in our operations. We fulfill our responsibilities to the regions we serve through our social investment strategy and the consultation efforts we undertake.

## Our Governance Approach

We demonstrate a fair and transparent management approach in all our activities. We place great importance on ethical behavior and implement the necessary policies to ensure that we work to the highest standards for our customers.

**Gdz Electricity received the highest rating of "A1 Advanced Level" with 62 points in the Environmental, Social and Governance (ESG) performance ranking by the international rating agency Moody's. With this score, the company ranks first in the Turkish electricity sector, while also securing third place in the global ranking for the "Emerging Markets" electricity sector.**

Gdz Electricity, which is one of the participants of the United Nations Global Compact (UNGC) in Turkey, achieved the "A1 Advanced Level" rating, the highest rating in the ESG performance evaluation of approximately 5 thousand companies globally, with 62 points in this year's evaluation by Moody's. Our success proves that our sustainability commitments and practices are at the level of international standards. The "A1 Advanced Level" rating reflects our company's efforts in minimizing environmental impact, contributing to society through social responsibility projects and promoting ethical standards through a transparent governance structure.





# Sustainability Policy

Gdz Electricity has set its sustainability vision as "Reliable and efficient energy for a sustainable future". In line with this vision, we are aware of creating value for our stakeholders and society for long-term success based on our corporate sustainability approach. As Gdz Electricity, we observe the sustainability of natural resources, the environment and future generations by adopting global standards.

While determining sustainability policies, we act with the awareness that natural resources are limited. Accordingly, we operate in various fields to create a better world for today and the future. Our activities include contributing to sustainability development goals such as ensuring reliable and efficient energy access, promoting responsible production and consumption, climate action, sustainable cities and communities, decent work and economic growth, industry, innovation and infrastructure, reducing inequalities, adapting to climate change and zero waste.

Our sustainability policies are formulated by evaluating our corporate strategy, the expectations of our stakeholders and our environmental, social and economic impact areas together. Within the framework of these policies, principles such as determining our business targets by taking into account the economic, environmental and social dimensions of sustainability, conducting our activities by adhering to ethical rules, and Gdz Electricity's effective communication and cooperation with its stakeholders have been adopted. In addition, our company's participation in the United Nations Global Compact and our commitments in line with these principles constitute an important part of our policy.

<https://www.gdzelektrik.com.tr/storage/%C4%B0ngilizce%20Politikalar/Sustainability%20Policy.pdf>

For more information, you can access our Sustainability Policy here.





# Corporate Sustainability Governance Structure

As Gdz Electricity, we integrate our corporate governance model with sustainability principles and implement it through various committees operating under the supervision of our Board of Directors. As a reflection of our company's integrated management network, these committees carry out activities based on the principles of transparency and accountability.

**Early Detection of Risk Committee:** This committee monitors risks in various areas such as sustainability, energy supply security, climate change and ecological risks. It assesses the financial and non-financial impacts of these risks and develops proactive management strategies by considering the impacts on our employees, partners, society and the environment.

**Investment Committee:** Considering environmental, social and governance factors in our investment assessments, this committee makes strategic decisions for environmentally friendly investments that will support energy supply security and meet energy needs. In this process, it determines the most appropriate and effective solutions to ensure efficient and safe distribution of energy.

**Sustainability, Environment, Occupational Health and Safety Committee:** This committee analyses sustainability-related issues in our business operations and value chain in depth. While continuously improving our company's compliance with environmental regulations, occupational health and safety, it ensures that a sustainable culture is spread to all personnel.

**Sustainability in Operational Processes:** In addition to our committees reporting to our Board of Directors, the management of sustainability issues in distribution centers and operational processes is carried out in cooperation with Sustainability Leaders working in Regional Directorates and District Directorates and members of our Sustainability Management Team. This structure ensures that sustainability principles are integrated into all our business processes and implemented effectively.

Our diverse and comprehensive governance structures contribute to the sustainable growth of our Company and support the achievement of global goals such as energy supply security, combating climate change, responsible consumption and production.



## Board of Directors

Early Detection of Risk Committee

Sustainability, Environment, Occupational Health and Safety Committee

Investment Committee



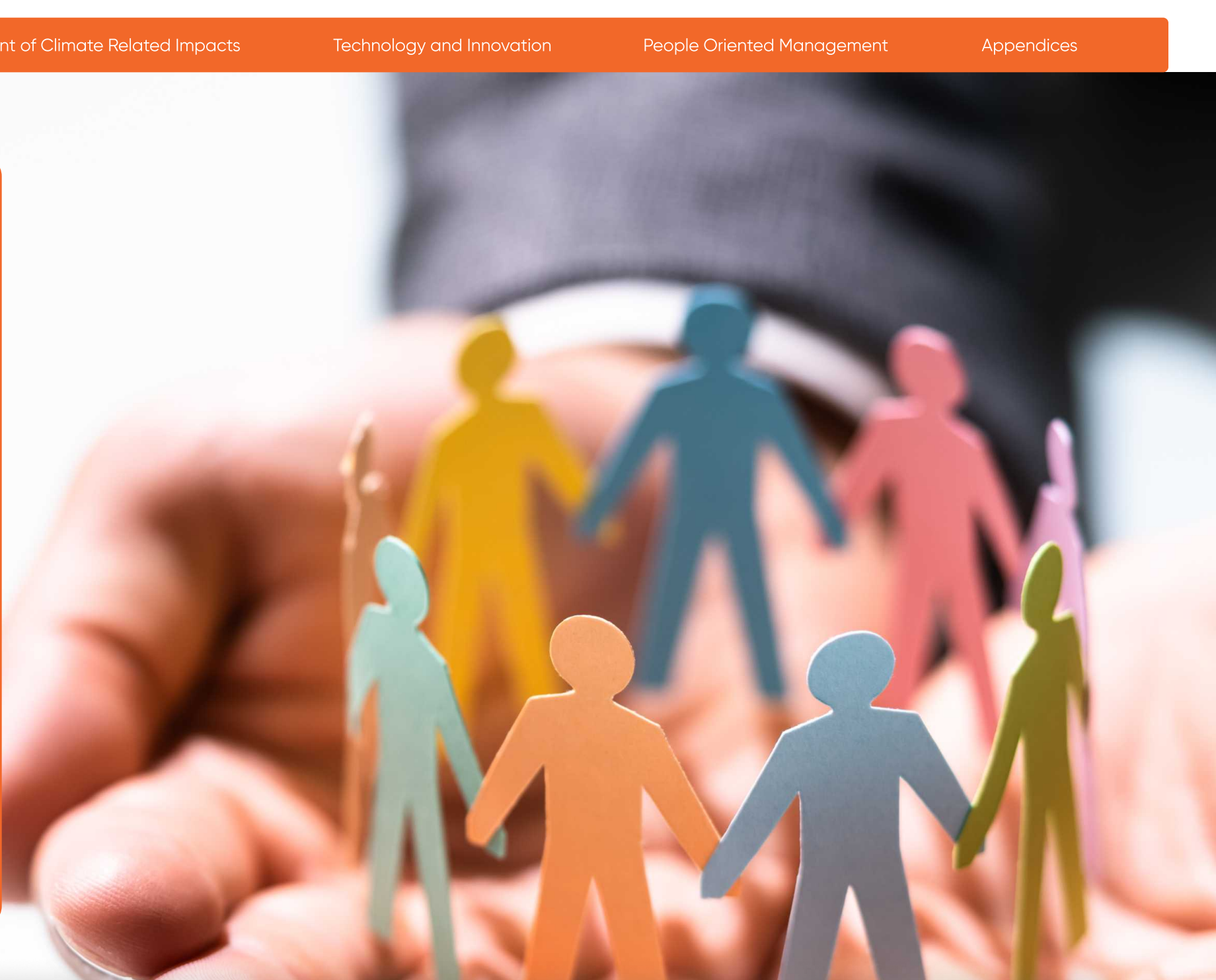
# Stakeholder Management

We combine our understanding of sustainability with the mission of creating value for our country and society with a deep sense of responsibility. We meticulously address our environmental, social and financial responsibilities that we share with all our internal and external stakeholders and direct our business activities accordingly.

Our strong corporate governance, innovative approaches and the use of environmentally friendly technologies are the cornerstones of our sustainable value chain. Our value chain manages the processes from energy supply to maintenance and repair activities in a transparent manner and acts in a spirit of co-operation by ensuring the participation of all our stakeholders.

We adopt a forward-looking sustainability approach by considering environmental protection, social development and economic development criteria at every stage of our value chain. Within the framework of our corporate values and business ethics, we ensure continuous and effective communication by determining specific communication methods and platforms for each stakeholder group.

We use various platforms to strengthen our connection with our main stakeholders. In the regions where our Headquarters and District Directorates are located, we support various projects in cooperation with public and non-governmental organizations. Through these collaborations, we aim to provide more effective and sustainable solutions to the needs of society.



## Transparent and Integrated Processes

Our business processes are carried out in constant dialogue with public and private sector stakeholders. These collaborations play a critical role in achieving our environmental protection, social development and economic development goals.



## Corporate Values and Business Ethics

Our business ethics and corporate values shape our stakeholder relations. We aim to establish effective communication with each stakeholder group through various communication methods.



## Local and Global Partnerships

We achieve our sustainable development goals by collaborating with many civil and public organizations at local and global level. These collaborations increase social participation and interaction.

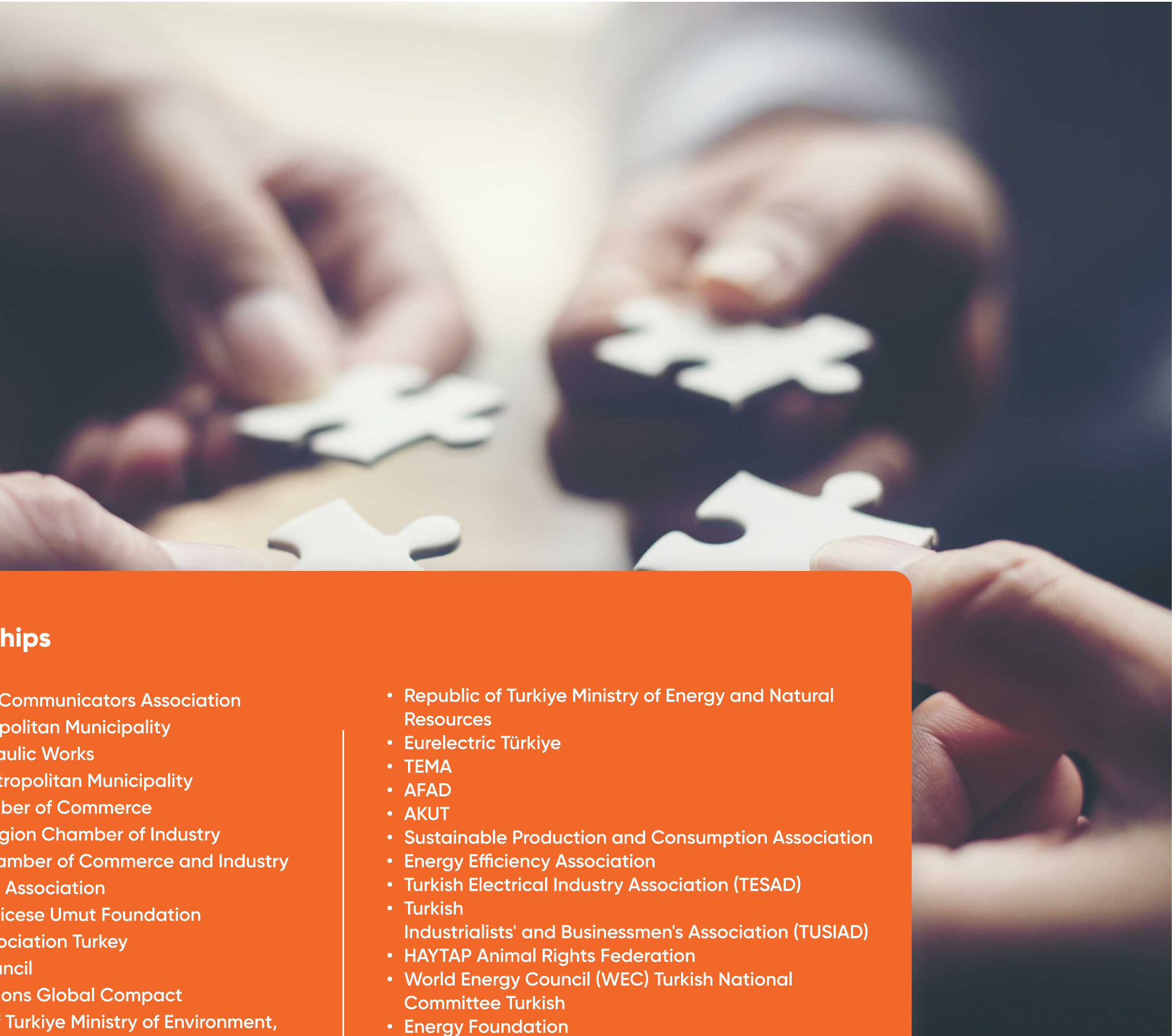


# Our Memberships

As Gdz Electricity, we create solutions to environmental and social problems by effectively coming together with our stakeholders through collaborations and joint work, and create mutual learning and development opportunities on a local and global scale. To this end, we actively participate in memberships and working groups of various national and international associations, institutes, unions and sectoral organizations, and contribute to initiatives carried out with different objectives with our knowledge and experience.

We are in close relations with important associations and organizations in our sector. We have memberships and collaborations with sector associations and associations such as the Association for Digitalization in Energy, Electricity Distribution Services Association, Aegean Industrialists' and Business People's Association, Turkish Quality Association, World Energy Council, Turkish Standards Association. In addition, we support global sustainability efforts through our membership in international organizations such as UN Global Compact and Foundation for the Global Compact.

Through these memberships and collaborations, we support the development of sustainability and ethical principles, share best practices in our industry and create solutions for a better future.



## NGO & Sector Associations Memberships and Partnerships

- |   |   |  |
|---|---|--|
| <ul style="list-style-type: none"> <li>• Energy Digitalization Association</li> <li>• Electricity Distribution Services Association (ELDER)</li> <li>• Aegean Industrialists' and Business People's Association</li> <li>• Chamber of Electrical Engineers</li> <li>• Izmir Bar Association</li> <li>• Turkish Quality Association (KalDer)</li> <li>• World Energy Council</li> <li>• Turkish Standards Association</li> <li>• Chamber of Certified Public Accountants</li> <li>• UN Global Compact</li> <li>• Association of Signatories to the Global Compact</li> <li>• Energy Market Regulatory Authority</li> <li>• Republic of Türkiye Ministry of Agriculture and Forestry</li> </ul> | <ul style="list-style-type: none"> <li>• Corporate Communicators Association</li> <li>• Izmir Metropolitan Municipality</li> <li>• State Hydraulic Works</li> <li>• Manisa Metropolitan Municipality</li> <li>• Izmir Chamber of Commerce</li> <li>• Aegean Region Chamber of Industry</li> <li>• Manisa Chamber of Commerce and Industry</li> <li>• Manisa Bar Association</li> <li>• YürAppendices Umut Foundation</li> <li>• Nature Association Turkey</li> <li>• Energy Council</li> <li>• United Nations Global Compact</li> <li>• Republic of Türkiye Ministry of Environment, Urbanization and Climate Change</li> </ul> | <ul style="list-style-type: none"> <li>• Republic of Türkiye Ministry of Energy and Natural Resources</li> <li>• Eurelectric Türkiye</li> <li>• TEMA</li> <li>• AFAD</li> <li>• AKUT</li> <li>• Sustainable Production and Consumption Association</li> <li>• Energy Efficiency Association</li> <li>• Turkish Electrical Industry Association (TESAD)</li> <li>• Turkish Industrialists' and Businessmen's Association (TUSIAD)</li> <li>• HAYTAP Animal Rights Federation</li> <li>• World Energy Council (WEC) Turkish National Committee Turkish</li> <li>• Energy Foundation</li> <li>• Republic of Türkiye Ministry of National Education</li> </ul> |
|---|---|--|



# Materiality Analysis



As Gdz Electricity, we continue our efforts to develop fully integrated, smart electricity distribution systems to respond to increasing electricity demand and technological innovations. By building a secure and accessible network, we meet the modern electricity service expectations of our customers and realize the necessary infrastructure investments.

We direct our business processes in line with the Environmental, Social and Governance (ESG) framework. This approach ensures that our operations comply with sustainability principles and have a positive impact on our stakeholders and the environment.

We understand and prioritize the expectations and needs of a wide range of stakeholders, including consumers, suppliers, local communities and regulatory bodies. In this way, we produce effective solutions, especially for environmental impacts, social responsibility projects and our management standards.

The transparent and consistent policies we develop facilitate the achievement of our sustainability goals, strengthen our relationships with our stakeholders and help us meet their expectations.

Our commitment to environmental, social and governance issues enables Gdz Electricity to create a solid structure that supports its vision of creating value for future generations. This structure strengthens our steps towards a sustainable future and reinforces our leading position in the energy sector.

## Occupational Health and Safety

As Gdz Electricity, we consider occupational health and safety management as a fundamental part of our business continuity. Providing an accident-free work environment in our organization is among our priorities and in line with this goal, all our units have a comprehensive health and safety management system that defines the necessary health and safety procedures, responsibilities and requirements to reduce operational risks.



## Inclusion, Diversity and Talent Management

We attach great importance to diversity, equality and inclusion in our company. We respect the individual differences, perspectives and experiences of our employees and promote these values. To this end, we organize trainings and shape our recruitment and retention strategies in line with these values. By developing our company policies accordingly, we support and develop diversity, equality and inclusion at all levels, thus aiming to create an environment where every employee's voice is heard.



## Sustainable Profitability

We endeavor to maximize our economic performance by maintaining our financial discipline. We closely follow innovative developments in our sector and continuously improve our energy distribution processes by implementing them. We aim to distribute energy efficiently and safely by carefully managing our financial and non-financial risks. This approach helps us both to maintain the healthy financial structure of our company and to continue adding value to all our stakeholders.



## Digitalization and R&D

In the process of developing and strengthening our electricity distribution infrastructure, we are making pioneering technological breakthroughs with our investments centered on digitalization and innovation. Through these investments, we aim to improve the lives of all stakeholders in our sphere of influence and add value to them. We aim to respond to the needs of all our users and business partners by making energy distribution processes more efficient, secure and accessible with our innovative solutions. In this process, we reinforce our leading position in the sector by integrating constantly developing technologies into our infrastructure.



## Business Ethics

The core values and principles of our company shape all our business relationships and transactions by guiding our business ethics rules. These values form the basis of all our activities while defining our expectations, standards and ethical practices. In this way, we ensure consistency and transparency in each of our business processes and base our relationships with all our stakeholders on trust and respect.



## Combating Climate Change and Adaptation

As Gdz Electricity, we play a critical role in the connection processes of electricity generation facilities to the grid, ensuring the integration of domestic and renewable energy resources into the national economy and taking an active role in this process. We contribute to ensuring energy supply security by supporting clean Energy transformation, which plays an important role in combating climate change, which has become a global problem.



## Social Responsibility Projects

Since the first day of our operations, we have been working intensively with the mission of providing reliable and efficient energy distribution and uninterrupted access, which constitute the core of our business. With all our activities, we aim to support sustainable development and become a transformative power for society together with our value chain. In this process, we offer innovative and effective solutions in the energy sector and act in a manner sensitive to the needs of society and the environment.





# Our Contribution to Sustainable Development Goals

As Gdz Electricity, we place sustainability principles at the center of our business strategy. We act in an integrated manner with our sustainability policies and care about contributing to the Sustainable Development Goals (SDGs) of the United Nations. Within this framework, we continuously improve ourselves and focus on the main goals of the SDGs.

At the global level, we emphasize the importance of SDGs such as spreading peace and prosperity, inclusive economic growth and transition to clean energy. We continue our activities with the mission of transition to a low carbon economy, combating climate change, and creating sustainable cities and communities based on responsible consumption and production principles.

As Gdz Electricity, we maintain our commitment to building a sustainable world for future generations and we work with determination to achieve this goal. As a reflection of this vision, our activities and interactions with society will continue to play an important role for the sustainable future of our society.



### Transition to a Low Carbon Economy and Access to Clean Energy

We are taking important steps to reduce our carbon emissions and access to clean energy. With our investments in renewable energy sources, we reduce our impact on the environment and raise sustainability standards in the energy sector.



### Combating Climate Change and Emission Reduction

We take a leading role in the fight against global warming and climate change, and we are working hard to reduce greenhouse gas emissions. In this process, we develop comprehensive strategies to minimize our environmental impact.



### Sustainable Cities and Communities

We invest in infrastructure projects to enhance the sustainability of cities and communities, promoting sustainable lifestyles. Through this approach, we contribute to societal well-being and the preservation of environmental balance.



### Reducing Inequalities and Inclusive Growth

We realize social and economic projects with the aim of reducing social inequalities and ensuring fair economic growth for all. We support socio-economic development with our projects covering all segments of society.



### Protection of Natural Resources

We make a significant contribution to environmental sustainability by promoting the conservation and sustainable use of natural resources. Our efforts support our goal of maintaining ecological balance and conserving resources for future generations.





**Energy for Life**

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**ASSESSMENT OF  
CLIMATE RELATED  
IMPACTS**





# Governance

## Board Oversight

As Gdz Electricity, we have assume a pioneering role in Turkey's clean energy transformation. We are actively involved in the fight against climate change through sustainability governance that we have integrated into our corporate governance system. Our committees under the Board of Directors continuously monitor climate change risks and evaluate the financial and non-financial impacts of these risks on the company.

The Early Detection of Risk Committee identifies the risks arising from climate change and analyses their operational and financial impacts. As a result of these analyses, detailed reports are submitted to the Board of Directors when necessary.

The Sustainability, Environment, Occupational Health and Safety Committee plays an important role in preparing and proactively implementing action plans to manage these risks. This committee is also responsible for ensuring the continuous improvement and development of the sustainability and EHS culture throughout the company. It encourages behavior-based safety approaches and compliance with environmental regulations and monitors developments in these areas.

Our Investment Committee evaluates our investment plans according to environmental, social and governance criteria. With this strategy, we support both the long-term sustainability of our company and our environmental and social goals by increasing the sustainability and effectiveness of our investments. These comprehensive governance practices provide us with significant advantages in the fight against climate change.



## Responsibility and Competence of the Board of Directors

As Gdz Electricity, we prioritize combating climate change and carbon management issues in our corporate strategy. In this context, we organize special trainings and continuous development programmes at the Board of Directors level to address climate-related issues. In addition to having basic criteria such as professional experience and academic qualifications, our Board members attend seminars on climate issues every six months and learn about the risks, opportunities and impact assessments related to climate change in a comprehensive manner.

The Sustainability, Environment, Occupational Health and Safety (EHS) Committee reports to the Board of Directors and prepares and reports climate-related action plans. This committee also includes non-executive employees with sustainability experience and competence and ensures the continuous improvement of the sustainability and EHS culture throughout the company.

At the highest management level, our General Manager plays an important role in the supervision and management of climate-related issues within the company. The General Manager actively contributes to the processes of defining strategic goals, setting corporate governance and organizing and managing climate-related issues, and is responsible for managing annual budgets for climate mitigation investments. From this position, he is responsible for aligning business strategies with climate-related issues and implementing the climate transition plan.

The Early Detection of Risk Committee, in support of the General Manager, is responsible for managing and monitoring the overall risk profile of our company, including climate-related risks. This committee plays a critical role in the assessment and management of climate-related risks. This structure aims to raise sustainability awareness throughout the entire company and support an effective governance structure, while reinforcing our corporate responsibility in combating climate change.





# Strategy

## Climate Change Mitigation and Adaptation Strategy



As Gdz Electricity, our strategy to combat and adapt to climate change focuses on our goal of creating a sustainable and environmentally friendly energy future. Climate and energy-related regulations at national and international level play a decisive role in our financial performance and strategic plans. In this context, we prioritize issues affecting our operations, such as reducing environmental impact, optimizing waste management, pollution prevention and compliance with existing environmental legislation.

Renewable energy policies in Turkey are supported by mechanisms such as fixed feed-in tariffs that incentivize electricity generation from various sources such as wind, solar, biomass, hydro and geothermal. These regulations directly influence our strategic investment and operational decisions and enable us to raise sustainability standards in our energy production.

We also carefully monitor international regulations such as the European Union Green Deal. These regulations have indirect effects on our energy production and consumption processes and shape our company's overall economic dynamics and international commercial relations. Therefore, we closely monitor any legislative changes related to climate change and develop strategies to quickly adapt to these changes.

Our Board of Directors has established a special committee to address climate-related issues in an integrated manner with company strategies. This committee oversees our sustainability goals and environmental compliance policies, while guiding our climate strategy, risk assessment processes and growth strategies. Our CEO plays a central role in implementing and updating these strategies, leading the fight against climate change across the company.

Finally, our efforts to reduce our carbon footprint and greenhouse gas emissions are carried out in accordance with international standards. These processes are clearly stated and regularly updated in our company's sustainability reports, thus maintaining our commitment to transparency and accountability to all our stakeholders.





# Risk Management

## Climate Risk Management

As Gdz Electricity, we attach significant importance to the holistic assessment of environmental, social and economic impacts in our investment decision-making processes. Due to the fact that we operate in the energy distribution sector, the decisions we take have direct impacts on the daily lives of our end users. This responsibility is considered as a fundamental part of our risk management system.

Situations that may jeopardize the sustainable growth and continuity of our company and harm our strategic, operational and financial targets are meticulously evaluated within the framework of our risk management policies. Such situations are among the serious risks that may adversely affect our company image in the eyes of all our stakeholders, and effective pre-determined measures are taken for each of them. We continuously monitor financial and non-financial risks and take proactive steps to minimize and manage these risks.

In our assessment process, we take into account various dynamics such as energy supply-demand imbalances, climate change, depletion of natural resources and legal changes that may occur or will occur due to these factors. In addition, events such as natural disasters, changes in economic balances, new market opportunities, technological innovations and digitalization, and the consequences of these events are among the important factors we consider in our risk assessment.

This comprehensive risk assessment approach enables us to identify the potential threats our company faces and to develop strategic measures against these threats. Thus, we aim to secure our long-term success and sustainability by protecting the interests of both our company and our stakeholders.

The process of assessing climate change-related impacts was carried out with the contributions of all business units of our organization and potential impacts were assessed for both transition and physical risks. Impact categorization is in line with TCFD (Task Force on Climate Related Disclosures) recommendations.

| Climate Related Impacts  | Management Approach   |
|--|---|
| <b>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</b> | <p>Gdz Electricity Distribution takes active steps to adapt to the increasing expectations of investors and creditors on climate change. By transparently sharing its environmental, social and economic data, our company aims to overcome potential difficulties in accessing capital and financing and actively contributes to the fight against climate change by voluntarily participating in international initiatives. Our A rating in the ESG (Environmental, Social, Governance) Rating by Moody's shows that our company takes its environmental and social responsibilities seriously and is committed to sustainable development goals.</p> <p>With the ESG rating study to be carried out in the coming period, it is aimed to further improve Gdz Electricity Distribution 's access to green financing and the conditions of this financing.</p> |
| <b>High costs that may be incurred to develop decarbonization efforts in line with low-carbon energy demand</b>  | <p>As Gdz Electricity Distribution, we are taking strategic steps to respond to the demand for low-carbon energy and accelerate the decarbonization process by developing emission reduction plans in line with the 2050 Net Zero Emission (NZE) scenario. These plans are designed to manage various risks, including the high costs associated with the transition to sustainable energy. These projects, often supported by funding from regulatory bodies and international institutions, support our company's decarbonization efforts and make costs predictable.</p> <p>In our company, we continuously review our reduction plans and targets in this process and shape our investments and operations accordingly. Thus, we aim to achieve our environmental targets while ensuring financial sustainability.</p>                                      |
| <b>Potential exposure to climate-related litigation or other legal sanctions</b>   | <p>Legislative changes and legal rules that require compliance are monitored daily by our company and the provisions of the legislation expected to be published are carefully examined before publication. In this process, if any issue that may affect our activities is identified, it is quickly adapted with a proactive approach. Our company has not been a party to any lawsuit related to climate events so far.</p>  |
| <b>Failure to meet reporting expectations in sharing data with the public, failure to ensure consistency between reports</b>   | <p>Within the framework of electricity distribution activities, our company follows the requirements of full compliance with the legislation and reporting requirements sensitively. The declarations we have made to the relevant Ministries and our measurement and periodical reports are prepared in a way to meet the requirements in a complete and transparent manner. In addition, consistency is essential in sharing data with the public and we work in coordination with a special unit to ensure this consistency.</p>   |



| Climate Related Impacts   | Management Approach  |
|---|--|
| <b>Failure to evaluate climate projections and impacts in network positioning/investment modelling</b>  | <p>Our Company proactively addresses climate changes and their impacts and evaluates climate projections in network positioning. Considering the situations that may affect underground transformers, especially in natural disasters such as floods and floods, network elements are identified and planned to be positioned above ground where possible.</p> <p>The line arrangement is selected according to the ice load map determined by TEDAŞ (Turkish Electricity Distribution Corporation) and it is aimed to minimize the effects by separating the project criteria and ice loads, considering the specific characteristics of the regions. Efficiency checks are carried out on transformers that are subjected to overloading especially at certain times of the year due to the increase in temperature, and the load capacities of these transformers are reviewed and specifications are re-evaluated when necessary.</p> <p>In addition, considering the increasing use of electric vehicles in line with the Paris Climate Agreement, we are organizing our grid designs in line with this new demand. We plan to shape our future investments by ensuring grid resource and load management in line with the incentives and regulations provided at national level for the integration of renewable energy sources.</p>   |
| <b>Damage to distribution lines by extreme weather events (flood, landslide, excessive rainfall, drought, fire, storm, etc.)</b>                                  | <p>Our Company takes various measures to guarantee a resilient energy infrastructure against extreme weather events. A safer and more robust distribution network is created by prioritizing underground network investments. In the route planning of new distribution lines, various risk maps such as floods, earthquakes and protected areas are evaluated and the routes with the least risk against possible disasters are determined.</p> <p>In order to minimize the risk of fire, fire-resistant concrete and iron poles are used in distribution networks, and the use of wooden poles is avoided.</p> <p>Our emergency action plans are prepared and periodically updated in coordination with the Ministry of Energy. Within the framework of these plans, our capacity to respond to emergencies is continuously tested and improved through regular drills.</p> <p>In addition, mobile generators are available in every region to ensure energy continuity in extreme weather events. Thanks to these generators, energy interruptions are responded to quickly and effectively, and service continuity can be maintained uninterrupted.</p> <p>In case the distribution company personnel are insufficient in case of disaster and emergency, there are disaster and emergency service procurement contracts. Within the framework of these contracts, the necessary reinforcement labor force and equipment can be provided quickly and at your disposal.</p> |
| <b>The effects of extreme weather events (floods, landslides, excessive rainfall, drought, fire, storms, etc.) on operational efficiency and service delivery</b> | <p>Our company follows a comprehensive maintenance and monitoring strategy to minimize the effects of changing weather conditions on our distribution network. Level 1 observation and level 2-3 maintenance and repair works are carried out regularly every year, thus increasing the durability of our network and identifying and eliminating potential failures in advance.</p> <p>In addition, mobile generators have been provided to provide energy to our users in the event of damage to our distribution network in regions experiencing extreme weather events and ensure that we provide uninterrupted energy to our users by ensuring fast and effective response to power outages.</p> <p>Within the framework of our emergency action plans prepared under the coordination of the Ministry of Energy, we continuously test and improve our emergency response capacity by conducting regular drills. Thanks to these drills, the effectiveness of our response processes, equipment and personnel training during potential emergencies is verified and potential deficiencies are quickly identified and improved.</p>   |





| Climate Related Impacts  | Management Approach   |
|--|---|
| <b>Changes in working conditions of distribution/maintenance personnel due to sudden weather changes (flood, landslide, excessive rainfall, drought, fire, storm, etc.) caused by climate change</b> | <p>Our company organizes trainings on sudden weather changes for our employees working in field operations. In our Electrical High Current Installations (EKAT) training programmes, our employees are informed on how to deal with such situations and how to maximize their safety.</p> <p>In addition, during extreme weather events that occur as a result of sudden weather changes, due to our dynamic organizational structure, our employees from other regions are temporarily assigned, thus ensuring a fast and effective response. Thus, the effects of weather events on the network are eliminated as soon as possible and our operational continuity is maintained.</p>  |
| <b>Operational vulnerabilities due to expansion in distribution lines in extremely hot weather</b>   | <p>Our overhead line distribution networks are designed considering the worst weather conditions and the highest temperature values. Distances between poles are meticulously calculated to minimize the impact of extreme weather events such as storms on conductors. In this way, the risks that may arise from the expansion of the conductors are minimized. In addition, in order to eliminate expansions that may occur due to the effect of ice load, our network is designed according to the ice load zone of the current location.</p>   |
| <b>Extreme weather events (storm, drought, etc.) that may cause fire in the distribution lines may damage the ecosystem in the region</b>  | <p>In order to protect the ecosystem in energy transmission lines passing through forested routes, corridor opening activities were carried out in all risky areas in our distribution region.</p> <p>Especially in forested areas, isolation ring applications were made to prevent sparking by contacting the conductors with each other.</p> <p>Care is taken to ensure that new distribution lines are installed outside sensitive areas.</p> <p>Fire risk monitoring sensors were installed in areas with forest fire risk.</p> <p>Fire prevention concreting operations are carried out under the fuse separator poles in forest areas, measuring 6x6 meters. Periodic control-observation, maintenance and repair activities will continue and process optimization will be ensured.</p> |



# Enterprise Risk Management

In order to ensure sustainability and reliability at Gdz Electricity, we implement a risk management strategy designed to protect company assets and values in a long-term perspective. This strategy is critical to support sustainable financial performance, gain competitive advantage and facilitate our business expansion. We take great care in managing risks related to various environmental aspects and sustainability, particularly climate change, taking into account the interests of our stakeholders.

Risk management is an integral part of our company operations and strategic planning, and our management processes, underpinned by internationally recognized principles, address in depth the potential risks to our reputation, financial results, impacts on our people and our overall value chain.

We regularly review our investment decisions and business processes by reliably implementing our risk management mechanism. We reinforce a culture of risk awareness in each unit of the company and implement our strategic decisions within the limits of risk tolerance. We focus on managing all risks that may adversely affect our financial performance and corporate reputation in the best possible way.

We also regularly update our risk management policies and systems to identify and analyze risks, set risk limits and establish key risk indicators. This continuous evaluation and renewal process ensures that Gdz Electricity is better prepared for risks and contributes to our goal of creating value for all our stakeholders.

At Gdz Electricity, as the risk management unit, we identify and evaluate our long-term goals, risks and opportunities through our Risk/Opportunity Assessment meetings held regularly every year. The results obtained from these meetings are regularly reviewed by the Early Detection of Risk Committee and the Board of Directors in order to contribute to increasing our company value.

In our risk assessments, we adopt a holistic approach covering environmental, social and economic factors. Environmental risk analyses play an important role in our daily operations and investment decisions, and proactive measures are taken for the risks identified through these analyses. In addition, we manage our activities in line with our environmental policies through the Framework Environmental Management System (EMS) and ensure compliance with ISO 14001, ISO 9001, ISO/IEC 27001, ISO 45001 and ISO 10002 standards.

In order to ensure the effectiveness of risk management processes, our Board of Directors has appointed the Early Detection of Risk Committee to provide support in early detection of risks and factors that threaten the sustainability of our company and to implement appropriate strategies. This strategic and integrated approach plays a major role in both protecting the value of our company and improving the overall risk profile.

The Early Detection of Risk Committee, Sustainability, Environment, Occupational Health and Safety Committee and Investment Committee organize coordination meetings with direct reporting to the Board of Directors. These meetings ensure the establishment of comprehensive governance mechanisms that integrate the company's implementation and performance monitoring processes.

## The committees are concerned with the integration and oversight of work in the following areas:

- Monitoring acquisitions and divestments,
- Managing large capital expenditures,
- Providing employee incentives,
- Detailed review of annual budgets,
- Updating risk management policies,
- Setting R&D and innovation priorities,
- Establishing performance targets,
- Effective management of public policy engagement,
- Reviewing value chain interactions,
- Monitoring the implementation of transition plans,
- Overseeing scenario analyses,
- Setting corporate goals and continuously monitoring progress in achieving these goals.





# Responsibility of the Board of Directors in Risk Management

Gdz Electricity Board of Directors ensures the implementation and supervision of risk management principles in order to effectively establish and integrate the company's risk management structure into company operations. In this process, risk appetite, acceptable risk tolerance levels and risk policies are re-evaluated and approved qualitatively and quantitatively every year. Significant risks and potential threats faced by the company are regularly reviewed and assessed within the framework of approved risk policies and limits. The Board of Directors is committed to providing the necessary resources and support for risk management operations. This systematic approach ensures that risks are managed effectively and proactively and emphasizes Gdz Electricity's strong commitment to risk management.

## Risk Management Strategy

The risk management strategy implemented at Gdz Electricity is structured in accordance with the legal framework and international standards. Our Board of Directors takes the lead in establishing risk management policies and assigns the Early Detection of Risk Committee to manage these risks efficiently. This committee operates under the guidance of the Board of Directors.

Our risk management process is based on rapidly identifying, measuring, managing, reporting and monitoring potential threats to the company's strategic, operational and financial targets. This process aims to make risk profile adjustments in line with the company's risk appetite, to increase the effectiveness of risk management in strategy and decision-making processes, to protect the company's capital, to allocate capital effectively and to provide sustainable financial performance to the company.

In addition, the objectives of this process include protecting the company's reputation and developing a strong culture of disciplined and informed risk-taking by increasing risk awareness. Our risk management strategy is based on a methodology consisting of eight stages in the process of identifying and assessing risks. With this methodology, we identify existing and potential risks that may affect the achievement of the company's goals in line with corporate risk management systems.

Our company's risk management strategy involves continuous information sharing and integrated work between relevant departments and committees. In addition, we create different scenarios and apply stress tests by taking into account external factors such as climate change, depletion of natural resources, changes in the frequency and impact of natural disasters. In light of these factors, we regularly check the efficiency of our business continuity activities and make improvements when necessary.



1. Governance



2. Target Setting



3. Case Detection



4. Risk Assessment



5. Taking Action Against Risk



6. Control Activities



7. Information and Communication



8. Risk Monitoring



# Metrics and Targets

## Net Zero Roadmap

Aiming to play a leading role in the fight against climate change, Gdz Electricity shapes its strategies in line with the International Energy Agency's (IEA) Net Zero Emissions (NZE) 2050 Scenario. This scenario envisages the energy sector to achieve net zero carbon dioxide emissions by 2050 and encourages developed economies to reach this target faster. These targets are also in line with the United Nations' Sustainable Development Goals (SDGs) and support the Intergovernmental Panel on Climate Change's (IPCC) goal of maintaining the 1.5°C temperature rise limit.

Our company is making significant changes in its operational processes to achieve global and national targets. It aims to reduce its carbon footprint by increasing efficiency in energy distribution processes and investing in renewable energy sources. In addition to reducing our emissions, we develop advanced technologies and methods to prevent energy losses and reduce illegal use. In this way, we both minimize environmental impact and reduce operational costs.

In addition, Gdz Electricity encourages the use of sustainable and environmentally friendly products and supports behaviors that comply with environmental standards in the supply chain. Our company aims to achieve maximum efficiency with minimum energy consumption by using materials and technologies that support energy efficiency. In addition, it aims to raise awareness on sustainability by organizing in-house sustainability trainings and programmes to increase the environmental awareness of our employees.

As Gdz Electricity, we analyze the challenges we face in this process and the solutions to these challenges by integrating climate change risks and opportunities in strategic planning processes on the way to achieving the net zero emission target.

We take a leading role in the fight against climate change and set strategic targets based on performance indicators under the supervision of the Corporate Governance Committee. Our Company constantly evaluates its performance in providing a safe and efficient energy supply and combating climate change by taking into account environmental, social and governance (ESG) criteria in all distribution activities and new investments.

Within this framework, we carry out R&D, technology investments and maintenance work for renewal, improvement and capacity increase in line with five-year plans, while setting targets to increase line length, number of transformers and installed capacity. Our investments support clean and renewable energy distribution and contribute to the fight against climate change.





# Gdz Electricity is at Level A in CDP

As Gdz Electricity, we maintain our commitment to environmental sustainability and transparency. Through the world's leading non-profit environmental reporting platforms such as the Carbon Disclosure Project (CDP), we have the opportunity to objectively assess our environmental performance. The 'B' rating we achieved in 2022 was upgraded to 'Level A' in the 2023 Climate Change Programme.

**We are working with all our energy for a more livable future!**

We are proud to raise our grade to A in the CDP Climate Change Programme of the Carbon Disclosure Project, the world's largest environmental reporting platform, and we continue our efforts for a sustainable future.

“The 'Level B' rating we achieved in 2022 was upgraded to 'Level A' in the 2023 Climate Change Programme.”





# Environmental Sustainability

## Environmental Management

As Gdz Electricity, we aim to create value for our stakeholders and society in order to be successful in the long term. We adopt an approach that considers the sustainability of natural resources, the environment and the needs of future generations. We aim to minimize our impact on the environment by choosing environmentally friendly and energy efficient products and services, materials and technologies. In this context, we develop various strategies to increase energy efficiency, reduce losses and ensure sustainable energy supply.

We see contributing to the fight against climate change and sustainable development goals as our main mission. Accordingly, we aim to reduce our energy consumption and carbon footprint, minimize waste, prevent pollution and manage the use of natural resources in the most efficient way. Our company carries out environmentally friendly investments by taking into account the environment in all its investments, conducts environmental impact analyses in new investments, uses technologies that will minimize these impacts and prepares and implements environmental management plans.

We continuously monitor the impacts of our electricity distribution activities on the ecosystem. In this context, we carry out various studies to protect biodiversity and manage our impacts on the ecosystem more effectively. Especially with regard to the protection of biodiversity, we have financed and implemented our "New Home for Storks" project, which aims to create positive impacts on local ecosystems. This project aims to protect and support the natural habitats of storks by creating safe nests for them. Our project is not only aimed at protecting a species, but also contributes to the sustainability of the storks' habitat and supports the overall ecosystem continuity.

In order to increase the environmental awareness of our employees and contractors, we provide regular trainings and continuous environmental awareness activities. In addition, we aim to keep initiatives for environmental improvement alive by establishing effective communication with our stakeholders and to announce our committed environmental policy to all our employees. In this context, we maintain effective communication with all our stakeholders and ensure continuous improvement and development by periodically evaluating the goals and targets set for the environment.



# Emission Management

Our industry has a critical role in the transition to a low-carbon world. Accordingly, reducing our carbon emissions and combating climate change are at the top of our priorities. Calculating, managing and developing strategies to reduce greenhouse gas (GHG) emissions associated with our operations on an annual basis is one of the key steps we take on our journey to reach our net zero target. Since 2017, in addition to our Scope 1 and Scope 2 emissions, which are under our direct control, we also calculate Scope 3 emissions from activities outside our direct control, which contribute significantly to our overall carbon footprint.

In order to ensure the reliability of our emission calculations and their compatibility with the industry, we have set a greenhouse gas emission reduction target for our company by developing a methodology in line with the Science Based Targets Initiative (SBTi) since 2022, which we have accepted as the base year.

We regularly review and improve our reporting methods and audit our emissions in accordance with Scope 1, 2 and 3. Our Scope 1, 2 and 3 emissions have undergone an annual external assurance process since 2020, during which independent auditors confirm the accuracy and reliability of our emission reports.

By 2030, we aim to transition to the use of renewable energy in all our operations. This is a demonstration of our commitment to sustainability and our determination to achieve our environmental goals and shows that we are a pioneer in the industry and take our commitments to environmental sustainability seriously.

2022

593,528.36

CO<sub>2</sub>eq

In 2023, our corporate carbon footprint decreased by 7,17% compared to 2022.

2023

553,814.47

CO<sub>2</sub>eq

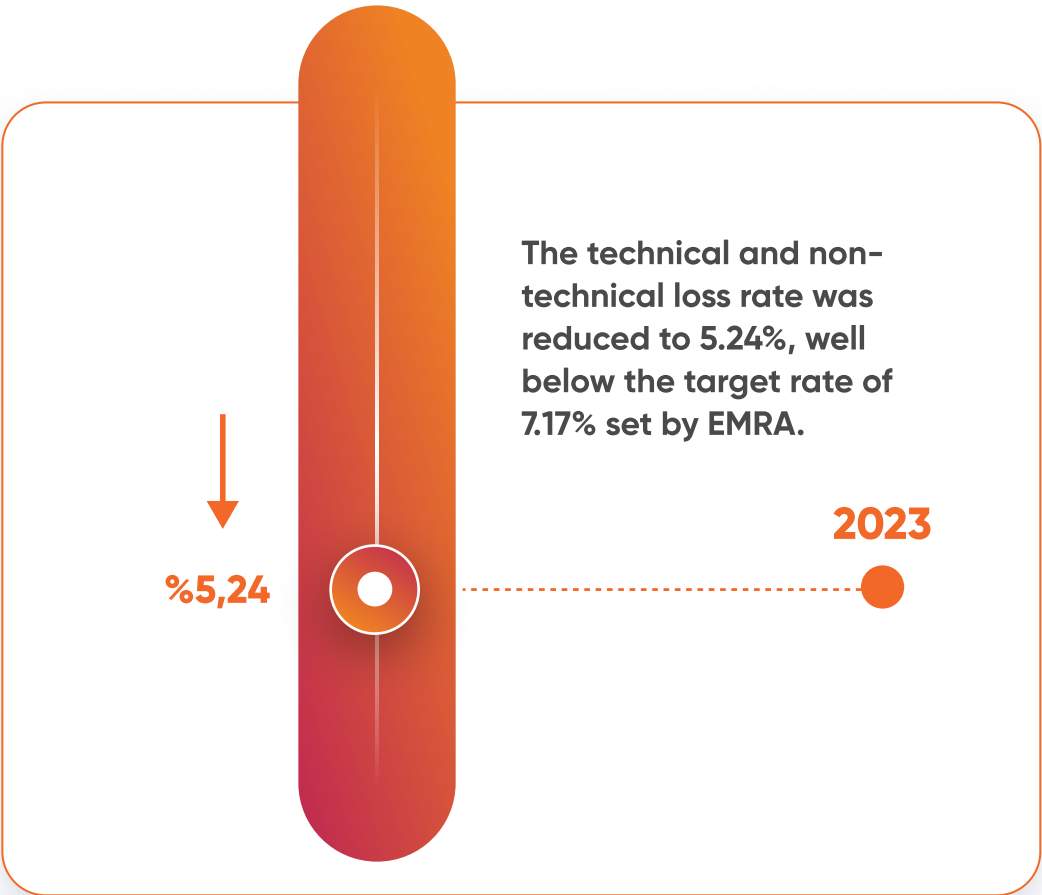


Energy Management

Our focus on energy efficiency is one of the important first steps we take in the fight against climate change and includes our efforts to reduce the direct and indirect impacts of the energy used in our operations. We continuously monitor our energy consumption, invest in energy efficiency and make systematic efforts to minimize our environmental impact. It is among our goals to effectively manage energy use in all our activities, increase resource utilization and reduce our energy consumption. In this context, we have established and implemented a comprehensive energy management system to improve our energy utilization performance and efficiency.

In this process, we continuously work to optimize energy efficiency, reduce losses and reduce our emissions in line with our commitment to sustainable business practices. Energy efficiency, which plays a critical role in the transition to an environmentally friendly distribution system, is a high priority in our operations. We use technical and non-technical losses as key performance indicators. These indicators provide valuable information about our energy efficiency levels and allow us to identify the steps needed for improvement in this area.

In line with our commitment to the United Nations Sustainable Development Goals, we pay special attention to effectively managing technical and non-technical losses in our electricity distribution operations through our investments. We maintain our commitment to responsible energy practices by staying below the loss rates set by the Energy Market Regulatory Authority of the Republic of Turkey (EMRA). Our achievements at the end of 2023 confirm this; the average technical and non-technical loss rate in our distribution region was reduced to 5.24%, well below the target rate of 7.17% set by EMRA. This success is an important reflection of the decisive steps we have taken in energy efficiency and our goal of exceeding sector expectations.






## Water Management

Over 2 billion people worldwide lack access to safe drinking water, and the United Nations predicts that factors such as population growth and climate change will worsen this situation. Increasingly severe droughts could exacerbate water scarcity, leading to shortages of agricultural crops and negative impacts on ecosystems and human health. Turkey is a country facing increasing pressure on water resources and the risk of becoming "water poor" due to large agricultural areas, growing cities and a growing population. While some communities have access to sufficient water, others face serious water shortages.

We conduct our activities carefully to ensure the conservation and sustainable use of water resources. Although our water consumption does not directly create a major impact, we aim to contribute to the sustainable use of water resources and minimize our environmental footprint. To this end, we take proactive steps towards water efficiency through the Environmental Management System and regularly report our water consumption data to the Sustainability and HSE Directorate. Within the framework of ISO 14046 standard, we carefully calculate and verify our water footprint.

Information on the economical use of water is provided throughout the company. We do not work with suppliers and customers on water management. During the reporting year, there were no fines levied for non-compliance with wastewater discharge standards.

| Blue Water (m³/year) |                       |                |            | Green Water (m³/year ) | Grey Water (m³/year ) |
|----------------------|-----------------------|----------------|------------|------------------------|-----------------------|
| Mains / Groundwater  | Mains / Surface Water | Drinking Water | Water Used |                        |                       |
| 25,050.00            | 9,600.48              | 680.91         | 35,331.38  | 18,533.32              | 31,798.25             |



***By 2023, our blue water footprint is calculated as 70,667.72 m3 , green water footprint as 18,533.32 m3 and grey water footprint as 31,798.25 m3 . These data allow us to clearly understand and manage our water consumption and our impact on water resources.***







**Gdz**

**Energy for Life**

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**TECHNOLOGY AND  
INNOVATION**



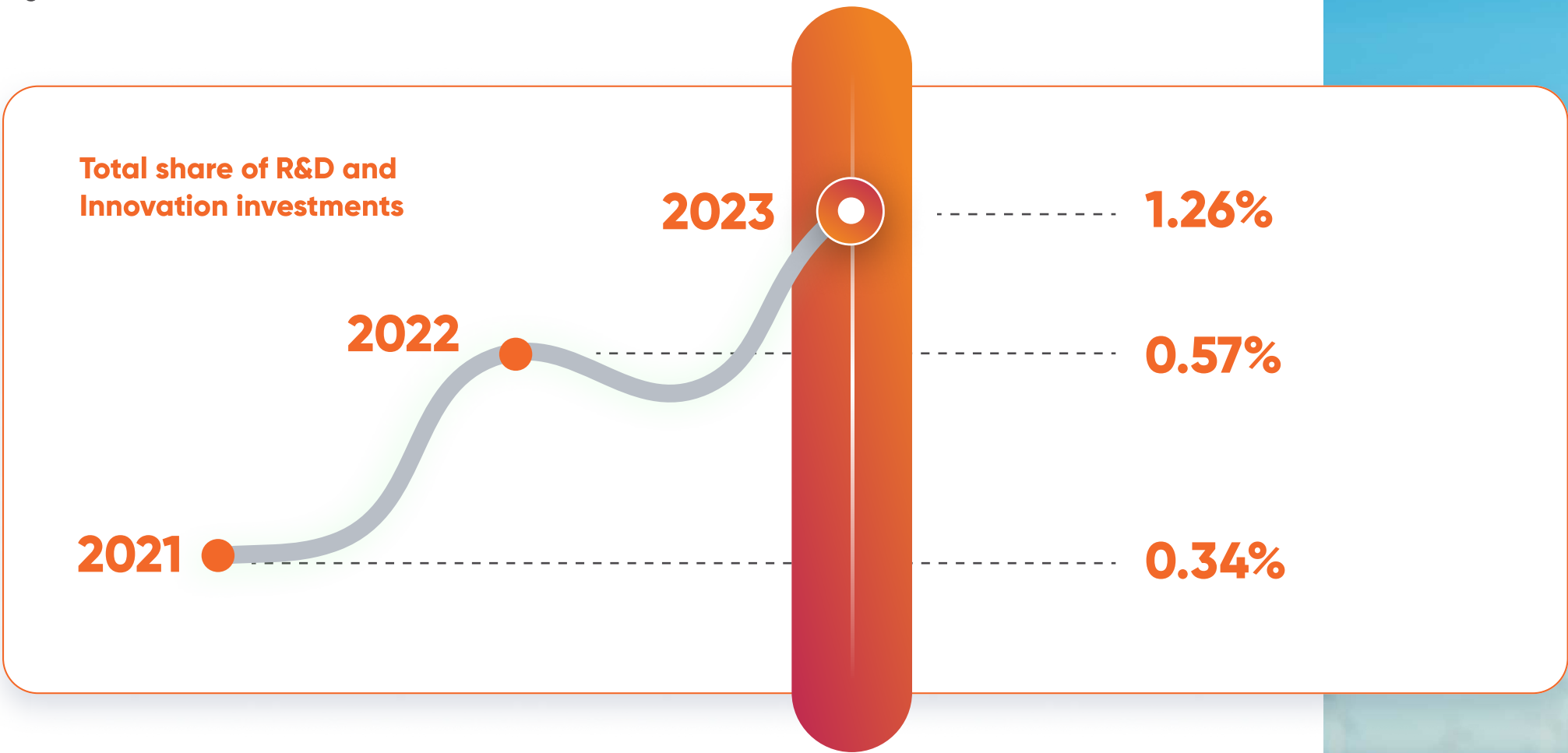


# Technology and Innovation

## R&D and Digitalization

One of the most fundamental elements in the operation of Gdz Electricity is safe and efficient energy distribution. The strength of our corporate governance, our innovative approach, the use of new technologies, our low loss-leakage rate and the importance we attach to environmental management processes constitute the first link in our value chain. While making our energy distribution system ready for the future through grid modernization, we also invest in improving the monitoring and response capabilities of the system through innovation and the use of technology. In addition, in cooperation with public institutions and organizations, we contribute to the development of policies and regulations in line with innovation and the needs of the business world.

Within the scope of intrapreneurship, we evaluate project proposals from our employees under the name İş'te Bu Fikir Projects and integrate them into Gdz Electricity. In addition, financial savings of TL 15,000,000 thanks to the Loss and Leakage Software and TL 1,000,000 thanks to the Image Processing Project were achieved through R&D and digitalization. In 2023, the ratio of R&D and innovation investments to total investments was 1.26771%. As Gdz Electricity, we continue to take important steps for a sustainable future in the fields of digitalization and innovation.





| Number of New Products Developed | 2021 | 2022 | 2023 |
|----------------------------------|------|------|------|
| EMRA Number of R&D Applications  | 8    | 19   | 18   |
| Number of EU projects            | -    | 1    | 1    |
| Tubitak                          | 1    | -    | 1    |
| Total Number of New Products     | 9    | 20   | 21   |

| Number of Patent Applications | 2021 | 2022 | 2023 |
|-------------------------------|------|------|------|
| Unit                          | 0    | 0    | 2    |

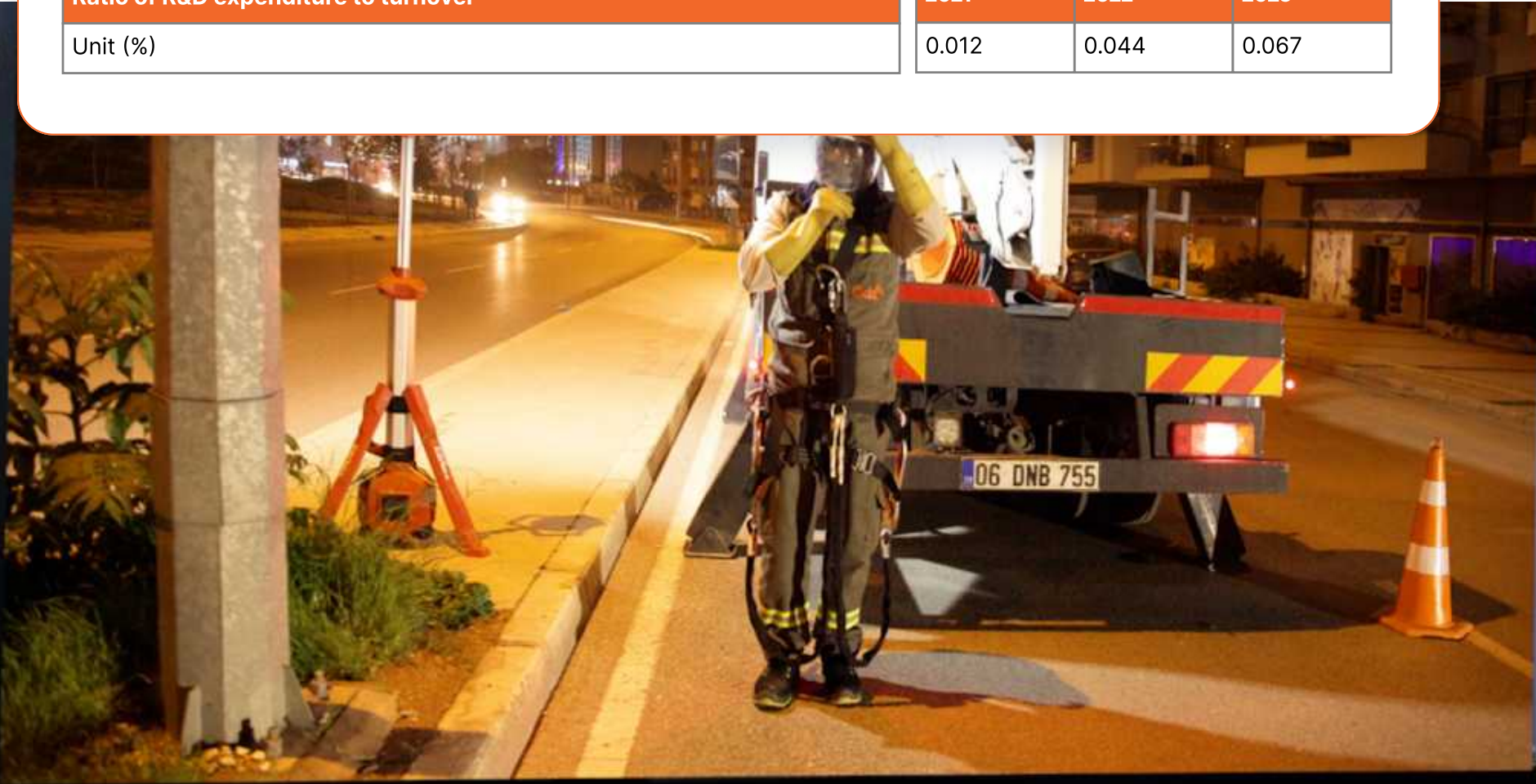
| Ratio of R&D and Innovation investments to total investments | 2021 | 2022 | 2023 |
|--|------|------|------|
| Unit (%)   | 0.34 | 0.57 | 1.26 |

| Ratio of R&D expenditure to turnover | 2021  | 2022  | 2023  |
|--------------------------------------|-------|-------|-------|
| Unit (%)                             | 0.012 | 0.044 | 0.067 |

R&D Activities

As of 2023, 63 R&D projects were carried out by the team responsible for R&D activities of our company, which has grown over the years. In total, 31 R&D projects have been completed with 30 projects supported by the Energy Markets Regulatory Authority and 1 project supported by TUBITAK 1707. The studies of a total of 32 projects, 30 of which are supported by the Energy Markets Regulatory Authority, 1 supported by TUBITAK 1707 and 1 supported by the EU, are still in progress.

Two patent applications were completed during the reporting period. Meanwhile, 21 new products were developed/new project applications were submitted, including 18 to the Energy Markets Board, one to the European Union and one to TUBITAK.





# R&D Projects

## Project Name

## Project Details

### Pilot Implementation for Ensuring Demand Management through Consumer Perception Management and Improving Energy Efficiency

In the project, pilot households will be identified and a system will be established for these households to monitor their real-time electricity consumption and to separate their sub-consumption. Thanks to the system, information on the consumption of the users as well as the household appliances and the time of consumption will be obtained. With the mobile application to be developed within the scope of the project, this information will be presented to the users and self-awareness will be created. With the messages (consumption, price, carbon emission and comparison with other users, etc.) to be sent through the mobile application, short-term reactions of consumers and changes in medium-term usage habits will be observed, the results will be evaluated and reported. At the end of the project, thanks to the sample set selected to reflect the general population, it will be possible to determine the factors that may cause Turkish households to change their consumption habits and to determine which points should be highlighted in future programmes such as demand response etc.

### Stochastically Determining the Insulation Status of Cables by Stochastically Determining the Insulation Status of Cables with Devices Not Effectively Used in Turkey and Creating Related Action Plans

Within the framework of the project, a stochastic model will be created to analyze the condition of MV cables. According to the inputs, condition-based maintenance will be performed on the cables and thus, the cables will be taken into maintenance before the failure and the failures that may occur will be prevented. At the same time, instead of periodic maintenance, maintenance or renewal works will be carried out according to the actual conditions of the cables. A systematic will be established to prevent problems caused by MV underground cables, and it is aimed to identify weak points in cable joints, weak points caused by poor workmanship, aged cables, thus improving operational costs and reducing outage times.

### HASAT Phase-2 Distributed Generation

Within the scope of the project, an algorithm is being developed to ensure the optimum positioning of distributed generation systems to be connected to the distribution grid. The algorithm to be developed will also be used and tested in real pilot field applications

### HASAT Phase-2 Energy Efficiency Awareness Index

With the activities to be carried out within the scope of the project, the level of inclusion of end consumers (residential and industrial) in the perception and decision-making processes of potential activities, approaches and energy efficiency phenomenon within the scope of demand side management and their potential contribution to national energy efficiency will be investigated.

### National Smart Meter Project (MASS)

The MASS project, which will be implemented within the scope of smart grid transformation within the framework of the TAŞ 2023 project, prototypes to be produced in accordance with the criteria determined with different users from communication protocol to modem, and measurement, analysis and reporting of the pilot applications to be carried out are within the scope of the project, and it is aimed to ensure unity of application throughout the country, to determine the effect on tariffs and to expand the applications.

### Development of Cable Fault Detection Device for Medium Voltage Underground Electrical Network

In the project, it is aimed to develop the prototype of the device that can locate the location of the fault point by DC insulation test up to 40 kV and pulse generator up to 32 kV in case of failure in high-voltage underground cable electrical distribution networks.

### Substation Emulator Development for the Use of Artificial Intelligence Methods in Cyber Security Studies

The project aims to develop a substation emulator to create a data set for use in artificial intelligence studies and to develop an application that detects anomalies using artificial intelligence models trained with this data set.



# R&D Projects

| Project Name   | Project Details  |
|--|--|
| <b>Development of Edge Computing Based Customizable Edge Unit Hardware and Pilot Project for its Use in Electricity Distribution System</b>                    | With a hardware to be developed within the scope of the project and running Linux operating system on it, it is aimed to respond to different data transfer requirements in distribution centers and to read data from different external sensors (partial discharge, temperature, noise, etc.), especially three-phase current-voltage information, to process and interpret these data collected at high frequency using data analytics on the device and to transfer the information obtained to central systems.   |
| <b>Domestic Energy Domestic Technology</b>   | Within the scope of the project, it is aimed to examine and develop domestic software to be used in our sector by using modern information and technological methods in line with the sustainable development goals of our country and our national policies, and to pave the way for the production of new domestic software. The architecture and technology of domestic products are aimed to be compatible with the systems we already use in a new, open source and open to development.  |
| <b>R&amp;D Project for the Development of Intelligent Robots for Unmanned Supervision and Controls in Distribution Centers</b>                                 | Within the scope of the project, smart inspection robot hardware for use in electricity distribution centers before maintenance and repair operations and mobile application design will be carried out to control this robot.   |
| <b>Distribution Companies R&amp;D Platform Design and Development Project Phase-2</b>  | In line with the outputs of the "Distribution Companies R&D Platform Design and Development Project Phase-1", it is aimed to implement an EMRA R&D Platform within the scope of the "Distribution Companies R&D Platform Design and Development Project Phase-2", where all project processes will be evaluated and managed on a professional electronic platform as in the examples of OFGEM, European Union Horizon2020, TÜBİTAK, etc., and systematic monitoring and reporting will be carried out by both EMRA and distribution companies.   |
| <b>R&amp;D Project for the Development of Tree Pruning Attachments for Electricity Distribution Lines</b>  | With the project, attachments that can be attached to existing vehicles (with basket) will be designed to be used in tree pruning and cutting works in the power lines of companies operating in the electricity distribution sector. With these attachments, personnel will be able to perform tree pruning quickly and safely without approaching the power line. In this way, it is aimed to produce faster solutions for the cutting of trees in contact with power lines and to eliminate line breaks, malfunctions and power outages.  |
| <b>Network Vulnerability Analysis and Decision Support Programme Development Project with Digital Twin Model -DigTwin</b>                                      | In the project; analysis, correction and evaluation of the current system will be provided with a decision support program that works integrated with GIS within the scope of the electricity distribution system, enables the analysis of the MV network model, can determine the potential best protection points with OSOS loading data, can analyze the operating principles of the system under those conditions by defining protection points that are not actually present, can extract alternative protection points, can compare and report the SAIDI / SAIFI and ODE values of existing and alternative protection points, can calculate and correct the predetermined values for protection equipment that cause incorrect operation. |
| <b>Development of a Microservice and Serverless Architecture Based Occupational Health and Safety Management System for Electricity Distribution Companies</b> | Thanks to the software that will cover all OHS processes, transactions will be carried out faster and more accurately, operational risks will be identified more accurately with instant or short/medium term analyses of the collected data, and more effective measures will be taken. With the system that will cover all employees and contractors, the awareness of employees on occupational health and safety will be increased.  |



# R&D Projects

| Project Name   | Project Details   |
|--|---|
| <b>Automated LV Network Technical Analysis Platform</b>  | The platform will provide accurate identification of energy quality problems, phase imbalance, voltage drop, occupancy rates of transformer and field distribution box branches and technical losses in the network by continuously using GIS, OSOS and manually read consumers' data, and will also be an analysis tool that shows what kind of problems may arise in the network and investment needs if the requesting user is connected to the network in processes such as connection opinion. |
| <b>Financial Health Index with Field Inventory Blockchain Technology</b>   | Purchase, installation, maintenance, depreciation calculations, insurance, maintenance, etc. contracts signed for an asset, malfunction on the asset, records such as deductions etc. will be digitally recorded with the distributed ledger technology of the asset tracking infrastructure that continues until the scrap is sold.  |
| <b>Development of a Domestic Smart Silicon Insulator with Combined Current and Voltage Sensor</b>  | "Insulators will be equipped with features such as network monitoring, fault indication, monitoring environmental parameters such as temperature, humidity, etc. Thus, quality parameters will be recorded, supply continuity will be improved and production will be made with domestic facilities.  |
| <b>Big Data Analysis Based Mobile Application Project to Increase Energy Consumption Awareness and Demand Flexibility of Electricity Subscribers</b>   | Through the big data analysis platform and user mobile interface to be developed within the scope of the project, it is aimed that electricity subscribers will gain awareness on energy efficiency and demand flexibility, improve their consumption behavior with the mobile notification mechanism, and thus, both electricity subscribers and distribution system operations will gain economically.  |
| <b>Blockchain Infrastructure Portal for Distribution Companies and Employees-Enport</b>  | By utilizing the advantages of block chain technology, it is aimed to create end-to-end content needed by distribution companies and their employees, to provide access to the portal by creating an identity card for each employee, to include problems and solutions for vocational trainings, social responsibility projects, R&D projects, investment projects, and to quickly identify the problems of the sector through surveys.  |
| <b>Investigation of Turkey Electricity Distribution Network Against Earthquake and Other Natural Disasters, Performance Analyses After Possible Earthquake and Development of Emergency Action Plans R&amp;D Project</b> | It is aimed to determine the needs regarding the earthquake preparedness of the electricity distribution network by taking into account the natural disasters in the earthquake focus and to create an information flow that will contribute to the organization of the operational activities to be carried out during and after the occurrence of the earthquake.   |
| <b>Next Generation Network Design Project</b>  | It is planned to make line designs in accordance with the new generation network design in order to solve the problems arising from the distribution element, especially the energy transmission lines experienced by all distribution companies, and to make suggestions on the relevant legislative changes.  |



# Smart Grid Applications

## Remote Monitoring and Control Systems (SCADA)

In 2012, we launched the first private SCADA/DMS system in the electricity distribution sector in order to ensure that network management in electricity distribution is carried out in a secure, uninterrupted, remotely monitored, fast and effective controllable structure using high-tech equipment, with optimum labor consumption. Accordingly, we can remotely control 1371 stations and 5,601 feeders. The number of transformers and distribution centers included in the SCADA system continues to increase every year.

## Geographical Information Systems (GIS)

We manage the electricity distribution network inventory in our region with GIS. In this context, our entire distribution network has been transferred to the electronic environment from the source to all subscribers and modelled.

Thanks to the GIS software, we use other systems that enable the management of the distribution network such as SCADA / DMS, Customer Relationship Management (CRM), Customer Information Systems (CIS), Asset Maintenance Management System as the main data source.

## Automatic Meter Reading System (OSOS)

Within the scope of OSOS, we remotely read approximately 32,013 meters, including high-consumption customer meters, all generation facility meters connected to the licensed and unlicensed distribution network and all lighting meters within the scope of the distribution region, and transfer their consumption and profile values to the system. We ensure the traceability of the system with the accrual values and data provided by OSOS, and we contribute to customer satisfaction and total quality increase by sharing this data with the user.

The active electric energy consumption limit of the meters that are obligatory to be included in the scope of OSOS is approved by the Energy Market Regulatory Authority of the Republic of Turkey. For our consumers with consumption above this limit, the meters with the necessary qualifications are installed by our company without any charge from consumers, except for the cases specified in the legislation.

## Digital Workshop Protocol from Gdz Electricity and TEDAŞ

Gdz Electricity and TEDAŞ General Directorate signed a cooperation agreement for TEDAŞ Digital Workshop System, breaking new ground in the sector. This cooperation aims to provide trainings in the electricity distribution sector in a time and space independent manner. The new system will ensure that technical information and occupational health and safety issues are prioritized in trainings.

The system is designed to offer trainings using an interactive software technology through reality scenarios created in three-dimensional virtual environments based on real-life problems. The Digital Workshop aims to provide a practical and interactive environment for employees to find solutions to the problems they may encounter.





# Start-Up & Collaborations

As Gdz Electricity, we continue our breakthroughs in the field of digitalization with a sustainability and future-oriented approach. With our start-up projects carried out under the leadership of our Technology and R&D Directorate, we take important steps in the innovation journey of Gdz Electricity and bring a new breath to the sector.

## G-LAB

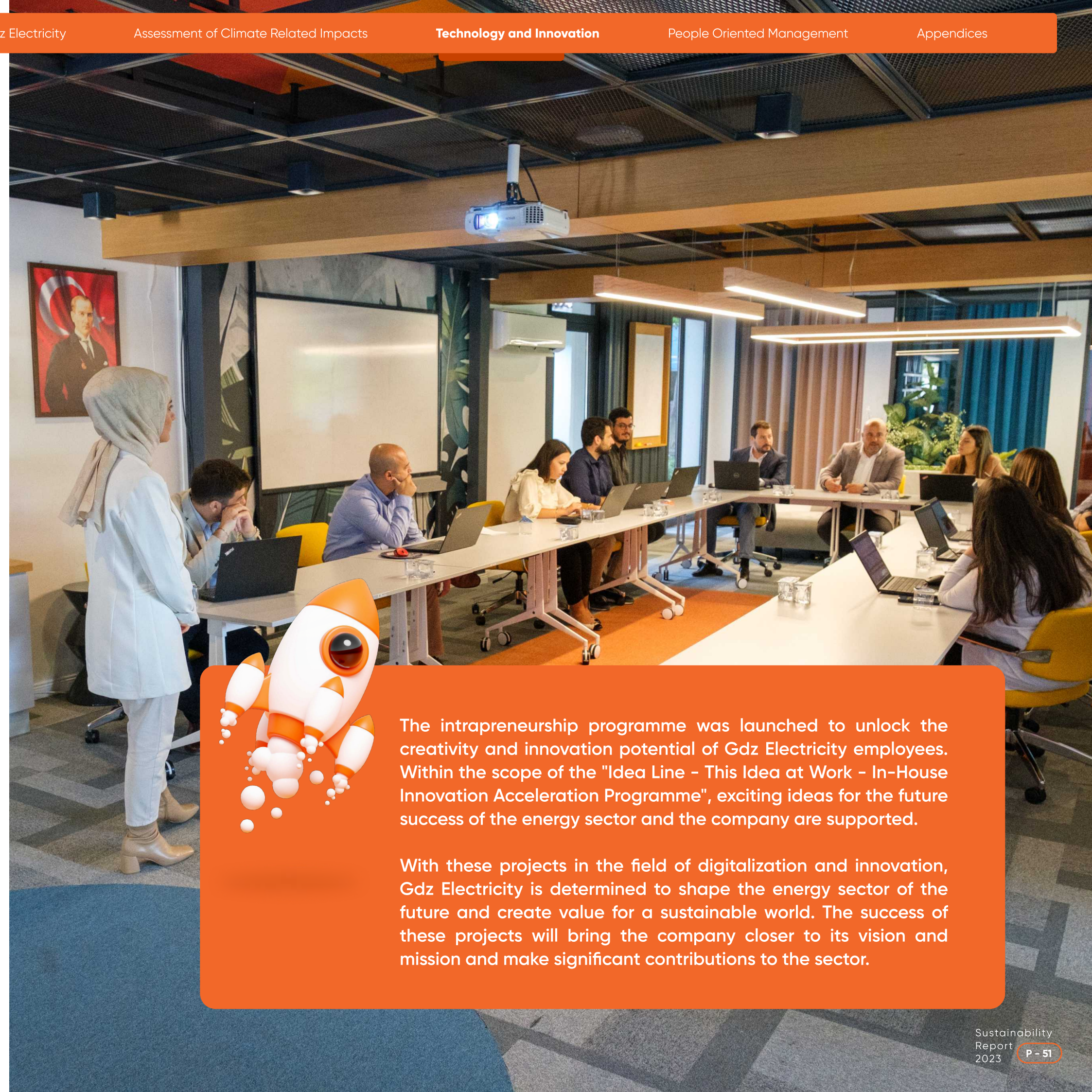
The guided incubation programme is carried out together with İzmir Science and Technology Park Technology Development Zone and Gdz Electricity from the identification of entrepreneurs to their development within the scope of a sectoral and/or subject-oriented theme. The aim of the guided incubation programme is to create high commercialization potential immediately after the development of innovative business models, products and services in line with the theme determined by the partner institution.

Within the scope of "Integrated Smart Grid", which is the call theme of İzmir Bilimpark G-LAB Guided Incubation Centre's programme, it is planned to prioritize entrepreneurs who want to develop innovative solutions in the following fields of work: AR and VR Technologies, Unmanned Aerial Vehicle Technologies, Sensor Technologies, Predictive Maintenance, Inventory Tracking and Management System, Robotic Technologies, Material Technologies, Machine Learning and Data Analysis, Image Processing Technology, Communication Technologies, Digitalization, IoT.

With this initiative, which is called Gdz Electricity's digitalization and innovation laboratory, we continue an exciting journey with 15 projects selected from 25 applicants. These projects have the potential to offer groundbreaking solutions in the energy sector and we aim to accelerate the digital transformation in the sector.

The Technology and R&D office of Gdz Electricity, which was opened in the IZQ Entrepreneurship and Innovation Centre, is a center created to contribute to the innovation and entrepreneurship ecosystem of Gdz Electricity and to support entrepreneurial ideas. This center provides a platform to support entrepreneurs who will make a difference in the energy sector and to realize their growth targets. IZQ, which has been operational since September, is also home to Gdz Technology and R&D office.

Datathon events are a reflection of Gdz Electricity's work on data analysis and forecasting. The 2nd Datathon focused on load forecasting and new projects will be developed on unplanned outage forecasting for 2024.



The intrapreneurship programme was launched to unlock the creativity and innovation potential of Gdz Electricity employees. Within the scope of the "Idea Line - This Idea at Work - In-House Innovation Acceleration Programme", exciting ideas for the future success of the energy sector and the company are supported.

With these projects in the field of digitalization and innovation, Gdz Electricity is determined to shape the energy sector of the future and create value for a sustainable world. The success of these projects will bring the company closer to its vision and mission and make significant contributions to the sector.



# National and International Collaborations

As Gdz Electricity, we support innovation and development through various collaborations at both national and international level. In our collaborations with important institutions such as TÜBİTAK, Sabancı University and Boğaziçi University, we undertake projects that will pave the way in our energy sector. In addition, we focus on sustainable energy solutions with the GridCloud and Renewsense projects we carry out with Sivas Cumhuriyet University and Ege University in the international arena. Data Science Trainings is an initiative launched through agreements with leading institutions such as Dokuz Eylül and University of Economics; with this programme, we aim to increase data literacy throughout the company.

Gdz Electricity continues to advance in innovation and technology by establishing strategic partnerships with Turkey's leading organizations in the energy sector. In this context, bilateral collaborations with reputable institutions such as TÜBİTAK, Sabancı University and Boğaziçi University enable the realization of new and groundbreaking projects in the sector. In addition to national collaborations, we are also active in the international arena. For example, we are working on sustainable energy solutions through projects such as NoPetrol with Sivas Cumhuriyet University and Renewsense with Ege University.

In addition, we closely follow developments in data science and big data, and collaborate with Turkey's leading universities and institutions. The Data Science Trainings we have organized with institutions such as Dokuz Eylül and University of Economics have emerged as a result of these collaborations. With the training programme, we aim to increase data literacy throughout the company and improve the skills of our employees in this field. As Gdz Electricity, we will continue to strengthen our leading position in the sector and produce solutions for the future through collaborations in the field of sustainable energy and technology.

## Turkey Smart Grids 2023 Project

Within the scope of Turkey Smart Grids 2023, it is aimed to provide distribution companies with a road map in the short and medium term (III. and IV. Implementation Periods) with the 2023 smart grid vision by revealing the priority works to be carried out in and after the III. Implementation Period.

## Remote Monitoring and Control Systems (SCADA)

We are among the pioneering distribution companies that have implemented the SCADA/ DMS system in order to ensure that network management in electricity distribution is carried out using high-tech equipment, with optimum labor consumption, in a safe, uninterrupted, remotely monitored, fast and effectively controlled structure. Accordingly, we can remotely control 170 stations and 1970 fiducials. The number of transformers and distribution centers included in the SCADA system continues to increase every year.

| Information on co-operated projects | University                           | Cooperation area/project   |
|-------------------------------------|--------------------------------------|--|
| Bilateral Cooperation               | Sabancı University                   | TUBITAK-Poland Bilateral Cooperation Call  |
| TÜBİTAK                             | Boğaziçi University                  | TUBITAK YZ 1711 Call   |
| HORIZON-CL5-2023-D3-03-03           | Sivas Cumhuriyet University          | NoPetrol   |
| ERA-NET/ENERDİĞİT                   | Sivas Cumhuriyet University          | GridCloud Project - International  |
| HORİZON-CL5-2024-D3-01-10           | Ege University                       | Renewsense Project - International   |
| Data Science Trainings              | Dokuz Eylül/İzmir Ekonomi University | Turkey's leading universities in data science and big data. Following the agreements made as a result of the negotiations with the organizations and institutions, we initiated the "Data Science" programme to improve data literacy throughout our company. We have completed the first module of "Trainings". |







Energy for Life

PEOPLE ORIENTED  
MANAGEMENT





# Human Resources Management

As Gdz Electricity, we follow a business model based on sustainability and equality. One of the most important factors behind the success of our company is the importance we attach to the value of our employees. We offer various programmes and opportunities to contribute to their personal and professional development. Because we know that a strong and happy team of employees is a fundamental building block for a sustainable business.

The principle of equality is at the forefront of our company at every level and in every business process. We respect differences such as language, religion, race, gender, age, marital status and we absolutely do not accept discrimination. From our recruitment processes to promotion and performance evaluations, we adopt a fair and equal approach at every step. We also actively implement our policies that promote diversity and inclusion in the workplace.

Respect for human rights is a fundamental part of our business culture. Therefore, we constantly endeavor to protect the rights of our employees and ensure a safe environment at work. We take measures to create a work environment where everyone can express themselves, feel valued and be safe.

We also implement various programmes and incentives to increase women's participation in the workforce. We aim to support our female employees in advancing their careers and realizing their full potential.

In 2022, Gdz Electricity joined the Women's Empowerment Principles platform, which was launched in 2010 in cooperation with the United Nations Global Compact (UN Global Compact) and the United Nations Entity for Gender Equality and the Empowerment of Women (UN Women). In this context, our Company supports gender-sensitive workplace practices and WEPs principles. Within the scope of 25 November International Day for the Elimination of Violence against Women and Solidarity, the Company supported UN Women's campaign with its communication activities.

We believe that all these efforts will enable our business to achieve sustainable success not only today but also in the future. As Gdz Electricity, we will continue to move forward with a fair and equitable business model, focusing on creating value for society and the environment.

## Women's Empowerment Principles

- ◆ ***Providing High Level Corporate Leadership for Gender Equality***
- ◆ ***Treating all women and men fairly at work, respecting human rights and the principle of non-discrimination, and promoting these principles***
- ◆ ***Ensuring Health, Safety and Welfare for All Women and Men***
- ◆ ***Supporting women with training, courses and professional development opportunities***
- ◆ ***Application of Entrepreneurial Development, Supply Chain and Marketing Methods that Empower Women***
- ◆ ***Promoting Equality through Social Initiatives and Support***
- ◆ ***Measuring and Publicly Reporting Progress towards Achieving Gender Equality***





## Gdz Electricity's Responsibility Commitment as a Participant of the United Nations Global Compact

As Gdz Electricity, we act with the pride and responsibility of being a participant of the United Nations Global Compact (UNGC). This platform is recognized as the world's most comprehensive sustainability initiative and we carry out our business processes in line with our responsibilities towards society, the environment, our country and all individuals. We carry out our work within the framework of planned time and quality, in accordance with our business ethics, and we adopt a transparent and accountable business approach by adhering to procedures and rules.

We strictly adhere to UNGC's 10 fundamental principles in areas such as human rights, labor standards, environment and anti-corruption. While integrating these principles into our business processes, we fulfil our responsibilities by reporting our work on these issues every year and determining the commitments we fulfil with concrete indicators.

We will continue to take part in projects that make a difference in the sector and always aim to achieve sustainable goals with people-oriented approaches. In this way, we will continue to create a fair and balanced business environment by adhering to ethical values and considering how others will be affected in all our decisions.



### United Nations Global Compact



#### Human Rights

**Principle 1:** Businesses should support and respect the protection of internationally proclaimed human rights.

**Principle 2:** Make sure that they are not complicit in human rights abuses.



#### Labor

**Principle 3:** Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.

**Principle 4:** The elimination of all forms of forced and compulsory labor.

**Principle 5:** The effective abolition of child labor.

**Principle 6:** The elimination of discrimination in respect of employment and occupation.



#### Environment

**Principle 7:** Businesses should support a precautionary approach to environmental challenges.

**Principle 8:** Undertake initiatives to promote greater environmental responsibility.

**Principle 9:** Encourage the development and diffusion of environmentally friendly technologies.



#### Anti-Corruption

**Principle 10:** Businesses should work against corruption in all its forms, including extortion and bribery.



# Human Resources Policy

Our company, which accepts human rights as an integral part of its code of ethics, adopts the aim of ensuring that our colleagues and business partners act in accordance with the Gdz Electricity Human Rights Policy and in this direction, it takes decisions within the framework of the United Nations Universal Declaration of Human Rights in all our investment activities and operations. As we have stated in the policies and practices that form the basis of the governance structure of our company; we see it as our basic principle that any discrimination against our employees is never allowed in all our business processes; We show our clear stance against all kinds of discrimination with our policies, practices and the clear attitude of our Board of Directors in this field.

We work with the awareness that our senior management is committed to equality in our company. We endeavor to prevent any incident of discrimination in our work environment, and in the event that our employees notify us, we evaluate and solve the notifications in the most accurate manner. In case of any violation or negligence within the scope of discrimination, we actively operate our Ethics Committee and apply our disciplinary processes in the most effective way.



## Anti-Discrimination and Equality of Employees

As a company, we have the principle of not tolerating discrimination among our colleagues based on race, religion, language, color, age, gender, family status, national origin, employment, occupation, social background, health status, physical disability, trade union activities or other factors determined by law under any circumstances and valuing the differences of employees.



## Supporting Equal Opportunities and Women's Employment

We are committed to providing equal rights to all our colleagues in terms of remuneration, performance evaluation, equal access to career opportunities, employment and similar issues, supporting women's participation in the workforce, ensuring the principles of equal opportunities for women and men in all our human resources policies and procedures and increasing the rate of female employment.



## Standing Against Child Labor and Forced Labor

We are committed not to allowing the employment of personnel classified as child labor at any stage of our activities, and not to purchasing goods or services from companies that use forced labor.



## Training, Equality and Freedom of Expression

In order to ensure equality among our colleagues, we are committed to establishing fair training and support processes and to specifically training our employees to participate in these trainings. We also support our colleagues to exercise their right to freedom of expression at work.



## Working Conditions and Occupational Safety

We are committed to providing our colleagues with healthy, ergonomic, hygienic, safe and pleasant working conditions. We undertake not to allow any violation of occupational health and safety principles that may jeopardize the health, safety and/or life of our colleagues and to take the necessary measures.



We measure and monitor each title that we address within the scope of our Human Rights Policy in its own special way. We announce our achievements in this context to the entire organization through our leaders and we share this pride with all our employees. We also share our achievements by informing all our stakeholders through external communication channels.





## Gdz Electricity's Business Culture with "Great Place to Work Certified" Success

As Gdz Electricity, we attach great importance to employee satisfaction and happiness with our labor policies and innovative practices shaped on the basis of high trust culture. Our company was certified as "Great Place to Work Certified" in 2023, this success shows that we meet the criteria of great workplaces. One of our biggest goals is to make these labor policies sustainable in the coming years.

It is important for us to allow our colleagues to express their ideas freely, to care about their social needs and to celebrate their successes together. We constantly monitor the needs of our employees and stakeholders in line with changing conditions and update our working environment, business model and the products and services we offer accordingly. In addition, we lead development and change in the electricity distribution sector by taking pioneering steps in the sector.

- 5th prize in the category of 1000+ employees in the GPTW Turkey's Best Employers list,
- 1st prize in the Large (500+) category in the GPTW Aegean's Best Employers list,
- GPTW Europe's Best Employers list,
- GPTW 1000+ ranking in the list of organizations offering great workplace experience for younger generations,
- Best Workplace Supporting New Ideas 1st Prize in the GPTW 1000+ category
- GPTW Social Responsibility & Volunteering list



# Great Place To Work®

## Certified

HAZ 2023-HAZ 2024

TÜRKİYE

TM

In 2023, our company was certified as "**Great Place to Work Certified**", this achievement shows that we meet the criteria for great workplaces.



## Talent Management

Gdz Electricity is an organization that stands for with the various advantages and development opportunities we provide for our employees. Our human resources policies and practices are designed to support the sustainable growth of the company and ensure employee satisfaction.

As a company, we have implemented many different programmes by attaching importance to the personal and professional development of our employees. These programmes include development opportunities such as MÜGEP (Engineering Development Programme) and MÜGEP 2.0, LED Leadership Development Programme, Yörüngem Executive Development Programme, AYTEM (Aydem Technical Training Architecture). Thanks to these programmes, employees have the opportunity to improve their personal and professional skills.

In addition, Gdz Electricity offers various social and material rights to its employees. These include shuttle service, travelling allowance, car allocation for executive positions, BES payment, health insurance, meal allowance, bonus payments, performance premiums, seniority awards, service incentive premiums, social benefits, family allowances, marriage, birth and death allowances, transfer allowances, moving allowances, birthday allowances. In addition, internal career opportunities and promotion processes also increase employee motivation.

In addition to internship programmes, candidate engineer programmes and thesis support programmes, Gdz Electricity also organizes programmes that support young talents and entrepreneurs. With the Enerjim Yeter Part Time Work programme, young talents who have not yet graduated or graduate students have the opportunity to gain experience within the company. In addition, with the Entrepreneurship Empowerment Programme, we provide support for young people interested in the energy sector to implement their ideas.

As Gdz Electricity, we adopt respect for human rights and equality as a fundamental principle and ensure that all our employees benefit from equal opportunities. In addition, with our participation in the United Nations Global Compact, we are committed to acting in accordance with the principles in the fields of human rights, labor standards, environment and anti-corruption.

As a result, Gdz Electricity supports employee satisfaction and the sustainable success of the company with its human resource policies and practices. As an organization that attaches importance to the development and welfare of its employees, it continues to strengthen internal culture and cooperation.



**"Smiling, happy employees at  
Gdz Electricity, which values its employees."**



## MÜGEP 2.0

A skills and development programme for electrical engineers. Thanks to the results of the evaluation center applications, the trainings prepared by looking at the behavioral indicators of the managerial positions, as well as the trainings and workshops developed with micro-learning methods, many opportunities were offered to the participants in terms of improving their professional and competencies. The programme is enriched with gamified trainings, rotation practices, mentor mentee tools.

### MÜGEP with data ,

- over 100 engineers applied, 24 engineers were accepted,
- Over 150 person hours of professional and competence trainings, equipped with learning tools,
- 50 per cent more were promoted as managers,
- Support tools such as rotation, mentor mentee,
- It is an engineer development programme in which many engineers want to take part in Gdz, where participants are rewarded with participation in fairs abroad at the end of the technical projects prepared by the participants and presented to the management.



## LED LEADERSHIP DEVELOPMENT PROGRAMME

Aydem LED Cyclical Mentoring Programme, which is also implemented by our Company within Aydem Holding, of which we are a Group Company, has been implemented. Each of the letters that make up LED has a meaning. "L: Leadership - E: Interaction - D: Transformation".

LED is a learning and development journey we have developed for our managers and includes differentiated applications for 3 levels. With LED Start, LED Move and LED Future, our understanding of leadership contributes significantly to the development of our leaders to take our organization to the next level."

## YÖRÜNGEM

We launched our manager development programme with the "Yörüngem" programme, which we initiated with the motto of transforming behaviors into habits. With our Development Centre Application, we carried out individual needs analyses, revealed trainings suitable for competencies and created our training calendars. In addition to trainings, mental transformation workshops, trainings to increase social learning (book club, indoor-outdoor activities and game workshops, wellbeing practices), awareness-raising coaching and one-to-one interviews are carried out.

## AYTEM

We include our technical employees in a customized vocational adaptation programme when they start work. Thus, with this application, which is part of the orientation process, we ensure that the employee starts his/her duty having acquired the knowledge and skills that he/she will need at a minimum level professionally. In addition, training videos of some of the information used by blue-collar employees in the field have been prepared and we share them with our blue-collar employees in order to remember and reinforce the information when necessary. In this way, we ensure that skills are learned in full and in detail when necessary with mini videos.

In our company, we have invested in 1 applied classroom within the campus area in the central location for the development of professional skills and created an environment to support blue-collar development processes. In these special classrooms, we identify the real development areas of the employee and with the training modules created, we ensure that the employee is professionally equipped, benefits from the experience of the expert instructor staff and specializes in his/her current task."



# Human Resources Development Series

## Human Resources Development Series

With our human resources development series, we aim to contribute to the development of the organization, motivate employees to improve their skills and competencies, and ensure that our employees follow new agendas from original sources. In this way, we contribute to the sharing of desired corporate behaviors and attitudes, strengthen our corporate culture and support organizational learning.

As part of the human resources development series, we prepare an infographic every week, an article (from HBR foreign articles) every 15 days, and a quarterly development bulletin covering the topics of the previous 3 months. The contents are shared with all our employees. It is important to reinforce knowledge. In this context, fun and award-winning quiz competitions are organized on a monthly basis.

## Corporate Well-being Platform in Goodness

With our "In Goodness" corporate well-being application, we aim to make our employees feel valued, increase motivation and productivity with applications that are suitable for the age, needs and lifestyle of each employee and can be used by employees from all walks of life.

In 2022, we launched our Wellbees "In Goodness" corporate wellbeing application for our employees. We aim to make our employees feel how important their health and wellbeing is for us with "How are you feeling today?" applications, areas where our employees can share their emotional states, sleep status, step and water tracking. Our employees can duel and challenge each other through the application, initiate activities, establish clubs according to their interests, and share information. In this way, while our social sharing within the company increases, we ensure that our employees feel socially and psychologically well. With Webinars and Workshops, our employees improve themselves while having fun. They can use the points they collect while doing all these on the Wellbees module for their own personal development.

## Equal Life Project

With the Equal Life Project, we shared our Human Rights Policy with all our colleagues in December 2020.

Within the scope of gender equality, in addition to our goal of increasing the representation of our female employees in every field, we also manage the processes during and after maternity leave, which is one of the most important issues in this field, in the most effective way. We offer our employees who have recently given birth; first of all, maternity leave, followed by 6 months of unpaid leave, remote working for up to 1 year and İŞKUR-supported Half Work opportunity and remote working opportunities. We have implemented the "Milk Rooms Project" in order to ensure that female employees feed their children with breast milk for as long as possible when they become mothers.

With the Equal Life Aydem initiative, we are implementing various projects that aim to eliminate the differences in practice between companies in favor of employees. We ensure that all our employees benefit equally from our fringe benefits including performance premium, bonuses, private health insurance, productivity-enhancing project awards, success awards, seniority awards, position-based vehicle, phone, laptop support, meal card support, gifts on special occasions, seniority awards, marriage and birth awards, maternity leave, special leaves, birthday leave, Ramadan, food, marriage, birth, death, etc. aids, travel assistance.

In addition, we organized trainings to ensure equal candidates for management positions and talent pools, to raise the awareness of evaluators, and we launched the CV evaluation practice that does not include gender information. We became a member of the "Birlikte Güçlüyüz" platform, a network of companies working in the field of gender equality in the business world. We joined the Business World Against Domestic Violence Platform with Sabancı University and participated in five months of training. We contributed to our efforts to reduce gender inequality by publishing our "Procedure for Combating Domestic Violence" on the International Day for the Elimination of Violence against Women. In order to communicate correctly with employees who are subjected to domestic violence, we organized trainings for managers, HR and security teams. We prioritize employees who want to work with us again after their military service for recruitment in relevant positions.





## Blue Collar Grading and Promotion Process

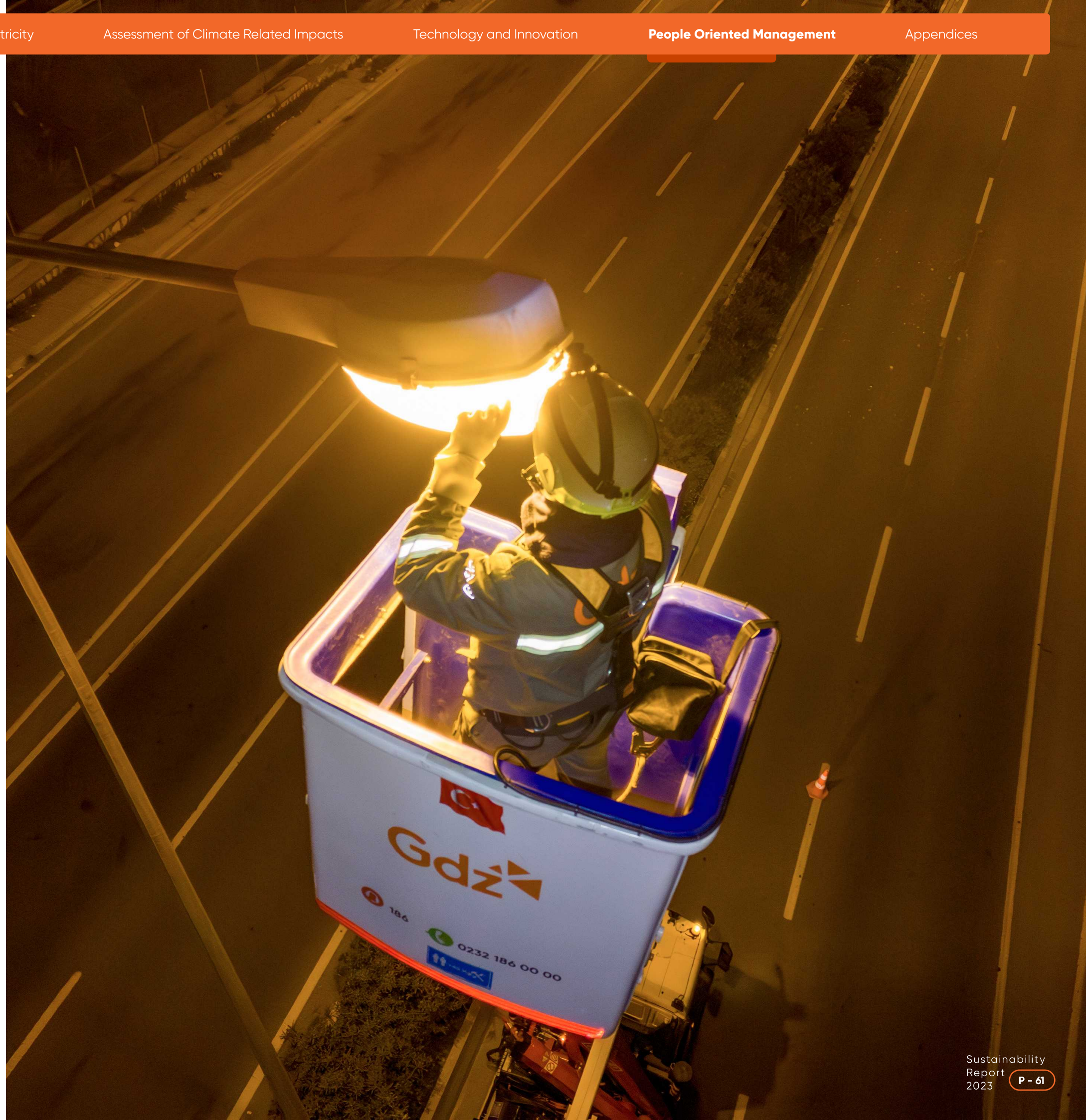
In 2022, we reviewed all our blue-collar titles in order to create career paths for our blue-collar employees and to provide opportunities for promotion. We ensured that the promotion criteria become standardized and objective by aiming to ensure that the promotions of blue-collar employees are operated systematically and in accordance with the procedures and by increasing the awareness of the employees. We have committed to the fair and healthy functioning of the system with the measurement and evaluation model.

## Internal Career Journey & Promotion-Transfer Processes

It is important for us to provide equal opportunity for all our employees in our promotion processes. Within the scope of our Promotion Transfer Rotation Procedure, we carry out the promotion / promotion process as a result of the employee's achievements and potential. In addition to the fact that the promotion process affects the business results of the Company, we recognize the success of competent and committed employees who do a good job, strive to contribute and continue their development by ensuring that they progress in their career journey through promotion. We manage all defined processes in a transparent, open and fair manner.

We prioritize filling managerial positions through internal promotion/ appointment. We announce vacant managerial positions to employees through internal resources, and in the process designed for willing employees, we carry out the knowledge-skills and managerial evaluation of the employee. In this context, we increase the awareness of the employee's strengths and development areas by providing rapid feedback to the employee about the evaluations made by the committee.

We include our employees with high managerial potential in the development center application. We attach importance to providing feedback to the employee so that he/she learns the results of the evaluation made here, his/ her strengths and development areas.





# Occupational Health and Safety

Our top priority in business life is to protect the health and safety of all our employees. As Gdz Electricity, providing a reliable work environment and approaching occupational health and safety with sensitivity is at the center of our mission. Within this framework, we continuously improve ourselves to minimize occupational accidents and potential risks.

We work with the support of our senior management to spread the Occupational Health and Safety (OHS) culture to all our fields of activity. Especially during the pandemic period, our sensitivity to occupational health and safety has been the key to this challenging process that we have successfully maintained. This success is an indication of the importance we attach to OHS issues.

We take into account the opinions and suggestions of our employees when making all decisions regarding occupational health and safety. on OHS committees, representatives from all departments and employer and employee representatives come together to make joint decisions.

We continuously meet with our employees in the field and work areas and receive feedback from them. We regularly conduct employee satisfaction surveys in terms of OHS. Our employees can easily access information on occupational health and safety. We carefully evaluate their suggestions and complaints on OHS issues and take necessary measures.

We implement a certified OHS Management System according to ISO 45001:2018 Standards and we meticulously follow these standards in all our facilities. In addition, by digitalizing our occupational health and safety processes, we make field inspections more effective and efficient. In this way, we are able to identify potential risks faster and take the necessary measures more easily.

Our company uses Pincident OHS software, which records and monitors Health Safety Environment processes. Posters and information documents on how to make notifications have been posted. Transfers were made by regional HSE specialists in the field. Dangerous situations and processes of reporting dangerous situations are also mentioned in OHS board meetings.



| Occupational Health and Safety Trainings | 2021  | 2022  | 2023  |
|--|-------|-------|-------|
| Number of Company Employees              | 875   | 960   | 992   |
| Number of Subcontractor Employees        | 3354  | 3272  | 2520  |
| Total Number of Participants             | 4229  | 4232  | 3512  |
| Company Employees (PersonxHour)          | 7875  | 8640  | 8928  |
| Subcontractor Employees (PersonxHour)    | 30186 | 29448 | 22680 |
| Total OHS Trainings (PersonxHour)        | 1768  | 5952  | 12344 |

|  | 2021 | 2022 | 2023 |
|--|------|------|------|
| Total Number of Members in Board OHS Committees      | ≈100 | ≈100 | ≈100 |
| Number of Employee Representatives in OHS Committees | 1    | 1    | 1    |



# Social Investments

## Career & Vocational Days & University Collaborations

Professionals of our Company participate as speakers in the talks organized by student communities and universities, and our employees are informed about these events and, if possible, participate in them. In this context, cooperation protocols are signed with various universities and various activities are carried out with student communities.

A cooperation protocol was signed between Kâtip Çelebi University and our Company within the scope of the "Let's Walk Together on the Digitalization Journey" programme. Our General Manager, Directors, Human Resources Department, Human Resources Unit and engineers involved in Technology and R&D processes came together with engineering faculty students as speakers, and our employees also participated in the programme.

Technical trips are organized with the participation of university students, and our employees are encouraged to participate in these technical trips as observers or narrators.

We carry out various cooperation projects with universities and vocational high schools. With the project we initiated with Çınarlı Vocational and Technical Anatolian High School, we provide Gdz Training Areas Technical Trip Plans, Seminars to be given by Electrical Engineers and Experienced Electrical Technicians at the School, Meeting the Material Needs in the Electrical Departments of the School, Completing the Construction Work of the Electrical Classroom, Designing Educational Training Programmes for Electrical Teachers, Granting Scholarships to Successful Students, planning "My Profession Electricity" days for senior students and conducting interview simulations.

## Mentörüm ESIAD (My Mentor is ESIAD) Program

We supported the 3rd term of the "Mentörüm ESIAD" program, conducted by the Aegean Industrialists and Businesspeople Association (ESIAD). The "Mentörüm ESIAD" program aims to provide support and guidance to help mentees gain awareness about the business world, acquire deeper knowledge of the workplace, and develop skills relevant to their future careers. In this program, organized by ESIAD, of which we are a member, mentors selected from our company contributed to the development of 15 mentees, consisting of senior-year and graduate university students, helping them enhance their knowledge and skills in the business environment.

## My Energy is Enough (Enerjim Yeter) Part Time Work

We are implementing the "Enerjim Yeter" young talent programme, which is organized in order to bring young talents who have not yet graduated or are at the post-graduate stage into our company, to maintain its success in the coming years and to raise it to higher levels. Thanks to Enerjim Yeter Yeter, which prepares young talents for the business world by allowing them to work with us on certain days of the week, we offer young people the opportunity to build their careers on a solid foundation.

## Entrepreneurship Empowerment Program

This project, carried out in cooperation with IZKA and Gdz Electricity, aims to strengthen the capacities of university students and recent graduates between the ages of 18-29 who are interested in the energy sector and have innovative ideas in this sector so that they can realize their ideas. In this context, we aim to support university students and recent graduates between the ages of 18-29 living in Izmir to realize their innovative ideas about the energy sector with the help of experts in the sector and to prepare young people for business life in the energy sector by increasing their capacities through trainings.

## Women in White Helmets

The new semester of our M2M (Mentor to Mentee) program, in which we are a stakeholder as EMCC Turkey and Gdz Elektrik to prepare the students of Yaşar University Faculty of Communication, Department of Public Relations and Advertising for their future business life, has started.

## M2m (Mentor to Mentee) Program

The new semester of our M2M (Mentor to Mentee) program, in which we are a stakeholder as EMCC Turkey and Gdz Elektrik to prepare the students of Yaşar University Faculty of Communication, Department of Public Relations and Advertising for their future business life, has started.

## Career Angels Project

As Gdz Electricity, we are proud to take part as a supporter and mentor in the 8th semester of the Career MelAppendicesi project carried out by Ege University Business Community with the contributions of EMCC Turkey. This project Angels contributes to sustainable development by enabling our alumni to shed light on the careers of our young friends.





# Social Responsibility Projects

## New Nest for Storks

While distributing energy for life; we carry out corporate social responsibility projects that make a difference. Starting in 2014, we continue to work on our "New Home for Storks" project uninterruptedly.

We are aware of our responsibility to improve and sustain the quality of life in the region where we operate. We continue to protect nature and natural life with our understanding of sustainable environment. We are happy and proud to have been hosting storks for more than 9 years, since 2014 with our "New Home for Storks" corporate social responsibility project, which is an example for the whole sector as the first step of a greater awareness.

Every year, we carry out technical maintenance of the special living platforms we place before the migration season, we carry out cleaning and control in the storks' nests, and we carry out insulation work on the electricity distribution lines close to the nests. We shape our investment projects sensitively in areas with migration routes and stork density. Together with our company employees, we check the nests before the migration season; we clean unnatural materials such as bags and ropes that may harm storks and their chicks. After our technical teams check the special living platforms and insulation/isolation works, we offer our guests a safe and healthy living space.

With the awareness that storks nest at the same spot every year, we preserve the current situation if special living platforms are installed on the electricity poles that remain empty and will be dismantled after the investment works, and preserve them only with the function of stork nests.

Together with our stakeholders, we observe differences in the behavior and habits of storks due to global climate changes. Limited water resources on migration routes direct storks to different routes. For this reason, we taking action again for storks that prefer new locations in our service area and mount new living platforms on our electricity poles.

We know that the world resources we live in are limited, and we continue our work with excitement and energy to fulfil our duties for a cleaner and livable world.

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***We are happy and proud to have been hosting storks for more than 9 years, since 2014 with our "New Nest for Storks" corporate social responsibility project.***

”







## "Energy Hunters" Project

We started the Energy Hunters project in Izmir and Manisa in 2016. With this project, we aim to teach children the efficient use of energy and other scarce resources. So far, we have directly trained 35 thousand children and reached a total of 95 thousand people, including their families and communities. Our education programmes are designed to support the United Nations' Sustainable Development Goals and raise children's awareness of saving money as well as environmental protection.

In our project, children between the ages of 4 and 8 are taught how to use energy economically through cartoon characters called Energy Hunters Heroes in interactive areas such as Mr. Şaşkın's house. These characters are made up of animal figures that children love. For older children, we offer the opportunity to experience the stages of energy from production to consumption with the portable game consoles we developed in 2022.

With the Ministry of Energy and Natural Resources declaring 2020 as the year of efficiency, the value of our project has increased even more. Thanks to the cooperation protocols we signed with the İzmir and Manisa Directorates of National Education, our schools are regularly visited and the scope of our project is expanded. Various NGOs such as LÖSEV and Down Syndrome Association are also participating in our project, thus increasing the effectiveness and reach of our trainings.

Our project also includes the immediate environment of children, such as parents and teachers, and ensures that the information taught is carried to the homes. During training, children are encouraged to share information with their families, while children both learn and have fun. While our activities aim to provide children with the right consumption habits, the announcement of our project through social media and the press turns into a broad awareness-raising effort.



## Our Awards:

- The Corporate Social Responsibility Marketplace, organized for the 9th time in 2017 by the Corporate Social Responsibility Association of Turkey, was deemed worthy of an award in the "Climate Action" category at the Sustainable Development Academy Awards.
- In 2020, it was awarded the Gold Award in the Responsible Consumption and Production category at the Sustainable Development Awards organized as part of the 12th Corporate Social Responsibility Summit.
- In 2022, our Energy Hunters project received 3 awards at the Communitas Awards in the categories of "Corporate Social Responsibility Excellence", "Corporate Social Responsibility - Other" and "Energy".
- In 2023, at the 20th Stevie® International Business Awards, we won the Bronze Stevie® Award in the "Communication/Public Relations Campaign of the Year - ESG (Environmental, Social, Governance)" category with the Energy Hunters project.

**Energy for Life, Energy Hunters for the World**

**Long Live Energy Hunters!**





## There is Goodness in This Job

"There Is Goodness in This Job" is a movement of goodness consisting of many projects. With this Project, we include many projects that focus on the environment, society and sustainability. We aim to benefit different areas of society with the projects we realize with the support of our colleagues, local people, municipalities and NGOs.

### Our Projects

#### Loyalty to the Values of the Past

We know the value of our elders who enlighten us with their experiences and experiences that instill in us the value of the past. For this reason, we try to spend time with them on special days and before our religious holidays and benefit from their life experiences.

#### KAÇUV (Hope Foundation for Children with Cancer)

We met the holiday needs of children within the scope of the cooperation with KAÇUV before the Ramadan Feast. Our colleagues shed light on the holiday of approximately 60 children on the choices they made according to their age groups and genders. We remind our children once again that they are not alone in the difficult illness process they are going through.

#### Jersey Sponsorship for Girls' Sports Teams of Schools

We undertake the uniform sponsorship of girls' sports teams of especially disadvantaged schools in our service area. To date, we have met the uniform needs of volleyball, basketball and football teams of 6 schools in Kiraz, Beydağ, Alaşehir, Kula and Çiğli.

Bu İş'te  
İyilik Var





### Food Container for Lighting Poles

We have created feeding points with our food containers mounted on our lighting poles. We placed the food containers in our summer areas such as Çeşme, Karaburun, Seferihisar, Urla, considering our stray animals that go hungry with the decrease in population in winter. Our colleagues working in the field take care that the food containers are not empty.

We carry out the determination of animal feeding areas in our districts with HAYTAP and feed them with the participation of HAYTAP members and our volunteer colleagues. We are trying to ensure that our food containers in our campus area are not empty.



### Library and School Supports

When we heard that the Public Library in Demirci district of Manisa needed to be renovated, we immediately took action. We had the interior painting of the library done and ensured the installation of lighting systems so that children would not be disturbed while reading books. We built shelf systems for nearly 1,000 books we have just donated. In order to encourage our children to read books, we gave 1,000 of our Energy Hunters game kits as a gift. We ensured that the kits were given to children who read books. We also had interior design panels made in accordance with the renewed face of the library. We believe that children who read books will be the light of the future, and in line with this belief, we will continue our goodness movement in 2023.



### My Coast is Clean

Especially in our districts located on the coastline, we carry out cleaning works on the coastline with the participation of the municipality, local people and our company employees. We continue our project, which we carry out on the coastline in summer, in metropolitan districts in winter.



### We Will Heal the Wounds with Solidarity

The 7.7 magnitude earthquake centered on Kahramanmaraş Pazarcık on 6 February 2023 was one of the biggest disasters in our history. Together with other group companies of Gdz Electricity and Aydem -Energy, we continued our efforts throughout the year to support the earthquake zone in coordination with AFAD and Red Crescent.

With a total of 160 colleagues, including our 44-person search and rescue team, we helped earthquake victims in the region and provided three meals to 2,000 citizens together with the Red Crescent.

We continuously send trucks with our aid materials such as tents, sleeping bags, blankets, rations, water, clothes, hygiene materials, portable chargers to the region. In addition to these, we deliver aid materials supplied by our colleagues to the region with lorries and contribute to the Red Crescent's blood donation campaign.





Energy for Life

Appendices





Economic Performance Indicators

| Economic Value Created  | 2021           | 2022           | 2023           |
|---|----------------|----------------|----------------|
| Economic Value Generated (Revenues) (TL)                              | 12,780,175,027 | 19,696,625,654 | 24,539,927,089 |
| Economic Value Distributed  | 2021           | 2022           | 2023           |
| Operational costs (including procurement, excluding fees) (TL)        | 4,301,403,372  | 5,727,861,667  | 7,690,972,275  |
| Salaries and benefits paid to employees (TL)                          | 435,558,568    | 509,979,439    | 742,212,602    |
| Taxes and similar payments to the government (TL)                     | 40,234,160     | 101,521,028    | 138,788,416    |
| Donations, sponsorship and corporate responsibility expenditures (TL) | 3,053,150      | 115,466        | 7,151,075      |
| Total Sales Revenue (TL)  | 2021           | 2022           | 2023           |
| Domestic(TL)  | 12,780,175,027 | 19,696,625,654 | 24,539,927,089 |

Environmental Performance Indicators

| Sera Gazı Emisyonları                        | Unit                 | 2021    | 2022    | 2023    |
|--|----------------------|---------|---------|---------|
| Direct CO <sub>2</sub> Emissions (Scope 1)   | tCO <sub>2</sub> e   | 53,988  | 74,248  | 73,134  |
| Indirect CO <sub>2</sub> Emissions (Scope 2) | tCO <sub>2</sub> e   | 468,907 | 358,021 | 355,089 |
| Indirect CO <sub>2</sub> Emissions (Scope 3) | tCO <sub>2</sub> e   | 40,754  | 161,260 | 125,592 |
| Water Footprint                              | Unit                 | 2021    | 2022    | 2023    |
| Blue Water Footprint                         | m <sup>3</sup> /year | 79,478  | 83,095  | 35,331  |
| Green Water Footprint                        | m <sup>3</sup> /year | 14,637  | 21,663  | 18,533  |
| Grey Water Footprint                         | m <sup>3</sup> /year | 31,791  | 36,589  | 31,798  |
| Total Waste / By Type                        | Unit                 | 2021    | 2022    | 2023    |
| Hazardous Waste                              | Ton                  | 794     | 944     | 1.135   |
| Non-Hazardous Waste                          | Ton                  | 8,283   | 25,475  | 4,799   |
| Total Waste                                  | Ton                  | 9,077   | 26,419  | 5,934   |



Social Performance Indicators

| LABOR FORCE                  |        |        |        |        |
|------------------------------|--------|--------|--------|--------|
| According to Employment Type | Unit   | 2021   | 2022   | 2023   |
| White Collar - Women         | Person | 213    | 237    | 250    |
| White Collar - Male          | Person | 338    | 394    | 398    |
| Blue Collar - Male           | Person | 324    | 329    | 344    |
| TOTAL                        |        | 875    | 960    | 992    |
| According to Contract Type   | Unit   | 2021   | 2022   | 2023   |
| Indefinite Term - Female     | Person | 213    | 237    | 250    |
| Indefinite Term - Male       | Person | 661    | 721    | 742    |
| Fixed Term - Male            | Person | 1      | 2      | 0      |
| TOTAL                        |        | 875    | 960    | 992    |
| Cinsiyete Göre               | Unit   | 2021   | 2022   | 2023   |
| Male                         | Person | 662    | 723    | 742    |
|                              | Ratio  | 75.66% | 75.31% | 74.80% |
| Female                       | Person | 213    | 237    | 250    |
|                              | Ratio  | 24.34% | 24.69% | 25.20% |
| TOTAL                        |        | 875    | 960    | 992    |

| By Age                    | Unit  | 2021   | 2022   | 2023   |
|---------------------------|-------|--------|--------|--------|
| 18 - 30 years old         | Woman | 66     | 69     | 76     |
|                           | Ratio | 7.54%  | 7.19%  | 7.66%  |
|                           | Male  | 170    | 189    | 188    |
|                           | Ratio | 19.43% | 19.69% | 18.95% |
| 31 - 40 years old         | Woman | 103    | 120    | 127    |
|                           | Ratio | 11.77% | 12.50% | 12.80% |
|                           | Male  | 308    | 333    | 353    |
|                           | Ratio | 35.20% | 34.69% | 35.58% |
| Between 41 - 50 years old | Woman | 41     | 45     | 43     |
|                           | Ratio | 4.69%  | 4.69%  | 4.33%  |
|                           | Male  | 130    | 155    | 161    |
|                           | Ratio | 14.86% | 16.15% | 16.23% |
| Between 51 - 60 years old | Woman | 3      | 3      | 4      |
|                           | Ratio | 0.34%  | 0.31%  | 0.40%  |
|                           | Male  | 44     | 30     | 29     |
|                           | Ratio | 5.03%  | 3.13%  | 2.92%  |
| Over 60 years old         | Woman | 0      | 0      | 0      |
|                           | Ratio | 0%     | 0%     | 0%     |
|                           | Male  | 10     | 16     | 11     |
|                           | Ratio | 1.14%  | 1.67%  | 1.11%  |
| TOTAL                     |       | 876    | 960    | 992    |



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| LABOR FORCE   |       |        |        |        |
|---|-------|--------|--------|--------|
| Other Groups  | Unit  | 2021   | 2022   | 2023   |
| Disabled  | Woman | 6      | 7      | 7      |
|   | Ratio | %0,60  | %0,71  | %0,71  |
|   | Male  | 20     | 24     | 24     |
|   | Ratio | %2,02  | %2,42  | %2,42  |
| By Management Category  | Unit  | 2021   | 2022   | 2023   |
| Senior Management (General Manager, Director)                           | Woman | 1      | 1      | 1      |
|   | Ratio | %0,11  | %0,10  | %0,10  |
|   | Male  | 4      | 3      | 3      |
|   | Ratio | %0,46  | %0,31  | %0,30  |
| Middle Level (Manager, Administrator)                                   | Woman | 14     | 15     | 18     |
|   | Ratio | %1,60  | %1,56  | %1,81  |
|   | Male  | 77     | 80     | 78     |
|   | Ratio | %8,80  | %8,33  | %7,86  |
| Other   | Woman | 198    | 221    | 231    |
|   | Ratio | %22,63 | %23,02 | %23,29 |
|   | Male  | 581    | 640    | 661    |
|   | Ratio | %66,40 | %66,67 | %66,63 |
| TOTAL   |       | 876    | 960    | 992    |
| Contract  | Unit  | 2021   | 2022   | 2023   |
| Percentage of factory employees included in collective labor agreements | Ratio | %42,97 | %41,67 | %42,84 |

| Occupational Health and Safety Trainings | Unit        | 2021   | 2022   | 2023   |
|--|-------------|--------|--------|--------|
| Number of Company Employees              | Person      | 922    | 1.041  | 1.189  |
| Number of Subcontractor Employees        | Person      | 6.827  | 7.183  | 4.148  |
| Total Number of Participants             | Person      | 7.749  | 8.224  | 5.337  |
| Company Employees                        | Person*Hour | 8.298  | 9.369  | 10.701 |
| Subcontractor Employees                  | Person*Hour | 61.443 | 64.647 | 37.332 |
| Total OHS Trainings                      | Person*Hour | 69.741 | 74.016 | 48.033 |

| Employment and Turnover       | Unit   | 2021   | 2022   | 2023   |
|-------------------------------|--------|--------|--------|--------|
| New hires - Total             | Person | 116    | 166    | 206    |
| White Collar                  | Person | 94     | 148    | 139    |
| Blue Collar                   | Person | 23     | 18     | 67     |
| Resigned - Total              | Person | 47     | 81     | 174    |
| White Collar                  | Person | 38     | 67     | 122    |
| Blue Collar                   | Person | 9      | 14     | 52     |
| By Gender                     | Unit   | 2021   | 2022   | 2023   |
| Male - Recruited              | Person | 82     | 125    | 162    |
|                               | Ratio  | %70,69 | %75,30 | %78,64 |
| Male - Resigned               | Person | 39     | 64     | 143    |
|                               | Ratio  | %82,98 | %79,01 | %82,18 |
| Female - Recruited            | Person | 34     | 41     | 44     |
|                               | Ratio  | %29,31 | %24,70 | %21,36 |
| Female - Resigned             | Person | 8      | 17     | 31     |
|                               | Ratio  | %17,02 | %20,99 | %17,82 |
| By Age                        | Unit   | 2021   | 2022   | 2023   |
| 18 - 30 years old - Recruited | Person | 69     | 112    | 109    |
|                               | Ratio  | %59,48 | %67,47 | %52,91 |
| 18 - 30 years old – Resigned  | Person | 16     | 24     | 45     |
|                               | Ratio  | %34,04 | %29,63 | %25,86 |
| 31 - 40 years old – Recruited | Person | 35     | 44     | 39     |
|                               | Ratio  | %30,17 | %26,51 | %18,93 |
| 31 - 40 years old - Resigned  | Person | 18     | 35     | 39     |
|                               | Ratio  | %38,30 | %43,21 | %22,41 |
| 41 - 50 years old – Recruited | Person | 10     | 7      | 4      |
|                               | Ratio  | %8,62  | %4,22  | %23,30 |
| 41 - 50 years old - Resigned  | Person | 5      | 8      | 66     |
|                               | Ratio  | %10,64 | %9,88  | %37,93 |
| 51 - 60 years old - Recruited | Person | 2      | 3      | 10     |
|                               | Ratio  | %1,72  | %1,81  | %4,85  |
| 51 - 60 years old - Resigned  | Person | 6      | 12     | 18     |
|                               | Ratio  | %12,77 | %14,81 | %10,34 |
| Over 60 years old - Recruited | Person | 0      | 0      | 0      |
|                               | Ratio  | %0,00  | %0,00  | %0,00  |
| Over 60 years old - Resigned  | Person | 2      | 2      | 6      |
|                               | Ratio  | %4,26  | %2,47  | %3,45  |



# Limited Assurance Statement



## 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 Gdz Elektrik Dağıtım A.Ş. 2023 Sustainability Report prepared by Gdz Elektrik Dağıtım A.Ş. for the year ended 31 December 2023 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

Water Footprint (m<sup>3</sup> /year)

Direct CO<sub>2</sub> Emissions (Scope 1) (tonnes CO<sub>2</sub> e)

Indirect CO<sub>2</sub> Emissions (Scope 2)) (tonnes CO<sub>2</sub> e)

Indirect CO<sub>2</sub> Emissions (Scope 3) (tonnes CO<sub>2</sub> e)

Hazardous Waste (tonnes)

Non-hazardous Waste (tonnes)

### Social Indicators

Number of female and male employees by type of employment

Number of female and male employees by type of contract

Number of employees by gender and age

Number of employees by management category

Percentage of employees included in collective labour agreement (%)

Number of employees who quit their jobs by gender and age

Occupational health and safety training hours (hours)

Near miss

Kazakh frequency rate

Number of fatal accidents

Rate of lost days due to work accidents

Absenteeism rate

### Verification Activities

The accuracy and responsibility for the information contained in the Sustainability Report lies with Gdz Elektrik Dağıtım 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

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Ltd. is to verify the accuracy and reliability of the information available and to provide 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 2023 Sustainability Report until 31 December 2023 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 2023 Sustainability Report for the year ending 31 December 2023 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 Gdz 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

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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 | Gdz Electricity Distribution Inc. 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  |



CONTENT INDEX ESSENTIALS  
SERVICE  
WITH REFERENCE OPTION

2024

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## Sustainability Report 2023

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